

Louisiana's Road to Educator Excellence

Louisiana's View: The Big Picture

“Through the adoption of Act 54, educators now have the opportunity to engage in the development, implementation and revision of new performance evaluation models that are designed to provide teachers, administrators and policy makers with a constructive analysis of their impact on student achievement.”

- www.Act54.org

Critical to the success of Act 54 is the involvement of educators and other groups as each component of the law is considered, applied and perfected. During school year 2010-2011, stakeholder outreach initiatives included focus groups, work groups, educator committees and technical advisory committees. Officials with the Louisiana Department of Education (LDOE) will continue to aggressively solicit ideas and feedback from teachers, administrators, parents, students, communities and others across the state.

Milestones for Implementing Louisiana's Educator Evaluation

Phase I	2011-2012	Pilot Districts (10) Implementation › Five (5) Integrated Pilot Districts (CPMS, NTGS and Core Curriculum) › Five (5) CPMS Pilot Districts
Phase II	Spring 2012	Pilot Review and Evaluation; Modifications and adaptations made
Phase III	Summer 2012	Statewide Rollout & Training
Phase IV	2012-2013	Statewide Implementation

Louisiana's 2010-2011 Stakeholder Engagement Highlights

FOCUS GROUPS have been conducted statewide to date, with an average of ten to twelve participants, with many more planned throughout the remainder of this year. Focus groups were comprised of teachers, principals, assistant principals and administrative staff. The purpose was to strengthen the evaluation process and create buy-in. The focus groups intended to:

- › Gain educator perspectives and opinions on how the district's evaluation system currently works, what tool is used, what support is needed from the state to successfully rollout the new evaluation process, consequences for teachers/leaders who receive an ineffective rating.
- › Illustrate the expectations, apprehensions and other support that should be addressed when the new evaluation process is released.
- › Create a clear, coherent and effective evaluation system.

FALL 2010: Louisiana Components of Effective Teaching Taskforce convened to propose recommendations to develop teacher standards; other activities to support the development process included:

- › Webinars and surveys administered to solicit input on the teacher standards
- › Statewide focus groups conducted to solicit additional input.
- › Information emails to keep task force members updated

WINTER AND SPRING 2011: Teacher Standards Development Workshops (three days) convened to begin rubric development

WINTER AND SPRING 2011: Leadership Competency Model Taskforce (LCMT) convened to propose recommendations to develop leader standards; other activities to support the development process included:

- › Spring 2011: Leader Standards Development Workshops convened to begin rubric development
- › Webinar and surveys administered to solicit input on the leader standards

WINTER AND SPRING 2011: Non-tested grades and subjects (NTGS) educator engagement activities included:

- › NTGS Stakeholder Perception Survey: 2,600 educators (approx. 56% teachers) responded to the online Stakeholder Perception Survey
- › NTGS Stakeholder Perception Interviews
- › NTGS Focus Groups: to date, 20 statewide focus groups have been conducted

FALL 2010 TO PRESENT: Superintendent's Advisory Committee on Educator Evaluation convenes to make recommendations to the State Board of Elementary and Secondary Education regarding the development of a value-added assessment model, measures of student growth for grades and subjects for personnel for whom value-added data are not available and adoption of standards of effectiveness.

WINTER 2011 TO PRESENT: LA Technical Advisory Committee is a national team of experts convenes to provide advice and consultative services to the LDOE team responsible for implementing the Comprehensive Performance Management System.



The Department commits to creating a world-class education system for all students by ensuring an effective teacher in every classroom and an effective educational leader in every school in Louisiana.

*The stakeholder engagement continues with **YOU!***



Louisiana Department of
EDUCATION

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