

LEADS

Louisiana's Educator Advancement and Development System



Dear Colleagues,

As we approach the final stretch of this academic year, we find ourselves at a natural and meaningful pause—a time not just to tie up loose ends, but to reflect, recalibrate, and recognize the tremendous growth that has taken place across our classrooms. For those of you who participated in the LEADS Learning Year, this moment holds even greater significance.

The LEADS initiative is more than an evaluation system—it's a developmental journey rooted in the power of professional reflection, targeted support, and continuous improvement. And now, as we prepare for full statewide implementation in the 2025-2026 school year, the lessons we've learned this year will serve as our foundation for what's next.

This month's newsletter invites you to revisit your own progress: What have you discovered about your strengths? Where have you grown with the support of your coach? Which instructional moments brought the most joy and impact? These questions are not simply boxes to check—they are opportunities to reinforce the professionalism and intentionality that define Louisiana's educators.

Reflection is where growth takes root. By looking back with honesty and pride, we position ourselves—and our students—for even greater success in the year ahead. Thank you for your commitment to this process, and for your leadership as we continue to build a stronger, more supportive system for every educator in our state.

As always, the LDOE team is here to support you in this transition. Please don't hesitate to [contact us](#) with any questions.

Arthur M. Joffrion, Jr., Ed.D.
Deputy Assistant Superintendent
Educator Talent and Workforce Development

Success Stories

"In one of my observations, my refinement



area was asking questions that require active responses, a descriptor from the Questioning indicator. As I worked with my coach to build out a coaching plan, I recognized that there is more benefit to questioning in a way that requires active responses than I realized in the beginning. First, I recognized that using active response questioning gets 100% of students engaged in thinking about the lesson content. I also realized that when I'm thoughtful about selecting questions for active responses, I can better balance lesson pacing and letting

students deeply engage with lesson content. **These 'ah-ha' moments would not have happened if I hadn't taken time to reflect on my observation feedback and reflect throughout the coaching cycle."**

Jennifer Blanchard
Algebra I Teacher
Dutchtown High School
Ascension Parish

Teacher Toolkit

Louisiana Educator Rubric and Evaluation Teacher Handbook



Take Time for a Powerful Pause

As the school year winds down and end-of-year activities are in full swing—celebrations, report cards, classroom wrap-ups—our dedicated teachers are moving full steam ahead. But amidst the end-of-year hustle, there's also a powerful pause: a time to reflect on LEADS observations completed throughout the year. These moments aren't just checkboxes—they're windows into growth, collaboration, and the incredible progress made in classrooms. By taking time to revisit these snapshots of practice, teachers can celebrate wins, recognize areas for growth, and head into summer with renewed purpose and pride. After all, reflection isn't the end—it's the beginning of even better things ahead.

Why End-of-Year Reflection Matters

Self-Awareness and Professional Growth

Reflection helps teachers recognize their strengths and areas for growth. It

reinforces what's working, builds confidence, and sharpens a teacher's approach to instruction.

Understanding Student Learning

Looking back on the year helps teachers see how their instruction impacted students. It reveals which strategies worked, where students struggled, and how to better meet their needs moving forward.

Deepening Professional Practice

Reflection encourages ongoing learning and helps teachers engage more deeply with tools like the Louisiana Educator Rubric (LER). It supports intentional improvement and strengthens teaching practices and decisions.

Strengthening the Evaluation Process

Thoughtful reflection makes evaluation more meaningful. It helps teachers better understand feedback, use evidence to track progress, and fosters a culture of continuous improvement across the school.

Action Items

A Reflective Path Forward

Here are a few prompts to guide your end-of-year reflection:

- **Celebrate Strengths:** What rubric indicators and descriptors were highlighted in your reinforcement feedback? How did these strengths support student success?
- **Embrace Growth:** What rubric indicators and descriptors were identified as refinement areas? How has targeted, evidence-based feedback shaped your practice?
- **Review Your Journey:** What steps did you take toward your PGP/coaching plan goals? How did those efforts impact student learning?
- **Set Your Next Goal:** What's one area of the rubric you'd like to grow in next year? Start with one intentional goal that keeps the momentum going.
- **Remember:** Reflection isn't the end of the story—it's the spark for what comes next. Here's to finishing strong and stepping forward with purpose.



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