

LEADS

Louisiana's Educator Advancement and Development System



Dear Colleagues,

The transition to a more responsive teacher evaluation system began by actively listening to educators to better understand their needs in strengthening instruction and supporting student success. Teachers emphasized the need for resources that address current instructional challenges while providing opportunities for ongoing professional growth.

In response, we have developed the LEADS Public Collection within the Professional Learning Platform. This resource allows system leaders, school leaders, teacher leaders, and teachers to access classroom lesson videos, targeted rubric indicator clips across various settings, and supporting guidance documents. These materials are designed to foster reflection and continuous improvement. The LEADS Public Collection will continue to expand based on educator feedback, with new resources added over time to support effective teaching and learning.

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.

Explore the LEADS Public Collection

As teachers, observers, and coaches implement LEADS, the [LEADS Public Collection](#) section of the Professional Learning Platform provides a range of resources and tools to support all stakeholders with the evaluation process. Here's a quick glimpse of all the resources you'll find:

Course | Full Length Lesson Sets

Unit | Video Clip Collection

Course | Louisiana Counselor Evaluation Training for Counselors

Course | Louisiana Educator Evaluation Training for Teachers

Course | LEADS Educator Resources and Materials

Course | LEADS Leader Resources and Materials

Course | LEADS Counselor Resources and Materials

Course | LEADS Training Materials

Course | Louisiana Evaluation System (LES) Resources

Course | Louisiana Educator Advancement and Development Systems (LEADS)

With so many great tools available, we asked teachers which ones made the biggest impact. Based on their feedback, we've curated the top three resources to help turn observations and coaching into meaningful growth.

These essential tools will deepen your understanding of the Louisiana Educator Rubric (LER) and elevate your practice—keep reading to explore them!

LEADS Teacher Handbook

Louisiana Educator Rubric and Evaluation Teacher Handbook



The [LEADS Teacher Handbook](#) provides extensive guidance for understanding the instructional practices in the LER. In the Indicator Explanations and Examples section, teachers can find specific information about the “indicators” of instructional practice and the “descriptors” of each practice at the Exemplary

performance level.

- An overview of each indicator of instructional practice in the LER and the indicator’s importance to effective teaching and learning.
- Detailed explanations of each indicator’s descriptors at the Exemplary performance level and possible evidence (examples) for each descriptor. Evidence examples are provided for a variety of grade levels and instructional settings.
- Questions specific to each indicator and its descriptors to help teachers reflect on their own instructional practice

These resources support teachers in self-directed learning about the rubric and in reflecting on an identified area for growth (refinement area) from a formal observation and possible action steps to strengthen their practice in this area. For example, a teacher’s observer notes “Academic Feedback” as an area for growth. The handbook offers that teacher a place to review that instructional skill in depth, better understand how it supports student learning, and consider specific steps they can take to strengthen this aspect of their practice.

Educators can also access the asynchronous [Louisiana Educator Evaluation Training for Teachers](#) that introduces the rubric and provides an overview of each indicator of practice.

Video Clip Collection

This [Video Clip Collection](#) features short video clips (about 5 minutes each) showcasing instructional best practices aligned to the 12 Instruction Domain indicators from the Louisiana Educator Rubric (LER). Each clip provides real classroom examples across subjects and grade levels, with on-screen text identifying the featured indicator and its connections to other instructional practices.

For example, a high school welding lesson highlighting “Academic Feedback” may also demonstrate elements of “Motivating Students,” “Thinking,” and “Expectations.”

A guidance document accompanies the videos, offering strategies for professional growth. Educators can use these clips to:

- **Practice scripting lessons** and capturing teacher-student interactions.
- **Explore specific indicators in-depth.**
- **Understand rubric connections** across all domains.
- **Develop a shared language** for instructional excellence.
- **Identify high-quality teaching practices** aligned to the rubric.

Teachers can engage in self-directed learning by selecting clips that align with their interests or observation feedback. For instance, a teacher refining their “Academic Feedback” skills can watch a clip, analyze the strategies used, and reflect on how improving feedback enhances related indicators like “Thinking” and “Expectations.”

This curated collection provides a practical, real-world look at effective teaching in action—empowering educators to refine their practice and drive student success.

Full-Length Lesson Sets

A new addition to the LEADS Public Collection is a [full-length 5th grade math lesson](#) with videos and materials designed to deepen educators' understanding of the LEADS observation and coaching process. This resource provides insight into the interactions between the teacher, observer, and coach, offering a practical look at professional growth in action.

While not a model for all classrooms, these materials support training and professional learning by allowing educators to practice key evaluation and coaching skills. The lesson set includes:

- Pre-conference materials
- Lesson observation materials
- Post-conference materials
- Coaching plan materials

More full-length lesson sets will be added to the Public Collection this spring—stay tuned!

Action Items

Dive into one of the resources in the LEADS Public Collection with a specific action in mind. Here are three possible actions:

Review a specific indicator and its descriptors in the LER teacher handbook. It might be an indicator highlighted as an area for growth for you in an observation, or it might be an indicator where your professional practice is already strong and you want to continue to grow toward exemplary.

Watch a video clip of an Instruction Domain indicator. Think about your own instructional practice, how you apply that indicator in your classroom, what impact it has on student learning, and if there are ways you might strengthen it in a future lesson. Use the guidance document to navigate the self-directed learning process.

Take a look at the materials in the full length lesson set. Start with a component you are more interested in (pre-conference, lesson observation/evidence and rating, lesson observation/analysis of student work, post-conference, or coaching cycle/plan) and use the guidance document to help you navigate the self-directed learning process.

More LEADS Resources

[LEADS Public Collection](#)

[LEADS Library](#)

[Post-Conference Template](#)

[Formal Observation Cycle of Support](#)

[Louisiana Educator Rubric](#)

[Teacher Handbook](#)

[Evaluation Learning Year FAQ](#)

[SLT Reflection Tool](#)

[LES 2024-2025 Timeline](#)

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