



Principal's Newsletter



July 18, 2024

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LEADS Corner

As educators, we all strive to provide the best possible education for students. We spend hours planning lessons, analyzing assessment data, and collaborating with peers to positively impact students. How can we be supported as we continuously seek to sharpen our skills to meet the needs of all learners?

The Louisiana Educator Advancement and Development System (LEADS) is an improved evaluation system that is designed to assist in improving instructional and leadership skills. Rather than focusing solely on performance and ratings, this evaluation system is centered around coaching and support. The evaluation process will allow educators to focus on their specific areas of improvement and receive differentiated support for success.

LEADS evaluations will:

- Provide high-quality feedback to teachers and leaders that is actionable, detailed, and timely;
- Use research-based teaching and leadership standards that provide clear descriptions of practice across a range of indicators;
- Support the continuous improvement of teaching and learning using materials teachers use every day in classrooms;
- Offer opportunities for teamwork and collaboration that help educators to develop their practice;
- Use multiple, trained evaluators to build more accurate assessments of a teacher's instructional performance and leaders' leadership practices (optional);
- Provide differentiated follow-up coaching and support based on refinement areas; and
- Enable educators to reflect on their practice and share their views as part of the evaluation process.

Below are some actions that will help prepare to ensure a smooth transition to LEADS.

- Preparing school observation schedules will be key in ensuring that the observation cycles are completed. When preparing an observation schedule, you will determine if additional observers are needed. This may depend on the number of new teachers requiring three observations and the staff-to-administrator ratio. You'll want to block out Holidays/school events.
- Consider including practices to improve rater reliability in relation to scoring according to the rubrics.
 - **Norming on indicators** which can be done through school-level ILTs, and teacher collaborations.

- **Learning walks** can be led by principals where school leaders and designated observers are brought together for the purpose of taking learning walks to collect evidence for specific rubric indicators (only 1-3 indicators at a time). The group debriefs the learning walks by discussing evidence for the identified indicators and determining appropriate feedback to provide to the teacher.
- **Shadow scoring** is when observers/evaluators pair for an observation, then categorize evidence and assign ratings individually, and, lastly, come back together to come to consensus on the evidence and ratings for the lesson observation.
- Learning walks and shadow scoring both provide opportunities to **review and categorize evidence**. Another way to build reliability for evidence collection is to analyze the quality of evidence observers/evaluators are capturing. This skill can also be strengthened by analyzing the quality of evidence provided in post-conference plans.

In addition, the [Guide for School Leaders: Planning for Implementation](#) is an available resource to support LEADS implementation.

ANNOUNCEMENTS

Interests and Opportunities

Please check with your data manager to ensure that your name and email address is correct in Sponsor Site by July 31. This information must be updated by July 31 for you to receive the 2024-2025 Interests and Opportunities Survey information and unique code. If your contact information is not updated in time, please contact your accountability contact for support in obtaining your unique code. Emails with the survey information will be sent to all principals and accountability contacts in the third week of August.

Please contact accountability@la.gov with questions.

The New Teacher Experience: Summer Kick Off REGISTRATION STILL OPEN

The Louisiana Department of Education will host a Summer Kick-off for the New Teacher Experience on July 24, from 8 a.m.-4 p.m. in Baton Rouge for 500 new teachers.

The goals of the event are to:

- Welcome teachers to the profession
- Understand the components of Louisiana's New Teacher Experience
- Engage in professional learning around topics relevant to new teachers
- Provide statewide networking opportunities for new teachers

The Summer Kick-Off will take place at the Lod Cook Alumni Center (3838 W. Lakeshore Drive, Baton Rouge, LA 70802). [Registration](#) is now open and will close when capacity is reached. School systems may register their new teachers or send the registration link to new teachers for them to self-register. School systems should share details about the event with their new teachers and ensure that they are able to attend prior to registering. This event is provided at no cost to systems; however, any travel costs may be covered by the school system. Registration includes lunch and a tote bag with lots of start-of-the-year goodies.

Please contact laurie.carlton@la.gov with questions.

Louisiana Tutoring Initiative

The 2024 Louisiana Legislative session funded two tutoring programs available to eligible students in the upcoming 2024-2025 school year. Interested parties are encouraged to visit and bookmark the [LDOE Louisiana Tutoring Initiative landing page](#) to learn more about the tutoring programs available in the coming school year. This page will be updated frequently with useful information appropriate for all audiences.

School leaders, tutoring providers and families are also encouraged to [sign up](#) for the upcoming Louisiana Tutoring Initiative Newsletter, which will be used to share relevant information as it becomes available.

Please contact holly.manson@la.gov with questions.

RESOURCES

EDUCATOR TALENT AND WORKFORCE DEVELOPMENT

LEADS Implementation

Resources to support LEADS implementation are available in the [Compass Library](#). The resources provide a year-long scope-and-sequence for school leaders to assist with the transition from COMPASS to LEADS evaluation. The [Louisiana Educator Evaluation Handbook](#) and [LER: Other Personnel Guidance](#), as well as the [Louisiana Leader Evaluation Handbook](#) are now available. The [Evaluation Frequently Asked Questions List](#) has been updated, and forms have been published to assist with the evaluation process. A [Student Learning Target \(SLT\) Reflection Tool](#) has been updated to include the five levels of performance. Additional resources will continue to be added throughout the summer.

A LEADS teacher newsletter will be launched this fall, which will include information on educator evaluation policy, resources and impact. Please [sign up](#) to receive these email updates.

Please contact leads@la.gov with questions.

ACADEMICS

QSM Applications are Now Open

The 24-25 [Quality Science and Math \(QSM\) Grant](#) cycle is now open. Grade PK-12 public school teachers interested in purchasing instructional materials and equipment for math, science, or STEM classes should apply by September 8. Grants of up to \$2000 are awarded competitively to individual Louisiana public school teachers.

Please contact qsminfo@lsu.edu with any questions.

ELA

ELA and Social Studies Professional Learning Registration Extended

The ELA and Social Studies content teams are hosting a summer professional learning opportunity in North Louisiana on July 29. The [registration](#) deadline has been extended to July 22 and spots are still available for all ELA and Social Studies sessions. The capacity of each Social Studies session has increased to accommodate up to 70 participants.

ELA session topics will include supporting student fluency using the newly released FUEL resources, planning for implementation of the ELA Guidebooks 6-8 (2024) units, and assisting instructional leaders in implementing strategies to best support high-quality instruction in their ELA classrooms. Participants will learn best practices for planning and supporting the learning for all students.

Social Studies sessions will be divided by grade band and designed to support the implementation of the Bayou Bridges: A K-8 Curriculum. Participants will learn best practices for lesson internalization, planning, and pacing.

Please contact elaguidebooks@la.gov or classroomsupporttoolbox@la.gov with questions.

MATH

Act 260 Numeracy Professional Learning

The first ten modules of the *required* grades 4-8 [Numeracy Professional Learning](#) course and the optional grades K-3 and high school courses were released in July. System-specific course codes were sent to system leads the week of June 21, 2024. These codes are necessary for all school leaders and teachers to enroll in the appropriate course(s) in [LDOE's Professional Learning Platform](#). Leaders must plan [structures](#) and time with 2024-2025 school calendars for teachers to complete the required 50 hours of training.

In addition, the Leadership course is live in Canopy (course code: 09051991). This course is designed for school and system leaders to support implementation. Three leadership modules in this course provide guidance for scheduling, identifying the transfer of learning, reporting progress, and more. Course guidance is provided for all courses with Module Overviews, which provide leaders with content emphasis and course tips.

Please contact STEM@la.gov with any questions.

Math Leader Toolkit

The [Math Leader Toolkit](#) was developed in collaboration with NIET to support math teachers and leaders through the transition to the [Louisiana Educator Advancement and Development System \(LEADS\)](#). The resources to support math teachers and leaders in their transition to LEADS while keeping high-quality instructional materials at the forefront with a major focus on analyzing student work, teacher reflection, and feedback.

The [Math Leader Toolkit](#) is comprised of;

- the **Student Work Analysis Process** to aid teachers in using student work to be more reflective in their instructional practices to directly impact student outcomes,
- the **Student Work Analysis Coaching Tool** to aid instructional coaches, master teachers, and

other instructional support staff in supporting classroom teachers through the Student Work Analysis process,

- the **Content Specific Framework for Leaders** to aid administrators in supporting coaches, instructional support staff and teachers through the Student Work Analysis Process and Coaching Tools with guidance to support meaningful feedback,
- and the **Acceleration Program Appraisal** to reflect on your current math programming in all contexts to identify and adjust for misalignments.

The [Math Leader Toolkit](#) is an excellent addition to summer preparation meetings, teacher collaboration, leadership team meetings, or any other collaboration that happens on your campus. There will be professional learning opportunities on the [Math Leader Toolkit](#) during the 2024-2025 school year. Please reach out to STEM@la.gov with any questions or requests for support.

DIVERSE LEARNERS

Developing Literacy Skills in 4th - 8th Grade

The Department has partnered with the Public Consulting Group to offer free professional development [modules](#) focused on intermediate and middle school classroom literacy instruction. Registered participants have access to five online modules, opportunities for professional learning, tools, and resources. Access to the modules will be provided through January 2025.

[Registration](#) is open with some seats remaining.

Please contact diverselearnersupport@la.gov with questions.

SPED Fellow Academy Cohort 5

SPED Fellow Academy is a year-long, comprehensive development program for novice special education leaders across the state. The fellowship will provide in-person training, coaching, and a community of practice that will instill the knowledge and skills the next generation of leaders need to lead and sustain change to improve outcomes for students with disabilities. Throughout the program, fellows will engage in an Executive Learning Project which is a framework for leading systems-level change to improve educational outcomes for students with disabilities. At the conclusion of the program, fellows will present their Executive Learning Projects to a panel of experts during the final colloquium. Mentor-coaches will provide expert coaching to fellows in the development and implementation of their Executive Learning Projects.

Upon successful completion of SPED Fellow Academy, fellows will obtain a SPED Fellow Distinction on their EDL (education leader) certificate.

The [application](#) to apply to cohort 5 is available and will close on July 31.

Please contact diverselearnersupport@la.gov with questions.

Dyslexia Summit

The Center for Literacy & Learning, in partnership with ALTA Louisiana and Decoding Dyslexia Louisiana, is hosting an inaugural [Plain Talk About Dyslexia Summit](#) on October 4 - 5 at the Baton Rouge Marriott. Registration is now open for the event, where experts will share insights, strategies, and innovations in

the field of dyslexia. From cutting-edge research to practical applications, participants will gain invaluable tools to support individuals with dyslexia in their communities, schools, and homes.

Please contact diverselearersupport@la.gov with any questions.

POSTPONED - See the Sound-Visual Phonics Training Opportunity

The Visual Phonics trainings that were previously scheduled for July 24 and 25 have been postponed. Please check the weekly newsletter and office hours in the fall for updated training dates.

Please contact diverselearersupport@la.gov or lavisualphonics@gmail.com with any questions.

EDTECH

Kami Regional Tour

The LDOE will also host six regional face-to-face professional learning opportunities, July 24-26. Sessions will be offered in the following locations:

- July 24 - Calcasieu Parish
- July 24 - Lafayette Parish
- July 25 - Bossier Parish
- July 26 - Jefferson Parish
- July 26 - Lincoln Parish
- July 26 - East Baton Rouge Parish

Mark your calendars and [register](#) today!

Please contact digitallearning@la.gov with questions.

PRINCIPAL NEWSLETTER SIGNUP

Do you have a colleague who would benefit from receiving this newsletter? Forward this copy and encourage them to [subscribe](#) to receive our next monthly newsletter.

PRINCIPAL APPRECIATION

If you have an extraordinary building-level leader you would like to recommend to be highlighted in future newsletters, please submit information about the outstanding leader using the [LDOE Principal's Newsletter Leader Spotlight Nomination Form](#). This note of appreciation will be included in our next monthly newsletter.

DATES TO CONSIDER FOR BUILDING-LEVEL LEADERS

Important Dates	
ELA and Social Studies Professional Learning registration due	July 22
New Teacher Experience Summer Kick-off	July 24
Kami Regional Tour	July 24 - 26
SPED Fellow Academy Cohort 5 applications due	July 31