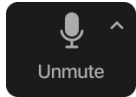


Principal Webinar

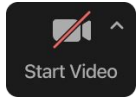


April 29, 2024

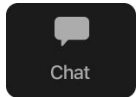
Zoom Meeting Preparation



- Please make sure your phone or computer is muted to minimize background noise.
 - To do this, hover over the bottom left-hand side of your screen and click “Mute.”



- Please make sure you have turned off your camera to save bandwidth and prevent any connectivity issues.
 - To do this, hover over the bottom left-hand side of your screen and click “Stop Video.”



- Please submit questions during the presentation in the “Chat” function located on the bottom of your screen.

If you require an interpreter or have other accessibility needs for future LDOE meetings, please contact LDOEcommunications@la.gov.

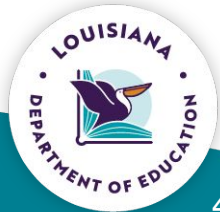


Upcoming Webinars and Information



Practicing Principal Webinars and Newsletters

- Practicing Principal Webinars are not held during summer months.
- Use [this link](#) to subscribe to the principal monthly newsletter. Principal information will be communicated throughout the year through the newsletter.



Teacher Leader Summit

The 12th annual [Teacher Leader Summit](#) will be held May 28-30, in New Orleans at the Ernest N. Morial Convention Center. The Teacher Leader Summit app, including session schedules and additional information, is available through Cvent.

To schedule sessions for Teacher Leader Summit, download the Cvent app from the [App Store](#) or [Google Play](#), and access the event with the code **FgXJiTLS24**.

Please contact events@emergentmethod.com with questions.



Literacy Tutoring



Steve Carter Literacy Tutoring

- In 2021, the State Legislature passed Act 415 which enacted the Steve Carter Literacy Tutoring Program for K-5th grade students reading below grade level.
- Eligible families receive \$1,000 digital literacy tutoring vouchers to choose their tutoring provider through an online platform.
- Tutoring program includes both virtual and face-to-face tutoring.
- The program requires LDOE to approve tutoring providers with certified teachers trained in the science of reading.
- The Steve Carter Literacy Tutoring Program can support the End of Year literacy screener.



Tutoring Participation

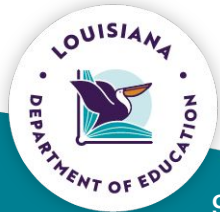
- 2,400 students
- 42,500 tutoring sessions
- 63 tutoring providers



Steve Carter Literacy Tutoring Guiding Questions

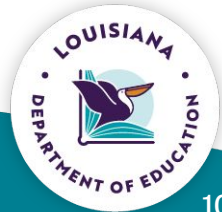
- How can this program support your EOY literacy screener and LEAP results?
- How will you be sure all families are aware of this program?
- How can you support families with the registration process?
- Who can be designated as your point of contact for the Steve Carter Literacy Tutoring Program?

A copy of the family letter and additional resources can be found in the [literacy library](#).



Closing

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



Louisiana Educator Advancement and Development System (LEADS)



Bulletin 130 Effectiveness Rating

The effectiveness rating shall be determined according to the composite score ranges as follows:

5 Point Scale		4 Point Scale	
4.50-5.0	Exemplary	3.5 or higher	Highly Effective
3.50-4.49	Highly Effective	2.5 to 3.49	Effective: Proficient
2.50-3.49	Proficient	1.5 to 2.49	Emerging
1.50-2.49	Emerging	Less than 1.5	Ineffective
1.0-1.49	Ineffective		

Evaluation Component Overview

	Qualitative Score 50%	Quantitative Score* 50%
Educators	<ul style="list-style-type: none">● Observation● Self-Assessment	<ul style="list-style-type: none">● VAM● SLTs
Principals	<ul style="list-style-type: none">● Conference● Self-Assessment● Principal Survey	<ul style="list-style-type: none">● SLTs
Counselors and Non-Principal School Leaders	<ul style="list-style-type: none">● Conference● Self-Assessment	<ul style="list-style-type: none">● SLTs

*Quantitative Score = Student Growth Score

Note: There may be instances where a leader or counselor teaches a course and receives a VAM score.



Comprehensive Training for Evaluators

First-time evaluators must attend a face-to-face training.

- Louisiana Leader Evaluation training is a two-day training.
- Louisiana Educator Evaluation training is a three-day training.

The evaluator certification process includes a passing score on an assessment to ensure inter-rater reliability and accuracy of ratings.

- Evaluators must renew certification annually, per Bulletin 130.



Ensuring Fair and Accurate Evaluations

The state will support calibration as we transition to a new evaluation system.

- Focused Monthly Calls for evaluators
- Rater-reliability practices
- On-site support

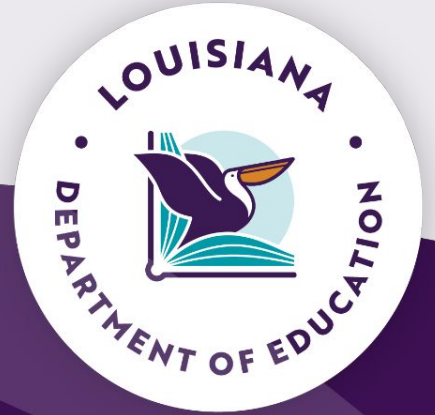


Bulletin 130 - Evaluation Monitoring

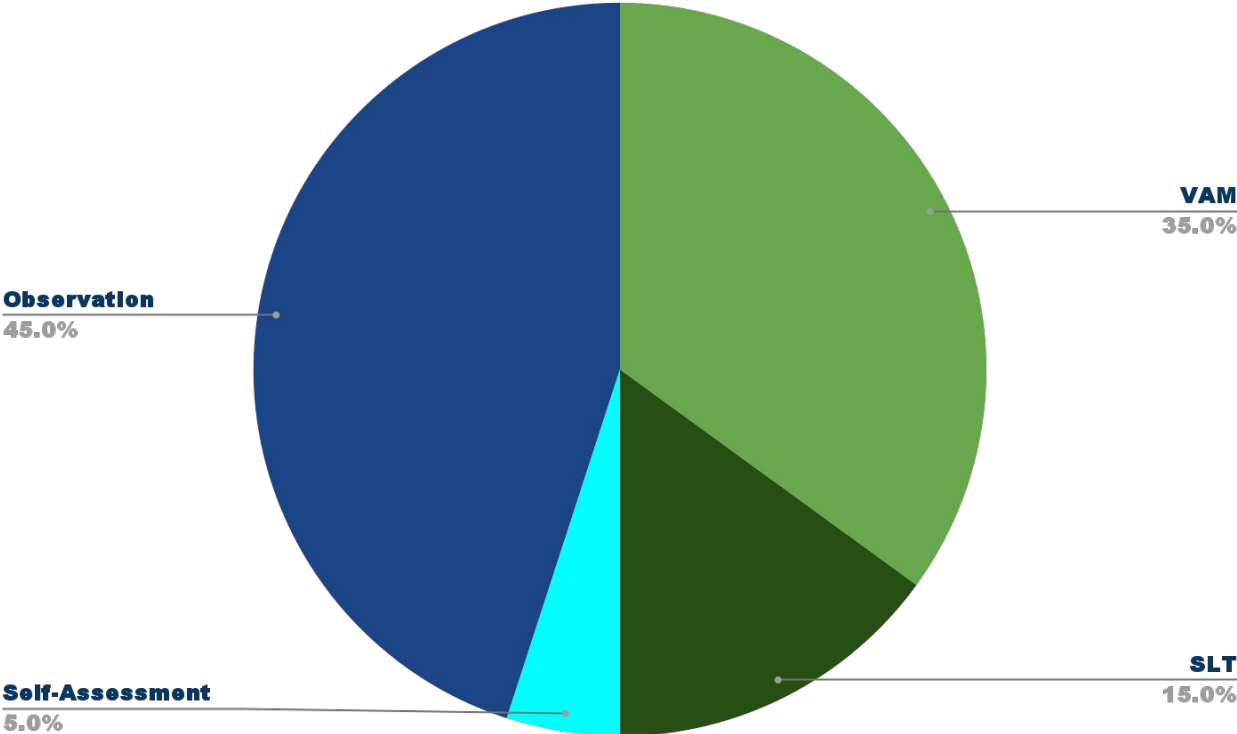
LDOE shall annually analyze the relationship between student results and educator observation scores for use in risk-based auditing. Risk-based auditing may include inter-rater reliability checks, and plans to address audit findings will be required for LEAs, schools, or observers noted as high risk based on this analysis.



Louisiana Educator Evaluation



Educator Evaluation Component Weights



Bulletin 130 Observation Requirements for Teachers

LEADS will provide for differentiated support for teachers depending on years of experience and individual needs.

- During the first three years of teaching, three observations shall be conducted.
- For teachers with three years of experience and beyond, one unannounced observation shall be conducted.
 - If the first observation score is below 3.5 or if the evaluatee requests it, a second observation shall be conducted and shall be announced.
 - If the average of the first two observations is less than 2.5, a third observation shall be conducted and shall be unannounced.

Designated Observers

Local systems may designate additional **observers** to help inform the evaluator of teacher performance.

- Instructional coaches
- Content leaders
- Master teachers
- Mentor teachers

Designated observers must attend training and pass the certification assessment prior to observing.

All ratings must be entered into the data system by **evaluators**.



Louisiana Educator Rubric

The [Louisiana Educator Rubric](#) consists of 4 domains and 23 indicators.

INSTRUCTION	PLANNING	ENVIRONMENT	PROFESSIONALISM
<ol style="list-style-type: none"> 1. Standards and Objectives 2. Motivating Students 3. Presenting Instructional Content 4. Lesson Structure and Pacing 5. Activities and Materials 6. Questioning 7. Academic Feedback 8. Grouping Students 9. Teacher Content Knowledge 10. Teacher Knowledge of Students 11. Thinking 12. Problem-Solving 	<ol style="list-style-type: none"> 1. Instructional Plans 2. Student Work 3. Assessment 	<ol style="list-style-type: none"> 1. Expectations 2. Engaging Students and Managing Behavior 3. Environment 4. Respectful Conditions 	<ol style="list-style-type: none"> 1. Growing and Developing Professionally 2. Reflecting on Teaching 3. School Involvement 4. School Responsibilities



Louisiana Educator Rubric

Each of the four domains on the rubric carry a different weight.

INSTRUCTION
75%

PLANNING
15%

ENVIRONMENT
5%

PROFESSIONALISM
5%



Bulletin 130 Post-Conference Plan Requirements

Each observation shall include a prescriptive post-observation conference not more than **five** school days following the date of the observation.

The evaluator will share feedback. Recommendations will be used to develop the professional growth plan.

- Reinforcement
- Refinement



Bulletin 130 Professional Growth Plan (PGP)/ Coaching Plan Requirements

Each teacher shall develop a professional growth plan collaboratively with the evaluator(s) based on an area of refinement identified through the first observation.

- An **informal observation** targeted to the specific refinement area shall be conducted at least two, not more than six, weeks following the post-conference.
 - Written feedback regarding progress toward the area of refinement must be given within one school day of the informal observation.

Early Childhood Teacher Requirements

Early Childhood teachers will be observed with the CLASS[®] tool in place of the Louisiana Educator Rubric.

- The scoring will be converted to a 5-point scale.

All other components/processes outlined in Bulletin 130 do apply.

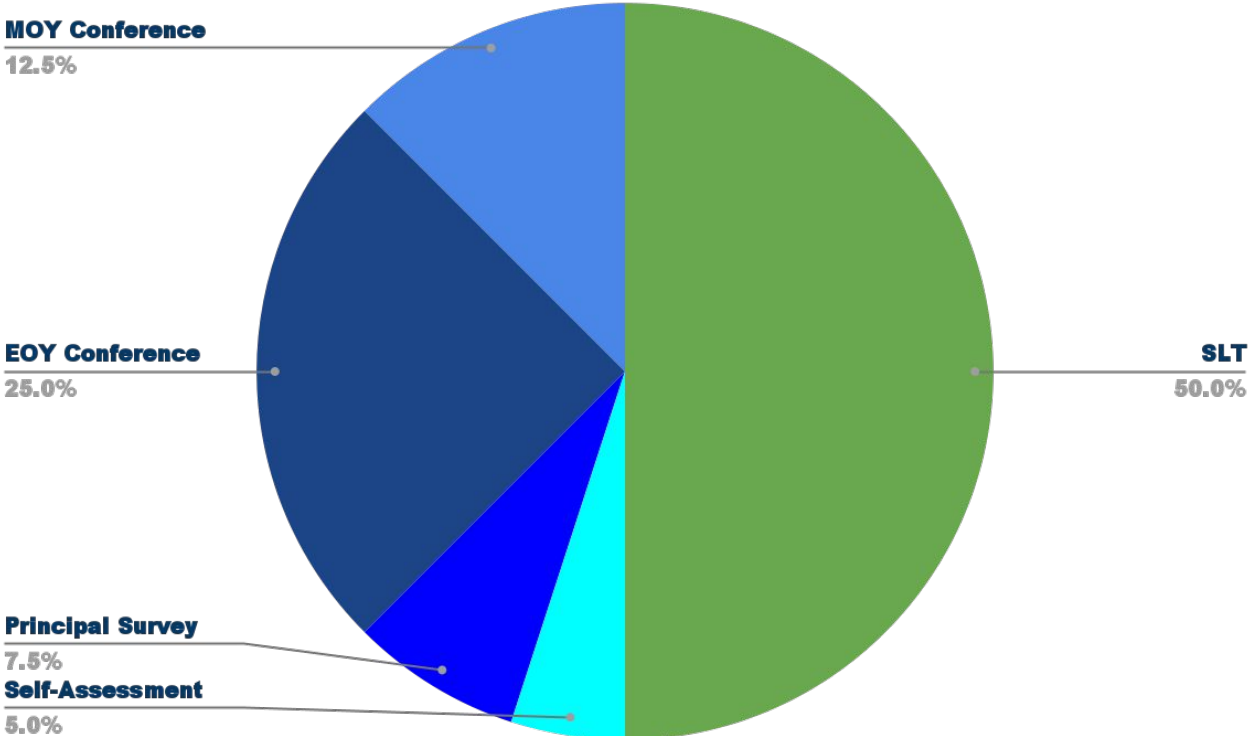
For the 2024-2025 school year, the overall observation score on CLASS[®] will be added to the data system following conversion as is the current process.

- During a later phase of development, the data system will allow entry of all indicator scores and will conduct the conversion. The ability to self-assess will be added at that time as well.

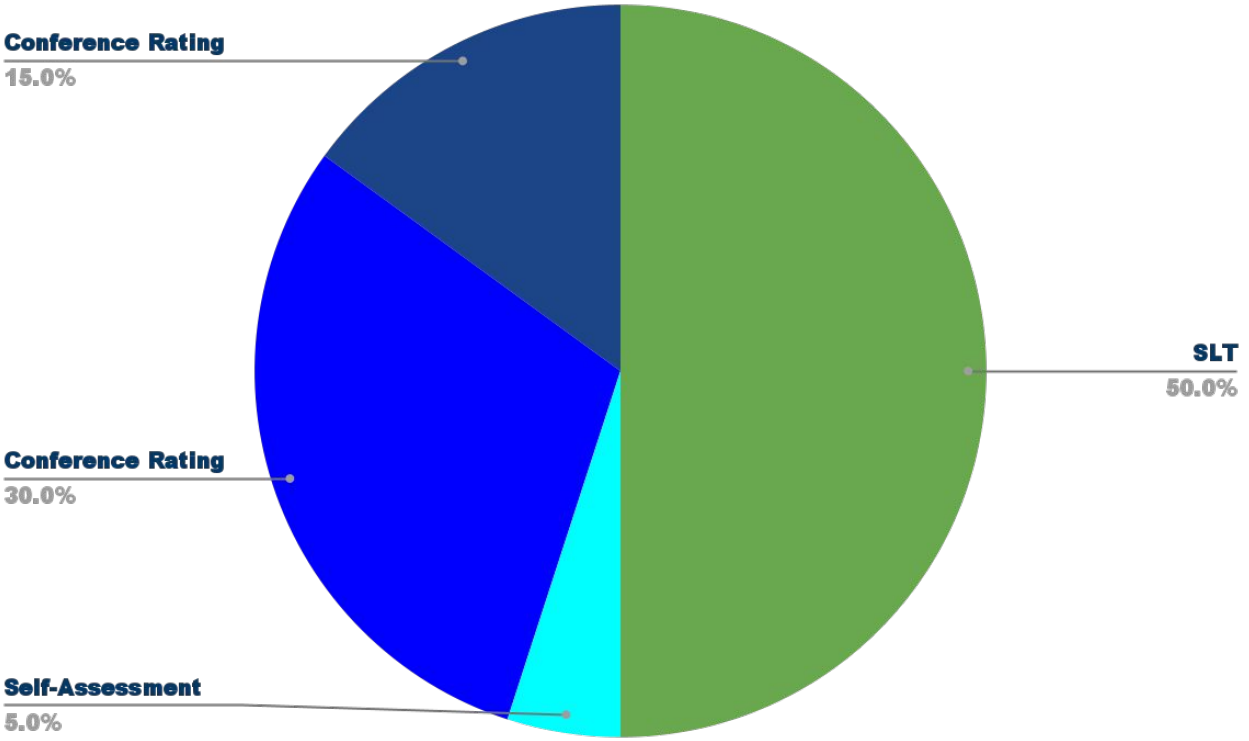
Louisiana Leader Evaluation



Principal Evaluation Component Weights



Non-Principal Evaluation Component Weights



Bulletin 130 Principal Conference (Observation) Requirements

Artifacts and data are collected during the evaluation cycle.

- Middle-of-Year (MOY) Conference (performance review) weighted 25% of qualitative score
- End-of-Year (EOY) Conference (performance review) weighted 50% of qualitative score
- Principal Survey weighted 15% of qualitative score
- Self-Assessment rating weighted 10% of qualitative score

For principals with more than three years of experience and a 3.5 in the previous year, the second conference/performance review may be waived.

Bulletin 130 Non-Principal School Leader Conference (Observation) Requirements

Artifacts and data are collected during the evaluation cycle.

- Middle-of-Year (MOY) Conference (performance review) weighted 30% of qualitative score
- End-of-Year (EOY) Conference (performance review) weighted 60% of qualitative score
- Self-Assessment rating weighted 10% of qualitative score

Louisiana Leader Rubric

The [Louisiana Leader Rubric](#) consists of 6 domains and 21 indicators.

SCHOOL MISSION, VISION, & STRATEGIC GOAL SETTING	INSTRUCTIONAL LEADERSHIP	CAPACITY BUILDING
<ol style="list-style-type: none"> 1. Goal-Setting and Monitoring 2. Communication of Mission, Vision, and Goals 3. Expectations 	<ol style="list-style-type: none"> 1. Curriculum and Assessment 2. Teacher Effectiveness 3. Meeting Student Needs 4. Instructional Focus 	<ol style="list-style-type: none"> 1. Reflective Practices 2. Leadership Development 3. Collaborative Practices 4. Continuous Improvement
SCHOOL & COMMUNITY ENVIRONMENT	PROFESSIONALISM & INTEGRITY	SCHOOL OPERATIONS/MANAGEMENT
<ol style="list-style-type: none"> 1. School Atmosphere 2. Community Engagement 3. Discipline 4. Access to High-Quality Education 5. Responsiveness to Stakeholders 	<ol style="list-style-type: none"> 1. Professional Norms 2. Professional Behavior 3. Policy 	<ol style="list-style-type: none"> 1. Administrative Operations 2. Fiscal and Physical Management

Louisiana Leader Rubric

**SCHOOL MISSION,
VISION, & STRATEGIC
GOAL SETTING**
20%

**INSTRUCTIONAL
LEADERSHIP**
20%

CAPACITY BUILDING
20%

**SCHOOL &
COMMUNITY
ENVIRONMENT**
15%

**PROFESSIONALISM &
INTEGRITY**
15%

**SCHOOL OPERATIONS/
MANAGEMENT**
10%



Preparing to Transition to LEADS



Actions to Consider

- Selecting evaluators/designated observers
- Attending training
- Communicating with stakeholders
- Scheduling observations
- Norming on the rubrics

Selecting Evaluators/Designated Observers

Factors to consider when selecting educator (teacher) evaluators/designated observers	Factors to consider when selecting leader evaluators
<ul style="list-style-type: none">● Number of teachers on campus● Number of new teachers on campus● Number of school leaders● Available teacher leaders	<ul style="list-style-type: none">● Number of principals● Number of new leaders● System leader roles/responsibilities

All evaluators/designated observers are required to attend training.

- Anyone attending the Louisiana Educator Evaluation Training and passing the certification assessment may apply for the mentor credential.



Communication with Stakeholders

Communication with stakeholder is a key factor in the success of any change.

- School leaders
- Teachers and Counselors



Critical Attributes of an Effective Observation Schedule

- Three observation cycles
- Labeled observations as announced or unannounced
- Assigned observers
- Defined window for pre-conference
- Defined window for entering observation data into state platform
- Defined window for post-conference & coaching plan
- Defined window for follow-up informal observation

Additional Items to Consider on Observation Schedules

- Linking to master schedule
- Listing subjects/times
- Linking resources such as curriculum and post-conference forms
- Adding names of shadow observers
- Local policies

Defining Professionalism

		Significantly Above Expectations (5) Exemplary	At Expectations (3) Proficient	Significantly Below Expectations (1) Unsatisfactory
School Responsibilities	The educator accepts responsibility and/or assists peers in contributing to a safe and orderly school environment.	Consistently	Regularly	Sometimes
	The educator adheres to system and school policies.	Consistently	Regularly	Sometimes
	The educator keeps timely and professional records.	Consistently	Regularly	Sometimes

Practices to Improve Rater-Reliability

Systems should consider the following when planning for the upcoming year and setting professional learning calendars and evaluation schedules:

- Norming on indicators
- Learning walks
- Shadow scoring
- Review of evidence selection and categorization

Evidence Collection

Educators	Counselors and Leaders
Evaluators script the lesson during observation.	Evidence collection is ongoing through on-site visits and document sharing.
<p>High-Quality Evidence Types:</p> <ul style="list-style-type: none">● Student evidence: What students say, do, and produce● Teacher evidence: What the teacher says and does● Visual evidence: Wording from visuals used during the lesson● Task evidence: Wording from tasks or assignments in which students engage● Impact evidence: What impacted student mastery of the lesson objective	<p>Examples include:</p> <ul style="list-style-type: none">● Teacher-led meetings● Newsletters● Communication to parents● Meeting logs and agendas● Student data

Closing

Please see the [Evaluation Learning Year Frequently Asked Questions List](#) for additional information.

Please email leads@la.gov with questions.



Thank You

Please contact louisianaleaders@la.gov with questions about principal webinars or newsletters.

