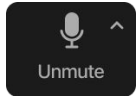


# Principal Webinar

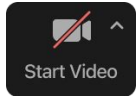


March 25, 2024

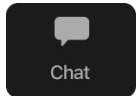
# Zoom Meeting Preparation



- 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](mailto:LDOEcommunications@la.gov).



# Upcoming Webinars and Information



# Practicing Principal Webinars and Newsletters

- Practicing Principal Webinars are held at 1 p.m.
  - The next webinar is on Monday, April 29.
- Use [this link](#) to subscribe to the principal monthly newsletter.

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



# 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. This year's Teacher Leader Summit will focus on "Leading the Next Level." Registration for this event is currently SOLD OUT!

Please use the [registration link](#) to be added to the waitlist. The waitlisted attendees will be notified of acceptance as space becomes available, on a first-come, first-served basis.

Please contact [events@emergentmethod.com](mailto:events@emergentmethod.com) with questions.



# Staffing and Scheduling Bootcamps

Staffing and scheduling bootcamps are designed to assist schools and systems in developing dynamic and effective schedules aligned to best practices. There is no cost to school systems. In addition to the in-person bootcamp sessions, participants will receive follow-up coaching calls for individual system level teams.

Registration is currently open on a first-come, first-served basis.

- April 15: [Elementary Staffing and Scheduling Baton Rouge](#)
- April 17: [Secondary Staffing and Scheduling Baton Rouge](#)
- April 18: [Elementary Staffing and Scheduling Natchitoches](#)
- April 19: [Secondary Staffing and Scheduling Natchitoches](#)

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



# LDOE Out of Field Praxis Support

LDOE is making funding available to reduce barriers for certified teachers teaching out of their field. LDOE will be covering:

- Praxis exam costs
- Certification costs (if exams completed by August 16)

Interested system leaders need to:

- Use [Edlink](#) to find OFAT teachers
- Send out [Out-of-Field Praxis Support Application](#)

Educators should complete the application by **July 19**.

[Out-of-Field Praxis Support Guidance](#)

Please contact [louisianaleaders@la.gov](mailto:louisianaleaders@la.gov) with questions.



# K-3 Literacy Screener: End of Year Administration

Thank you for your assistance with the implementation of the new statewide K-3 literacy screeners through the Louisiana mCLASS platform.

Amplify and the LDOE have released several EOY guidances and trainings. We ask that principals and school test coordinators work closely with their district test coordinators to prepare for this benchmark window.

The assessment office communication protocol will continue to be as follows:

1. Test Administrators (TA) report to the School Test Coordinator (STC).
2. School Test Coordinator (STC) reports to the District Test Coordinator (DTC).
3. District Test Coordinator oversees the K-3 Literacy Assessment and communicates with the Department.

Please contact [assessment@la.gov](mailto:assessment@la.gov) with questions.





# K-3 Literacy Screener Resources

## [Louisiana Amplify homepage](#)

- This site includes many helpful links for EOY guidances, rostering, administration and reporting.
- The site also includes an email and phone number for the Louisiana-specific Amplify customer support team.

## [LDOE Literacy Screener homepage](#)

- This site includes many helpful links for EOY guidances, Louisiana Alternate Assessment Rubrics, Grade 3 Remote Administration and Scoring materials, and much more.

Please contact [assessment@la.gov](mailto:assessment@la.gov) with questions.



# Gifted Referral Reporting

Gifted Referral reporting is due to the LDOE by **Friday, May 10**.

Each district is required to submit one report with the following data sets for K-3:

- The number of gifted students scoring in the above-average range on the literacy screener.
- The number of non-gifted students referred for additional screening.
- The number of non-gifted students referred for gifted evaluation.

Please contact [assessment@la.gov](mailto:assessment@la.gov) with questions.



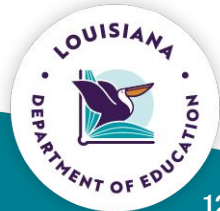
# Louisiana Educator Advancement and Development System (LEADS)



# Louisiana Advancement and Development System (LEADS) Overview

- 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;
- 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.

Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# Evaluation Components

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

\*Quantitative Score = Student Growth Score

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

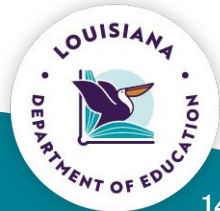




*“The Louisiana Educator Rubric provides me with a roadmap of teaching because it provides **high-quality coaching**. It has prompted me to **shift the practice in my classroom** because I am learning how to group, motivate, and engage students, and it is even helping with the behavior problems I was seeing at the beginning of the year. **Students are more engaged and grades have started to improve.**”*

- Te'Arien Mitchell, first year 5th grade math teacher, Claiborne Parish

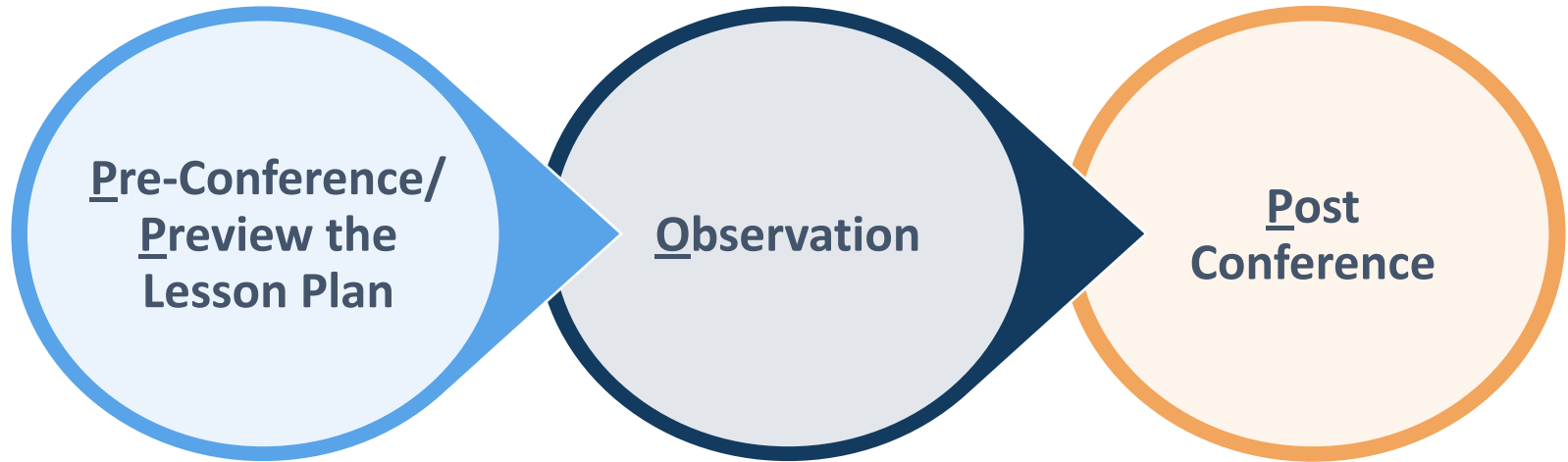
Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



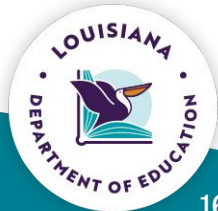
# Louisiana Educator Rubric

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

# The POP Cycle



Please contact [leads@la.gov](mailto:leads@la.gov) with questions.





# High-Quality Evidence

1. **Student** evidence: What students say, do, and produce
2. **Teacher** evidence: What the teacher says and does
3. **Visual** evidence: Wording from visuals used during the lesson
4. **Task** evidence: Wording from tasks or assignments in which students engage
5. **Impact** evidence: What impacted student mastery of the lesson objective

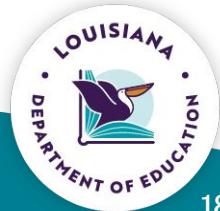
Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# School Leaders Believe the Louisiana Leader Rubric (LLR) Will Improve Their Practice

*“The new Leader Evaluation System offers leaders and evaluators the structures and processes conducive to continued support and growth, because **everyone deserves to be led well.**”*

- Martha Babin, Principal, G.W. Carver Primary, Ascension Parish

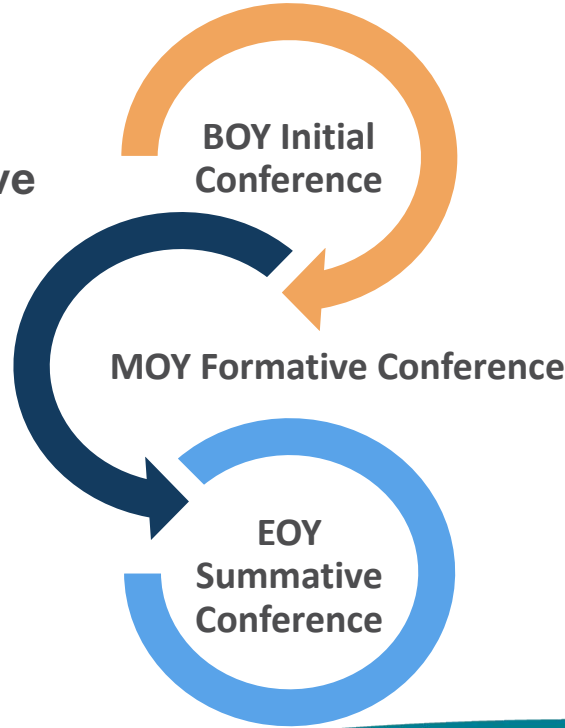


# Louisiana Leader Rubric

School Mission, Vision, & Strategic Goal Setting	Instructional Leadership	Capacity Building
<ol style="list-style-type: none"> <li>1. Goal-Setting and Monitoring</li> <li>2. Communication of Mission, Vision, and Goals</li> <li>3. Expectations</li> </ol>	<ol style="list-style-type: none"> <li>1. Curriculum and Assessment</li> <li>2. Teacher Effectiveness</li> <li>3. Meeting Student Needs</li> <li>4. Instructional Focus</li> </ol>	<ol style="list-style-type: none"> <li>1. Reflective Practices</li> <li>2. Leadership Development</li> <li>3. Collaborative Practices</li> <li>4. Continuous Improvement</li> </ol>
School & Community Environment	Professionalism & Integrity	School Operations/Management
<ol style="list-style-type: none"> <li>1. School Atmosphere</li> <li>2. Community Engagement</li> <li>3. Discipline</li> <li>4. Access to High-Quality Education</li> <li>5. Responsiveness to Stakeholders</li> </ol>	<ol style="list-style-type: none"> <li>1. Professional Norms</li> <li>2. Professional Behavior</li> <li>3. Policy</li> </ol>	<ol style="list-style-type: none"> <li>1. Administrative Operations</li> <li>2. Fiscal and Physical Management</li> </ol>

# Leader Evaluation Process

**Middle-of-Year formative conference** to review goals, the leader's self-assessment, ask questions, provide coaching, and discuss next steps.



**Beginning-of-Year initial conference** with the leader where rubric is reviewed, and the leader shares his/her goals for the year in order to create an action plan.

**End-of-Year summative conference** with the leader to review goals, the leader's self-assessment, ask coaching questions, and discuss next steps.

Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# Evidence and Artifacts

Evidence collection is ongoing and can be collected during campus visits and through document sharing.

Examples include:

- Teacher-led meetings
- Newsletters
- Communication to parents
- Meeting logs
- Student progress

Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# LEADS Informational Webinars

Informational webinars will provide an overview of LEADS for targeted audiences. Topics include:

- Policy Updates
- Evaluation Components
- Evaluation Process

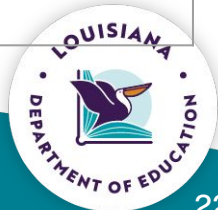
## School-Level Leaders

- **Webinar Date and Time:** April 17 at 11:30 a.m.
- **Webinar Link:**  
<https://ldoe.zoom.us/j/99264390680>
- **Webinar Phone Number:** 470-250-9358
- **Meeting ID#:** 992 6439 0680

## Counselors

- **Webinar Date and Time:** April 22 at 12 p.m.
- **Webinar Link:**  
<https://ldoe.zoom.us/j/96506543098>
- **Webinar Phone Number:** 470-381-2552
- **Meeting ID#:** 965 0654 3098

Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# LEADS Informational Webinars

## Teachers: Option 1

- **Webinar Date and Time:** April 22 at 3:30 p.m.
- **Webinar Link:**  
<https://ldoe.zoom.us/j/91593299793>
- **Webinar Phone Number:** 312-626-6799
- **Meeting ID#:** 915 9329 9793

## Teachers: Option 2

- **Webinar Date and Time:** April 24 at 4 p.m.
- **Webinar Link:**  
<https://ldoe.zoom.us/j/96895644525>
- **Webinar Phone Number:** 312-626-6799
- **Meeting ID#:** 968 9564 4525

Please contact [leads@la.gov](mailto:leads@la.gov) with questions.



# Questions

Please contact [leads@la.gov](mailto:leads@la.gov) with questions about the Louisiana Educator Advancement and Development System (LEADS).

