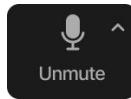
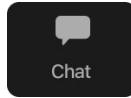


Zoom Meeting Preparation



- 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.



BESE-Authorized Charter Schools Monthly Call



January 8, 2026

Contact Information

Please add your **name** and **email address** in the chat. A copy of the powerpoint will be sent to you after this meeting.



Agenda

- Welcome
- Upcoming Submissions
- Charter Submission Shout Outs
- Educator Talent & Workforce Development (ETWD) Webinar
 - Lori Pennison, Education Consultant
 - Keisha Thomas, Education Consultant
- Certification and Educator Background Credentialing
 - Paula Bell, Director of Educator Background Credentialing
 - Rachel Normand, Director of Certification
- Questions



WELCOME

Our Goals for BESE Authorized Monthly Calls

We will provide pertinent information and updates.

- Being **INTENTIONAL**
- Listening to your requests
- Each month provide reminders and upcoming required submissions from all departments in the LDOE
- Each call will provide leaders with information tied to the Charter School Performance Compact.

*****REMINDER: Monthly calls are held every 2nd Thursday @ 9:00 am*****



Department Accountability

- Office of School Choice
- Germain Gilson, Assistant Superintendent
- Kaleb Moore, Chief of Staff
- Samantha Carter, Executive Director of Charter Accountability
- Christina Woods, Director of Charter Accountability
- Shantel Reynard, Director of Charter Accountability
- Theresa Jackson, Operations Manager



Charter Accountability Reporting

Utilize the [Reporting Calendar](#) as a tool for directions, links to forms, and submission due dates.

If you submit to Charters@la.gov, also CC your school's Director.

- Christina Woods - christina.woods@la.gov
- Shantel Reynard- shantel.reynard@la.gov

The [Charter School Library](#) is a great resource!

Subscribe to the LDOE [Newsletter!](#)

Reminder: If any staff changes occur please let your director know so Contact Sheets may be updated.



2025 Upcoming Submissions

December	January	February
<u>Website Compliance Review</u> <u>Course Choice Spring Reporting</u> <u>Dyslexia Reporting</u> <u>SLT and Evaluator Ratings</u> <u>Achieve!</u> <u>High Cost Services Grant Round 2</u>	<u>3rd Quarterly Waitlist Report</u> <u>International Associate Teacher Program</u> <u>Principal/Teacher of the Year Applications Due</u> <u>Outstanding School Support Employee Applications Due</u> <u>CDF MOY</u> <u>Course Choice Spring Reporting</u> <u>CIS Evaluation Deadline</u> <u>Quarter 2 Financial Report</u> <u>PERs</u>	<u>Diploma & Seal Orders</u> <u>Board Meeting Calendar</u> <u>International Associate Teacher Program</u> <u>Course Choice Spring Reporting</u>

Reminder: If any staff changes occur please let your director know so Contact Sheets may be updated.



Material & Non-Material Amendment Submission Deadlines

Material Amendment Requests & Supporting Documentation Due to Charter Accountability Team	BESE SIT Committee Meeting
January 9, 2026	March 10, 2026
No Submissions	April 14, 2026
April 10, 2026	June 9, 2026

Reminder: If any staff changes occur please let your director know so Contact Sheets may be updated.



Charter Submission Shout Out

- Acadiana Renaissance Charter Academy
- Delhi Charter School
- International School of Louisiana
- Lafayette Renaissance Charter Academy
- Louisiana School for Agricultural Sciences
- Lycee Francais International de la Louisiane
- New Harmony High Institute
- New Orleans Military & Maritime Academy
- Northshore Charter School
- Vermilion Charter Academy
- Willow Charter Academy



Charter Submission Shout Out

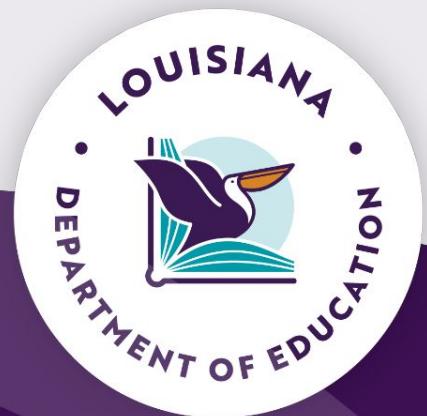
- Advantage Charter Academy
- Athlos Academy of Jefferson Parish
- Belle Chasse Academy
- Collegiate Baton Rouge
- GEO Next Generation High School
- GEO Prep Mid-City of Greater Baton Rouge
- GEO Prep Academy of Greater Baton Rouge
- Iberville Charter Academy
- Impact Charter School
- Kenilworth Science and Technology Academy
- Lake Charles Charter Academy
- Lake Charles College Preparatory
- Louisiana Key Academy – Baton Rouge
- Louisiana Key Academy – Caddo
- Louisiana Key Academy – Northshore
- Louisiana Virtual Charter Academy
- Northeast Claiborne Charter
- The Max Academy at Nicholls State University
- University View Academy



Educator Talent & Workforce Development (ETWD)



Evaluation Overview



Evaluation and Certification

Evaluation



System of Record



Certification

Terminology in Conjunction with Evaluation

LEADS	Louisiana Educator Rubric, Louisiana Leader Rubric, Louisiana Counselor Rubric	Louisiana Evaluation System (LES)
The entire system of evaluation	The names of the current evaluation rubrics; system may apply to use aligned alternate rubrics	The IT system: LES is the required system/system of record to enter all evaluation data



Bulletin 130 Effectiveness Rating

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

5 Point Scale	
4.50-5.0	Exemplary
3.50-4.49	Highly Effective
2.50-3.49	Proficient
1.50-2.49	Emerging
1.0-1.49	Ineffective



Evaluation Components 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.



Process of Evaluation



Evaluation Law and Policy



Evaluation Framework

Bulletin 130, *Regulations for the Evaluation and Assessment of School Personnel*, provides the framework and policy for evaluating school employees.

Evaluations shall include, at minimum, the following elements.

- Job Description
- Professional Growth Planning Process
- Observation, Data Collection, and Conferencing Process
- Professional Learning and Support
- Student Learning Targets
- Grievance Process



Purpose of Evaluation

1. Ensure qualified and effective personnel are employed in instructional and administrative positions.
2. Enhance the quality of instruction and administration.
3. Provide procedures to retain effective teachers and leaders and strengthen learning environment.
4. Foster continuous improvement of teaching and learning by providing opportunities for targeted professional growth and development.



Charter Law and Policy

R.S. 17.3997 - D.(1)(a)

(a) Each governing authority of a charter school annually shall evaluate every teacher and administrator employed at the school using the value-added assessment model and measures of student growth as determined by the State Board of Elementary and Secondary Education pursuant to R.S. 17:3902(B)(5).

Charters are beholden to the standards of effectiveness and reporting. (Please note the sections of Bulletin 130 that apply to Charters, §301, §303, §305, §307, §309, §325, §329, and §701).



Evaluation Processes

- Communicating the Job Description
- Setting Student Learning Targets
- Observing/Conferencing
- Developing the PGP/Coaching Plan



Training & Evaluator Certification

All observers/evaluators should attend a face-to-face training and pass an assessment prior to observing with the LEADS rubrics to ensure rater-reliability.

- LEADS evaluator training is offered each year by LDOE for new hires or those transitioning into new observer/evaluator roles.

An alternate training is available online for observers/evaluators who are approved to observe with an alternate rubric.



Components of Evaluation: Qualitative



Qualitative Assessment Score

The qualitative assessment score accounts for 50% of an evaluation score.

Role	Qualitative Components
Teacher	Observations (90%) Self-Assessment (10%)
Counselor/Non-Principal School Leader	Conferences (90%) Self Assessment (10%)
Principals	Conferences (75%) Principal Survey (15%) Self Assessment (10%)



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**.



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.



Bulletin 130 Counselor 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



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



Components of Evaluation: Quantitative



Quantitative Assessment Score/Student Growth

Role	Qualitative Components
Teacher	<p>Student Learning Targets (SLTs) (30%) VAM (70%) *SLTS account for 100% for non-VAM teachers</p>
Counselor/Non-Principal School Leader	<p>Student Learning Targets (SLTs) 100%</p>
Principals	<p>Student Learning Targets (SLTs) 100%</p>



Student Learning Target (SLT) Guidelines for Teachers

Student Learning Targets (SLTs) measure student progress. Two SLTs are required for teachers each year and a meeting must take place between the evaluator and the evaluate to discuss student learning goals.

SLTs shall include goals which express an expectation of growth in student achievement over a given period of time, as well as common measures for assessing attainment of those goals, such as an identified assessment and/or a body of evidence.

In other words this, formula can be used as follows in any circumstance:

X outcome in X amount of time on X assessment for X number of students



Student Learning Target (SLT) Guidelines for Principals

Current policy requires one learning target for principals be based on overall school performance improvement in the current school year, as measured by the school performance score, and one learning target to be based on growth in a component (e.g., ELA or math improvement) of the school performance score.

Student Outcomes: Value-Added Model (VAM)

The value-added model (VAM) measures students' success compared to similar peers year to year.

The VAM predicts how well students will perform on the assessment in comparison to their peers with similar prior assessment scores and background.

Once a student has taken state assessments, the model shows the extent to which his or her achievement was on target with what was expected (student expected score).

The difference between a student's actual achievement and his or her expected achievement is known as the “value added.”

(Resource: [VAM Frequently Asked Questions](#))



Additional Evaluation Notes

- Educational Leaders at the **school system** level must be evaluated via LEADS; however, the observation rubric may be an approved alternate rubric.
- Educational Leaders at the **district level** may be evaluated using local personnel evaluations to advance or renew an Ed Leader certificate.
 - *Please note, **Local Personnel Evaluations** (non-LEADS evaluations of district level personnel) are not entered into the data system. Local personnel evaluations are kept on file at the district and attested to on an attestation form in the educational leader application packet.*
- **Incomplete evaluations** should still be entered in the data system with a code signifying retirement, FMLA, etc.



Louisiana Evaluation System (LES) Data Platform



Louisiana Evaluation System (LES)



Home Certification Info Evaluation Info My Educator Profile Evaluation Human Resources OTS 09/25/2024 teacher! NoPermissions

Louisiana Educator Portal

The Louisiana Educator Portal is the online resource for educator certifications. If this is your first visit here you will be required to register on the next page. If you have already registered, please continue to the next page and log in.



LES At-A-Glance

What is LES?

LES is a comprehensive data system that will hold all evaluation data for an individual.

- Rosters pre-populate from EdLink
- System-level contacts will have administrator access
- Evaluators and evaluatees will enter data
- Data will be entered throughout the school year

Who uses LES?

Educators who receive an evaluation or are involved in the evaluation process.



Louisiana Evaluation System (LES)

LES is a comprehensive data system that will hold all evaluation data.

Evaluators	Teachers	Counselors and School Leaders
Enter pre-conference dates, formal observation scores, EOY and MOY conference scores, reinforcement and refinement areas and evidence, post-conference dates	Enter self-assessment scores, reinforcement and refinement areas, and evidence	Enter self-assessment scores, reinforcement and refinement areas, and evidence
Enter informal observation dates	Link PGP/Coaching Plans	Link PGP/Coaching Plans
Accept and rate SLTs	Enter SLTs and report results	Enter SLTs and report results
Finalize evaluations		



LES Rostering Process

- Staff rosters are derived from EdLink 360 site assignments.
- There is no manually adding or deleting staff from rosters.



LES 2024-2025 Closeout Reminders

- Systems should be finalizing educator evaluations for the 2024-2025 school year.
- Evaluations should be marked incomplete for any employee that did not receive an evaluation. Refer to [Bulletin 130](#) for the conditions that allow an evaluation to be marked incomplete.
- The deadline for entering educator/leader evaluation data is January 30.



Charter Spreadsheet Upload

Direct entry into LES is the preferred method for entering data.

- Prior to uploads
 - Review rosters in LES to ensure all staff appear, are assigned an evaluator, and have the correct evaluation type.
- To request a spreadsheet upload, email leads@la.gov.



Resources

Please see the [LEADS Library](#) for additional resources and the [LES Technical Guide](#).

If you experience EdLink or MyLA account issues, submit a [ticket](#) for assistance.

For questions or to schedule a support call, email leads@la.gov.



Continued Support for LEADS Implementation



LEADS Implementation Resources

Many resources including rubrics, forms, handbooks and webinars are available in the [LEADS Library](#) to support the transition to LEADS evaluations.

- [Evaluation Implementation Guidance for System Leaders](#)
- [Evaluation Learning Year Frequently Asked Questions List](#)
- [Other Personnel Guidance](#)
- [Student Learning Target \(SLT\) Reflection Tool](#)

The [Professional Learning Platform: LEADS Public Collections](#) contains many training resources including modules and videos.



LEADS Implementation Support

LEADS Implementation On-Site Sessions are being offered across the state.

- Sessions focus on the formal observation process and cycle of support.
- System and school leaders are encouraged to register.



Thank You

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

- Email leads@la.gov with evaluation policy questions.
- Email certification@la.gov with certification questions.
- If you experience EdLink or MyLA account issues, submit a [ticket](#) for assistance.



Certification and Educator Background Credentialing



CBC for Certification

- **Criminal Background Check (CBC) Requirement:** LDOE must receive and review a CBC before issuing, renewing, advancing, verifying, or modifying educator certification. [Why is this a good thing?](#)
- **Fingerprinting Process:** Applicants must use LDOE's Certification & Background Credentialing service code (27N5HQ) as outlined in the [Educator Fingerprinting Packet](#).
- **Ongoing Monitoring:** Once a “[Clear Credential](#)” is issued, LDOE will receive automatic updates (rap backs), reducing the need for future fingerprinting for certification.

Contact EducatorClearance@la.gov with questions or submit questions through the [Teacher Certification Help Portal](#).



CBC & SCR Check for Employment

- LA R.S. 17:15 directs schools in their hiring and dismissal processes.
 - A CBC is required when hiring new employees, but there are provisions in the law that state, *a CBC is NOT required for an applicant with a teaching credential issued by the board or the department unless the applicant's teaching certification has been denied, suspended, or revoked by the board or the department.*
- Recently revised, LA R.S. 15:587.1 requires employers conduct a State Central Registry (SCR) check through DCFS' Child Abuse and Neglect System (CANS) for **ALL employed after August 1, 2025.**

Contact EducatorClearance@la.gov with questions or submit questions through the [Teacher Certification Help Portal](#).



CBCs with Disqualifying Entries

- LDOE will deny or suspend certification for disqualifying convictions, notify BESE and NASDTEC, and inform the educator and last known employer.
- Disqualifying convictions include all felonies and offenses listed in LA R.S. 15:587.1(C) regardless of first offender pardons, expungements, or dismissals per Articles 893/894.
- Appeal Eligibility (Records Review)- BESE may consider lifting a denial or reinstating a suspended certificate if:
 - At least five years have passed since the final conviction.
 - An updated CBC shows no new convictions, warrants, or pending charges.
 - All sentencing requirements (probation, parole, restitution) are completed.

Contact EducatorClearance@la.gov with questions or submit questions through the [Teacher Certification Help Portal](#).



Certification and Background Credentialing Team

The Certification Team is charged with issuing certification and education-specific credentials for the entire state of Louisiana, in accordance with [Louisiana law](#) and BESE policy. All applications should be submitted online via [Louisiana Educator Portal](#).

Use resources of online portal before submitting a question

- Use online portal and [HR/University-provider-only](#) office hours for specific certification questions
 - Personnel directors should use the *office hours portal* link to schedule time to talk with a Certification Specialist
 - Please include name, contact number, email, and details of the certification cases for which you have questions when scheduling



Impacts of Evaluation on Certification

- Per [R.S. 17:3886](#), an educator's certification can be renewed or advanced if he/she receives three effective evaluations in the initial or renewal period.
- Advancement from a Level 1 to a Level 2 certificate is contingent upon both effective evaluations *and* three years experience teaching.
- To advance or renew a teaching or leader certificate, three effective evaluations are required within the validity period of that certificate.
- If an educator or leader is not evaluated, certification renewal or advancement is hindered or prevented.



Impacts of Evaluation on Certification

- Educators serving in a **teaching** position are required to be evaluated, with final results entered into the Louisiana Evaluation System.
- Educators serving as a **school-based leader** are required to be evaluated with final results entered into the Louisiana Evaluation System.
- Educators serving as a **district-level leader** can be evaluated, via [local evaluations](#).
- Educators serving in a role that **cannot be evaluated** per student growth measures can have their certificate placed into [operational role](#).



Application Submission Best Practices

- Check current certification on teachlouisiana.net or within the application to ensure type and validity are accurate.
- Encourage applicants to scan documents to be uploaded as a PDF instead of taking a photo. Although JPG/JPEG files can be uploaded, in many instances the file is very large.
- **Check LEADS prior to submitting applications to ensure the appropriate number of evaluations are finalized and are effective.**
- **Do not** sign the HR Section of an application that is incomplete or incorrect. Contact the applicant and request corrections **before** signing the application.



Thank You

- Submit Certification and Evaluation questions through the [Teacher Certification Help Portal](#).
- Email EducatorClearance@la.gov with questions regarding criminal background checks and Clear Credentials.



Teacher Leader Summit 2026



Teacher Leader Summit

- **Hold the Date:** Teacher Leader Summit 2026 is May 26-28 at the New Orleans Ernest N. Morial Convention Center. Early bird registration opens **February 16, 2026.**
- To better serve all educators, the College and Career Readiness team has joined forces with Teacher Leader Summit to bring you an even more comprehensive experience. Sessions that would normally be part of our Fast Forward Convention are now integrated into Summit, giving you access to all the great content from both events — now in one convenient location!

Please contact ldoeevents@la.gov with questions.



Questions

For further inquiries, please reach out to
charters@la.gov

Charter Accountability

charters@la.gov

Directors of Charter Accountability

Shantel.Reynard@la.gov

Christina.Woods@la.gov



Upcoming BESE-Authorized Charter Monthly Call

February 12, at 9:00 am

