

TAP Instructional Rubrics 5-Point Scale Conversion to Louisiana’s Four Levels of Effectiveness

The TAP Instructional Rubrics utilize a 5-point rating scale, with a 5 indicating Exemplary, a 3 indicating Proficient, and a 1 indicating Needs Improvement. The TAP rubric includes 4 domains and 26 indicators across those four domains. An annual SKR (Skills, Knowledge, and Responsibility) Score is computed for each teacher evaluated using the TAP rubrics. The SKR is based on multiple observations by multiple trained and certified evaluators.

Louisiana Compass has adopted a modified version of the Charlotte Danielson Framework for Effective Teaching rubric that utilizes a 4-point rating scale. The Compass teaching rubric consists of 3 domains and 5 components across those domains. In addition, the state has adopted Standards of Effectiveness ratings that are based on a 4-point scale: 4 (Highly Effective); 3 (Effective Proficient); 2 (Effective Emerging); and 1 Ineffective.

To align the TAP rubric with the state’s adopted Standards of Effectiveness, it was necessary to develop a conversion chart for districts to apply when calculating and reporting data to the state for purposes of annual teacher evaluation composite scores.

After analysis of the two rubrics (domains, components/standards, descriptors/critical attributes), review of the practice and application of the rubrics, and consideration of mathematical proportions, the following conversion methodology was defined:

Rating	SKR Range	SKRs in TAP
Highly Effective	SKR > 3.5	4.0, 4.5, 5
Effective Proficient	2.5 < SKR ≤ 3.5	3.0, 3.5
Effective Emerging	1.5 < SKR ≤ 2.5	2.0, 2.5
Ineffective	SKR ≤ 1.5	1.0, 1.5

It was further necessary to determine a number between 1 and 4, to the tenth place, to associate with each of the possible SKR scores (**Professional Practice Score**). This corresponding score is needed when calculating the teachers’ overall evaluation composite score:

$$\frac{\text{Professional Practice Score} + \text{Student Growth Score}}{2} = \text{Final Composite Score}$$

Professional Practice Conversion Chart		
Prior to calculating the Final Composite Score, the TAP SKR score should be converted to its Compass “equivalent”		
SKR Score	Compass Equivalent	Effectiveness Level (Professional Practice)
5.0	4.0	Highly Effective
4.5	3.8	
4.0	3.6	
3.5	3.4	Effective Proficient
3.0	2.8	
2.5	2.4	
2.0	1.8	Effective Emerging
1.5	1.4	
1.0	1.0	
		Ineffective