

Background and Overview

In November 2021, the legislatively created Teacher Recruitment, Recovery, and Retention Task Force released a report on the state's educator workforce. The task force was formed to address the current and potential future teacher shortages in Louisiana and secure a stronger educator workforce. The Task Force, in its 2021 report, recognized the complex challenges of the teacher shortage and identified best practices and effective strategies used across the country related to recruiting and retaining effective educators. The Task Force approved 28 recommendations including a review of the current educator evaluation system and a plan for improvement. The Louisiana Department of Education (LDOE) began this research with an extensive collection of national research, a review of local data, and a collection of field perceptions and ideas through focus groups and surveys.

Following the Request for Proposal (RFP) process, the Department contracted with the National Institute for Excellence in Teaching (NIET) to assist with adjusting the evaluation system based on research and best practice along with developing resources to support professional learning. The new evaluation system will include a structure of professional learning opportunities connected to evaluation and will foster growth to support recruitment and retention of effective educators. The system will:

- include multiple measures that are fair, valid, and reliable;
- be connected to professional learning;
- be based on proven strategies that enhance teaching practices;
- provide multiple opportunities for feedback and reflection; and
- take into account individual systems, schools, and educator needs.

Evaluation components will be piloted and adjusted based on data and feedback from the field. The pilot will take place during the 2023-2024 school year. Following adjustments, an additional learning year pilot will occur during the 2024-2025 school year prior to full statewide implementation beginning in the 2025-2026 school year.

Purpose

The LDOE is seeking up to 15 school systems from across the state to pilot potential evaluation components. Participating systems should have evaluators currently trained and certified to use the NIET Teaching and Learning Standards Rubric (TLSR) and the Principal Standards Rubric (PSR). Applicants that are not currently trained and certified in the PSR will be trained during the pilot year. All participating systems will be trained to use any additional evaluation components/processes to be piloted. After piloting components, participants will be included in focus groups and surveys to provide ideas and opinions regarding the piloted components. Data and feedback from the pilot will inform adjustments to evaluation components/processes, training documents, and scoring and calculations for the educator evaluation system.

Evaluation Pilot Logistics

The Evaluation Pilot will provide evaluators with training to implement individual components that may be used in the improved educator evaluation system. Participating school systems will be asked to implement components and/or provide feedback on training and resources to assist LDOE in developing comprehensive and aligned components and resources. These components **may** include:

- an observation and feedback cycle.
- additional evaluation protocols/processes.
- student surveys.
- staff surveys.
- self-assessments or reflection tools.
- tracking of student progress toward goals.

School systems will participate in monthly webinars to provide ongoing feedback and support for the pilot. A system level leader will need to be identified as the lead on this pilot. Participating school systems will also be required to document practices and supply data on evaluation components and scoring.

Though not required, the piloted components will provide additional evidence which may be used in final scoring of 2023-2024 evaluations.

Application

Systems currently using the NIET Teaching and Learning Standards Rubric (TLSR) or who plan to use the tool during the 2023-2024 school year, and are interested in testing evaluation components and providing feedback, should apply to participate in the evaluation pilot. LDOE is seeking participants from both urban and rural regions across the state. Application questions and assurances must be completed in the [Jot Form](#). Questions are listed below to assist in completion of the application. Interested applicants should submit the [application](#) and assurances by **August 4**. LDOE will notify applicants by August 11, if selected to participate in the pilot. A kickoff meeting with system contacts will take place on August 21 from 2:00-3:30 p.m. via Zoom.

Application Questions

1. List name of school system wishing to participate in the 2023-2024 evaluation pilot.
2. List name of contact person for the evaluation pilot.
3. List email address of contact person for the evaluation pilot.
4. List names of school sites wishing to participate in this evaluation pilot.
5. Answer yes/no if your system will be using the NIET TLSR for the first time in 2023-2024.
6. List number of years the NIET TLSR has been used for teacher evaluation.
7. Answer yes/no if your system has been trained in the NIET Principal Standards Rubric (PSR).
8. Answer yes/no if your system will be using the NIET PSR for the first time in 2023-2024.
9. List the number of years the NIET PSR has been used for principal evaluation, if applicable.

Frequently Asked Questions (FAQs)

What are the requirements of participating systems?

LDOE will pay for additional training and tools necessary for the pilot on the system's behalf; therefore, failure to complete the pilot may require the system to reimburse the LDOE for the cost of any loss due to withdrawal or noncompletion. The following participant assurances are required for participation in the pilot.

- Systems must currently use the NIET Teaching and Learning Standards Rubric (TLSR) and the Principal Standards Rubric (PSR) or plan to use for the first year in 2023-2024. Systems that are not currently trained and certified in NIET's PSR will be trained during the pilot year.
- Systems will include at least one elementary, one middle, and one high school, with the exception of smaller school systems or charters. The number of participating school sites should not exceed ten.
- All registered sites for the pilot will complete the pilot; sites cannot be dropped or added to the pilot.
- System contacts, leader evaluators, and teacher evaluators will participate in a minimum of four days of face-to-face initial training and two follow-up training days.
- Participating sites will utilize the new evaluation components/processes as trained.
- Evaluators at participating sites will conduct three observations for each teacher using the NIET TLSR.
- Evaluators at participating sites will conduct the first round of teacher observations within the first 45 days of the school year.
- Participating sites will utilize the NIET PSR.

- Evaluators at participating sites will provide follow-up feedback to evaluatees.
- System and school primary points of contact will participate in monthly check-in Zoom calls.
- Allow LDOE and NIET staff to conduct site visits.
- Provide access to evaluation data for participating sites. Observation data will be entered into EEPASS.
- Provide feedback on evaluation components/processes, training, ease of use, and accuracy of tools via the monthly Zoom calls, evaluator and evaluatee surveys, and focus groups.
- Consider participating in a future ambassador program to assist with state-wide implementation.
- Sign assurances agreeing to complete pilot components.

Can I participate if my system currently uses the Compass rubric for observation?

No; only systems with evaluators currently trained and certified on the NIET Teaching and Learning Standards observation rubric will participate during the 2023-2024 school year pilot. Participants will be using the NIET Teaching and Learning Standards observation rubric alongside additional aligned evaluation components.

Will there be compensation for participation?

Training and support on any new components will be provided to participating systems at no cost. There is no additional funding available for pilot participants.

If you have any questions, please contact compass@la.gov.