

Office of Teaching & Learning: Educator Talent & Workforce Development

Louisiana Aspiring Educator Rubric (LAER)

Frequently asked questions regarding the implementation process.

What is the Louisiana Aspiring Educator Rubric (LAER)?

The Louisiana Aspiring Educator Rubric (LAER) was developed through a partnership between the Louisiana Department of Education (LDOE) and the National Institute for Excellence in Teaching (NIET) to define and develop effective instruction for teacher candidates. The rubric aligns with the Louisiana Educator's Rubric (LER) and supports Louisiana's goal of using evaluation as a structure for professional learning to recruit and retain effective teachers.

The 12 indicators in the LAER, drawn from NIET's research-based Teaching Standards Rubric and aligned with the LER, outline the essential skills aspiring teachers need to be classroom-ready. The rubric establishes a common language for observation, feedback, and collaboration among faculty, peers, and aspiring educators, thereby improving instructional practice and student learning.

The LAER brings a comprehensive focus within 12 indicators. Each indicator below includes a bulleted list of descriptors and a corresponding rubric that defines performance at five levels. Aspiring teachers can earn a score of 1, 2, 3, 4, or 5 for each of the 12 indicators. These ratings should always be based on close evaluation of evidence, including student work and observation analysis.

LAER Indicators

1. Instructional Plans (IP)
2. Assessment (AS)
3. Standards and Objectives (S+O)
4. Presenting Instructional Content (PIC)
5. Activities and Materials (A+M)
6. Questioning (QU)
7. Academic Feedback (AF)
8. Teacher Knowledge of Students (TKS)
9. Thinking and Problem-Solving (TH+PS)
10. Environment (EN)
11. Engaging Students and Managing Behavior (ESMB)
12. Professionalism (P)

Frequently Asked Questions (FAQs):

What is the timeline for LAER certification?

The LAER certification assessment should be completed 2 weeks after the **Day 3 Asynchronous** module. Participants should anticipate access to NIET's certification portal, EE PASS, within 3-5 business days after their name is submitted to NIET.

Participants are encouraged to email believeandprepare@la.gov to inform the LDOE that they have completed the **Day 3 Asynchronous** material, ensuring the timely submission of names to NIET.

How are trainees for these sessions documented from year to year?

Participating in any LAER training requires attendees to register via Eventbrite. The registration tool collects the name, institution, and role of each attendee. Once registration is complete, the LDOE maintains registration information in a spreadsheet. Names of all registered attendees are checked against the sign-in sheet for each day of the LAER training. The names of those participants who attended both days of the in-person training session(s) are submitted to NIET and cross-referenced with the LDOE team before names are uploaded to LDOE's Professional Learning Platform.

Will each Educator Preparation Provider (EPP) receive a list of those who have been trained and certified each year?

EPPs should collect certificates from their employees and maintain records of who has passed the NIET EE PASS assessment. LDOE does not maintain records of who has passed the final assessment; however, LDOE will work with NIET to obtain an annual list to send reminders.

What happens if an evaluator/observer does not pass the certification exam?

Evaluators and designated observers will have three attempts to pass the online certification exam. In order to prepare for retaking the exam, we recommend individuals study the material in their LAER handbook and review training materials. If a faculty or staff member does not pass the certification exam within three attempts, the evaluator will need to contact believeandprepare@la.gov to set up the next steps in the certification process, which includes local support from the teacher preparation program over a 30-day waiting period. Once the 30-day waiting period has concluded, the certification test will be reset in EEPASS, and the evaluator will have the opportunity to retake the assessment. If the evaluator is unable to successfully complete the assessment on the second attempt, participation in the two-day in-person training will be required again before any further testing.

What are recertification expectations?

To recertify, participants must complete the assessment in EE PASS annually. The annual certification window will be published in the monthly webinar and newsletter, allowing preparation providers to schedule their time accordingly.

Are teacher candidates on a PL who are the teacher of record (ToR) being evaluated using the LAER or LER?

Teacher candidates are observed by the teacher preparation provider using the LAER to provide candidates with scaffolded support. The LER will be utilized by the employing school's principal or assistant principal for the candidate's system-based evaluation.

Is there training available for mentor teachers and school leaders who are LER trained to become familiar with the LER so they can effectively coach aspiring teachers?

Although the LAER is closely aligned with the LER, it incorporates scaffolding measures. As we know, aspiring educators are still learning best practices to improve their effectiveness in planning, instruction, and assessing student learning.

It is highly recommended and requested that mentor teachers who observe aspiring educators also be trained and certified to use the LAER. The LDOE, in partnership with NIET, has developed an [asynchronous module](#) to support mentors who need training on the LAER and are already certified in the LER. The asynchronous module is located in the [LDOE Professional Learning Platform](#). It is essential for mentors to attend this virtual training to guide the teacher candidate through the POP cycle and provide support.

Will private/alternative certification programs also be responsible for LAER implementation?

The rubric used by teacher preparation providers must be "...in general alignment with the partner LEA's teacher evaluation system pursuant to the requirements in teacher preparation/certification/evaluation, Bulletin 130-Regulations for the Evaluation and Assessment of School Personnel" (303.C4d). All public school systems, and the majority of our charter school systems, use the LER to promote consistency across our LEADS evaluation system.

What is the recommendation for introducing the language of the rubric (LAER) and the process of the POP cycle to teacher candidates?

It is recommended that educator preparation providers begin introducing the common language and expectations for each LAER indicator during the first year of the program. This can be achieved through intentional course mapping, including reviewing syllabi and aligning key assessments to the LAER. To support a smooth transition, university supervisors, faculty advisors, and mentors should continue to use the same language when engaging with teacher candidates to effectively prepare them to use the LER once they complete the program and enter the classroom.

Introducing teacher candidates to the POP Cycle during their residency year and seminar helps develop their capacity for reflective planning ahead of upcoming observations. Participation in the POP coaching cycle also reinforces the use of LAER language and expectations, supporting the application of effective instructional practices to positively impact student learning. This foundation will better prepare candidates to independently engage in future POP Cycles as a ToR.

How often should aspiring educators be observed with the LAER?

According to [Bulletin 996](#), teacher candidates are required to have at least two formal observations per semester during their residency year. Because the LAER has scaffolded mechanisms built within the rubric, the rubric can serve as a coaching guide during each POP cycle to help build capacity where teacher candidates need it most.

Does LAER certification lead to a Mentor Teacher credential, similar to the LER certification?

The LAER certification **does not** lead to a mentor teacher credential. Only those certified on the LER can add the mentor teacher credential to their certification.

Webinar Training Links and Resources

Resources	Quick Links
Preparation Library	LAER LAER Evaluation Handbook

Resources	Quick Links
LAER as a Coaching Tool Asynchronous Module	Course Code: 35299E95

This list will be updated regularly as new training and webinars are added.

For questions or additional support, please email believeandprepare@la.gov.