

Teaching and Learning

Louisiana Leader and Educator Rubric and Evaluation Training Guidance

Released December 2023

Background

Following the Request for Proposal (RFP) process, the Louisiana Department of Education (LDOE) 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 and processes are currently being piloted during the 2023-2024 school year, and changes will be made prior to the Learning Year.

2024-2025 Learning Year

During the Learning Year, all school systems will use the new tools and processes to support school level educators and school level leaders through the evaluation process. Adjustments to the evaluation system will be made based on the Learning Year and prior to full implementation.

Details and Requirements

- All school systems will participate in a Learning Year during the 2024-2025 school year, prior to full implementation beginning in the 2025-2026 school year.
- Training on the new evaluation system will be offered this June, July, August and September across the state.
- There will be two different trainings provided: the Louisiana Educator Evaluation Training and the Louisiana Leader Evaluation Training.
- The Louisiana Leader Rubric and Evaluation Training is mandatory for both individuals who will be serving as evaluators of school level leaders and school level leaders who will be evaluated on the rubric.
- The Louisiana Educator Rubric and Evaluation Training is mandatory for individuals who will be serving as evaluators or designated observers of school level educators.

Louisiana Leader Rubric and Evaluation Training

The Louisiana Leader Rubric is a measure used to coach and evaluate school leaders. School level leaders include principals, assistant principals, deans, associate principals, and others serving in a school level leader role. Local job descriptions will determine whether the Louisiana Leader Evaluation or the Louisiana Educator Evaluation is used for school level employees serving in a non-traditional leadership role such as master teacher. Evaluators of these individuals are supervisory personnel. Typically system-level leaders evaluate principals and principals evaluate other school level personnel.

Required Training Participants

All individuals who will serve as evaluators of school level leaders are required to attend the Louisiana Leader Evaluation Training. School level leaders are also required to attend this training. For example, an assistant principal may not evaluate other leaders; however, those who will be evaluated via the Louisiana Leader Evaluation are still required to attend this training. Following training, evaluators must pass an online certification test prior to evaluating personnel.

Louisiana Educator Rubric and Evaluation Training

The Louisiana Educator Rubric is a measure used to coach and evaluate school level educators. School level educators include teachers and those serving in non-traditional teaching roles such as a master teacher, instructional coach, interventionist, special education teacher, alternative school teacher, etc. Local job descriptions will determine whether the Louisiana Leader Evaluation or the Louisiana Educator Evaluation is used for those serving in a non-traditional role. Evaluators of these individuals are system or school level leaders in a supervisory role. Additional staff may be appointed as observers. These observers may assist evaluators by observing instruction and scoring according to the Louisiana Educator Rubric. Additional observers are typically master or mentor teachers, instructional coaches, or content leaders. **Multiple observers are encouraged.**

Required Training Participants

All individuals who will serve as evaluators or designated observers of school level educators are required to attend the Louisiana Educator Evaluation Training. Following training, evaluators and observers must pass an online certification test prior to evaluating personnel.

School level educators (teachers, counselors, etc.) who are not serving as observers do not attend this training. Training options for teachers will be available in August in the Professional Learning (PL) Platform.

Training

Registration for the Learning Year training will open in January. Training logistics and information will be provided in the registration portal. The Louisiana Educator Rubric (LER) training will be three days and the Louisiana Leader Rubric (LLR) training will be two days.

		June	July	August	September
Region 1 Plaquemines, St. Bernard, Orleans, Jefferson	LER	June 10-12 June 24-26	July 8-10 July 15-17	Aug. 5-7	Sept. 3-5
	LLR	June 17-18	July 1-2 July 22-23	Aug. 19-20	Sept. 9-10

Region 2 Ascension, Iberville, East Baton Rouge, West Baton Rouge, Pointe Coupee, West Feliciana, East Feliciana	LER	June 10-12 June 24-26	July 8-10 July 15-17	Aug. 5-7	Sept. 3-5
	LLR	June 17-18	July 1-2 July 22-23	Aug. 19-20	Sept. 9-10
Region 3 St. Mary, Terrebonne, Lafourche, Assumption, St. John, St. James, St. Charles	LER	June 10-12 June 24-26	July 8-10 July 15-17	Aug. 5-7	N/A
	LLR	June 17-18	July 1-2 July 22-23	Aug. 19-20	N/A
Region 4 Vermilion, Iberia, St. Martin, Lafayette, Acadia, St. Landry, Evangeline	LER	June 10-12 June 24-26	July 8-10 July 15-17	Aug. 5-7	Sept. 3-5
	LLR	June 17-18	July 1-2 July 22-23	Aug. 19-20	Sept. 9-10
Region 5 Cameron, Jefferson Davis, Calcasieu, Beauregard, Allen	LER	June 10-12	July 8-10 July 15-17	Aug. 5-7	N/A
	LLR	June 17-18	July 22-23	Aug. 19-20	N/A
Region 6 Vernon, Rapides, Avoyelles, Concordia, Catahoula, LaSalle, Grant, Winn	LER	June 10-12 June 24-26	July 15-17	N/A	Sept. 3-5
	LLR	June 17-18	July 22-23	N/A	Sept. 9-10
Region 7 Natchitoches, Sabine, DeSoto, Red River, Bienville, Claiborne, Webster, Bossier, Caddo	LER	June 10-12 June 24-26	July 15-17	Aug. 5-7	Sept. 3-5
	LLR	June 17-18	July 22-23	Aug. 19-20	Sept. 9-10
Region 8 Union, Morehouse, West Carroll, East Carroll, Madison, Richland, Ouachita, Lincoln, Jackson, Caldwell, Franklin, Tensas	LER	June 10-12	July 8-10 July 15-17	N/A	Sept. 3-5
	LLR	June 17-18	July 22-23	N/A	Sept. 9-10
Region 9 St. Helena, Livingston, Tangipahoa, Washington, St. Tammany	LER	June 10-12 June 24-26	July 8-10 July 15-17	Aug. 5-7	Sept. 3-5
	LLR	June 17-18	July 1-2 July 22-23	Aug. 19-20	Sept. 9-10

Training options for teachers will be available in August in the Professional Learning (PL) Platform.

Learning Year Support

- Webinars will be offered this spring to system leaders, school leaders, and teachers to provide an overview of the improved evaluation system.

- Face-to-face training for evaluators, observers, and school leaders will be provided this summer in nine regions across the state.
- Teacher training will be available in the Louisiana PL Platform; systems will also receive materials to use during teacher collaboration (TC) to take deep dives into the Louisiana Educator Rubric and evaluation process.
- Monthly calls will be provided throughout the school year to provide ongoing information and to receive feedback relative to the Learning Year.
- Weekly office hours will be offered to provide technical support.
- A video library will be available in the Professional Learning (PL) Platform to norm on the Louisiana Educator Rubric and evaluation process.

Please contact compass@la.gov with questions.