

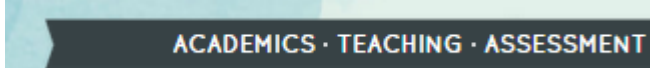
Louisiana Believes

**Compass Observation & Feedback
Module Overview Webinar
August 6th, 2015**

Compass Observation & Feedback Module

In preparation for our time today:

1. Open an additional Internet browser window to www.louisianabelieves.com

2. Click on **ACADEMICS** → 

3. Click on **PRINCIPAL SUPPORT** → 

4. Click on **Professional Learning Modules** → 

5. Under the “**COMPASS OBSERVATION & FEEDBACK MODULE**” heading, click on the following items to access the materials:

a. **Session Presentation**

b. **Facilitator Guide**



2015-2016 Academic Support Updates



Louisiana Student Standards and Assessment Update

This session, legislative leaders, BESE leaders, and the Department announced an [agreement](#) that will provide clarity, consistency, and transparency for teachers, students, and parents on issues of academic standards and tests.

The [2015-2016 Louisiana Student Standards review process](#), approved by BESE and signed into law by the Legislature, includes two phases:

1. An **online review** that allows the public to review the current ELA and math standards and submit comments via the [Standards Review Portal](#). All feedback received during this period will be posted online and shared with the Standards Review Committees to inform their work.
2. A **professional review process by committees** of Louisiana educators, content experts, postsecondary education leaders, business and industry leaders, and parents that will meet August 2015 - February 2016.

The standards will then be approved by BESE in March, 2015.

Please contact louisianastandards@la.gov with questions.

2015 - 2016 Assessment Overview

The Department continues its transition to higher expectations and will implement assessments in 2015-2016 in accordance with new legislation. The 2015 – 2016 assessments in ELA and math will measure Louisiana's current standards and the assessment will maintain the same question types as the past school year.

The Department released four RFPs for the 2015-2016 assessments. Proposals will be received and reviewed in September with contractors announced in October. To view an overview of what was included in those RFPs access the links below.

- LEAP 2016 [Math](#) and [ELA](#) requests content for the 2015-2016 only, grades 3-8
- LEAP 2025 [Social Studies](#) requests content for grades 3-8 and U.S. History assessments
- LEAP 2025 [Science](#) requests content for grades 3-8 and Biology future assessments

Immediately following the confirmation of those contracts, districts and teachers will receive assessment guides and practice tests (early winter.) To see all available resources to begin the school year see the following slide.

Please contact assessment@la.gov with questions.

2015-2016 Assessment Changes

Grade	Subject	2014-2015 Assessment	2015-2016 Assessment
Grades 3 to 8	ELA	LEAP and iLEAP: PARCC Test	Same standards, same item types Assessment guides and practice tests released in November/December after contracts are awarded.
	Math	LEAP and iLEAP: PARCC Test	
	Science	LEAP and iLEAP	LEAP and iLEAP
	Social Studies	LEAP and iLEAP	Field test; grade specific only
High School	All subjects	ACT series, including Explore, Plan, WorkKEYS, Advanced Placement & CLEP	ACT series, including Explore, Plan, WorkKEYS, Advanced Placement & CLEP
	ELA	English II EOC English III EOC	English II EOC English III EOC
	Math	Algebra I EOC Geometry EOC	Algebra I EOC Geometry EOC
	Science	Biology EOC	Biology EOC
	Social Studies	US History EOC	US History EOC
Alternate Assessments	ELA, Math, Science (varies by grade level)	LAA1	LAA1
	ELA, Math, Science, Social Studies (varies by grade level)	LAA2 eligible testers entering high school prior to 2014-2015	LAA2 eligible testers entering high school prior to 2014-2015
	English Language	ELDA	ELDA

2015-2016 Assessment & Accountability

Month	Assessment Administration	Release of Assessment & Accountability Results	Assessment Resources and Support
August	N/A	<p>Released in Summer 2015:</p> <ul style="list-style-type: none"> 14-15 Explore/PLAN results: Summary reports and student files were sent to districts the week of May 11. Grades 3-8 Science and Social Studies Results: Student results were released the week of June 8 in LEAP web. District results were emailed to Superintendents on June 11. 14-15 EOC Results: Student results are available in the EOC test system. District and school level results were released here the week of July 20. ACT: School and district summary reports were released in the FTP the week of July 13. Statewide summaries can be found here. AP/IB/CLEP: District and state level reports will be released the weeks of August 3 and 10 	<ul style="list-style-type: none"> 15-16 assessment calendar Assessment RFP Overviews 2014-2015 Assessment Guides for LEAP and iLEAP Science; English II EOC; English III EOC; Algebra I EOC; Geometry EOC; Biology EOC; US History EOC; LAA1 2014-2015 Practice tests for LEAP and iLEAP Eagle: K-12 math, ELA, and science
September	DIBELS DSC	N/A	<ul style="list-style-type: none"> Supervisor Collaboration: sessions on 15-16 assessments and communicating 14-15 results

2015-2016 Assessment & Accountability

Month	Assessment Administration	Release of Assessment & Accountability Results	Assessment Resources and Support
Fall 2015	EOC	<ul style="list-style-type: none"> 14-15 PARCC ELA and Math Student Reports District and public report cards 	<ul style="list-style-type: none"> 2015-2106 Assessment Guides : <ul style="list-style-type: none"> - LEAP 2016 Math grades 3-8 - LEAP 2016 ELA grades 3-8 - LEAP 2025 Social Studies grades 3-8 field test only Parents' Guide to 14-15 Results Teachers' Guide to 14-15 Results Teacher Leader Collaborations (Nov): session on how to communicate results with parents 2015-2016 Practice Test: <ul style="list-style-type: none"> - LEAP 2016 math and ELA - Social studies (TBD)
Winter 2015		<ul style="list-style-type: none"> Principal report cards Transitional Student Growth Data for Grades 3-8 ELA/math 	
Spring 2016	<ul style="list-style-type: none"> Grades 3-8 ELA, Math, Science, and Social Studies (field test only) EOC ACT, Explore, Plan, WorkKEYS, Advanced Placement & CLEP 		

2015-2016 Compass Updates



Compass Improvements 2015-2016

Louisiana educators helped create a more authentic educator evaluation process. The [Act 240 Subcommittee](#) reviewed Compass and noted that all schools need a leader who:

1. Sets academic improvement goals and the direction for the school
2. Implements structures and processes designed to improve instruction
3. Uses multiple measures to evaluate and provide feedback to all teachers

Compass Improvements 2015-2016

Compass Policy Improvements based on recommendations:

- Extend the transition policy (time to learn) through 2016
- Remove ineffective override
- Principals must set goals based on SPS
- Evaluators use of multiple measures to determine teachers final evaluation score
- No changes related to observation requirements were approved

Tools and Resources

- [Louisiana Principals' Teaching and Learning Guidebook](#)
- [Compass & Principal Goal Setting Session Materials](#)
- Recommended Targets & Guidance: [K-8](#), [High School](#), [Combination](#)
- Principals of K-2, Alternative, and Career Schools: Guidance scheduled for release later this month.
- [Compass Modules](#)
- Updated [Bulletin 130](#)



Compass Improvements 2015-2016

Teacher Goal Setting Resources

- Teacher Leader Summer Session: [Goal Setting for Teachers](#)
- [Goal Setting Guidance](#)

Additional Resources

- Teacher Goal Setting Module – *for release this month*
- Additional Samples – *for release this month*
- Teacher Leader Regional Sessions - *September*

Compass Module Webinar



Webinar Goals

1. Understand the content and format of the module
2. Consider how the module can be incorporated into principal support plans



Compass 2015-2016

To create a more authentic educator evaluation process schools need leaders who:

1. Set academic improvement goals and the direction for the school
2. Implement structures and processes designed to improve instruction
3. Uses multiple measures to evaluate and provide feedback to all teachers

Resources and Supports

- [Louisiana Principals' Teaching and Learning Guidebook](#)
- [Louisiana Principal Fellowship and TAP/NIET Best Practices Expansion](#)
- [Compass & Principal Goal Setting Sessions](#)
- [Compass Modules](#)

Agenda

- Module Materials
- Module Content Outline
- District Considerations
- Next Steps



Module Materials

Session Presentation

- [PDF Version](#)
- [Power Point Version](#)

Facilitator Guide

- Aligns to the main deck and includes , material listing, suggested times and sample participant responses
- Appendix: Leader Evaluation Case Studies

Facilitator Guide

I. Focus

- Align observation and feedback practices to goals
- Implement observation and feedback practices that support educators as they monitor progress toward goals

II. Materials (Electronic or Hardcopy):

- [Principal Guidebook](#)
- [Compass Leader Rubric](#)
- [Compass Teacher Rubric](#)
- **Hardcopies:** If not printing the entire presentation for participants, you may consider having copies of slides 12 and 16-18 and the [Teacher Support Evidence Collection Form](#)
- **Supplies:** Chart Paper for slides 12, 19 and 35, Sticky Notes, Sticker Dots (3 colors – optional for slide 19)

III. Time

Suggested times are provided for each part to support the planning process. Because of the opportunities to differentiate throughout the modules, session times will vary.

Click [here](#) access the guide.

Facilitator Guide: Overview

IV. PART A: OVERVIEW

TIME	Approximately 75 Minutes
KEY TOPICS	<ul style="list-style-type: none">• Beginning with the 2015-2016 school year, principals must set goals based in SPS.• The Department has provided tools and resources to help principals set goals that are meaningful and attainable.• Because of this expectation, it is important that leaders are empowered to monitor progress toward their goals.
OUTLINE	Slides 1-4: Introduction
	Slides 5-11: Compass Improvements
	Slides 12-14: A Story of Success (Activity and Discussion)
	Slides 15-18: Teaching and Learning Timeline
	Slide 19-20: Instructional Leadership (Activity and Discussion)
Slides 21-25: Compass Framework	

Facilitator Guide: Activities

SLIDE 19: TEACHING AND LEARNING TIMELINE			
<p>Notes: Using the Compass Leader Rubric, participants review the Teaching and Learning Timeline (Slides 15-18) and align actions to the expectations for leaders in Louisiana. Additionally, they consider how the actions help them get from where they are to where they want to be (monitoring progress toward goals).</p>			
1. Leader Expectations (Sample Responses)			
Time Frame	I. School Vision	II. School Culture	III. Instruction
June – July	Confirm professional development participation	Finalize collaboration structures and schedule; Identify school leadership team; Define teacher/staff goal setting expectations	End of year evaluations; Assign evaluators; Set the observation schedule; Prioritize support; Define process for ongoing support
August – December	Ensure quality goals are set; Share school-wide goals and focus areas	Share school-wide goals and focus areas; Monitor progress toward goals	Communicate teacher support plan; Prioritize observations (focus areas first); Provide meaningful/timely feedback; Monitor progress toward goals
Mid-Year	Communicate progress	Monitor progress toward goals; Areas making progress and those not	Review observation results and formative/ summative data; Guide teachers to adjust instruction as needed; Plan to meet individual needs (teachers and students)
January - May		Support Teachers based on individual needs; Monitor Progress toward goals; Collect sufficient teacher and student data	Support teachers based on individual needs; Collect sufficient teacher and student data
2. Monitoring Progress Toward Goals: See bold font in the chart above			

Facilitator Guide: Appendix

GUIDE APPENDIX A: Leader Evaluation Guidebook Case Study Alignment 2015-2016

Compass Component 3a: Observes teachers and provides feedback on instruction regularly

SAMPLE CASE STUDY EVIDENCE (*Discussion Activity - Slide 46*)

Effective: Proficient

Highly Effective

GUIDE APPENDIX B: Leader Evaluation Case Studies 2013-2014

CASE STUDY #1: SUPPORTING INSTRUCTION (DOMAIN III: INSTRUCTION)

School: Wright High School

Principal: Mr. Landry

Assistant Principal: Ms. Binkley

Teacher: English III

CASE STUDY #2: COLLABORATION (DOMAIN II: SCHOOL CULTURE - COMPONENT 2A)

School: Jones Elementary

Leader: Ms. Williams, Principal

Teacher Leader: Mr. Bigsby

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Module Content Outline

- **Part A:** Overview
- **Part B:** Preparing to Monitor Progress (Observation and Feedback)
- **Part C:** Monitoring Progress (Observation and Feedback)
- **Appendix:** Deepen Understanding

Part A: Overview

- I. **Compass Improvements**
 - a. Policy
 - b. Tools and Resources
- II. **Louisiana Leader Expectations**
 - a. What Success Looks Like
 - b. [Principal Guidebook](#)
 - c. Teaching and Learning Timeline 2015-2016
- III. **Compass Framework**
 - a. Professional Practice
 - b. Observation Practices: Throughout the Year and End of the Year
 - c. Teachers: Minimum Requirements & Beyond the Minimum

Consider your district and select two groups that would benefit the most from this content?

- A. current principals/assistant principals
- B. new principals/assistant principals
- C. principal evaluators/district support staff

In the Q&A box, enter the letters that correspond to your two choices.

Part B: Preparing to Monitor Progress

I. Instructional Leadership Framework

- a. Cycle of Improvement
- b. Guidebook Connection

II. Monitoring Progress

- a. Observation & Feedback: Overview
- b. Preparation
- c. Teacher Support
- d. Feedback Practices

III. Next Steps: Guiding Questions

Consider your district and select two groups that would benefit the most from this content?

- A. current principals/assistant principals
- B. new principals/assistant principals
- C. principal evaluators/district support staff

In the Q&A box, enter the letters that correspond to your two choices.

Part C: Monitoring Progress-Observation & Feedback

I. Teacher Professional Practice Case Study Activities & Discussion

- a. Activity 1: Pre-Observation Conference & Formal Observation CIS Entry
- b. Activity 2: Feedback, Next Steps, Use of Other Leaders and Peer Teachers
- c. Activity 3: End of Year Conversation

II. Reflection

- a. Alignment to goals
- b. Monitoring progress toward goals

Consider your district and select two groups that would most benefit the most from this content?

- A. current principals/assistant principals
- B. new principals/assistant principals
- C. principal evaluators/district support staff

In the Q&A box, enter the letters that correspond to your two choices.

Appendix: Deepen Understanding

AUDIENCE	SLIDE	DESCRIPTION	NOTES
Evaluators of Teachers	42	Teacher Professional Practice Rubric	Time should be taken throughout the year to bring educators together to refine practices in the area of monitoring progress through observation and feedback. The videos included represent various grade levels and subject areas. Additional videos are available in the Video Library . Accessing the notes will support the discussion. The focus should remain on how the process supports student learning.
	43	Video Library Selection	
Evaluators of Leaders	44	Leader Professional Practice Rubric	The case study activity included here aligns to the Louisiana Principal's Teaching and Learning Guidebook . An additional case study is available in Appendix B of the Facilitator Guide . Each reflect the process of collecting evidence of leader professional practice.
	45	Leader Case Study	
All	46	Documentation	Additional tools and resources are available to support the observation and feedback process. Modules will be available to further guide this process in differentiated ways.
	47	Differentiated Teacher Support	
	48	Tools And Resources	
All	49-53	Assessment and Accountability 2015-2016	As the year begins, all educators should understand the standards and assessments in place for 2015-2016.

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District Considerations: Groups

Module Content	Continuing Principals & Assistant Principals	New Principals & Assistant Principals	Principal Evaluators/District Support Staff	Teachers
Part A				
Part B				
Part C				
Appendix				



District Considerations: Evaluator Trainings

PLAN

1. What content is appropriate for **all evaluators** in our district?
2. In addition to the above, what content is necessary for **new evaluators**?
3. How will we support **all evaluators**?
4. What **district level guidance** (processes, support , documentation, policies) will be included in trainings?

IMPLEMENT

1. What actions will be taken throughout the year to support the observation and feedback process?
2. Did all principals and at least one district level staff member attend a [Compass and Principal Goal Setting Training session](#)?
3. How will we monitor and maintain records of completion for certified evaluators?

Compass Information System (CIS): Evaluators

School Session: 2014 - 2015 Mode: Add

Social Security Number: *

LEA: State-level *

Transfer From LEA: Select One To Indicate Transfer *

Name: * (Middle) * (Suffix)

Job Title: *

District Employee Hire Date:

Certified Evaluator? Yes No *

Student Growth Data? Yes No *

Homebase School: State-level *

User Group: Select One *

Reason for Incomplete Evaluation:

Last Updated:
By:

LEA Admin level rights now include being able to mark and unmark users as certified evaluators.

Steps:

1. Employee Tab
2. Maintain Tab
3. On the “Certified Evaluator?” line, select “Yes” or “No”
4. Click “Update” to finalize

Enter Social Security Number, and if applicable, the Transfer From LEA and click 'Add'.

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District Next Steps

SUPPORT

- Define module content appropriate for groups (new and continuing evaluators)
- Plan and facilitate observation and feedback sessions for current and new evaluators
- If needed, compass@la.gov to communicate the need for additional [Principal Goal Setting](#) training.
- Support teachers with goal setting.
- Attend one of the [Regional Supervisor Collaboration Events](#) (Week of Sept.14-18)

FINALIZE AND UPDATE

- Complete CIS Data Entry for the 2014-2015 school year by August 7
- Mark users as evaluators in CIS upon completion of training requirements
- Update CIS to reflect 2015-2016 rosters after the rollover takes place
- Update Personnel Evaluation Plans to reflect [Bulletin 130](#) (updated July 2015)

Email questions to compass@la.gov