



**Educator Development
Office Hours
August 17, 2021**

Agenda

- I. Compass 2020-2021 Uploads
- I. Compass 2021-2022
- I. SLTs 2021-2022
- I. Educator Development Team
- I. Q & A

Suggested participants for this call:

- Content and Mentor Leader Coordinators
- Talent Supervisors
- Chief Academic Officers/Curriculum Supervisors

Compass Evaluations



Evaluation Upload Supports

All uploads from the 2020-2021 year must be in the CIS system by **August 27th**.

In an effort to be of assistance during this upload window, the Compass team will contact the CIS Administrator on file individually for those school systems that have not yet submitted or who have low submission rates.

Office hours with the Compass team will be held via zoom in 15-minute increments between 12:00 PM-1:00 PM. daily from August 17, 2021 to August 27, 2021. Please request a time slot if needed via compass@la.gov at which time a Zoom link will be provided.

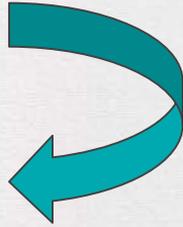
Please contact compass@la.gov with questions.

Evaluation Terminology

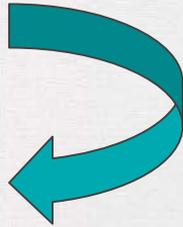
| Compass | Compass Rubric | Compass Information System (CIS) |
|---------------------------------|--|--|
| The entire system of evaluation | <p>The name of the recommended rubric* used by school districts for evaluation of professional practice</p> <p><i>*NIET and CLASS are also accepted. All other rubrics are submitted for approval using the alternate rubric waiver form</i></p> | The IT system: CIS is the required system/system of record to enter both professional practice scores and student outcome scores (evaluation scores) |

Evaluation and Certification

Evaluation



System of Record (CIS)



Certification



Standards of Effectiveness: 2021-2022

Total Evaluation Scores are Comprised of Professional Practice and Student Outcome Scores

| | |
|---|---|
| Professional Practice <i>Observation Scores</i> | (50%) of total score <i>Two Formal Observations</i> |
| Student Outcomes <i>Value-Added Model (VAM) + Student Learning Targets (SLTs)</i> | (50%) of total score <i>Non-VAM teachers: SLTs = 50%</i> <i>VAM teachers: SLTs = 15%, VAM =35%</i> |

Student Outcomes: Student Learning Targets (SLTs) for Teachers

Student Learning Targets (SLTs) are created to measure student progress to mastery. **Two** SLTs will be required for teachers this year.

SLTs include goals which express an expectation of growth in student achievement over a given period of time, as well as common measures for assessing attainment of those goals, such as an identified assessment and/or a body of evidence.

In other words, this formula can be used as follows in any circumstance:

X outcome in X amount of time on X assessment for X number of students

Resource: [SLT Assessment Guide](#)

Student Outcomes: Student Learning Targets (SLTs) for Leaders

Current policy requires **one** student learning target for administrators to be based on overall school performance improvement in the current school year, as measured by the school performance score, and **one** learning target to be based on growth in a component (e.g., ELA or math improvement) of the school performance score.

Observation Cycles

- **Current policy** requires that teachers and administrators are observed **twice per year**. Observation scores and effectiveness ratings can be seen in the chart on the right.
- VAM was not applied in 2020-2021. It will be applied in 2021-2022. Therefore there are no exceptions for two formal observations as there have been in years prior and all teachers will require two formal observations.

All final scores are to be entered into the CIS system.

| Effectiveness Rating | Composite Score Range |
|--------------------------|-----------------------|
| Ineffective | $x < 1.5$ |
| Effective: Emerging | $1.5 \leq x < 2.5$ |
| Effective: Proficient | $2.5 \leq x < 3.5$ |
| Highly Effective | $3.5 \leq x$ |

Professional Practice Rubrics

The [Compass Rubric](#) is the state approved professional practice rubric.

- Leader, Counselor, Content Leader, and Mentor Teacher rubrics are also available in the [Compass Library](#).

Pre-approved alternative evaluation rubrics include CLASS and NIET rubrics. These rubrics do not require the submission of a [rubric waiver form](#).

Note: It has been determined that these rubrics can be applied to virtual, in-person, and blended instructional formats.

Action Steps and Calendar for Evaluation

2021-2022 Compass Information System (CIS) Timeline

| CIS Activity | Timespan | Administrators and Supervisors |
|---|-------------------|---|
| CIS Opens for the 2021-2022 School Year | 9/10/21-8/5/22 | Create CIS Rosters: Add new employees, assign rubric and evaluators for current year |
| Update 2021-2022 Rosters | TBD | Update CIS Rosters: Add new hires and transfer personnel from other LEAs |
| Set SLTs | 9/10/21 - 12/1/21 | Monitor SLT Entry and Completion |

Action Steps and Calendar for Evaluation

2021-2022 Compass Information System (CIS) Timeline

| CIS Activity | Timespan | Administrators and Supervisors |
|--|----------------|--|
| Conduct Observations and Enter Scores into CIS | 9/10/21-5/2/22 | Monitor Observation Progress |
| Rate SLTs and enter Professional Practice and SLT scores | Ongoing | Monitor SLT Completion and enter final ratings for SLTs and observations |

Rater Reliability Training

The rater reliability training will be available in the [Compass Library](#) prior to the transition of the CIS system to the 2021-2022 school year after Labor Day. In addition, a virtual observation companion resource will be added to the [library](#).

Per policy, all evaluators must complete this training prior to any formal observations.

For further information, please contact compass@la.gov.



Educator Development

Team Educator Development

The Educator Development Division consists of four teams which lead work around the development of educators from pre-service through system level leaders.

| Teacher Development | Leader Development |
|--|---|
| Content Leader, Mentor Teacher, New Teacher Induction, Pre-Educator Pathway, Teacher Preparation Provider Supports | Recruitment and Retention, Aspiring and Current Principal Supports |
| Educator Accountability | Special Projects |
| Evaluation Systems, Educator Workforce, Teacher Preparation Quality Rating System, Program Approval Process | PD Strategy, Vendor Strategy, Culturally Responsive and Sustaining Education, Teaching and Learning Initiatives |

Contact Information

Em Cooper, Deputy Assistant Superintendent of Educator Development,
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Nicole Bono, Chief of Staff and Director of Teacher Development, nicole.bono@la.gov

Jennie Moctezuma, Director of Educator Accountability, jennie.moctezuma@la.gov

Markecia Barthelemy, Director of Special Projects, markecia.barthelemy@la.gov

Victoria McMullen- Dunn, Director of Leader Development, victoria.dunn@la.gov

Q & A

What questions do you have about Educator Development initiatives?

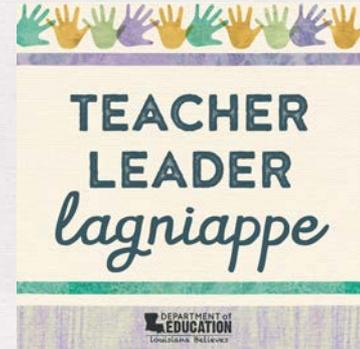
Teacher Leader Lagniappe

LDOE has launched a new podcast, [Teacher Leader Lagniappe](#). Host Em Cooper interviews experts across the state and country to provide *a little something extra* for educators to stay inspired, motivated, and connected in the work with students.

Educators can [submit pictures and stories](#) of the great work happening in their system to be highlighted on the podcast.

Subscribe through [Apple](#) Podcasts, Google Play, [Spotify](#), or other apps.

Please contact em.cooper@la.gov with questions.



Summer Learning Program Survey

The Summer Learning Program survey will collect information about school systems' implementation of summer learning programs. The [survey](#) should be completed by one system-level leader; systems should submit only one survey.

Surveys are due August 27, 2021.

Please contact markecia.barthelemy@la.gov with questions.

Real-Time Early Access to Literacy (REAL)

Real-Time Early Access to Literacy (REAL) provides early literacy support to students in pre-K through grade 3 with allocated funding towards technology and tutoring services.

School systems receive funding to establish literacy tutoring microgrant accounts for eligible students. Tutoring for REAL participants is provided by LDOE-approved Tutoring Service Providers. Funds are allocated to school systems with CIR/UIR-A schools.

Attend the 2021-2022 REAL School System's webinar for more information.

Webinar Date and Time: August 18, 2021 @ 1 p.m.

Webinar Link: <https://ldoe.zoom.us/j/94784733674?pwd=OGgvaDVkRURBL3QyamNjVTNnczIQZz09>

Meeting ID: 947 8473 3674

Passcode: 299007

Please contact markecia.barthelemy@la.gov with any questions.



Staffing and Scheduling

During the spring and summer, feedback was collected from various stakeholders on the [Staffing and Scheduling Best Practices Guidance](#). Accordingly, the following updates have been made:

- details on hiring retired teachers and utilizing current staff more efficiently
- clarity on incorporating addressing unfinished learning in IEPs
- more description around incorporating acceleration options

Please contact markecia.barthelemy@la.gov with questions.

Staffing and Scheduling

The fall round of implementations supports begin this month. All participants must register to attend.

| | | |
|---|------------------------|-----------------------------------|
| Best Practice Webinar | August 25 at 1 p.m. | Registration Link |
| Job Alike Support Session for District Leaders | August 31 at 11 a.m. | Registration Link |
| Job Alike Support Session for Diverse Learner Leaders | August 31 at 1 p.m. | Registration Link |
| Job Alike Support Session for Counselors and Counseling Leadership | September 1 at 11 a.m. | Registration Link |
| Job Alike Support Session for School Leaders | September 1 at 1 p.m. | Registration Link |
| Q&A Session | September 15 at 1 p.m. | Registration Link |
| Q&A Session | September 29 at 1 p.m. | Registration Link |

Please contact markecia.barthelemy@la.gov with questions.

Accelerate

[Accelerate](#), Louisiana's pre-k-high school tutoring strategy, has three core pillars with practices that provide the highest academic return on investment. For maximum impact, these pillars must be implemented in tandem.



Intentional Structures



High-Quality Materials



Effective Instruction

Accelerate: High Quality Materials

High-quality materials are the bedrock of quality tutoring. School leaders should ensure that teachers and students have access to and use resources that complement and are directly connected to the high-quality core curriculum to prepare students for new learning.

Schools should use their high-quality curricular materials and supports for tutoring. As an additional resource, [Accelerate Math](#) and [Accelerate ELA](#) resources are available. Materials will be added regularly throughout the year.

Math resources for beginning units of instruction for kindergarten through high school Geometry are available now. ELA initial resources to support foundational skills and building knowledge in K-2 and building knowledge and vocabulary in grades 3-10 are available now.

Accelerate

Webinars will be held to support system and school teams in implementation.

| Webinar | Date and Time | Link |
|------------------------------------|--------------------------|----------------------|
| Accelerate Overview | August 25 at 3:30 p.m. | Link |
| Accelerate Math Resources Overview | September 1 at 9:00 a.m. | Link |
| Accelerate ELA Resources Overview | September 8 at 3:30 p.m. | Link |

Please contact markecia.barthelemy@la.gov with questions.

Acceleration Professional Development

Starting in August, all teachers will have access to the 2021-2022 [Louisiana Acceleration Series](#) to support their efforts to accelerate learning.

These trainings will be provided by the National Institute for Excellence in Teaching (NIET). All teachers, teacher leaders, school leaders, and district leaders are invited to attend these focused learning opportunities.

Each training is a full day and the sessions will be offered virtually and in-person several times a week over the course of the 2021-2022 school year.

Acceleration Professional Development

The [Louisiana Acceleration Series](#) includes 6 trainings that are designed to help educators target their instruction and coaching on the most effective strategies. More information can be found in the [Accelerate Library](#).

| | |
|---------------------------|---|
| August 30 - October 5 | Analyzing and Using Data to Meet the Needs of Students |
| October 11 - November 11 | Maximizing Collaborative Structures to Support Acceleration |
| November 10 - December 16 | Planning for Accelerated Learning Options and Individualized Learning |
| December 15 - January 13 | Strengthening Content-Specific Strategies for Acceleration in Math |
| January 10 - January 31 | Strengthening Content-Specific Strategies for Acceleration in ELA |
| January 31 - March 10 | Setting-up Effective Summer Learning Opportunities |

Teaching and Learning Roundtable

This year's Teaching and Learning Roundtable series will begin September 10, 2021. This series focuses on key areas related to teaching and learning such as instruction and building educator capacity and is targeted for system-level leaders (e.g., assistant superintendents, CAOs) that lead academics, professional development, human resources, school leadership, and other teaching and learning teams. These roundtables will provide space for school system leaders to share and discuss:

- best practices aligned to key areas,
- the implementation of state strategies, and
- frequently asked questions and challenges.

When: Second Friday of each month

Time: 11:00 a.m.

Link: <https://ldoe.zoom.us/j/98360496776?pwd=cDhPbHlCNlVGOHNiaS9NYjI4RnllUT09>

Principal Supports

The LDOE will hold a monthly webinar series for current school leaders. The August webinar will highlight our 2022 State Principal of the Year, Marco French, and Division Level Honorees Ronnie Harvey, Karen Robertson, and Jeremy Muse. These celebrated principals will take part in a panel discussion focusing on strong back to school practices.

Webinar Date/Time: August 30 from 2:00-4:00 p.m.

Webinar Link:

<https://ldoe.zoom.us/j/94171949379?pwd=b3d3SVRHc25zL3RWdzlyNy9Pb3BYQT09>

Meeting ID: 941 7194 9379

Passcode: 216254

The monthly principal newsletter is a resource for school leaders that includes pertinent information for principals and highlights the work of principals statewide. Leaders who would like to receive this newsletter may sign up [here](#).

Expanding the Cadre of Mentor Teachers

At the April BESE meeting, the board approved changes to Bulletin 746 regarding mentor credential requirements. These updates include honoring previous training and experience, reducing the required assessments, and creating an add-on mentor endorsement. These revisions were approved under emergency rule and are currently in effect.

Additionally, at the March BESE meeting, the Board approved an extension of the waiver of policy regarding mentor credentials. Mentor teacher waivers will be granted on a case-by-case basis through the application process established by the LDOE and at no fee to the applicant, school system, or teacher preparation provider. The [application](#) is currently available to school systems.

Please contact believeandprepare@la.gov with questions.

Content Leaders

Content Leaders provide content expertise and training in ELA, math, K-2 Literacy, and science to support teachers as they prepare to deliver high-quality lessons. CIR schools must have:

- One trained **K-2 Literacy** Content Leader (For CIR schools serving grades K-2)
- One **ELA** and one **math** Content Leader who will receive, or have previously received, training

School systems should contact an approved provider of Content Leader training to learn more information about training timelines and costs. Approved vendors for Content Leader training can be located in the [approved provider list](#).

Please contact believeandprepare@la.gov with questions.

Teacher Leader Summit 2022

Save the Date! The 2022 Teacher Leader Summit will be held the week of **May 31, 2022** at the Ernest N. Morial Convention Center in New Orleans, LA.

The 2022 Teacher Leader Summit is an annual professional development conference which brings together Louisiana birth to grade 12 educators and content experts who inspire, innovate, and impact meaningful growth for every student. Educators participating in the event will share their knowledge, learn new skills, and prepare for the 2022-2023 school year.

Additional details regarding registration and session topics will be available this winter.

