

**Overview:** In accordance with [Bulletin 130](#), personnel evaluation policy is composed of two parts: professional practice and growth in student learning. Professional practice scores are derived from observations. The CLASS® observation rubric is an approved qualitative assessment of teacher performance (professional practice) that must be converted to a 4.0 scale.

**CLASS® Instructional Rubric 7-Point Scale Conversion to Louisiana’s Four Levels of Effectiveness**

**The CLASS® Instructional Rubric** utilizes a 7-point rating scale, with a score of 6-7 indicating high-range, a 3-5 indicating mid-range, and a 1-2 indicating low range. The CLASS® rubric includes 3 domains (emotional support, classroom organization, and instructional support) and 10 dimensions comprised of 42 indicators across the 3 domains.

**The Compass Teaching Rubric** consists of 3 domains and 5 components across those domains. In addition, the state has adopted Standards of Effectiveness ratings that are based on a 4-point rating scale, with a 4 indicating Highly Effective, a 3 indicating Effective: Proficient, a 2 indicating Effective: Emerging, and a 1 indicating Ineffective.

To align the CLASS® rubric with the state’s adopted Standards of Effectiveness, it was necessary to develop a conversion chart.

CLASS®	COMPASS	
7.00	4.00	Highly Effective $3.5 \leq x$
6.90	3.95	
6.80	3.90	
6.70	3.85	
6.60	3.80	
6.50	3.75	
6.40	3.70	
6.30	3.65	
6.20	3.60	
6.10	3.55	
6.00	3.50	Effective: Proficient $2.5 \leq x < 3.5$
5.90	3.44	
5.80	3.37	
5.70	3.30	
5.60	3.24	
5.50	3.17	
5.40	3.10	
5.30	3.04	
5.20	2.97	
5.10	2.90	
5.00	2.84	
4.90	2.77	
4.80	2.70	
4.70	2.63	
4.60	2.57	
4.50	2.50	

4.40	2.44	Effective: Emerging $1.5 \leq x < 2.5$	
4.30	2.37		
4.20	2.30		
4.10	2.24		
4.00	2.17		
3.90	2.10		
3.80	2.04		
3.70	1.97		
3.60	1.90		
3.50	1.84		
3.40	1.77		
3.30	1.70		
3.20	1.63		
3.10	1.57		
3.00	1.50		
2.90	1.44		Ineffective $x < 1.5$
2.80	1.41		
2.70	1.39		
2.60	1.37		
2.50	1.35		
2.40	1.32		
2.30	1.30		
2.20	1.28		
2.10	1.25		
2.00	1.23		
1.90	1.21		
1.80	1.18		
1.70	1.16		
1.60	1.14		
1.50	1.12		
1.40	1.09		
1.30	1.07		
1.20	1.05		
1.10	1.02		
1.00	1.00		