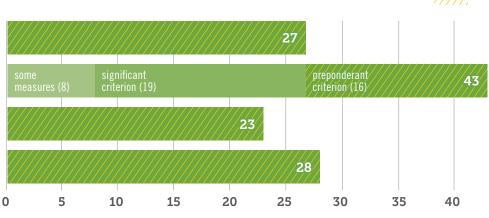


# TEACHER EVALUATION POLICY IN LOUISIANA:

Where is Louisiana in implementing teacher effectiveness policies?

#### THE NATIONAL PICTURE

### **STATE TEACHER EVALUATION POLICIES (2015)**



LOUISIANA

Annual evaluations for all teachers

Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness

# LOUISIANA'S IMPLEMENTATION TIMELINE

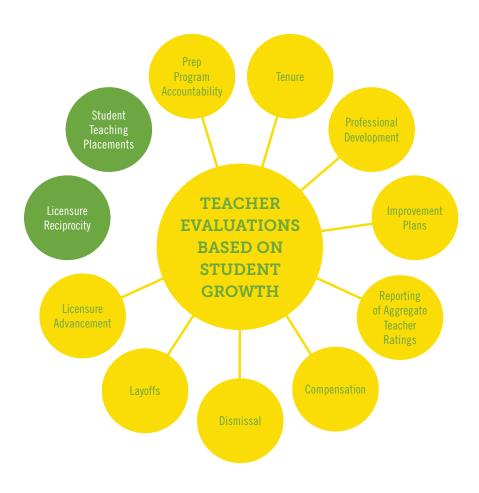
	ng value-added measur state accountability sys cher evaluations				SPRING 2015 State implem new assessm	ients	
2010	2011	2012	2013	2014	2015	2016	2017
JULY 2010 College and career-ready standards adopted	<b>2010-11</b> Full pilot of COM- PASS evaluation system	2012-13 Full implementa COMPASS evaluation system	student g	or First year r of personnel o rowth sted d	ratings must inform decisions		2016-17 Value added data required to be included in teacher evaluations

## LOUISIANA'S EVALUATION SYSTEM REQUIREMENTS

Evaluation System Structure	Presumptive state evaluation model for districts with possible opt-out: Compass.
Use of achievement data/student growth in teacher evaluations	Fifty percent of the evaluation score is based on student learning and fifty percent on observation using the state's rubric.
Observations	At least two observations are required each year. One observation may be waived for teachers who have earned a highly effective rating.
Tenure Policy	Teachers must be rated highly effective for five out of six years to be granted tenure. All other teachers remain "at-will" employees.
Dismissal Policy	Ineffective performance ratings constitutes sufficient proof of poor performance, incompetence, or willful neglect of duty for dismissal. Timeline for dismissing teachers with ineffective ratings is unclear.

## EVALUATION SYSTEM REQUIREMENTS

## DOES LOUISIANA CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Louisiana is making strong efforts to "connect the dots" — including growth and student achievement as significant factors in objective, meaningful and measurable evaluations of teacher effectiveness and using teacher evaluation results to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

> For more information about Louisiana and other states' teacher effectiveness policies, NCTQ's 2015 Louisiana State Teacher Policy Yearbook is immediately available for free download at: www.nctq.org/statepolicy