

LDOE Office Hours
October 20, 2020
12:00 PM
Focus: SLTs

Agenda

- Welcome (Kimberly Eckert)
- Teacher SLT Overview (Jennie Moctezuma)
- Experience from Expert Educators:
 - *Brooke Nolte*, Principal- Stockwell Place Elementary (Bossier)
 - *James Jackson*, Principal- Port Allen High School (West Baton Rouge)
 - *Torrence Williams*, Principal- Bains Elementary (West Feliciana)
 - *Angelle Bourgeois*, Teacher/Coach/Mentor- Allemand Elementary (St. Charles)
- Policy Updates (Leaders Do we add observation updates or keep to SLTs only?)
- Q and A

Observation Cycles and Updated BESE Policies for 2020-2021

- **Current policy** requires that teachers and administrators are observed **twice per year**.
- **BESE has updated this policy, for the 2020-2021 academic year only**, to require one observation for the 2020-2021 academic year for those who earn a rating of “Highly Effective” or “Effective: Proficient” rating on the first observation.
- Any teacher or administrator who earns an observation rating of Ineffective or Effective: Emerging will be observed a **second time**.

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	$3.5 \leq x$

Standards of Effectiveness: 2020-2021 ONLY

Total Evaluation Scores 2020-2021

Professional Practice
Observation Scores

(50%)

Student Outcomes
Student Learning Targets (SLTs)

(50%)

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 shall 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

Student Outcomes: Student Learning Targets (SLTs) for Leaders

Current policy requires **one** 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

For the 2020-2021 academic year only, leader learning targets can be based upon the school performance score from 2018-2019 or upon formative assessment data.

Sample Formulas for Leader SLTs

For 2020-2021 Leader SLTs can be comprised of:

Formative Goals

Formative goals for principals could include a similar format to that of teachers:

X outcome in X amount of time on X assessment for X block of students.

This outcome could include a subject area, attendance goal, or perhaps a school culture goal.

OR

SPS Related Goals

Leaders can use SPS related goals from 2018-2019 and set a goal for 2020-2021.

Student Outcomes: Student Learning Targets (SLTs)

To recap: Teachers and leaders should develop SLTs by December 7, 2020 in order to understand teaching goals and plan for instruction accordingly.

- SLTs can be based upon data such as:
 - performance data from the first unit or module of this school year
 - formative assessment data
 - diagnostic data

Resources: To view samples of assessments appropriate for SLTs, please see the resources available in the [Compass Library](#) and [SLT Assessment Guide](#).

Experience from Expert Educators



Brooke Nolte

Principal
Stockwell Place Elementary
Bossier



James Jackson

Principal
Port Allen High School
West Baton Rouge



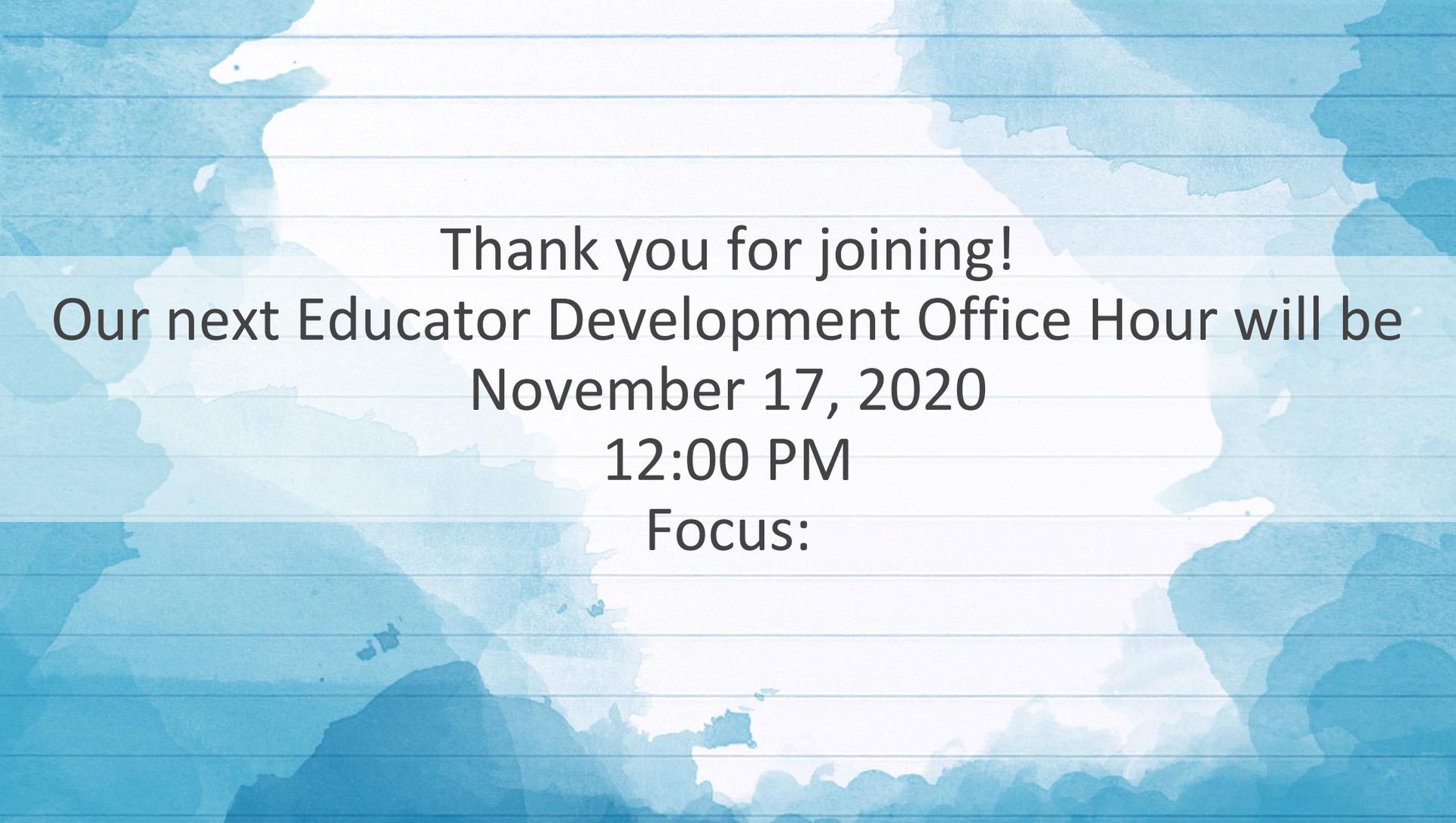
Torrence Williams

Principal
Bains Elementary
West Feliciana



Angelle Bourgeois

Asst. Principal/Teacher/Coach
Allemands Elementary
St. Charles



Thank you for joining!

Our next Educator Development Office Hour will be

November 17, 2020

12:00 PM

Focus: