

Ouachita Parish School System

COMPASS Roadmap (GPS) 2017-2018

❖ **REVISED July 7, 2017**

- **August 28, 2018 – (2017-2018) Compass Evaluations signed by teachers are due to (Mrs. Chisley’s office)**
- All Observers/Evaluators must be Compass/CIS trained.

September 8 – Assign designated Evaluator to All Instructional Staff (Submit this assignment to Mrs. Chisley’s office on the Compass Evaluator/Evaluated Form)

- Two Observations will be required for all teachers, librarians, counselors, and administrators with one being a full class period evaluation. If the teacher, librarian, counselor, or administrator scored “Highly Effective” during the 2016-2017 school year and “Highly Effective” on the first semester observation of the 2017-2018 school year, then the second observation could be a “walk through” type observation focusing on one or two components of the rubric that the teacher might have needed improvement on based on the first observation. Both of these observations will be averaged together to form 50% of the overall score.
- Two Observations will be required for certified employees who scored “Effective Proficient”, “Effective Emerging”, or “Ineffective” for the 2016-2017 school year. Both of these observations will be full period classes.
- Two Observations will be required for new first year teachers and new teachers hired in Ouachita Parish for the 2017-2018 school year. Both of these observations will be full period classes.

September 20, 2017 – January 5, 2018 – First Observation Window

January 17, 2018 – First Observation must be entered into CIS by this date.

January 5, 2018 – May 2, 2018 – Second Observation Window

May 23, 2018 – Second observation must be entered into CIS by this date.

First Observation – this is an announced observation with a pre-conference, observation, and post conference. This must be a full length lesson.

* See feedback guidance highlighted below.

Second Observation – this is an unannounced or announced observation. This must be a full length lesson.

Exception: Teachers, Librarians, Counselors, and Administrators who scored “Highly Effective” during the 2016-2017 school year and scored “Highly Effective” the first semester of the 2017-2018 school year can be observed as a “walk through” type of observation scoring one or two components on the rubric that the teacher may have needed improvement on based on the first observation. This observation will be averaged with the first observation to formulate 50% of the teachers Compass score.

- Teachers will receive written feed-back via CIS after each observation that includes commendations and areas for improvement.
- Supplemental observations may be conducted as needed to address components not previously observed.
- Trained compass evaluators must conduct these supplemental observations and observations should last at least half of the class period.
- These supplemental observations may be announced or unannounced.
- Supplemental observations must be conducted within the time windows set for first and second observations.
- Supplemental observations entered into CIS are optional.

Observation Scoring and Data Reporting

- First and Second Observations will be weighted equally forming 50% of the teacher’s overall evaluation.
- Danielson Rubric will be used in K-12th grade observations: Pre-K observations will be conducted using the CLASS instrument.
- The Ouachita Parish Compass Scoring Guide will be used in conjunction with Danielson Rubric as the district’s instruments in observations/evaluations

Feedback for Instructional Staff

- **First Observation** – Must include a pre-conference that occurs within three working days prior to the observation. Post-conference must occur within three working days after the observation.
- **Second Observation** – Teacher must receive written feedback via CIS that includes commendations and areas for improvement after each observation. This will be communicated within three working days after the observation.

Observation/Evaluation Tools

- District will furnish a designated scoring tool to be used for observations/evaluations in conjunction with the Danielson Rubric.

Ongoing Training, Support, and Development

- Compass Observers/Evaluators will be trained on the OPSS Compass Road Map by the August, 2017 principal meeting.
- Teachers will be trained on CIS by Oct 23, 2017.

- Compass Observers/Evaluators will be trained in CIS prior to October 20, 2017.

Requirements for Student Learning Targets (SLT's)

- Teachers of Non-Tested Grades and Subjects (NTGS), such as Librarians, Reading/Math Coordinators, Interventionist, etc. – All teachers must set Student Learning Targets.
- Where value-added results are available, they will be provided by the state and serve as 35% of the final Student Growth rating. The remaining 15% of the Student Growth rating will be based on the two SLTs.
- In NTGS the final Student Growth rating will be based on attainment of the SLT according to the scoring established as part of the SLT process.
- Each teacher MUST set TWO SLTs.
- Teachers should set SLTs for the most representative course and the most academically significant course. For example, a teacher who teaches 5 sections of American History and one section of Journalism should set SLTs for American History.
- When developing SLTs, teachers may use the following to determine a target for each student:
 - historical test data
 - results from LEAP 360 Diagnostic Assessment or from other information provided.
- Teachers should monitor their progress and review SLTs throughout the year using LEAP 360 Interim Assessments.
- Guidance will be provided by the Curriculum and Instruction team on appropriate EOY assessments
- Teachers/Evaluators are responsible for setting and approving SLT's specific to individual teachers.
- **SLTs should be set and approved by October 13, 2017.**
- **SLT's will be entered in CIS by October 20, 2017.**

District and State Submission to CIS

- **June 5, 2018** – Final Scores for teachers (including observation scores and SLT's) submitted to the district. *If the teachers of a tested grade and subject is using the LEAP summative assessment for SLT's, the deadline for submission to the district is August 1, 2018.*
- **June 5, 2018** – Observation scores for principals submitted to the district.
- **August 1, 2018** – Final Evaluation Ratings for Teachers and High School Principals (using the LDOE SPS calculator) submitted to the state
- **Fall, 2018** – Final Evaluation Ratings for principals submitted to the district
 - Principals will use the LDOE SPS calculator for final scoring of SLT's.

2017 – 2018 COMPASS Teacher Evaluator Support provided by OPSB Staff & Network Team:
All meetings will be held at the Student Support Services Building.

*All Additional Compass Evaluators may attend any session.

Data Analysis and Goal Setting - mandatory

September 7, 2017: Analyze data, write leader goals, develop an action plan, and develop a plan for supporting teachers in the SLT process. An accountability update will be provided at this time as well. This session is for principals and curriculum coordinators.

Elementary and Middle School: 9:00am – 11:30am

High School: 1:00pm – 2:30pm

Progress Monitoring - mandatory

January 11, 2018: Monitor progress of SLTs' and analyze Principal Profiles and VAM

Elementary and Middle School: 9:00am – 11:30am

High School: 1:00pm – 2:30pm

End of Year Collaborations - optional

June 5, 2018: We will use this opportunity to allow principals to share best practices and begin planning for the 18-19 school year.

All principals: 9:00am – 11:30am