

Jeanne Burns – Louisiana Board of Regents



Louisiana's Successes for Assessing and Rewarding Educator Effectiveness

- Value-Added Teacher Preparation Assessment
 - ✓ 2003-2006 Pilot the Model
 - ✓ 2006-Future Implement the Model for Redesigned Programs

- Value-Added Assessment for Practicing Teachers
 - ✓ 2009-2010 Pilot the Model in Specific Schools
 - 2010-2011 Pilot the Model in Specific Districts
 - 2011-Future Implement the Model for all Schools & District

- TAP – The System for Teacher and Student Advancement
 - ✓ 2003-2004 Pilot the Model (5 schools)
 - ✓ 2006-Future Implement the Model – TAP & Pre-TAP
(2010-2011 = 54 schools TAP; 65 schools Pre-TAP)



New Legislation – Regular Session 2010



Act 54

Value Added Bill

- **Teacher & Principal Evaluation**
- **Educator Evaluation Advisory Committee**
- **50% Growth in Student Achievement Using a Value-Added Assessment Model**
- **Two Year Pilot – Full Implementation 2012-2013**



Act 749

Red Tape Reduction Act

- **Freedom for local school districts from certain rules if they secure a waiver from the Board of Elementary and Secondary Education**



✓ Recommendations of the
2009-2010 Blue Ribbon
Commission for Educational
Excellence

Louisiana Comprehensive Teacher Compensation Framework

Key Elements of a Comprehensive Teacher Compensation Model

*Work supported by a grant from
the National Governors
Association*



I. Multiple Career Paths for Teachers

- What career paths will be made available to teachers (e.g., master teachers, mentor teachers, etc.) at schools who want to implement a comprehensive teacher compensation model?

II. On-going Professional Learning for School Personnel

- What types of on-going professional learning will need to take place in participating schools to help school personnel use data and change practices to improve student achievement?

III. Valid and Reliable Performance Instruments

- What valid and reliable performance instruments will be used to assess school personnel as they strive to improve the achievement of students (e.g., Performance Observations, Achievement Tests, etc.) and how will they ensure transparency and fairness?

IV. Value-Added Data

- What classroom and school value-added data will be included in a comprehensive teacher compensation model?

V. Teacher Compensation Formula

- What formula will be used to calculate performance scores?

VI. Funding for Comprehensive Teacher Compensation Model

- What funding will be used to support the comprehensive teacher compensation model and what will be the size of the Performance Awards?

VII. Teacher Performance Awards

- What will be the process to award Performance Awards?

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Louisiana Comprehensive Teacher Compensation Framework

Planning for Implementation

I. Best Practices for Comprehensive Teacher Compensation Models

- Where can information be attained pertaining to best practices for comprehensive teacher compensation models?

II. School and District Commitment

- Upon district commitment, what schools will implement a comprehensive teacher compensation model?

III. District Short & Long Term Planning

- How will districts develop and implement short and long term plans to support schools who want to implement a comprehensive teacher compensation model?

IV. School Short and Long Term Planning

- How will schools use data to develop and implement short and long term plans to implement a comprehensive teacher compensation model?

V. Training of Teachers & Teacher Leaders for Pathways

- Who will train teachers and teacher leaders to successfully address new career pathways (e.g., master teacher, mentor teacher, etc.)?

VI. Delivery of Professional Development

- How will professional learning opportunities be delivered to school personnel?

VII. Collection of Data for Performance Awards

- Who will collect the data for the comprehensive teacher compensation model and how will it be collected?

VIII. Calculation of Performance Awards

- How will the formula be used to calculate the scores to identify the school personnel who will receive the Performance Awards annually?

IX. Funding to Implement Model

- How will funds be directed to schools who want to implement a comprehensive teacher compensation model?

X. Awarding of Performance Awards

- Who will present the Performance Awards to school personnel, how will they be presented, and what will be the timelines?



Louisiana Comprehensive Teacher Compensation Framework Action Plan

ITEM	ACTIONS	AGENCY RESPONSIBLE
1	Communicate information to the public about the Louisiana Comprehensive Teacher Compensation Framework.	Louisiana Department of Education (LDE)
2	Notify the Louisiana Department of Education if there is interest in learning more about comprehensive teacher compensation models.	Districts/Schools
3	Meet with District Superintendents to provide information and answer questions about comprehensive teacher compensation models.	Louisiana Department of Education (LDE)
4	Meet with principals and teachers from schools that are interested in implementing a comprehensive teacher compensation model.	Louisiana Department of Education (LDE)
5	Form advisory committees to develop long range plans to support schools that choose to implement a comprehensive teacher compensation model within the district.	Districts
6	Spend one year developing long range plans to implement the comprehensive teacher compensation model. The plans need to identify how funds will be identified to support and sustain the implementation of the teacher compensation models. The superintendents need to identify leaders to oversee the development/implementation of the plans.	Districts/Schools
7	Provide support to the district advisory committees and school teams as they develop their plans. Assist the districts and schools in identifying funds that can support the implementation of their plans.	Louisiana Department of Education (LDE)
8	Once district/schools plans are finalized, provide structured professional development to the districts who choose to implement TAP. Direct district /schools that implement independent comprehensive teacher compensation models to sites that have best practices.	Louisiana Department of Education (LDE)
9	Have districts that implement independent comprehensive teacher compensation models develop scales for Performance Awards that are consistent with the scale used for TAP.	Louisiana Department of Education (LDE)
10	Collect and report annual data on student achievement and practices in schools and districts that are implementing comprehensive teacher compensation models.	Louisiana Department of Education (LDE)



Louisiana Comprehensive Teacher Compensation Framework

Questions and Responses

QUESTIONS	RESPONSES	EXAMPLES
FUNDING FOR COMPREHENIVE TEACHER COMPENSATION MODEL		
<p>18. <i>Where will districts attain the funds to implement comprehensive teacher compensation systems?</i></p>	<p>Sustainable funds are already available within local school districts to implement the comprehensive teacher compensation systems. Districts will need to examine the effectiveness of their existing programs and procedures and redirect funds where there are programs and procedures that are not effective. This needs to occur as they conduct their long range planning.</p> <p><i>Note: Please see Attachment A that provides a listing of available funds and how they can be used.</i></p>	<p><i>Example #1: Available Funds in Louisiana</i></p> <p>Examples of funds that are currently available with districts to implement a Teacher Compensation Model are the following:</p> <ul style="list-style-type: none"> Title I, Part A Title I, Part A School Improvement School Improvement Fund 1003(g) Title II, Part A Title III, Part A – English Language Acquisition, Language Enhancement and Academic Achievement Act Title VI, Rural Education Achievement Program IDEA, Part B 611 IDEA, Part B Coordinated Early Intervening Services (CEIS) 8(g) Statewide Grant Program – TAP Minimum Foundation Program <p><i>Example #2: Potential Funds With Competitive Grants</i></p> <p>Districts can hire grant writers to attain competitive grant funds to support the program. Examples of competitive grant funds that are available include the following:</p> <ul style="list-style-type: none"> Teacher Incentive Fund Effective Teaches and Leaders Program Teacher and Leader Innovation Fund Teacher and Leader Pathways



Louisiana's Next Step for Measuring and Rewarding Educator Effectiveness

DEEPER COMMUNICATION

- **Teacher and Principal Evaluation – Act 54**
 - **2010-2012** **Statewide**
- **TAP**
 - **2010-Future** **Trailblazing Districts & Pre-TAP Schools/Districts**
- **Louisiana Comprehensive Teacher Compensation Framework**
 - **2011-Future** **Statewide**



ADDITIONAL INFORMATION

- **Value-Added Teacher Preparation Program Assessment**
<http://regents.louisiana.gov/index.cfm?md=pagebuilder&tmp=home&pid=113>
- **Louisiana TAP**
<http://www.doe.state.la.us/lde/tap/3046.html>
- **Louisiana Comprehensive Teacher Compensation Framework**
http://www.laregentsarchive.com/Academic/TE/brc_year_eleven_report.pdf
- **Act 54: Value Added Bill**
<http://legis.state.la.us/billdata/streamdocument.asp?did=711248>
- **Act 749: Red Tape Reduction**
<http://legis.state.la.us/billdata/streamdocument.asp?did=722584>

