

COMPASS Overview

What is Compass?

Compass is Louisiana's educator support and evaluation system. Compass aims to provide all teachers, counselors, librarians and school leaders with regular, meaningful feedback on their performance with the ultimate goal of fostering continuous improvement and helping educators have a greater impact on student learning.

There are two parts of Compass, Student Growth and Professional Practice. Each part accounts for half of the annual Compass evaluation.

Student Growth	Professional Practice
- 2 Student Learning Targets	- 2 classroom observations each school year: <ul style="list-style-type: none">o 1 announced observation (formal)o 1 unannounced observation (informal)

**Once 14-15 TSGD Composite Scores are released this winter, teachers who have Highly Effective Composite Scores will be able to opt out of an informal observation in the Spring.*

Student Growth: Student Learning Targets (SLTs)

What are SLTs?

Student Learning Targets (SLTs) are academic goals focused on student achievement. The Student Growth score is comprised of 2 SLTs. Each SLT must be specific and measurable, based on available prior student learning data and aligned to CCSS. The aim of SLTs is to create rigorous goals for school growth and student achievement.

How do I write my SLTs?

Each year, every educator evaluated in Compass works with their evaluators to set at least 2 Student Learning Targets (SLTs). JPPSS provides guidance for educators to follow when writing their SLTs. This guidance is all-inclusive, and provides details about how to set a rigorous goal, why certain goals were selected, which assessments educators should use to set their targets, and much more. All SLT guidance will be available on the Compass webpage after the start of the school year: <http://jpschools.org/departments/datainstructional-performance/>

When do I write my SLTs?

Every Compass participant will work with their evaluator to write 2 SLTs at the start of the school year. If hired after the school year starts, an educator should work with their Compass evaluator and their school's Compass Contact to write SLTs. There is also Late Hire Guidance and a calendar with important dates for SLT submission on the [Compass website](#).

Where and how do I enter my SLTs?

SLTs are submitted online in the [Compass Information System](#) (CIS). The SLT guidance is grade/subject area specific, and provides very detailed information about what to enter for each SLT. After an educator collaborates with their evaluator to set impactful SLTs and then enters them into CIS, their evaluator will review and accept them. If you are a new employee in JPPSS, you will have to register in CIS to be able to enter your SLTs.

How do I report my SLT results at the end of the year?

At the conclusion of the school year, each educator will report their SLT results in CIS. These results are typically data from the end of the year assessment each educator administers, or from a state test. After an educator enters their SLT results, the Compass evaluator will assign a rating score to each SLT. The average of both SLT scores will become the final Student Growth score, which represents 50% of the final Compass evaluation rating.

Professional Practice: Classroom Observations

How many times will I be observed? What happens during an observation?

Each educator will be observed by a certified Compass evaluator *a minimum of 2 times* during the school year (*teachers who receive a Highly Effective TSGD Composite Score have the option to only be observed once*). Each observation will be scored using the Compass Framework for Teaching Rubric, and the scores will be entered into the Compass Information System (CIS).

The [Compass Framework for Teaching Rubric](#) consists of 5 components:

- Component 1c: Setting Instructional Outcomes
- Component 2c: Managing Classroom Procedures
- Component 3b: Using Questioning and Discussion Techniques
- Component 3c: Engaging Students in Learning
- Component 3d: Using Assessment in Instruction

During the observation, the evaluator will collect evidence for each of the rubric components and use the evidence to score the observation. You will receive a score from one (1) to four (4) in each of the five components. The average of the five component scores will be the score for that observation. The observation should be a full lesson. The 2 scores from the classroom observations will be averaged to produce the Professional Practice rating, which is 50% of the overall Compass rating.

Are the observations structured differently?

The first observation will be a Formal observation. This means the evaluator will schedule the observation in advance, and also conduct a pre-observation conference with the evaluatee to learn about the lesson/unit plan and any pertinent information about the classroom. Following the observation, the evaluator will schedule a post-observation conference to review evidence from the observation, share component scores, and provide feedback to help each educator improve their professional practice.

The second observation will be an Informal observation. This observation will not be scheduled ahead of time, though the evaluator may give an educator a window of time (i.e. 2 weeks) during which the observation will occur. Since a pre-observation conference will not take place, the evaluator will likely ask that the lesson/unit plan be shared with them following the observation, or he/she may review the lesson plan that you have submitted per specific school procedure. A post-observation conference is optional.

Completing a Compass Evaluation

At the end of the school year, every educator will meet with their Compass evaluator to complete their Compass evaluation. During this meeting, the evaluator will review the student results and data reported by the evaluatee. Evaluators will then rate each SLT according to the guidance in the attainment range section.

After the SLTs are rated, the evaluator will finalize the overall Compass score using the state-mandated scoring guide below. A final Compass evaluation score is an average of the Student Growth (50%) and Professional Practice (50%) scores. A final Compass evaluation score falls into one of the four performance categories and receives an overall rating of 1-4:

Educator Effectiveness Rating	Score Details
(1) Ineffective	Overall Compass score of 1.00-1.49
(2) Effective: Emerging	Overall Compass score of 1.50-2.49
(3) Effective: Proficient	Overall Compass score of 2.50-3.49
(4) Highly Effective	Overall Compass score of 3.50-4.00
State law mandates that any Compass evaluatee who receives an overall score of Ineffective be placed on an Intensive Assistance Plan (IAP) the following calendar year.	

Entering SLTs into CIS

The screenshot displays the 'Compass' COMPASS INFORMATION SYSTEM interface. At the top, there are navigation tabs: Security, Employee, Student Growth Data, Eval Assign, PGP, SLT, and a red arrow points to the 'SLT' tab. Below these are sub-tabs: Add, Set, Accept, Report Results On, Rate, Print, and Unlock, with a red arrow pointing to the 'Set' tab. The main content area shows fields for School Session (2014 - 2015), LEA (026 - Jefferson Parish), School (Lea-level), and Employee (BRELAND D STERNBERG). Below these fields, there are two options: '1) Either select an existing SLT to update:' with a 'Select One' dropdown, and '2) Click 'Add' to add a new SLT:' with an 'Add' button, which has a red arrow pointing to it. At the bottom, there are fields for Course Category (Select One), Grade (Select One), Interval of Instruction (Select One), and Number of Students (text input).

1. Click on the Student Learning Target tab.
 2. Click on the Set tab.
 3. Click on the “Add” button.
 4. Follow the steps in the SLT guide to enter your SLT information.
- ** Your SLT will not be able to be reviewed by your evaluator until you click “Submit.”

