Needs Assessment Tool
LPS SB 10-191

SB191 Requirement	Alignment/ Compliance	Non Compliance	Notes
Principal Evaluation System			
Definition of Effectiveness			state model evaluation framework under review by LCEE
Quality Standards			state model evaluation framework under review by LCEE
Multiple Measures/Multiple Occasions			direct observations, surveys, school performance framework, conferencing in conjunction with professional practices
Principal Professional Performance Plan			occurs but not standardized; not all AP's
Goals:Teacher Performance			not currently required by LPS
Goals:School Climate+working conditions			not currently required by LPS
TELL Involvement encouraged			not currently required by LPS
Single Aggregate Score:professional practices 50%			not currently required by LPS
Teacher Input			Annual surveys required
% of Teachers in each performance category			not currently required by LPS
Teachers improving in performance			not currently required by LPS
Additional Measures:optional			not currently required by LPS
Single Aggregate Score:Student Growth 50%			not currently required by LPS
School Performance Framework			inconsistently used by supervisors
At Least one additional measure			inconsistently used by supervisors
All subject areas/grades			no evidence that all subject/grades used in measuring student growth
Aligned to UIP			inconsistently used by supervisors
Evaluation Annually			Narrative written by direct supervisor
Performance Evaluation Ratings			Not consistent with SB191
Ineffective			Not consistent with SB191

Needs Assessment Tool
LPS SB 10-191

Partially Effective			Not consistent with SB191
Effective			Not consistent with SB191
Highly Effective			Not consistent with SB191

Needs Assessment Tool
LPS SB 10-191

SB191 Requirement	Alignment/ Compliance	Non Compliance	Notes
Teacher Evaluation System			
Definition of Effectiveness			state model evaluation system under review by the LCEE
Quality Standards			state model evaluation system under review by the LCEE
Multiple Measures/Multiple Occasions			2001 document
Single Aggregate Score:professional practices 50%			not currently required by LPS
observation			2001 document
Student survey, parent survey, peer input, lesson plans or student work			student and parent input not currently required by LPS
Single Aggregate Score:student growth 50%			not currently required by LPS
Individually-attributed growth			not currently required by LPS
Collectively-attributed growth			not currently required by LPS
Statewide summative assessment results			not currently required by LPS
Growth Data where available			not currently required by LPS
Performance Evaluation Ratings			Rating system from 2001 does not meet state requirements
Ineffective			
Partially Effective			
Effective			
Highly Effective			
Rating+ probationary status			not consistent with SB191
Probationary 2 obs+written evaluation.annually			2001 document
Nonprob:written report annually			three year cycle currently

Needs Assessment Tool
LPS SB 10-191

SB191 Requirement	Alignment / Compliance	Non Compliance	Notes
System Requirements			
Purpose Statements			2001 document to be revised to align with SB191
Positions Evaluated			
Titles Evaluated			annually: partnership with HR
Evidence of Validation of Measures			
Advisory Personnel Performance Council			
One Teacher			
One Principal			
One Admin			
One Parent			
One Community Member			**Effective February 2012: LCEE**
Fairness			
Effectiveness			
Credibility			
Professional Quality			
Conduct Continuous evaluation of system			**Ongoing Work**
DAC:input+recs to princ. on measures for student growth impacting teachers			not currently required in LPS
SAC:input+recs. To DAC& admin.for Prin. PPP of their school			not currently required in LPS
System for Training on Eval.			
System for Communication: Teachers			
System for Communication: Principals			
Training re:student growth			**All materials & systems to be revised to align with 191**
District Assurance:July 2013			
Parent Partnerships			not consistently applied expectations
Student Partnerships			not consistently applied expectations