



Leader Keys Effectiveness System (LKES) 2019-2020 Guidelines & Reminders

Administrators will be given written notice, in advance of each school year, the evaluation measures and any specific indicators that will be used to evaluate them. The Cobb Leader Keys Effectiveness System is composed of four components:

- Leader Assessment on Performance Standards = 30%
- Student growth = 40%
- School climate= 10%
- Combination of Additional Data (Beat the Odds and CCRPI Data) = 20%

Annual LAPS Process

1. Evaluator Selection, Orientation, Self-Assessment, & PSC Professional Goal Setting (Required)
 - Evaluators shall conduct an Orientation prior to the Pre-Evaluation Conference.
 - Leaders will complete the self-assessment prior to the pre-evaluation conference.
 - All certified employees will enter 1 goal into SLDS for certification purposes: Standard-based
2. Three Conferences (Pre-Evaluation, Mid-Year, and Summative)
 - The Pre-Evaluation conference follows the Orientation, Self-Assessment, and the leader’s development of goals.
 - The Mid-Year conference should review the results of the Formative Assessment.
 - The Summative Conference must be held individually.
3. Mid-Year Formative Assessment
 - Evaluators shall complete one Formative Assessment for each Leader.
 - Evaluators shall provide a rating on each of the 8 standards
 - The results will be reviewed and discussed during the Mid-Year Conference.
4. Summative Assessment
 - Evaluators will rate all 8 standards, establishing an overall LAPS rating and score as seen in chart below:

LAPS Level Score	LAPS Overall Rating	LAPS Point Rating
Level I	Ineffective	0 – 5
Level II	Needs Development	6 – 13
Level III	Proficient	14 – 21
Level IV	Exemplary	22 – 24

- Summative Conference held individually
- Component Rating: Local districts were given the option to choose subcomponents to be considered and to determine the criteria for the rating. **Additional guidance from the state is still currently under review.*
 - Cobb will be using CCRPI **and** Beat the Odds as the Combination of Additional Data Rating (20%).

If the school met their target CCRPI AND Beat the Odds:	If the school met their target CCRPI OR Beat the Odds:	If the school did not meet their target CCRPI and did not Beat the Odds:
Level IV	Level III	Level II