

**REACH<sup>3</sup>H**

# Teacher and Leader Effectiveness

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# Teacher and Leader Effectiveness

- TLE is an Integrated System of:
  - Student Achievement,
  - Teacher Evaluation,
  - School Leader Evaluation, and
  - Continuous Learning and Professional Growth.



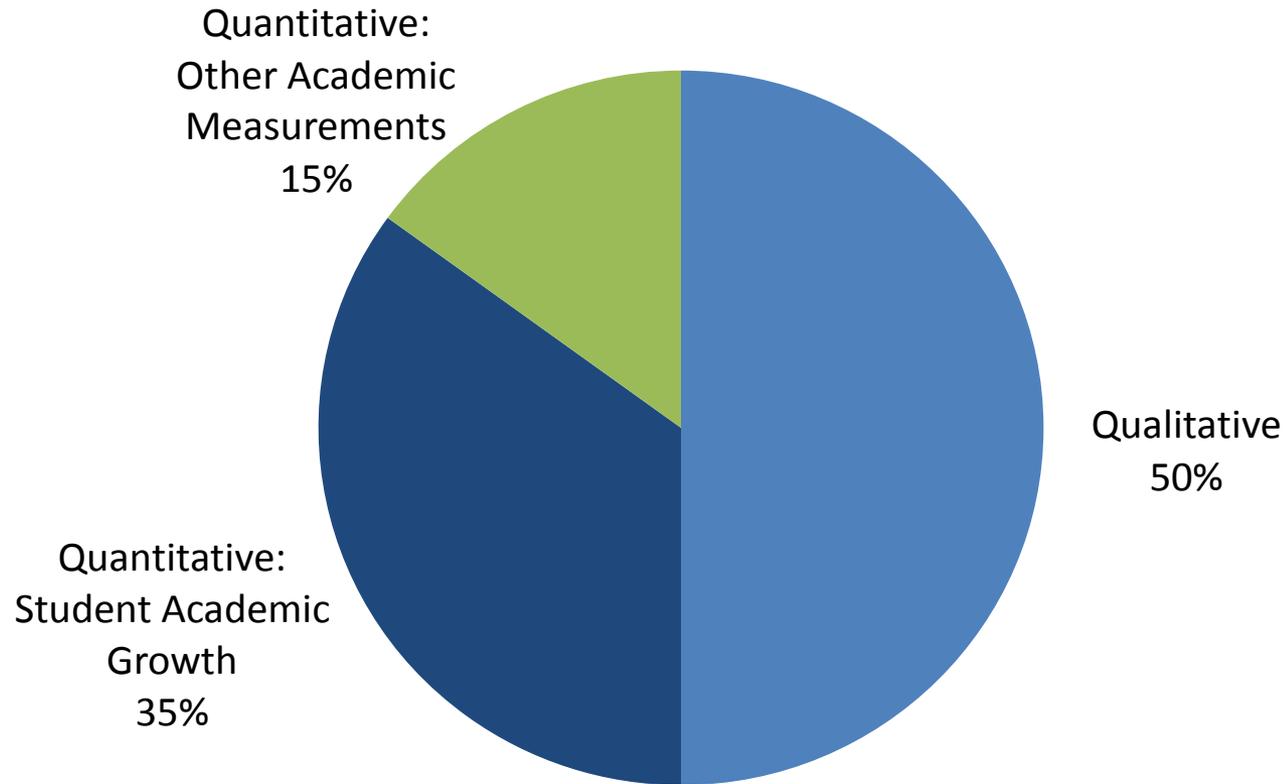
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# An Evaluation System Worth Having is One That ...



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# Multiple Measures of Effectiveness



# TLE Components

1. A Five-Tier Rating System
  - a. Superior
  - b. Highly Effective
  - c. Effective
  - d. Needs Improvement
  - e. Ineffective
2. Annual evaluations that provide feedback to improve student learning and outcomes
3. Comprehensive remediation plans and instructional coaching for all teachers rated as Needs Improvement or Ineffective

➤ 70 O.S. § 6-101.16



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# TLE Components

4. Quantitative and qualitative assessment components measured as follows:
  - a. 50% of the ratings of teachers and leaders shall be based on quantitative components which shall be divided as follows:
    - 1) Thirty-five percentage points based on student academic growth using multiple years of standardized test data, as available
    - 2) Fifteen percentage points based on other academic measurements
  - b. 50% of the ratings of teachers and leaders shall be based on rigorous and fair qualitative assessment components

➤ 70 O.S. § 6-101.16

# TLE Components

5. An evidence based qualitative assessment tool for the teacher qualitative portion of the TLE that will include observable and measurable characteristics of personnel and classroom practices that are correlated to student performance success, including but not limited to:
  - a. Organizational and classroom management skills
  - b. Ability to provide effective instruction
  - c. Focus on continuous improvement and professional growth
  - d. Interpersonal skills
  - e. Leadership skills

➤ 70 O.S. § 6-101.16

# TLE Components

6. An evidence based qualitative assessment tool for the leader qualitative portion of the TLE that will include observable and measurable characteristics of personnel and site management practices that are correlated to student performance success, including but not limited to:
  - a. Organizational and school management, including retention and development of effective teachers and dismissal of ineffective teachers
  - b. Instructional leadership
  - c. Professional growth and responsibility
  - d. Interpersonal skills
  - e. Leadership skills
  - f. Stakeholder perceptions

➤ 70 O.S. § 6-101.16 --- Subsection (E) defines “leader” as a “principal, assistant principal or any other school administrator who is responsible for supervising classroom teachers.”



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# TLE Components

7. For those teachers in grades and subjects for which there is no state-mandated testing measure to create a quantitative assessment for the quantitative portion of the TLE, an assessment using objective measures of teacher effectiveness including student performance on unit or end-of-year tests. Emphasis shall be placed on the observed qualitative assessment as well as contribution to the overall school academic growth.

➤ 70 O.S. § 6-101.16

# TLE Timeline

- **SY 2013-2014 – All local board evaluation policies must align with TLE.**
- SY 2012-2013 – Pilots of evaluation policies aligned with TLE will begin.
- Spring and Summer 2012 – Training on TLE Evaluation System will begin.
- December 15, 2011 – State Board of Education will adopt a TLE Evaluation System.
- September – November 2011 – TLE Commission will receive public feedback on preliminary TLE Recommendations
- June – December 2011 – TLE Commission studies and makes recommendations to the State Board of Education regarding the TLE Evaluation System.



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# TLE in Action

- A few Oklahoma schools and districts have implemented qualitative and/or quantitative components that align with the TLE.

# Connections to Common Core State Standards, PARCC, and Student Information Systems



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