



## Teacher Leader Effectiveness (TLE) Update:

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## TLE Timeline

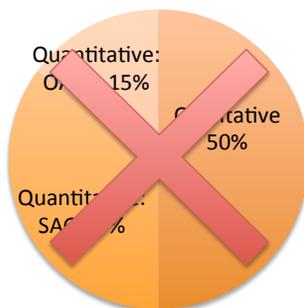
- Requires full implementation of TLE by 2017-2018.
  - Meaning employment decisions will be based on both qualitative and quantitative components in 2017-2018.
- For 2015-2016, continue with implementation of qualitative and continue to collect data for quantitative, as available.
- For 2016-2017, continue with implementation of qualitative and collect data for quantitative to include new measures adopted by TLE Commission/State Board.
  - Recommendations by Dec. 1, 2015; State Board adopts by Feb. 1, 2016



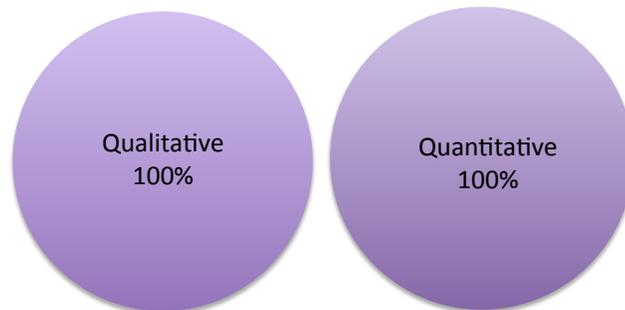
## Evaluation Composition

- Each teacher and administrator will receive **both** a *qualitative* and *quantitative* score, with **no composite score**.
  - S.B. 706 eliminates “*other academic measurements*” as a requirement for the quantitative piece, and the corresponding percentages.

### OLD MODEL

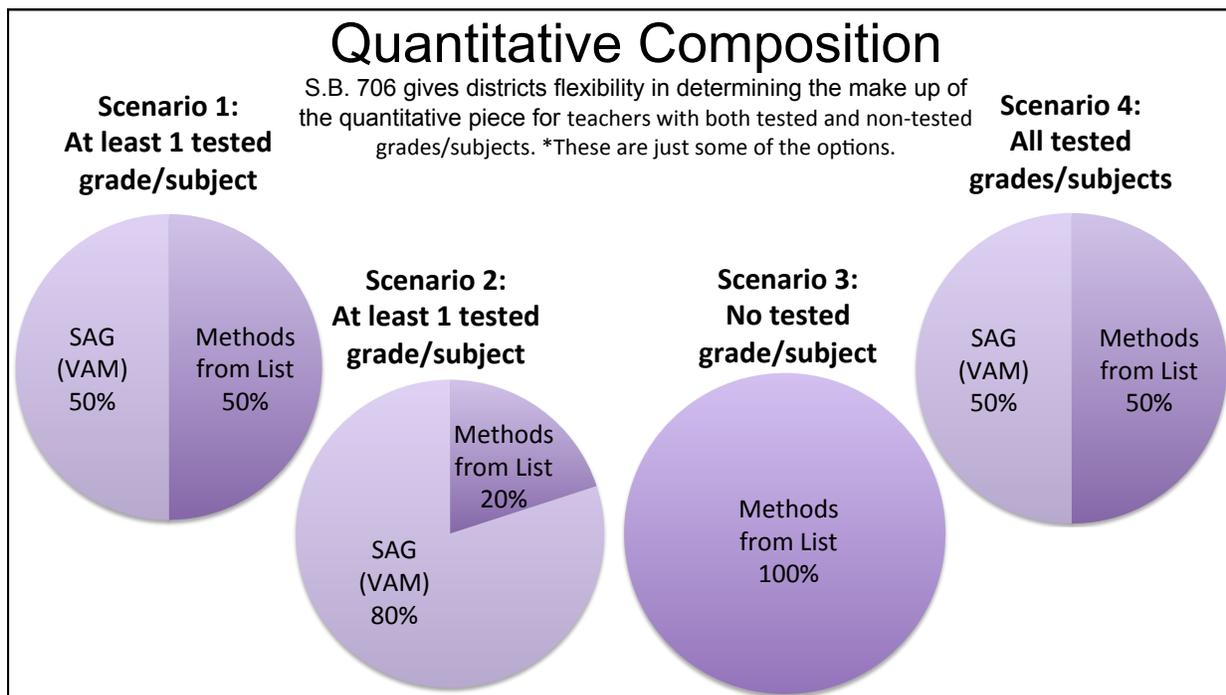


### NEW MODEL



## Quantitative Composition

- 5-tier ranking system: (superior, highly effective, effective, needs improvement, ineffective)
- Use standardized test data, *as available*.
- State Board to adopt a list of reliable, research-based performance measures for teachers in non-tested grades/subjects.
- Local school boards will choose from the list.
- Teachers with at least one tested grade/subject may have up to 50% of quantitative based on measures from the list.
  - Teachers with no tested grades/subjects will have 100% of quantitative based on measures from the list.



## Employment Decisions

- Employment decisions will now be made with both components in consideration separately.
  - Career teachers and principals receiving “ineffective” on *both* components for 2 consecutive years *must be dismissed* or not re-employed.
  - Career teachers and principals receiving “ineffective” on *either* component for 2 consecutive years *may be dismissed* or not re-employed.
  - Career teachers receiving “needs improvement” on *both* components for 3 consecutive years *must be dismissed* or not re-employed.
  - Career teachers receiving “needs improvement” on *either* component for 3 consecutive years *may be dismissed* or not re-employed.

## Employment Decisions

- Career teachers not averaging at least “effective” on *both* components over 5 years *must be dismissed* or not re-employed.
- Career teachers not averaging at least “effective” on *either* component over 5 years *may be dismissed* or not re-employed.
- Teachers receiving “needs improvement” or “ineffective” on *either* component must have a comprehensive remediation plan and instructional intervention.



## Other Considerations

- Career teachers receiving “superior” or “highly effective” on both components may be evaluated every 2 years.
- For teachers coming to a district from another district, or from retirement, evaluations may be based on qualitative components for the first year.
- Directs continued study by the State Board and the Commission, to produce a system that **promotes reflection and professional growth**.



## Red Banner Book:

<http://www.ok.gov/sde/newsblog/2015-06-25/download-red-banner-2015-legislation>

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### Red Banner: 2015 Legislation

Posted by SDEmedia on Thu, 06/25/2015 - 2:14pm

The Oklahoma State Department of Education is excited to provide this new annual resource to help you stay informed of state education legislation.

New laws that emerge from legislative session each year can be overwhelming. The impact on districts, schools and classrooms across Oklahoma can be significant or minimal, immediate or delayed, positive or troubling — but there is one constant: You need to know the law.

This book is not intended to be all-inclusive nor serve as legal advice. But **Red Banner: 2015 Legislation** will give you a general overview of this year's new laws and legislative actions affecting public education.

**Joy Hofmeister**  
State Superintendent of Public Instruction



## Current Activity

- SREB (Southern Regional Education Board) involvement
  - Funding
  - State Convening – Oklahoma Team
- EngageOK Conference feedback
  - Superintendents
  - Principals
  - Teachers
  - TLE Commission Special Meeting
- Research and Implementation