

# Teacher and Leader Effectiveness Commission Teacher Evaluation Framework/Model Selection Criteria



The review following the criteria set forth by the Teacher and Leader Effectiveness Commission will be conducted by the Oklahoma State Department of Education and submitted to the Commission for consideration.

Selection	Description
Does not meet the criteria	From the materials provided, does not appear to meet the criteria
Meets the criteria	From the materials provided, appears to meet the criteria
Exceeds the criteria	From the materials provided, appears to exceed the criteria

**Leadership Framework:** \_\_\_\_\_

Required by Statute	Leader Evaluation Framework/Model Selection Criteria for the Qualitative Measures	Does not meet the criteria	Meets the criteria	Exceeds the criteria	Reviewers' Notes
✓	Includes a Five-Tier Rating System (qualitative measures) 1) Superior 2) Highly Effective 3) Effective 4) Needs Improvement 5) Ineffective				
✓	Annual evaluations that provide feedback to improve student learning and outcomes				
✓	Be evidence-based (e.g. research and field proven)				
✓	Include observable and measurable characteristics of personnel and site management practices (rubrics and evidences for each rubric)				
✓	Be correlated to student performance success				
✓	Be based on research-based national best practices and methodology				
✓	Include the following six domains: organizational and school management skills, including retention and development of effective teachers and dismissal of ineffective teachers; instructional leadership; professional growth and responsibility; interpersonal skills; leadership skills; and stakeholder perceptions.				
	Includes scales or rubrics to identify the level of implementation for the leadership behaviors				
	Clearly defines and articulates teacher and student evidences for each rubric				

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Required by Statute	Leader Evaluation Framework/Model Selection Criteria for the Qualitative Measures	Does not meet the criteria	Meets the criteria	Exceeds the criteria	Reviewers' Notes
	Validation studies (Specific studies on the model/framework to verify its ability to identify levels of leadership performance correlated to student achievement results)				
	Weights/emphasizes teacher growth and development				
	Depth of supports provided for the framework (qualified capacity to support statewide efforts)				