

**Minutes of the Meeting of the
TEACHER AND LEADER EFFECTIVENESS COMMISSION
HODGE EDUCATION BUILDING
2500 NORTH LINCOLN BOULEVARD
OKLAHOMA CITY, OKLAHOMA**

May 17, 2012

The Teacher and Leader Effectiveness Commission began its regular meeting at 1:30 p.m., May 17, 2012, at the Hodge Education Building, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The Agenda was posted at 1:00 p.m., May 16, 2012, in accordance with 70 O.S. § 6-101-17.

The following were present:

Ms. Alicia Currin-Moore, Executive Director, Teacher and Leader Effectiveness,
Oklahoma State Department of Education

Members of the Teacher and Leader Effectiveness Commission present:

Dr. Janet Barresi, State Superintendent of Public Instruction (Chair)
Secretary Phyllis Hudecki, Secretary of Education
Dr. Keith Ballard, Tulsa Public Schools
Dr. Don Betz, The University of Central Oklahoma
Representative Ed Cannaday, Oklahoma House of Representatives
Ms. Susan Harris, Tulsa Chamber of Commerce
Dr. Jeff Mills, Oklahoma State School Boards Association
Ms. Alicia Priest, Oklahoma Education Association
Mr. Robert Ross, Inasmuch Foundation
Ms. Ginger Tinney, Professional Oklahoma Educators

Attendees from the Oklahoma State Department of Education and other guests:

See Attachment A.

CALL TO ORDER AND ROLL CALL

State Superintendent Janet Barresi called the meeting to order at 1:40 p.m. Ms. Holland called the roll and ascertained there was a quorum.

WELCOME, COMMENTS, AND INTRODUCTIONS

Superintendent Barresi welcomed the members of the Teacher and Leader Effectiveness Commission.

MINUTES FROM THE DECEMBER 5, 2011, MEETING APPROVED

Superintendent Barresi requested approval of the December 5, 2011, minutes. Mr. Ross moved to approve the minutes. Susan Harris seconded. This motion was voted on with the following votes: Superintendent Barresi, yes; Secretary Hudecki, yes; Dr. Ballard, yes; Dr. Betz, yes; Representative Cannaday, yes; Ms. Harris, yes; Dr. Mills, yes; Ms. Priest, abstain; Mr. Ross, yes; Ms. Tinney, yes.

Ms. Priest then changed her vote to yes. Therefore, the vote was 10-0 to approve the December 5, 2011, Commission minutes.

DISCUSSION AND POSSIBLE ACTION TO RECOMMEND THE MARZANO SCHOOL LEADERSHIP EVALUATION SYSTEM TO THE OKLAHOMA STATE BOARD OF EDUCATION FOR QUALITATIVE EVALUATION APPROVAL

Superintendent Barresi informed the Commission that Learning Sciences International Inc., made a presentation to the Commission regarding the Marzano School Leader Evaluation System at the May 3, 2012, meeting. Superintendent Barresi also informed the Commission that implementation of this framework cannot be immediate because the Request For Proposals (RFP) for TLE training is currently out for bid. As such, implementation cannot begin until the 2013-2014 school year. If the Commission recommends the Marzano School Leader Evaluation System to the State Board and the State Board approves it as an option for leader evaluation, a school district can, on its own, fund the training.

1) Q: Representative Cannaday – Is our vote at the December 5, 2011 Commission meeting where we voted for the McREL and Reeves leader framework null and void?

A: Superintendent Barresi- No sir. From time to time this Commission will have additional frameworks presented to it. Your recommendations will go to the State Board and they will consider whether it should be put out for an RFP, which will take 30 days, then there is a review process before award. So we may have to see if, because of the timing, whether or not it can be supported by the State Board of Education. There is nothing that says that once it's adopted that a school district cannot, on its own, approach the company for training. McREL and Reeves are part of the training for this summer.

2) Q: Representative Cannaday – Has there been any expenditure made for this training?

A: Superintendent Barresi – Not yet sir because the RFPs are still out. Nothing has been awarded. Ms. Currin-Moore, when does the RFP close?

A: Ms. Currin-Moore – The RFP closes May the 24th.

3) Q: Representative Cannaday – There has not been any expenditures made by the state department for training in any of these systems?

- A: Ms. Currin-Moore – No sir, not for the teacher nor the leader models
- 4) Q: Superintendent Barresi – When are those training dates?
- A: Ms. Currin-Moore – the training dates will be released once the RFPs have been awarded and we can confirm that the awarded bidders can fulfill the training obligations. We anticipate that the training will begin in late June after our Vision 2020 conference and continue through the summer. A final training session will be held once the school year begins for any administrator that missed summer training.
- 5) Q: Ms. Harris - I am assuming that we are doing this so we have another choice. Have there been districts that have requested Marzano?
- A: Superintendent Barresi – Both
- 6) Q: Ms. Tinney - In going through the minutes, it says that the Marzano Leader Model was not ready; therefore, it was not an option for adoption.
- A: Superintendent Barresi - Yes, and now it is (ready). The statute is written to allow the Commission to consider options throughout the years that meet the statutory requirements.
- 7) Q: Ms. Tinney – So if in a couple of months we have a teacher model that comes up . . .
- A: Superintendent Barresi - If it fits the requirements, all of the research requirements and statutory requirements, then absolutely, it can be brought before the Commission. The Commission is in effect until 2016 for this purpose - to review results and make new recommendations to the system.
- 8) Q: Dr. Mills - Do all of the frameworks have to have an outside evaluation done?
- A: Ms. Currin-Moore – In your packet of information you have this (the evaluation of the Marzano Leader Evaluation). This is the same template that was used for all of the frameworks. It was created by the state department.
- 9) Q: Dr. Mills - So, yes?
- A: Ms. Currin-Moore - Yes, these were evaluated by the state department. We simply reviewed the model and checked the box. If you notice, there are some reviewer's notes to make sure certain points are clear.
- 10) Q: Representative Cannaday – So we would have identical correlations with this for the Marzano and McREL?
- A: Ms. Currin-Moore - Yes, throughout this process you have received a copy of one of these rubrics for each of the frameworks.
- 11) Q: Ms. Priest - How can the box be checked for meets the criteria for research and filed proven and for validation studies when this is new enough that those studies have not been done?

A: Superintendent Barresi - That is exactly the reason that it was withdrawn from consideration in the beginning, the results from those studies were not in.

A: Ms. Currin-Moore - (referring to documents provided to the TLE Commission) There is some information on page 6 that discusses the research studies done. This was also discussed in the live presentation that occurred on May 3rd. Specifically, they discussed the Wallace study and the What Works in Oklahoma study.

12) Q: Dr. Mills – So Marzano conducted their own research in house?

A: Ms. Currin-Moore – Partly. If you review the research, the Wallace study was a multi-year study that looks at administrator leadership.

13) Q: Ms. Priest – So there have there been any validation studies done on this framework, it was just based on other studies?

A: Ms. Currin-Moore – Yes. If you notice in the reviewer’s notes it says the framework’s research was drawn from other studies.

14) Q: Ms. Priest – So how can it meet the criteria when those studies have not been done?

A: Superintendent Barresi – Based on that, how do any of them meet that requirement except Danielson?

A: Ms. Priest – Well, Tulsa did a MET analysis.

A: Superintendent Barresi – No, they did it themselves.

Mr. Ross moved to recommend the Marzano School Leadership Evaluation System to The Oklahoma State Board of Education for qualitative evaluation approval. Seconded by Ms. Harris.

Ms. Tinney stated that she does not like that the Marzano School Leadership Evaluation “experimented” on Oklahoma children to prove validation. She also stated that you have to constantly change to get a good score. Ms. Currin-Moore directed the Commission to see page 12 which describes the definitions of each level of performance.

15) Q: Representative Cannaday – If we were to vote for this today, it would have its own pilot year?

A: Superintendent Barresi - The pilot year is for the current frameworks that have been adopted. The Commission could recommend that every time you adopt something new it will go through a pilot year. I do not believe that would change the funding allocation for this year.

16) Q: Representative Cannaday - Are we holding McREL and Reeves to one standard and Marzano to another?

A: Superintendent Barresi – No, we provided the same evaluation to it using the same rubric. The McREL and Reeves system is in a pilot year for a couple of reasons.

First, this is a heavy lift, to get both of these systems implemented. Since we are still working on the quantitative components, this Commission decided to implement this incrementally. If the Commission would like to have each newly adopted framework to go through a pilot year, that may bring up individual district negotiation issues.

17) Q: Representative Cannaday - Do the principals have a negotiation agreement?

A: Dr. Mills - Some do, not all.

18) Q: Dr. Mills - What if a school district wants to switch?

A: Superintendent Barresi - This Commission can make a recommendation about this to the State Board, but I would leave that decision and the allocation of the state dollars to the State Board.

This motion was voted on with the following votes: Superintendent Barresi, yes; Secretary Hudecki, yes; Dr. Ballard, yes; Dr. Betz, Abstain; Representative Cannaday, no; Ms. Harris, yes; Dr. Mills, yes; Ms. Priest, yes; Mr. Ross, yes; Ms. Tinney, no. Motion failed.

Mr. Ross asked if this issue could be brought up again at the next meeting. Superintendent Barresi informed the Commission that this can be brought to the next meeting. Mr. Ross added that since there were several Commission members absent, bringing this before the Commission again may aid to its passage.

PRESENTATION BY TULSA PUBLIC SCHOOLS REGARDING STATE BOARD OF EDUCATION APPROVED CHANGES MADE TO THE TULSA TLE OBSERVATION AND EVALUATION SYSTEM

Jana Burk presented information regarding Tulsa Public Schools' changes to the Tulsa TLE Observation and Evaluation System that were approved by the State Board of Education on April 26, 2012. She informed the Commission that Tulsa Public Schools removed criteria number six (6), which deals with the physical environment of the classroom, and replaces it with part of the criteria from number 19, which states, "Teacher optimizes the learning environment through respectful and appropriate interactions with students, conveying high expectations for students and an enthusiasm for the curriculum." Ms. Burk informed the Commission that these decisions were made after the analysis of research conducted by the MET study in conjunction with research conducted by the Value-Added Research Center (VARC). Ms. Burk also stated that TPS is always open to continuous improvement.

Ms. Currin-Moore informed the Commission that the state department will begin sending out information prior to Commission meetings to assist in the decision-making process.

Mr. Ross asked how many votes were necessary to have an item pass. He was informed that it took a majority of a quorum. The Commission discussed whether there were a sufficient

number of votes for the Marzano School Leader Evaluation System to recommended it to the State Board of Education.

Ms. Currin-Moore suggested that the State Department provide each Commission member with a Robert's Rule of Order reference tool to assist the Commission with quorum and voting questions.

Ms. Currin-Moore reminded the Commission that the next meeting date is June 26, 2012, from 1 p.m. – 4 p.m.

NEW BUSINESS

There was no new business.

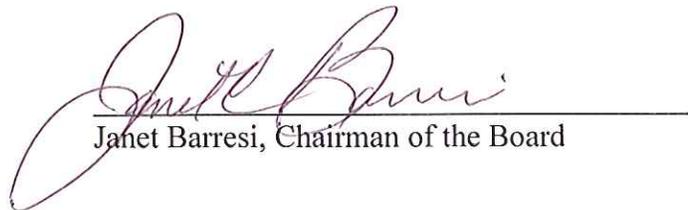
ADJOURNMENT

There being no further business to come before the Commission, Superintendent Barresi adjourned the meeting.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on June 26, 2012, at 1 p.m. The meeting will convene at the Hodge Education Building, 2500 North Lincoln, Suite 1-20, Oklahoma City, Oklahoma.



Alicia Currin-Moore, Executive Director
Teacher and Leader Effectiveness



Janet Barresi, Chairman of the Board

Attachment A

Oklahoma State Department of Education attendees:

Mr. Marty Fulk, Oklahoma State Department of Education
Ms. Connie Holland, Oklahoma State Department of Education

Other guests:

Mr. Joe Robinson, Designee
Ms. Jennifer Gambrell, Designee
Ms. Jana Burk, Tulsa Public Schools
Mr. Michael Barlow, Barlow Education Management
Ms. Jennifer Pettit, MC3
Ms. Talia Shaul, Tulsa Public Schools
Mr. Karl Springer, Oklahoma City Public Schools
Mr. Jarred Scott, Career Tech
Mr. John Keltz, Value-Added Research Center
Mr. Saeed Sarani, Oklahoma State Regents for Higher Education
Mr. Lou Barlow, Barlow Education Management
Ms. Julie Fabronani, Gates Foundation