

TEACHER AND LEADER EFFECTIVENESS EVALUATION SYSTEM (TLE)

Preliminary Recommendations #1 and #2

*From the September 12 Meeting
of the TLE Commission*

Teacher and Leader Effectiveness

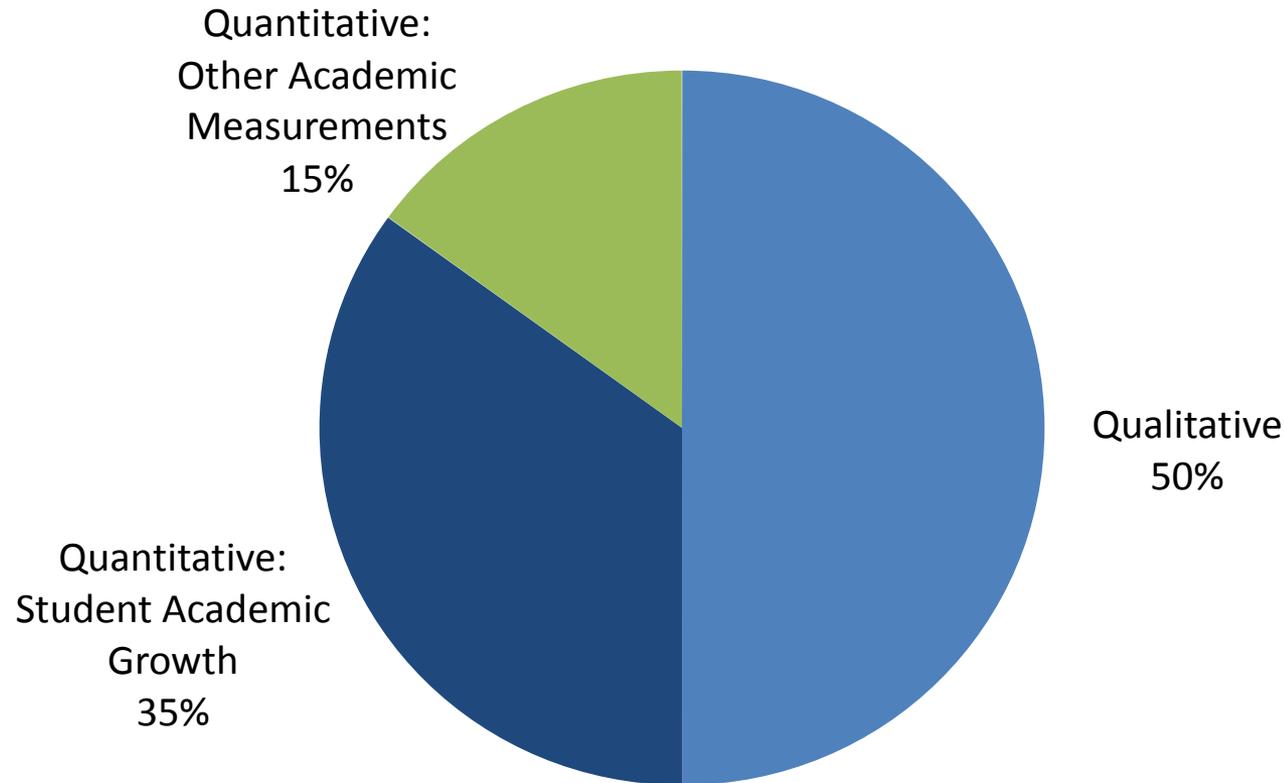
- TLE is an Integrated System of:
 - Student Achievement,
 - Teacher Evaluation,
 - School Leader Evaluation, and
 - Continuous Learning and Professional Growth.

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

An Evaluation System Worth
Having is One That ...

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

Multiple Measures of Effectiveness



TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

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

TEACHER AND LEADER EFFECTIVENESS
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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

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

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

TEACHER AND LEADER EFFECTIVENESS
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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

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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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Preliminary Recommendations

Qualitative Frameworks

- As of September 12, 2011, the TLE Commission has reviewed several qualitative measures that meet state criteria and are reflective of national best practices. The criteria checklist for qualitative portions of the teacher evaluation system and the leader evaluation system can be found on the TLE page of the Oklahoma State Department of Education Website <http://www.sde.state.ok.us/Teacher/Commission>.

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

Preliminary Recommendations

Preliminary Recommendation #1

- For both the Teacher Evaluation System and the Leader Evaluation System, the TLE Commission recommends that the Oklahoma State Board of Education name a default framework that is paid for by the state in terms of training and implementation requirements to serve as the qualitative assessment component that must comprise 50% of the total evaluation criteria required by 70 O.S. § 6-101.16.

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

Preliminary Recommendations

Teacher Framework

- The default for the teacher framework should be named after public comment from the list of: Danielson's Framework for Teaching (pending correlation to statutory criteria), Marzano's Causal Teacher Evaluation Model, and Tulsa's TLE Observation and Evaluation System (pending correlation to statutory criteria).

(Note: The TLE Commission plans to make a final recommendation that would include naming a recommended default framework.)

- A limited number of frameworks that meet specific criteria, including all statutory requirements, may also be approved by the Oklahoma State Board of Education for district selection supported by local funds.

(Note: At this time, the TLE Commission is making a preliminary recommendation that Danielson's Framework for Teaching, Marzano's Causal Teacher Evaluation Model, and Tulsa's Teacher and Leader Evaluation Observation and Evaluation System be approved for district selection.)

TEACHER AND LEADER EFFECTIVENESS
EVALUATION SYSTEM (TLE)

Preliminary Recommendations

Leader Framework

- The default for the leader framework should be named after public comment from the list of: Marzano's Leadership Evaluation System (pending correlation to statutory criteria), McREL's Principal Evaluation System (pending correlation to statutory criteria), and Reeves's Leadership Performance Matrix (pending correlation to statutory criteria).

(Note: The TLE Commission plans to make a final recommendation that would include naming a recommended default framework.)

- A limited number of frameworks that meet specific criteria, including all statutory requirements, may also be approved by the Oklahoma State Board of Education for district selection supported by local funds.

(Note: At this time, the TLE Commission is making a preliminary recommendation that Marzano's Leadership Evaluation System, McREL's Principal Evaluation System, and Reeves's Leadership Performance Matrix be approved for district selection.)

TEACHER AND LEADER EFFECTIVENESS
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Preliminary Recommendations

Preliminary Recommendation #2

- For both the Teacher Evaluation System and the Leader Evaluation System, the TLE Commission recommends that any modifications to the default framework or other approved frameworks must be approved by the Oklahoma State Board of Education against a specific set of criteria, including all statutory requirements, based on impact to student learning.

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Public Comment

You may submit public comments via an online survey, email, or written communication. These comments will be reviewed by the TLE Commission at their regularly scheduled meetings on October 10, November 7, and December 5, 2011, as well as at any special meetings that might be called between October 11 and December 15, 2011.

- Online Survey Link:
<http://www.surveymonkey.com/s/TLErecommendations1>
- Email to: Kerri_White@sde.state.ok.us
- Written communication to:
Kerri White, Assistant State Superintendent
Oklahoma State Department of Education
2500 North Lincoln Boulevard, Suite 315
Oklahoma City, Oklahoma 73105

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Questions and Answers