

**Minutes of the Regular Meeting of the  
TEACHER AND LEADER EFFECTIVENESS COMMISSION  
OLIVER HODGE EDUCATION BUILDING  
2500 NORTH LINCOLN BOULEVARD, ROOM 1-20  
OKLAHOMA CITY, OKLAHOMA**

**September 17, 2015**

The Teacher and Leader Effectiveness Commission met in regular session at 1:10 p.m. on Thursday, September 17, 2015, in the Board Room of the Oliver Hodge Education Building at 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The final agenda was posted at 11:47 p.m. on Wednesday, September 16, 2015.

The following were present:

Ms. Terrie Cheadle, State Board of Education

Members of the Teacher and Leader Effectiveness Commission present:

Ms. Joy Hofmeister, State Superintendent of Public Instruction, Chair

Mr. Ed Allen, American Federation of Teachers

Dr. Keith Ballard, Representative, Oklahoma Association of School Administrators

Ms. Susan Harris, Tulsa Chamber of Commerce

Mr. Shawn Hime, Executive Director, Oklahoma State School Boards Association

Ms. Jayne Huffman, Department of Career and Technology Education

Ms. Mary Mélon, President, The Foundation for Oklahoma City Public Schools

Senator Susan Paddack, Oklahoma State Senate

Ms. Alicia Priest, Oklahoma Education Association

Ms. Natalie Shirley, Secretary of Education

Ms. Ginger Tinney, Professional Oklahoma Educators

Members of the Teacher and Leader Effectiveness Commission absent:

Dr. Don Betz, President, University of Central Oklahoma

Representative Ed Cannaday, House of Representatives

Senator John Ford, Oklahoma State Senate

Ms. Anna King, Oklahoma PTA

Ms. Renée Launey-Rodolf, Office of Education Quality and Accountability

Mr. Ben Robinson, Brig General USAF (R), Owner/President, SentryOne LLC

Others in attendance are shown as an attachment.

**CALL TO ORDER  
AND  
ROLL CALL**

Superintendent Hofmeister called the Teacher and Leader Effectiveness Commission meeting to order at 1:10 p.m. Ms. Cheadle called the roll and ascertained there was a quorum.

**STATE SUPERINTENDENT**

Superintendent Hofmeister welcomed everyone to the meeting and thanked Commission members for their valuable time and contributions.

**BOARD – ADMINISTRATIVE**

**Minutes of the August 20, 2015 Regular Meeting Approved**

Mary Mélon moved to approve the minutes of the August 20, 2015, regular meeting. Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen yes; Keith Ballard, yes; Susan Harris, yes; Shawn Hime, yes; Superintendent Hofmeister, yes; Jayne Huffman, yes; Mary Mélon, yes; Alicia Priest, yes; Secretary Shirley, yes; and Ginger Tinney, yes.

(Senator Susan Paddack arrived at 1:20 p.m.)

**STUDENT ACADEMIC GROWTH MEASURES**

**“Collective Performance” as a listed  
Quantitative Evaluation Measure Approved**

Dr. Jason Perez, Executive Director, Teacher and Leader Effectiveness presented the collective performance measure recommendation as a quantitative evaluation measure. The measure places the school growth, based off of end-of-year student test scores, on either the entire faculty or department depending on how a district chooses to implement the measure. It allows for implementing professional learning communities; gives a feeling of responsibility toward academic achievement for all students; and would align districts with their goals. As with any of the tools there are detriments but overall it will allow using student data to measure academic growth relative to the quantitative evaluation component for the teacher evaluation.

Commission members asked questions and discussed the “Collective Performance” measure and types of implementation. Mr. Shawn Sheehan, 2016 Oklahoma Teacher of the Year, shared his success using collective performance measures in the classroom.

Natalie Shirley moved to approve recommending the “Collective Performance” quantitative measure to the State Board of Education. Mary Mélon seconded the motion. The motion carried with the following votes: Ed Allen, no; Keith Ballard, yes; Susan Harris, yes; Shawn Hime, yes; Superintendent Hofmeister, yes; Jayne Huffman, yes; Mary Mélon, yes; Senator Paddack, yes; Alicia Priest, no; Secretary Shirley, yes; and Ginger Tinney, yes.

**“Current Diagnostic Tools” as a listed  
Quantitative Evaluation Measure Approved**

Dr. Jason Perez, Executive Director, Teacher and Leader Effectiveness said current diagnostic tools are currently in place in many school districts. The diagnostic tools are utilized more in the elementary schools for the Reading Sufficiency Act requirements. Training is reduced; capacity is increased, and does not increase assessments. Validity is a concern on the consistency across districts and does not address all teaching areas.

Commission members asked questions and discussed the “Current Diagnostic Tools” measure and implication. Commission members agreed to change the quantitative evaluation measure to “Oklahoma State Department of Education (OSDE) approved Diagnostic Tools.”

Susan Harris moved to approve recommending the “Oklahoma State Department of Education (OSDE) Approved Diagnostic Tools” quantitative measure to the State Board of Education. Keith Ballard seconded the motion. The motion carried with the following votes: Ed Allen yes; Keith Ballard, yes; Susan Harris, yes; Shawn Hime, yes; Superintendent Hofmeister, yes; Jayne Huffman, yes; Mary Mélon, yes; Senator Paddack, yes; Alicia Priest, yes; Secretary Shirley, yes; and Ginger Tinney, yes.

**“Locally Developed Assessments” as a listed  
Quantitative Evaluation Measure Approved**

Dr. Jason Perez, Executive Director, Teacher and Leader Effectiveness said the measure is a pre-posttest. It is a more preferable pre mid-point posttest benchmark that is developed at the district level for a variety of subject areas. There would be comparability within testing fields, similar rigor, and increase data. It will not cover every teaching assignment and will take time to develop test for validity, reliability and implementation.

Commission members asked questions and discussed “Locally Developed Assessments” measures, pre-test and post-test assessment options and implementation. Commission members agreed changing the quantitative evaluation measure to “Locally Developed Districtwide Implementation approved by the Oklahoma State Department of Education (OSDE).”

Alicia Priest moved to approve recommending the “Locally Developed Districtwide Implementation approved by Oklahoma Department of Education (OSDE)” quantitative measure to the State Board of Education. Ed Allen seconded the motion. The motion carried with the following votes: Ed Allen yes; Keith Ballard, yes; Susan Harris, yes; Shawn Hime, yes; Superintendent Hofmeister, yes; Jayne Huffman, yes; Mary Mélon, yes; Senator Paddack, yes; Alicia Priest, yes; Secretary Shirley, yes; and Ginger Tinney, yes.

## **“Student Learning Objectives” as a listed Quantitative Evaluation Measure Disapproved**

Dr. Jason Perez, Executive Director, Teacher and Leader Effectives (TLE), said goals developed by teachers can extend across a variety subject areas and teacher fields. Multiple states use SLOs controlled by local districts, and data analysis can be promoted. No peer reviews are available on SLOs and the SLO model loss credibility in Oklahoma.

Commission members asked questions and discussed “Student Learning Objectives” (SLOs) validity concerns and recommendations. Ed Allen raised a “Point of Order” to question the proceedings if the Commission did not want to take any action or if an action was needed for the Commission to turn the measure down.

Ed Allen moved to disapprove the “Student Learning Objectives” as a listed quantitative evaluation measure. Dr. Keith Ballard seconded the motion. The motion carried with the following votes: Ed Allen yes; Keith Ballard, yes; Susan Harris, yes; Shawn Hime, yes; Superintendent Hofmeister, yes; Jayne Huffman, yes; Mary Mélon, yes; Senator Paddack, yes; Alicia Priest, yes; Secretary Shirley, yes; and Ginger Tinney, yes.

## **QUANTITATIVE MEASURES FOR ADMINSTRATORS**

### **Discussion of Quantitative Measures for Student Academic Growth related to Administrator Quantitative Evaluations**

Dr. Perez said focus was needed for administrator quantitative evaluations information and the TLE office could help provide information relative to the topic. Commission members discussed options/possibilities to look at that would include surveying various states; input from administrators statewide and the Cooperative Council for Oklahoma School Administration (CCOSA); test score components; and attendance and discipline data.

## **ADJOURNMENT**

There being no further business Commission members unanimously agreed to adjourn the meeting at 2:25 p.m.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Thursday, October 15, 2015 at 1 p.m. The meeting will convene at the State Department of Education, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma.

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Joy Hofmeister, Commission Chair