

# TEACHER & LEADER EFFECTIVENESS

# TLE

OKLAHOMA STATE DEPARTMENT OF EDUCATION

APRIL • 2014



## TLE Hot Topic: Train-the-Trainer Value-Added Model (VAM) Workshops for Superintendents and District Leaders

April is an important month for educational leaders in Oklahoma because the mandatory roster verification process begins. In order to ensure a smooth transition, district superintendents recently participated in Oklahoma State Department of Education's VAM Briefing videoconference. The purpose of this training was to assist superintendents in basic VAM data analysis, VAM communication points, and VAM distribution best practices. Most importantly, superintendents had a first-access opportunity to receive more information about the upcoming train-the-trainer sessions for their district leaders. Superintendents who were unable to attend the VAM Briefing videoconference can access a recording [here](#).

Ultimately, superintendents will decide who will serve as point-persons on their district team, and the team will be responsible for the interpretation of their district's VAM results and the training of all other district employees. In response to district requests, the OSDE will offer two rounds of training opportunities—one before school is out and the other during the summer months. Each round will consist of sessions that are scheduled across the state.

District teams selected to attend a VAM Train-the-Trainer Workshop can register [here](#).

### Table of Contents

- Train-the-Trainer VAM Workshops for Superintendents and District Leaders
- TLE Question of the Month
- OSDE Administrators Invited to National Convening

### TLE Resources

- [VAM \(Value-Added Model\) FAQ](#)
- [TLE: Roster Verification Webinar Spring 2014](#)
- [TLE: Roster Verification Webinar Spring 2014 PowerPoint](#)
- [TLE Nuts and Bolts PowerPoint](#)
- [TLE Implementation: Next Steps for 2014](#)
- [Educator Workforce Shortage Task Initial Report 2014](#)
- [TLE OAM Example Worksheets](#)
- [TLE OAM e-Brochure](#)
- [TLE Theory of Action Brochure](#)
- [TLE Implementation Timeline for Districts](#)

# VISION2020

## Stepping Up

TUESDAY, JULY 15 –  
THURSDAY, JULY 17, 2014

[REGISTER HERE](#)

## TLE Question of the Month

### Will teachers of non-tested grades and subjects (NTGS) receive 35 percent of their TLE score from VAM results?

No. Teachers of NTGS will not receive their Student Academic Growth (SAG=35%) score from VAM results. These teachers will receive their SAG scores from their own Student Learning Objectives/ Student Outcome Objectives (SLOs/SOOs).

As reported in last month's newsletter, the State Board of Education approved the guidelines that district policies must follow in determining the SAG component of TLE evaluations for teachers and leaders of NTGS. The SAG component will comprise 35 percent of TLE evaluations beginning in the 2015-2016 school year. The guidelines for teachers and leaders of NTGS provide districts with the required components necessary to measure student growth in these classrooms.

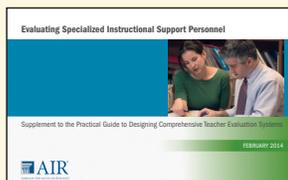
Known as SLOs or SOOs, the required components follow a teacher's typical pre-assessment/planning/instruction/post-assessment cycle and can rely heavily on data already collected about a student's performance and growth on critical knowledge and skills. Training for district leaders will be provided during the summer to support districts through the process of setting policy, training teachers, and implementing the process.

## Recommended Reading

*Evaluating Specialized Instructional Support Personnel*, available [here](#).

"Oklahoma is not unlike many states that are moving to a new Teacher-Leader Evaluation System. School personnel such as school psychologists, speech language pathologists, school nurses, and counselors who support instructional growth of students while serving in a specialized role continue to search for the most effective tools to assist with the design and implementation of an evaluation system that fully addresses their roles and responsibilities. To assist these educators, the Center on Great Teachers & Leaders at American Institutes for Research recently completed a guide titled *Evaluating Specialized Instructional Support Personnel: Supplement to the Practical Guide to Designing Comprehensive Teacher Evaluation Systems*, February 2014. The guide outlines four key elements to consider for individuals that hold these specialized roles. Those elements are Statutory and Regulatory Requirements, Differentiation of Measures, Evaluator Training, and Professional Learning."

*Dr. Rene Axtell, Assistant State Superintendent of Special Education Services*



## Upcoming Events

### Battelle Roster Verification Webinars

April 8 @ 2 pm  
 April 15 @ 10 am  
 April 22 @ 2 pm  
 April 29 @ 10 am  
 May 6 @ 2 pm  
 May 13 @ 2 pm  
 May 20 @ 10 am  
 May 27 @ at 2 pm  
 June 3 @ at 2 pm  
 (For District Leaders only; Register for Battelle Roster Verification Webinars [here](#).)

### TLE Commission Meeting

April 15 @ 1 pm

### State Board of Education Meeting

April 24 @ 1 pm

### VAM Training for Superintendents and Teams

April 28 @ 8 am or 12:30 pm – OKC  
 April 29 @ 8 am – Lawton  
 April 30 @ 8 am or 12:30 pm – Broken Arrow  
 May 1 @ 8 am – Lawton  
 May 5 @ 8 am or 12:30 pm – OKC  
 May 6 @ 8 am – Broken Arrow  
 May 7 @ 8 am – Woodward  
 May 8 @ 8 am – Atoka  
 (For district teams only; register for VAM Training for Superintendents and Teams [here](#).)

## TLE Abbreviations

**NTGS:** Non-tested Grades and Subjects  
**SAG:** Student Academic Growth  
**SLO:** Student Learner Outcome  
**SOO:** Student Outcome Objective  
**VAM:** Value-Added Model

## OSDE Administrators Invited to National Convening

Dr. Andy Baxter, Vice President of Educator Effectiveness for the Southern Regional Education Board (SREB), recently invited Dr. Kerri White, Assistant State Superintendent of Educator Effectiveness, and Dr. Jenyfer Glisson, Executive Director of Teacher and Leader Effectiveness, to represent Oklahoma at a national convening in Atlanta, Georgia.

# SREB

Sixteen teams from SREB states will meet April 10-11 to analyze best practices for implementing educator evaluation systems. The convening is designed around one

central question – **what can states do to catalyze deep-rooted, high-quality district implementation of the new educator and evaluation systems?**

White and Glisson will present information regarding the design and implementation of Oklahoma's Teacher and Leader Evaluation (TLE) system, and they will also analyze other evaluation systems currently being implemented in SREB states. The intent of this convening is to provide a platform for leaders from states who are far enough along in implementation to be able to provide insight on challenges and potential solutions that neighboring states may also face. More information about SREB can be found [here](#).

## Important Reminders



Administrators: Cleaning data in the **WAVE** was an optional step (although highly recommended) in the Roster Verification process. The purpose of **WAVE** clean-up was to ensure more accurate pre-populated data in Battelle for Kids (BFK). This means your teachers would have had less clean-up on their end in BFK. After the district-level data clean-up was completed in the **WAVE** by administrators, the **WAVE** pre-populated the data fields in BFK. The deadline for this step has passed (March 28th). At this point, individual teachers will need to verify their rosters for accuracy and submit for administrative approval. And lastly, principals will perform final checks before certifying their report.

Superintendents: It has come to our attention that the Qualitative Survey Upload is erroneously showing up once again on the "Accountability-at-a-Glance" calendar. This Survey is a carry-over item from last year and should be ignored.



### Professional Development

In an effort to build resource capacity, the TLE Office makes many presentations throughout the year with the hope that participants will share information with colleagues and neighboring districts.

### Upcoming District-Requested Presentations

**April 11**–Western Technology Center, Burns Flat  
Contact the host site to inquire about joining their presentations.

### Recent Presentations

Bridge Creek Public Schools  
Claremore Public Schools  
Sequoyah Public Schools  
Coweta Public Schools  
Fairview Public Schools  
Idabel Public Schools  
Lawton Public Schools  
Oologah-Talala Public Schools  
Skiatook Public Schools  
Tahlequah Public Schools  
Tuttle Public Schools  
Pryor Public Schools  
Bartlesville Public Schools  
Afton Public Schools  
CentralTech at Drumright  
Ardmore Public Schools  
Silo Public Schools  
Stillwater-OSU REAC<sup>3</sup>H  
Carnegie Public Schools  
Norman REAC<sup>3</sup>H Summit  
Woodward Public Schools  
Bluejacket Public Schools  
Foyil Public Schools

**TEACHER  
& LEADER  
EFFECTIVENESS**

**TLE**

[www.ok.gov/sde/tle](http://www.ok.gov/sde/tle)



**Jenyfer Glisson, Ed.D**  
Executive Director of TLE  
[Jenyfer.Glisson@sde.ok.gov](mailto:Jenyfer.Glisson@sde.ok.gov)  
(405) 522-8298

**Ginger DiFalco**  
TLE Coordinator  
[Ginger.DiFalco@sde.ok.gov](mailto:Ginger.DiFalco@sde.ok.gov)  
(405) 522-8298

Educators and researchers agree that **Teacher Effectiveness** is the single most important factor in student academic achievement.