

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

**July 16, 2013**

The Teacher and Leader Effectiveness Commission met in regular session at 1:04 p.m. on Tuesday, July 16, 2013, in the Board Room of the Oliver Hodge Education Building at 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The final agenda was posted at 12 p.m. on Monday, July 15, 2013.

The following were present:

Dr. Kerri White, Assistant State Superintendent, Office of Educator Effectiveness,  
Oklahoma State Department of Education  
Ms. Kalee Isenhour, Chief Executive Secretary, State Board of Education

Members of the Teacher and Leader Effectiveness Commission present:

Mr. Ed Allen, American Federation of Teachers (arrived at 1:08 p.m.)  
Dr. Janet Barresi, State Superintendent of Public Instruction, Chair  
Dr. Don Betz, President, University of Central Oklahoma (left at 1:18 p.m./returned at 1:23 p.m.)  
Ms. Susan Harris, Tulsa Chamber of Commerce  
Ms. Jayne Huffman, Department of Career and Technology Education  
Ms. Anna King, President, Oklahoma PTA  
Ms. Renee Launey-Rodolf, Oklahoma Commission for Teacher Preparation  
Dr. Jeff Mills, Executive Director, Oklahoma State School Boards Association  
Ms. Alicia Priest, Oklahoma Education Association  
Mr. Ben Robinson, Brig General USAF (R), Owner/President, SentryOne LLC  
Dr. Robert Sommers, Secretary of Education (arrived at 2:03 p.m.)

Members of the Teacher and Leader Effectiveness Commission absent:

Dr. Keith Ballard, Superintendent, Tulsa Public Schools  
Representative Ed Cannaday, House of Representatives  
Senator John Ford, State Senate  
Mr. Robert Ross, President/CEO, INASMUCH Foundation  
Representative Earl Sears, House of Representatives  
Ms. Ginger Tinney, Professional Oklahoma Educators

Others in attendance are shown as an attachment.

**CALL TO ORDER  
AND  
ROLL CALL**

Superintendent Barresi called the Teacher and Leader Effectiveness Commission meeting to order at 1:04 p.m. and welcomed everyone to the meeting. Ms. Isenhour called the roll and ascertained there was a quorum.

**OPENING COMMENTS**

Superintendent Barresi thanked commission members for being at the meeting after the long absence.

**MINUTES OF THE MARCH 12, 2013 REGULAR MEETING APPROVED**

Board Members discussed the quorum at the March regular meeting. Board members requested the minutes be amended to reflect that Dr. Joe Robinson was representing the Department of Career and Technology Education.

Ms. Harris made a motion to approve the minutes of the March 12, 2013, regular Teacher and Leader Effectiveness Commission meeting. Mr. Allen seconded the motion. The motion carried with the following votes: Mr. Allen, yes; Superintendent Barresi, yes; Dr. Betz, yes; Ms. Harris, yes; Ms. Huffman, yes; Ms. King, yes; Ms. Launey-Rodolf, yes; Dr. Mills, no; Ms. Priest, yes; and Mr. Robinson, yes.

**QUALITATIVE PILOT IN 2012-2013 and IMPLEMENTATION TIMELINE**

Dr. Kerri White provided information on the qualitative pilot as well as the TLE implementation timeline. Commission Members received a copy of the TLE report provided to the State Board of Education (SBE). It provided a summary of the past year, as well as information on the survey of administrators and teachers. The survey reflects a positive response from teachers.

Board members discussed the survey results on improved practices.

Dr. White said during the qualitative pilot year, there were three teacher framework options and three leader framework options. No public schools in the state chose the Danielson Framework for Teacher or the Reeves' Leadership Performance Matrix. Both of the frameworks will remain an option for districts should they chose to go that direction in the future. There was wide use of the Tulsa TLE, Marzano Causal Teacher Evaluation Model, the McREL'S Principal Evaluation System, and the Marzano School Leadership Model.

There were two senate bills that were signed into law this spring, Senate Bill 207 and 426, which directly relate to TLE. Since Senate Bill 426 amended Senate Bill 207, Dr. White discussed the differences between the two bills which are the feedback and full evaluation of

probationary teachers, the option to evaluate highly qualified or superior teachers every other year, and the changes in the full implementation timeline.

Ms. Harris asked since we will be implementing new standards with new tests, are we going to find ourselves with a bunch of teachers, due to the quantitative piece and the fact that they teach disadvantaged kids, who are being unfairly evaluated.

Dr. White said since we are talking about growth and value added, we will be looking at where the students started and the growth they made during the year and if that was a reasonable amount of growth based on other students across the state.

The Office of Instruction and the Office of Policy Implementation at the State Department of Education (SDE) will offer REAC<sup>3</sup>H Regional Professional Development across the state. The goal of the professional development will be to have dialog with educators about how we put the Oklahoma Academic Standards together with the practices of effective teaching in order to model the effective instructional strategies.

Superintendent Barresi said that we are finding every opportunity we can to provide professional development. In the present assessments, we squeezed every penny out of the contract to provide more complexity in questions and to get kids to write and think about the answers. We are doing our best with the dollars we have to transition the state and teachers to the new assessments.

### **VALUE ADDED WORK AND PROCESSES**

Dr. Kerri White introduced UPD Consulting and Mathematica, contractor awarded by the Department of Central Services for Value Added Work. UPD is a management consulting company focused solely on the implementation of difficult reforms in education. Mathematica has over 40 years of experience providing data research and analysis used by decision makers in the public and private sector. They have developed models for measuring educator effectiveness in over thirty states and districts working close with Washington D.C. and Pittsburg, Pennsylvania Public Schools.

Mr. Bryan Richardson, Co-Founder, UPD Consulting, thanked the commission for the opportunity to work in Oklahoma. Their approach will be rigorous and credible, they will build trust with stakeholders, tailored to Oklahoma's needs, transparent so you understand the decisions in front of you, and create effective tools to sustain reforms long term.

UPD Consulting and Mathematica will focus on the perfect accuracy and validity of the measure, but making sure that it makes sense to everyone across the state. They will look for ways to bring stakeholders along; to frame this in language that everyone can understand will be a part of these as much as controlling variable, quantitative techniques, and the different choices as it relates to the data. Throughout their practices and tools, they have found that the process has been to give people confidence, has to have an objective third party to provide technical assistance, and has to have the data mean something.

Ms. Jackie Skapik, Project Management, Mathematica, discussed examples of a confidence building process through work in other states on growth in non-tested grades and subjects, reinforcing best practices, and training sessions on different components of evaluation.

Dr. Elias Walsh, Researcher, Mathematica, discussed an example of high quality technical assistance through the value added model change for Washington D.C. accounting for the difference in estimates for classroom characteristics and the average pre-test score of teacher's students.

Mr. Bryan Richardson discussed examples of using meaningful data and the Value Added task structure and his experience in providing useful information for accountability purposes to help people understand the connection between what they are doing in the classroom and what is happening with their students.

In response to Ms. Priest's question on the change in the testing regime and how that will effect the quantitative measures of educator effectiveness, Mr. Walsh said that because we are focusing on growth measures, the fact the test changes scale or measures different content is not a major concern; what matters is that you can translate achievement in between two different assessments. The value-added model is well equipped to do that.

Commission members expressed their concerns on new assessments, loosing teachers unfairly, the distribution of teacher effectiveness, and high stakes evaluations.

#### **NEW BUSINESS**

Superintendent Barresi congratulated newly appointed Secretary of Education Dr. Robert Sommers who will help co-chair the Commission.





#### **ADJOURNMENT**

There being no further business, Ms. Priest made a motion to adjourn at 2:22 p.m. and Mr. Allen seconded the motion. The motion carried unanimously.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Tuesday, August 27 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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Janet Barresi, Commission Chair

**Oklahoma Teacher and Leader Effectiveness Commission**  
**Oliver Hodge Education Building, Oklahoma City, Oklahoma**  
**July 16, 2013**

Commission Member	Signature
Allen, Ed	
Ballard, Keith	Stephen Hoch representing TPS 
Barresi, Janet	/gd 
Betz, Don	
Cannaday, Ed	
Ford, John	
Harris, Susan	Susan Harris
<del>Hudecki, Phyllis</del> Resigned 7/15/13	
King, Anna	Anna King
Launey-Rodolf, Renée	
Mills, Jeff	JM MA
Priest, Alicia	Alicia Priest
Robinson, Ben	Ben Robinson
Ross, Robert	
Sears, Earl	
Sommers, Robert	Robert Sommers
Tinney, Ginger	Michael Furlong for POE
Huffman, Jayne	Jayne Huffman