

**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**

December 17, 2013

The Teacher and Leader Effectiveness Commission met in regular session at 1:27 p.m. on Tuesday, December 17, 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 1 p.m. on Thursday, December 12, 2013.

The following were present:

Dr. Kerri White, Assistant State Superintendent, Office of Educator Effectiveness,
Oklahoma State Department of Education
Dr. Jenyfer Glisson, Executive Director, Teacher and Leader Effectiveness
Ms. Kalee Isenhour, Chief Executive Secretary, State Board of Education

Members of the Teacher and Leader Effectiveness Commission present:

Dr. Janet Barresi, State Superintendent of Public Instruction, Chair
Mr. Ed Allen, American Federation of Teachers
Dr. Keith Ballard, Superintendent, Tulsa Public Schools (left at 3:30 p.m.)
Representative Ed Cannaday, House of Representatives
Senator John Ford, Oklahoma State Senate
Ms. Susan Harris, Tulsa Chamber of Commerce, Retired
Ms. Anna King, Past President, Oklahoma PTA
Ms. Renee Launey-Rodolf, Oklahoma Commission for Teacher Preparation
Ms. Alicia Priest, Oklahoma Education Association
Senator Jabar Shumate, Oklahoma State Senate
Ms. Ginger Tinney, Professional Oklahoma Educators (arrived at 1:40 p.m.)

Members of the Teacher and Leader Effectiveness Commission absent:

Dr. Don Betz, President, University of Central Oklahoma
Ms. Jayne Huffman, Department of Career and Technology Education
Mr. Ben Robinson, Brig General USAF (R), Owner/President, SentryOne LLC
Mr. Robert Ross, President/CEO, INASMUCH Foundation
Representative Earl Sears, House of Representatives
Dr. Robert Sommers, Secretary of Education

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 1:27 p.m. and welcomed everyone to the meeting. Ms. Isenhour called the roll and ascertained there was a quorum.

MINUTES OF THE OCTOBER 8, 2013 REGULAR MEETING APPROVED

Susan Harris made a motion to approve the minutes from the October 8, 2013 regular meeting and Renee Launey-Rodolf seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; and Senator Shumate, yes.

VALUE ADDED RECOMMENDATIONS

Dr. Elias Walsh from Mathematica Policy Research presented the value-added recommendations. The decision points are around the issue of combining value added with other TLE components. The decision points are the level of detail in the academic growth component score, assigning the average teacher component score, assigning cut points for the academic growth component score, and combining scores across subjects for teachers who teach in multiple subjects.

Dr. Walsh provided a background on combining value added with the TLE components. The procedure for the Oklahoma Value-Added Model is to estimate value added by accounting for individual student characteristics and to calculate precision of estimates, account for imprecise estimates, and translate those into the value added results on the TLE scale. Dr. Walsh discussed accounting for different numbers of students and adjusted and unadjusted value-added estimates. He also reviewed the decision-making guidelines that were discussed at previous Commission meetings. The decision-making guidelines are to be an accurate measure of the contributions of individual teachers to academic growth, information educators can use for improvement, straightforward to implement and feasible, and a system that is fair for teachers with and without value added.

Dr. Walsh reviewed the decision points (academic growth component score, average teacher component score, academic growth component score, and combining scores across multiple subjects), possible options to each decision point, factors to consider, work group feedback and possible options in the future.

Superintendent Barresi called a break at 2:46 p.m. and returned at 2:55 p.m.

**RECOMMENDATIONS TO THE STATE BOARD OF EDUCATION
REGARDING THE VALUE-ADDED MODEL**

Dr. Kerri White presented a draft handout of the recommendations that Dr. Walsh made for the Commissions consideration.

Dr. White presented Draft Recommendation #12. For the Value-Added Pilot Years based on student assessment data in the 2012-2013 school year and 2013-2014 school year, the TLE Commission recommends that the Oklahoma State Board of Education prepare and distribute value-added reports: a. for teachers of reading and mathematics in grades 4-8; b. for teachers of Algebra I, Algebra II, Geometry, and English II; and c. for schools and districts that have any of the above mentioned subjects.

Alicia Priest made a motion to approve Draft Recommendation #12 with the amendment of striking Algebra I and Geometry from letter b. The motion failed from lack of a second to the motion.

Alicia Priest made a motion to approve Draft Recommendation #12 with the amendment striking Geometry from letter b and Anna King seconded the motion. The motion failed with the following votes: Ed Allen, yes; Keith Ballard, no; Superintendent Barresi, no; Representative Cannaday, yes; Senator Ford, no; Susan Harris, no; Anna King, yes; Renee Launey-Rodolf, no; Alicia Priest, yes; Senator Shumate, no; and Ginger Tinney, yes.

Ed Allen made a motion to approve Draft Recommendation #12 and Senator Ford seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, no; Senator Shumate, yes; and Ginger Tinney, no.

Dr. White presented Draft Recommendation #13. For the Value-Added Pilot Years based on student assessment data in the 2012-2013 school year and 2013-2014 school year, the TLE Commission recommends that the Oklahoma State Board of Education prepare and distribute value-added reports: a. that account for student characteristics (to be identified in January 2014); b. that do not account for classroom characteristics; and c. that do not account for school nor district characteristics.

Susan Harris made a motion to approve Draft Recommendation #13 and Keith Ballard seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, no.

Dr. White presented Draft Recommendation #14. For the Value-Added Pilot Years based on student assessment data in the 2012-2013 school year and 2013-2014 school year, the TLE Commission recommends that the Oklahoma State Board of Education prepare and distribute

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value-added reports: a. that provide value-added results converted to the TLE Component Scale of 1-5; b. where the TLE component scale includes one decimal place value; c. that combine multiple subjects taught by the same teacher or leader using a weighted average based on the number of students taught in each subject; d. where the average teacher receives a 3.9 on the TLE Component Scale; e. that set 1.0 equivalent to two standard deviations below the mean; and f. that set 5.0 equivalent to two standard deviations above the mean.

The Commission agreed to vote on each item of draft Recommendation #14 individually.

Senator Ford made a motion to approve Recommendation Draft #14a and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, no; Senator Ford, yes; Susan Harris, yes; Anna King, no; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, no.

Senator Ford made a motion to approve Recommendation Draft #14b and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, no; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, no.

Senator Ford made a motion to approve Recommendation Draft #14c and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, no; Senator Shumate, yes; and Ginger Tinney, no.

Senator Ford made a motion to approve Recommendation Draft #14d and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, no; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, no; Senator Shumate, yes; and Ginger Tinney, no.

Senator Ford made a motion to approve Recommendation Draft #14e and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, no; Senator Shumate, yes; and Ginger Tinney, no.

Senator Ford made a motion to approve Recommendation Draft #14f and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Keith Ballard, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, no; Senator Shumate, yes; and Ginger Tinney, no.

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Dr. White presented Draft Recommendation #15. For the Value-Added Pilot years based on student assessment data in the 2012-2013 school year and 2013-2014 school year, the TLE Commission recommends that the Oklahoma State Board of Education conduct research on as many combinations of grades, subjects, characteristics, scores, and scale conversions as possible within the current contract for development and research. Results of this research should be shared with the TLE Commission in order to make additional recommendations regarding modifications to the pilot years' model prior to full implementation of the TLE.

Ed Allen made a motion to approve Recommendation Draft #15 and Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, yes.

Dr. White presented Draft Recommendation #16. For the Value-Added Pilot Years based on student assessment data in the 2012-2013 school year and 2013-2014 school year, the TLE Commission recommends that the Oklahoma State Board of Education conduct as much research as possible within the current contract for development and research on the effects of the End-of-Instruction test exemption provided to certain students pursuant to 70 O.S. § 1210.523(D) (3) and (4). Results of this research should be shared with the TLE Commission in order to make additional recommendations regarding modifications to the pilot years' model prior to full implementation of the TLE.

Ed Allen made a motion to approve Recommendation Draft #16 and Senator Ford seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, yes.

Dr. White presented Draft Recommendation #17. Because the TLE Commission considers all data collected and created during the Value-Added Pilot Years, whether for informational or research purposes, to be part of the process of development and implementation of the TLE Evaluation Systems, the TLE Commission recommends that the Oklahoma State Board of Education require that identifiable data collected to produce aggregate reports be accessible only to authorized employees and contractors of the OSDE solely for the purpose of creating reports for the TLE Commission, the State Board of Education, and other decision-making bodies with authority over TLE, or for providing information to the individual and his/her supervisor(s). To ensure that identifiable data/records of evaluations received by the Department for purposes of TLE development remain confidential, the legislature amended 70 O.S. 6-101.16 to exempt evaluation data from release under the Open Records Act. As such, the Department will not release records or data related to annual evaluations.

Susan Harris made a motion to approve Recommendation Draft #17 and Senator Shumate seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Susan Harris, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Senator Shumate, yes; and Ginger Tinney, yes.

**RECOMMENDATION TO THE STATE BOARD OF EDUCATION REGARDING
THE EFFECTIVENESS RANGES OF THE COMPOSITE TLE SCORE**

Dr. White said the TLE system requires a five-point scale. The Draft Recommendation #18 is to establish the five-tier rating system for the TLE Composite Score as:

- Superior: 4.80-5.00
- Highly Effective: 3.80-4.79
- Effective: 2.80-3.79
- Needs Improvement: 1.80-2.79
- Ineffective: 1.00-1.79

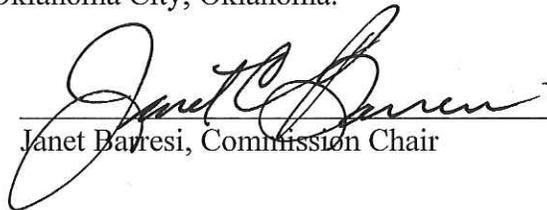
It is also recommended a. to retain the decimal place values as established and provided by each component score until the end of the calculation and b. combine the component scores for each teacher and leader by multiplying the Qualitative Component by 0.50, multiplying the Student Academic Growth Component by 0.35, multiplying the Other Academic Measure Component by 0.15, and then adding all three together.

Senator Ford made a motion to table Recommendation Draft #18 and Anna King seconded the motion. The motion carried unanimously.

ADJOURNMENT

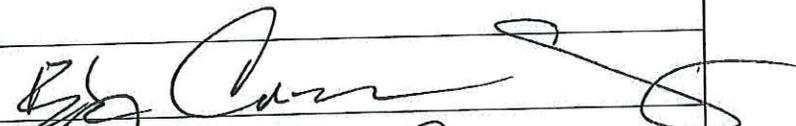
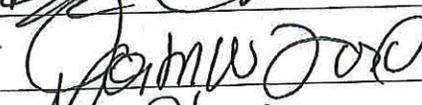
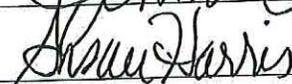
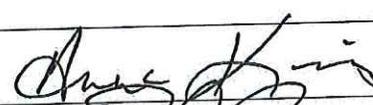
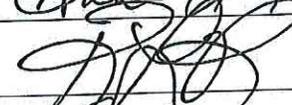
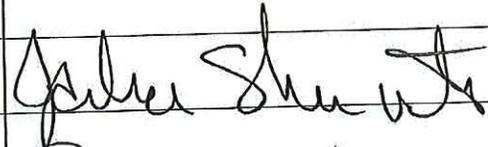
There being no further business Ed Allen made a motion to adjourn and Senator Shumate seconded the motion. The motion carried unanimously and the meeting adjourned at 3:44 p.m.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Tuesday, January 21, 2014, at 1 p.m. The meeting will convene at the State Department of Education, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma.



Janet Barresi, Commission Chair

Oklahoma Teacher and Leader Effectiveness Commission
Oliver Hodge Education Building, Oklahoma City, Oklahoma
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Commission Member	Signature
Allen, Ed	
Ballard, Keith	present ✓ <i>gd</i>
Barresi, Janet	present ✓ <i>gd</i>
Betz, Don	
Cannaday, Ed	
Ford, John	
Harris, Susan	
Huffman, Jayne	
King, Anna	
Launey-Rodolf, Renée	
Priest, Alicia	
Robinson, Ben	
Ross, Robert	
Sears, Earl	
Shumate, Jabar	
Sommers, Robert	
Tinney, Ginger	

Oklahoma Teacher and Leader Effectiveness Commission
 Oliver Hodge Education Building, Oklahoma City, Oklahoma
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Attendee (PLEASE PRINT)	Organization
Michael BARLOW	BARLOW EDUCATION MANAGEMENT SERVICES
Danna Foreman	POE
Lela Odan	OEA
Eric Winkle	Putnam City
Loi Burris	Mid-Del
Cari Manzer	XXXXXXXXXX NORMAN
Olym Stockley	TC TA
Julie Miller	OSSBA
Lou Barlow	Barlow Education
Alicia Currin-Moore	OKCPS
Susan Pinson	SDE
Jack HERRON	POE