

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

June 29, 2011

The Teacher and Leader Effectiveness Commission began its first regular meeting at 1:00 p.m., June 29, 2011, at the Hodge Education Building, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The Agenda was posted at 1:00 p.m., Tuesday, June 28, 2011, in accordance with 70 O.S. § 6-101-.17.

The following were present:

Ms. Lisa Endres, General Counsel, Oklahoma State Department of Education
Mr. Michael Toth, Chief Executive Officer, Learning Sciences International
Ms. Kerri White, Assistant State Superintendent of Student Support, Oklahoma State Department 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
Joe Robinson, designee for Dr. Phil Berkenbile, Oklahoma State Department of Career and Technology Education
Representative Ed Cannaday, Oklahoma House of Representatives
Senator John Ford, Oklahoma State Senate
Ms. Teena Nations, designee for Mr. Ted Gillespie, Oklahoma Commission for Teacher Preparation
Ms. Sheila Groves, Oklahoma Parent Teacher Association
Ms. Susan Harris, Tulsa Chamber of Commerce
Dr. Phyllis Hudecki, Secretary of Education
Senator Richard Lerblance, Oklahoma State Senate
Ms. Shelley Shelby, designee for Mr. Jeff Mills, Oklahoma State School Boards Association
Mr. Joel Robison, Oklahoma Education Association
Dr. Cynthia Ross, Cameron University
Mr. Robert Ross, Inasmuch Foundation
Ms. Ginger Tinney, Professional Oklahoma Educators

Attendees from the Oklahoma State Department of Education and other guests:

See Attachment A.

CALL TO ORDER AND ROLL CALL

Superintendent Barresi called the meeting to order at 1:00 p.m.. Ms. White called the roll and ascertained there was a quorum.

WELCOME, COMMENTS, AND INTRODUCTIONS

Superintendent Barresi welcomed the members of the Teacher and Leader Effectiveness Commission. She explained that school districts have been using evaluation systems based on Oklahoma's Minimum Criteria, which include the topics of teacher management indicators, teacher instructional indicators, teacher product indicators, and student achievement indicators. In 2010, the Oklahoma state legislature modified state law requiring all districts to adopt, no later than the year 2013-2014 school year, a teacher and principal evaluation policy based on the Oklahoma Teacher and Leader Effectiveness Evaluation System.

The purpose of the Commission is to oversee this process and advise the Oklahoma State Board of Education on adoption of the Teacher and Leader Effectiveness Evaluation System (TLE).

SELECTION OF A VICE-CHAIR FOR THE COMMISSION

Superintendent Barresi requested nominations for the position of Vice-Chair for the TLE Commission.

Mr. Ross nominated Secretary Hudecki. Mr. Robinson seconded the nomination. No other nominations were made. The motion carried with the following votes: Mr. Allen, yes; Dr. Robinson, yes; Representative Cannaday, yes; Senator Ford, yes; Dr. Nations, yes; Mrs. Groves, yes; Ms. Harris, yes; Secretary Hudecki, yes; Senator Lerblance, yes; Mr. Robison, yes; Dr. Ross, yes; Mr. Ross, yes; Ms. Tinney, yes.

OVERVIEW OF TLE COMMISSION TASKS AND RESPONSIBILITIES

Ms. White discussed the role of the TLE Commission as stated in 70 O.S. § 6-101.17. The primary responsibility of the TLE Commission is to provide oversight and advise the State Board of Education on the development and implementation of the Oklahoma Teacher and Leader Effectiveness and Evaluation System (TLE), including:

- Making recommendations to the State Board regarding the development and implementation of the TLE prior to adoption of any permanent rules or policies by the State Board;
- Regularly reviewing progress toward development and implementation of the quantitative and qualitative measures that comprise the TLE;
- Regularly reviewing progress toward timely access to student growth data;
- Regularly reviewing the correlation between the quantitative and qualitative scores and other data to ensure that the TLE is being implemented with validity and that evaluations of individuals conducted by school districts are meaningful and demonstrate that reasonable distinctions are being made relating to performance;

- Assuring input and participation from teachers and leaders on the development and implementation of the TLE;
- Gathering public comment on the development and effectiveness of the TLE; and
- Assuring that the TLE is based on research-based national best practices and methodology.

Ms. White's presentation is attached. A copy of TLE laws and other resources were provided to the Commission members via a compact disc. There were no questions or comments.

OVERVIEW OF TLE EVALUATION SYSTEM AS DESCRIBED IN 70 O.S. § 6-101.16

Ms. Endres explained the statutory components of the TLE Evaluation System. Legislation established a timeline that requires the Oklahoma State Board of Education to adopt the TLE system by December 15, 2011; therefore, the TLE Commission must make recommendations to the State Board by that date.

Highlights of Ms. Endres's presentation include:

- Definition of a System: It is a group of devices or artificial objects or an organization forming a network especially for distributing something serving a common purpose. The definition of system is important for the purposes of TLE, because the TLE system can consist of one single system of implementation and evaluation or it can comprise a system of tools that the districts can use to serve the same common goal.
- The statute requires qualitative and quantitative assessment components to be measured. The percentages of each are listed in law.
- The required components of an evidence-based qualitative assessment for teachers and for leaders are listed in law.
- Leader is defined in the statute as a principal, assistant principal, or other school administrator who is responsible for supervising classroom teachers.
- The quantitative measures must include student growth data and other academic factors. The Commission must consider the fact that not all subjects and grades currently have end of year testing from which these quantitative measures can be collected.

Ms. Endres summarized her presentation by stating that the Commission must come up with a system that requires annual evaluations of teachers and leaders that provides meaningful feedback on student learning by December 15, 2011. It must rank teacher and leader effectiveness on a 5 tier scale, provide for remediation and instructional coaching for low performers, evaluate teachers and leaders using an evidence-based qualitative assessment tool, measure the quantitative components at 50% and the qualitative components at 50%, and be based on the criteria provided in the statute. Ms. Endres's presentation is attached.

Senator Ford asked, "What if we propose a set of guidelines and the SBE does not accept them. What do we do then? Go back to the drawing board?"

Ms. Endres replied, “I believe that this group is to advise and provide recommendations to the State Board of Education. Hopefully those recommendations will be adhered to, but the earlier that takes place, obviously the more time we have, but the State Board of Education is under a deadline statutorily to have something adopted by the 15th of December.”

Senator Ford: “The way I understood the first part is that we make recommendations and the State Board of Education adopts it.”

Ms. Endres: “Correct.”

Senator Ford: “Assuming they like what we give to them.”

Ms. Endres: “Correct. And what I would emphasize is that Superintendent Barresi is obviously here on this committee as well, so that there will be some ongoing feedback on what this committee is doing with the State Department and the State Board of Education, and it will be a collaborative effort so that hopefully we won’t run into that kind of crossroad in December.”

Superintendent Barresi: “Perhaps we could provide interim reports to the State Board of Education about the process as we are going forward to keep them in the loop.”

PRESENTATION OF DEVELOPING A TLE EVALUATION SYSTEM

Mr. Michael Toth, CEO, Learning Sciences International, provided a presentation on the historical perspective of Teacher and Leader Effectiveness Evaluation Systems across the country and explained the criteria that an organization should use when selecting an evaluation system. Mr. Toth’s presentation is attached.

Superintendent Barresi said that the goal of this evaluation system is student achievement.

Senator Lerblance asked, “We are charged here with developing an evaluation system to improve our teacher quality and improve the students’ success. In my personal opinion, how do we get past what we’ve done to the teachers this year? You know we’ve cut education, we took the limit off of class size, we’re not going to pay the professional development money they get, there is a lot of things that we have taken away from the teachers. And now that we are wanting to improve the performance of the teachers, and so how do we build that teacher’s moral back up so we can get the student scores back up so we can have better educated students? At the same time, what I feel personally, that we’ve done to the teachers.”

Mr. Toth, Superintendent Barresi, Secretary Hudecki, and Senator Lerblance provided commentary about the nature of state policy, the need to fund the priorities of the state, to encourage student success even in difficult economic times, to use a multi-year approach to fully

implement the TLE evaluation system, and to actively involve teachers and administrators in the process of development.

SUBSEQUENT MEETING DATES

Superintendent Barresi asked Ms. White to provide an overview of the upcoming meetings and timeline in regard to this Commission.

Wednesday, July 27, 2011 - 1:00 p.m. - 4:00 p.m.
Tuesday, August 23, 2011 - 1:00 p.m. - 4:00 p.m.
Monday, September 12, 2011 - 1:00 p.m. - 4:00 p.m.
Monday, October 10, 2011 - 1:00 p.m. - 4:00 p.m.
Monday, November 7, 2011 - 1:00 p.m. - 4:00 p.m.
Monday, December 5, 2011 - 1:00 p.m. - 4:00 p.m.

Ms. White explained that the July and August meetings would consist of presentations of various models by researchers and developers in addition to classroom teachers, principals, and superintendents; the September meeting will focus on discussion of the Commission members; the State Department of Education will facilitate public comment opportunities in September and October in order to share those at the October meeting for further discussion of the Commission members; the November meeting will include discussion of a draft list of recommendations; and the December meeting will be used to finalize the recommendations to the State Board of Education. Meetings for 2012 and 2013 will be established at a later time.

ADJOURNMENT

There being no further business to come before the Commission, Senator Ford made a motion to adjourn at 3:44 p.m. Hearing no objection, Superintendent Barresi, adjourned the meeting.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Wednesday, July 27, 2011, at 1:00 p.m. The meeting will convene at the Hodge Education Building, 2500 North Lincoln, Suite 1-20, Oklahoma City, Oklahoma.

Janet Barresi, Chairman of the Board

Kerri White, Assistant State Superintendent

Attachment A

Oklahoma State Department of Education attendees:

Ms. Gloria Bayouth, Oklahoma State Department of Education
Ms. Mary Colvin, Oklahoma State Department of Education
Ms. Malissa Cook, Oklahoma State Department of Education
Mr. Marty Fulk, Oklahoma State Department of Education
Ms. Kim Hale, Oklahoma State Department of Education

Other guests:

Mr. Lou Barlow, Barlow and Associates
Mr. Michael Barlow, Barlow and Associates
Ms. Amy Polenchek, Tulsa Public Schools
Dr. Vickie Williams, Oklahoma Cooperative Council for Oklahoma School
Administration (CCOSA)
Ms. Gracie Branch, Oklahoma Cooperative Council for Oklahoma School
Administration (CCOSA)
Mr. Glen Hammonds, Assistant Attorney General, State of Oklahoma
Mr. Brian Staples, Oklahoma City Public Schools
Ms. Emily Wilkins, Professional Oklahoma Educators
Ms. Tracy Dakil
Ms. Katie Hark
Ms. Lynn Stockley
Mr. Robert Killian, Crutchko Public School