

House Bill 2957 (2016)-- Transitioning Probationary Educators to Career Status for TLE

Transitioning to Career Status

In accordance with House Bill 2957 (2016), an educator hired for the first time in one school district under a written continuing or temporary teaching contract beginning in 2017-2018 must meet one of three options to transition from probationary to career status under TLE:

1. The educator completes three or more consecutive complete school years in one district and achieves an overall district evaluation score of superior (4.8 or higher) for two of the three years, or
2. The educator completes four or more consecutive complete school years in one district, averages at least effective (2.8 or higher) for the four-year period and attains an overall district evaluation score of at least effective (2.8 or higher) for the last two years of the four-year period, or
3. The educator completes four or more consecutive complete school years in one district and does not meet one of the above requirements, and the educator's building principal writes a petition requesting the educator be granted career status citing evidence of the educator's effectiveness. An example of evidence would be the observation scores attained earlier in same school year and/or walkthrough data collected by the evaluator. The petition is sent to the district superintendent for consideration. If the superintendent approves the petition, the petition moves to the local school board for a vote.

TLE Statewide Waiver SY 2019-2020

The Oklahoma State Board of Education waived the TLE on the last day of in-person classes for SY 2019-2020, and most probationary educators had not completed the evaluation cycle at that time. For educators hired in 2017-2018, this state-wide waiver occurred during the third year of their four-year probationary period; therefore, they will need to follow option three, listed above, to transition from probationary to career status. The local school board will need to vote on the transition prior to the beginning of SY 2021-2022. The petition, school board agenda and minutes from the school board

meeting should be retained in the educator's personnel file and made available upon request to the district's Regional Accreditation Officer (RAO).

Districts Granted the TLE Waiver SY 2020-2021

In districts granted the TLE Qualitative Waiver for SY 2020-2021, educators hired for the first time in a school district under a written continuing or temporary teaching contract beginning in 2017-2018 will not have evaluation scores for the final year of their four-year probation period. Principals should follow option three, listed above, to transition these educators from probationary to career status for SY 2021-2022.

For educators hired for the first time in a school district under a written continuing or temporary teaching contract beginning in 2018-2019, the TLE Qualitative Waiver was approved for applying districts during the third year of their four-year probationary cycle. Principals should follow option three, listed above, to document the educator's effectiveness for SY 2020-2021. The educator will also need to attain at least an effective (2.8 or higher) score on their district evaluation for SY 2021-2022 to transition from probationary to career status beginning in SY 2022-2023.

The petition, school board agenda and minutes from the school board meeting should be retained in the educator's personnel file and made available upon request to the district's Regional Accreditation Officer (RAO).

Please direct questions to Jaycie Smith, Executive Director of Teacher and Leadership Development, at (405) 522-0282 or jaycie.smith@sde.ok.gov