



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

Effective Instruction and Equitable Access to Effective Teachers

Teacher Table Initiative
November 18, 2019

ESSA Consolidated State Plan

- Oklahoma's comprehensive education plan, *Oklahoma Edge*, details how the state will use federal dollars to ensure every student has a competitive edge upon high school graduation.
- The ESSA state plan encapsulates the 8-year strategic vision for education that aims at achieving six measurable goals by 2025:
 - **Goal #6:** Increase student access to effective teachers, thereby reducing the need for emergency-certified teachers by 95%.

<https://sde.ok.gov/essa>



OKLAHOMA STATE DEPARTMENT OF
EDUCATION
— CHAMPION EXCELLENCE —

ESSA Consolidated State Plan

- **Measuring ineffectiveness:**
 - Composite value that captures the multidimensionality of teaching effectiveness and is calculated on the basis of three indicators:
 - **Teacher Leader Effectiveness** (TLE) evaluation rating: Two consecutive years of “needs improvement” or “ineffective”
 - **Professional Learning** (PL) Focus: No progress for two consecutive years; and
 - **Teacher attendance:** More than 10 days or “frequently absent”, and more than 18 days or “chronically absent”



Effective Instruction

- **PL Focus goal:**
 - Establish an annual professional learning focus for the teacher or administrator developed by the teacher or administrator in collaboration with the evaluator.
 - Align the goal with a specific area in the TLE framework.
- **PL Focus implementation:**
 - All school districts have fully incorporated PL Focus in 2018-19 school year.



Effective Instruction

- Top PL Focus topics across TLE models in school year 2018-19:
 - Using multiple methods to assess progress, including formative and summative assessments
 - Using data to modify instruction and close achievement gaps
 - Strategies on questioning techniques to assess understanding and make students think critically about the content
 - Establishing effective and supportive systems of discipline



Effective Instruction

Top PL Focus topics across TLE models in school year 2018-19, continued

- Effective teaching strategies for explaining content
- Engaging all students in active learning
- Establishing a classroom culture of collaboration, learning and respect for the diversity of each student
- Knowledge of Curriculum Instruction



Next Steps

- School-level teacher attendance data for the 2019-20 school year will be collected during the months of May and June 2020.
- Attendance data should become available to the public at the Oklahoma School Report Cards accountability system in the Fall of 2020.



Table Sharing

- Take 10-15 minutes during dinner to discuss with others at your table:
 - Your reaction to the data and information presented in terms of quality and diversity.
 - Any ideas on how to more effectively address the identified equity gaps.
- Share a summary of the conversation with the larger group:
 - A designated person will serve as a spokesperson
 - A designated person will take notes of the discussion

