

# Teacher and Leader Advancement: Retention Through the Support of Oklahoma Educators

Jaycie Smith

Executive Director of Teacher and Leadership Development



"A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better."

--Jim Rohn



## **Principal and Teacher Retention**

- The qualities of principal leadership and support are two of the most important factors in teachers' decisions about staying in a school or even in the profession.
- Improvements in school leadership strongly correlate to reductions in teacher turnover.



## **Providing Support Through TLE**

#### Teachers Excel When They Are

- Observed Frequently
- Given the Opportunity to Discuss What is Occurring in Their Classrooms
- Provided Authentic, Purposeful and Actionable Feedback



## New TLE Guidelines for Probationary Educators

- Probationary Educators are observed once during each of the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> nine weeks of the school year.
- Each observation is followed within five instructional days by a face-to-face feedback conference. There is a minimum of 10 instructional days between the observation conference and the next observation.
- One evaluation conference with **face-to-face feedback** will be conducted during the 4<sup>th</sup> nine weeks of the school year.



#### **TLE Guidelines for Career Educators**

- Career Educators are observed once during the fall semester and once during the spring semester.
- Each observation will be followed within **five** instructional days by a **face-to-face observation conference**. There will be at least 10 instructional days between the observation conference and the next observation.
- One evaluation conference with face-to-face feedback will be held in the spring following the final observation.



## **Professional Learning (PL) Focus**

 Provides educators the opportunity to determine their individual growth goal for the school year

 Empowers educators to take ownership in their individual Professional Learning Focus



## PL Focus Requirements

- Establish the annual growth goal in collaboration with their evaluator by the end of the first nine weeks of the school year
- Select evidence-based, researched practices that correlate with student achievement
- Correlate with an indicator from the educator's TLE model
- Correspond with the educator's current job description



## Most Frequently Selected PL Focus Topics for 2018-2019

#### Tulsa Teacher

- 1. Discipline
- 2. Explains Content
- 3. Involves Learners

#### Marzano Teacher

- 1. Tracking Progress
- 2. Using Data
- 3. Planning Lessons



# New Requirements to Reach Career Status (HB 2957)

Career teacher means a teacher who:

Is employed by the school district **prior to the 2017- 2018 school year** and has completed three or more consecutive complete school years as a teacher under a continuing or temporary teaching contract, or



## If Employed Beginning in 2017-2018

Is employed for the first time by a district as a teacher in 2017-2018 or thereafter

 Has completed three or more consecutive complete school years in one district and achieved a district evaluation score of superior for at least two of the three years or



## **Extending the Probationary Period**

 Has completed four consecutive complete school years in one district and achieved a district evaluation score of effective for the last two of the four years or

 Has completed four or more consecutive complete school years in one district and not met the previously mentioned requirements, the principal can petition the superintendent and local board to grant career status.



### **Lead Teacher Certification**

- May Have a Teaching Load of Not More Than 75%
- Shall Have a Contract Extension of 10 Days to Strengthen Instructional Leadership
- Shall Have a Salary Increase of at Least \$3,000 or the District's Daily Rate of Pay, Whichever Is Higher



### Criteria for Lead Teacher Certification

- Taught for a Minimum of Five Years
- Participated in a Meaningful PL Focus
- Earned a Score of Highly Effective or Superior on Most Recent District Evaluation
- Recommended by His/Her Local School Board



#### **Master Teacher Certification**

- May Have a Teaching Load of Not More than 50% in Order to Co-teach, Co-plan, Conduct Peer Reviews and Other Duties
- Shall Have a Contract Extension of 15 Days to be Used to Strengthen Leadership
- Shall Have a Salary Increase of at Least \$5,000 or the District's Daily Rate of Pay, Whichever Is Higher



#### Criteria for Master Teacher Certification

- Taught for a Minimum of Seven Years
- Earned a Superior Rating on His/Her Most Recent District Evaluation or Earned a Highly Effective Rating on His/Her Most Recent District Evaluation and Hold/Has Held a National Board Certification
- Recommended by His/Her Local School Board



## **Evaluate with Fidelity**

- Provide Supportive and Honest Feedback throughout the Evaluation Process.
- Observations with Actionable Feedback and Implementation will Improve Classroom Instruction.



## **TLE Qualitative Report**

The window for the TLE Qualitative Report is scheduled

for

May 4, 2020-June 19, 2020.



#### References

Bankston, K. (2019, April 4). *Strategies to Increase Teacher Retention at Your School*. <a href="http://blog.betterlesson.com/strategies-to-increase-teacher-retention-at-your-school">http://blog.betterlesson.com/strategies-to-increase-teacher-retention-at-your-school</a>.

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Podolsky, A., Kini, T. & Darling-Hammond, L. (2016). Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, CA: Learning Policy Institute.



#### **Contact Information**

Jaycie Smith

Executive Director of Teacher and Leadership Development

jaycie.smith@sde.ok.gov

(405) 522-0282

