

TLE

Teacher and Leader Effectiveness

OKLAHOMA STATE DEPARTMENT OF EDUCATION



Senate Bill 207

Updated Interpretation: Evaluating Highly Effective or Superior Teachers

Over the past few weeks, State Department of Education leaders have engaged in numerous conversations with state legislators over the interpretation of Senate Bill 207. The bill provides that teachers who received Highly Effective or Superior ratings may be evaluated once every two years.

After receiving feedback from lawmakers, State Superintendent Janet Barresi has determined this provision is not contingent upon full implementation of the Teacher and Leader Effectiveness Evaluation System. If a teacher received a Superior or Highly Effective rating in the 2012-2013 school year, he or she would be eligible to be evaluated once every two years in accordance with district policy.

The law allows local boards to make the determination to include this option in their evaluation policy.

TLE Question of the Month: What is the

2013 November Newsletter

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- TLE Working Group #3 (SAG): November 14th at 9 a.m. and 1 p.m.
- TLE Commission Meeting: November 19th at 1 p.m.
- State Board of Education Meeting: November 20 at 9:30 a.m.
- State Offices Closed: November 28th and 29th

Tripod Student Perception Survey?



Many districts have expressed interest in using the [Tripod Student Perception Survey](#) (TSPS) as an Other Academic Measure (OAM). The TSPS can be used for grades K-12 and provides reliable and validated measures for tested and non-tested grades and subjects. The most common questions about TSPS pertain to (a) access to information, (b) cost of implementation, and (c) the relationship of poll results to student achievement.

In order to answer these questions and better serve our districts, the Teacher and Leader Effectiveness Office has been in recent communications with TSPS representatives.

TSPS provided the following information that should clarify the research supporting the poll's results, as well as additional information regarding the administration and methodology:

- [FAQ](#) is a useful document that answers general questions regarding TSPS.
- [Conceptual Framework](#) of the Tripod Survey demonstrates the empirical and theoretical foundation and its relationship to an educational organization's effectiveness.
- [Administering Surveys](#) describes the 16-week process.
- [Plan Your Survey](#) and [Tripod Assessment](#) are documents that provide access to information regarding scheduling, cost, and implementation of the TSPS.

According to their Web site, "Using the Tripod survey assessments, educators have access to high quality measures in the following areas:

- Teaching Effectiveness: Measures tied to each teacher are quality assured and benchmarked against national norms.
- Student Engagement: Data concerning effort and motivation indicate for each classroom how students judge their own



TLE Resources

ADDITIONAL TEACHER AND LEADER EFFECTIVENESS EVALUATION FRAMEWORK ADOPTED

Board members approved the Teacher Advancement Program (TAP) teaching performance standards evaluation framework as an option for districts to use as part of the qualitative portion of the Teacher and Leader Effectiveness evaluation system.

Dr. Kerri White, Assistant State Superintendent of Educator Effectiveness, said the model was requested by several districts and recently approved by the Teacher and Leader Effectiveness Commission. It meets all criteria of state law, she said. The framework joins the Tulsa, Marzano and Danielson models as options districts can use to evaluate teachers. Additional information about the framework option will be made available to districts soon. [Click here](#) to see more information about TAP.

- [TLE OAM Example Worksheets "New"](#)
- [TLE Web page](#)
- [Senate Bill 426](#)
- [9-6-13 Videoconference: Updated OAM & Roster Verification Video](#)
- [9-6-13 Videoconference Handout/Powerpoint](#)
- [TLE OAM e-Brochure](#)
- [TLE OAM Blank Sample Worksheet](#)
- [TLE Webpage Resources Brochure](#)
- [TLE Theory of Action Brochure](#)

attitudes, behaviors and effort.

- Student Satisfaction: Data indicates whether each classroom, building and district is a place where students feel safe, welcome and satisfied with their progress.
- Whole-school Climate: Data from individual classrooms can be aggregated up to measures of whole school climate. In addition, surveys include questions that pertain to the school as a whole."

TLE Spotlight School of the Month: Lindsay Public Schools



OSDE's Teacher and Leader Effectiveness Office would like to congratulate our Spotlight School of the Month: Lindsay Public Schools!

Mr. Tommy Ferguson, Lindsay Middle School Assistant Principal, recently visited with the Office of TLE about a unique approach one of his teachers is taking in regards to her Other Academic Measure (OAM).

Ms. Stormy Duffle, a speech therapist at Lindsay Middle School, showcased her innovative approach to OAM implementation by using social media (Facebook) as a vehicle for a service learning portfolio under the "miscellaneous" category.

Ms. Duffle stated her SMART goal as the following: "I will develop a parent social media page to promote parent involvement and communication between the teacher and families based on NCLB section 118 that states ...parent involvement is participation of parents in regular, two-way, and meaningful communication about student learning." She continues refining her SMART goal by determining a number of "followers" she will try to reach, as well as the number of "posts" that inform the speech therapy and special education audience.

Ms. Duffle adds, "Thank you for the opportunity to

- [InTASC Crosswalk Evaluation System](#)
- [TLE Implementation Timeline for Districts](#)
- [Tulsa Model](#) and [McREL Training Schedules](#) for 2013-2014

Recommended Reading



Dr. Kerri White,
Assistant State

Superintendent of Educator Effectiveness, recently recommended Caralee Adams' article, "Growing Leaders" as a quick read about building leadership capacity within your school system. This article appeared in the Fall 2013 edition of Scholastic Administrator and can be accessed in its entirety [here](#).

In regards to the teacher evaluation process, Adams states, "Administrators need to learn about the human relations part of giving feedback for growth." She presents the choice of a leader to act as coach/mentor or dictator/punisher. In the role as a coach or mentor, an administrator is better situated to identify and grow talented educators.

In turn, these educators have the potential to serve as building mentors--thus, increasing leadership capacity without adding administrative costs.



OSDE's Teacher and Leader Effectiveness Office would be honored to be part of your district's professional development resources!

We are available for district, area, and

share with other districts across the state! I am very excited about my OAM portfolio project. Since starting the project, I have had contact with 36 parents, which is an increase of almost 30 for the year! The feedback from parents has been great! They see this as an easy way to communicate that doesn't take much of their time and for some parents, it is less intimidating. Again, I am super excited with the results thus far and can't wait to see where we are in May."

Once more, congratulations to Mr. Dan Chapman, Superintendent of Schools, Mr. Tommy Ferguson, Ms. Stormy Duffle and the rest of the leadership team at Lindsay Public Schools for being selected **TLE Spotlight School of the Month**.

Go, Leopards!

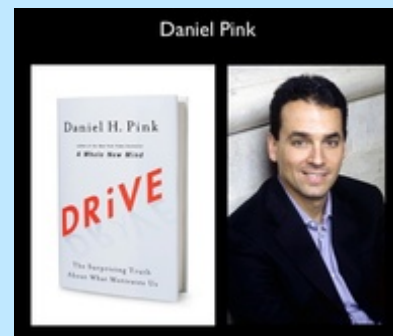
regional meetings. Our target audience would generally be defined as a group of 10 or more educational leaders (superintendents, assistant superintendents, directors of programs, specialists, principals, assistant principals, lead teachers and/or mentor teachers).

We are also available for private appointments with small groups (1-10) or individuals at our home office in Oklahoma City. This opportunity affords a more personable, customized conversation to meet the specific needs of your individual district.

Possible topics or areas of focus include the following:

- TLE Legislative Updates
- Qualitative Frameworks
- Quantitative Components
- OAM Implementation
- Instructional Leadership Strategies
- SMART Goal Development.

If you are interested in scheduling professional development opportunities with our office, please contact Mrs. Ginger DiFalco at (405) 522-8298 or Ginger.DiFalco@sde.ok.gov



"Greatness and nearsightedness are incompatible."

--Daniel Pink, Drive, 2009.

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