TLE Implementation Side-By-Side
Pending Legislative Approval of SB 426

**Qualitative Evaluations+ OAM Pilots + Value-Added Pilot 2013-2014**
- Qualitative Evaluation Fully Implemented
- OAM Pilot
- Roster Verification/Value Added Dry Run
  - Spring 2014 – NO STAKES

**Qualitative + OAMs Data Gathered + Value-Added Data Gathered 2014-2015**
- Qualitative Evaluation
- OAMs gathered at Site Level for 2015-2016 Teacher Evaluation
- Roster Verification Completed/Value-Added Data Compiled for 2015-2016 Teacher Evaluation

**First Year of Full TLE Implementation 2015-2016**
- Qualitative Evaluation
- OAMs from 2014-2015 used in this year’s Teacher Evaluation
- OAMs gathered at Site Level for 2016-2017 Teacher Evaluation
- Value-Added Data from 2014-2015 used in this year’s Teacher Evaluation
- Roster Verification Completed/Value-Added Data Compiled for 2016-2017 Teacher Evaluation

**Second Year of Full TLE Implementation 2016-2017**
- Qualitative Evaluation
- OAMs from 2015-2016 used in this year’s Teacher Evaluation
- OAMs gathered at Site Level for 2017-2018 Teacher Evaluation
- Value-Added Data from 2015-2016 used in this year’s Teacher Evaluation
- Roster Verification Completed/Value-Added Data Compiled for 2017-2018 Teacher Evaluation

**1st Year of Tracking Teacher Evaluation using Complete TLE System for employment decisions**

**All Components of the TLE System Used to Guide Employment Decisions**
### District Steps for TLE Implementation

#### Pending Legislative Approval of SB 426

**Spring/Summer 2013**
- Participate in Voluntary Roster Verification Pilot April-May
- Ensure training of new administrators in TLE framework to evaluate teachers
- Ensure training of district staff in TLE framework to evaluate leaders
- Work with district teachers, administrators, and board members to develop OAM policy/procedures
- Watch for detailed information from the SDE as to how value added will be calculated in our state;
- Train teachers and leaders on value added model during summer PD or throughout Fall 2013

**SY 2013-2014**
- Qualitative Implementation+
- Quantitative Pilot
- Per Statute, all districts use state approved TLE Qualitative Evaluation Framework to evaluate teachers and leaders
- Ensure training of new administrators/district personnel in TLE framework for evaluations
- Pilot OAMs – Based on local district board recommendations, teachers select OAM with administrator. OAM gathered at site and reported to OSDE for pilot year informational purposes
- District data coordinators or personnel collaborate with OSDE to ensure data collection is complete for Roster Verification
- Spring 2014 - Complete Roster Verification
- Value-Added Data Collected and Compiled for Informational Purposes to Guide Instructional Practice
- Use OAM Pilot year data and information to finalize and adopt local board policies for OAMs

**SY 2014-2015**
- Qualitative Implementation +
- Quantitative Data Compiled for SY15-16 Evaluations
- Per Statute, all districts use state approved TLE Qualitative Evaluation Framework to evaluate teachers and leaders
- Ensure training of new administrators/district personnel in TLE framework for evaluations
- Teachers select OAMs with administrator. Site gathers OAM data from SY 2014-2015 to be used in SY 2015-2016 evaluations.
- District data coordinators or personnel collaborate with OSDE to ensure data collection is complete for Roster Verification
- Spring 2015 - Complete Roster Verification
- Value-Added Data collected and compiled to be used in SY 2015-2016 evaluations

**SY 2015-2016**
- Full Implementation of TLE
- Per Statute, all districts use state approved TLE Qualitative Evaluation Framework to evaluate teachers and leaders
- Ensure training of new administrators/district personnel in TLE framework for evaluations
- OAMs from 2014-2015 used in this year’s Teacher Evaluation
- OAMs selected and data compiled at Site Level for 2016-2017 Teacher Evaluation
- Value-Added Data from 2014-2015 used in this year’s Teacher Evaluation
- Roster Verification Completed/ Value-Added Data Compiled for 2016-2017 Teacher Evaluation
- All Components of the TLE System Used to Guide Employment Decisions