Teacher and Leader Effectiveness: Next Steps for 2014

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Today’s Goals

1. Understand the Theory of Action  (the why?)
2. Review the components of TLE System  (the what?)
3. Plan for next steps in 2014  (the when?)
4. Connect milestones to big picture  (the how?)
5. Access all available resources  (the who?)
Theory of Action

The why...
Educator Effectiveness Theory of Action

Educators and researchers agree that **Teacher Effectiveness** is the single most important factor in student academic achievement.

**Do you believe...?**

- **Every child** deserves to have an effective teacher every year.  
  - ✔️ YES

- **Every teacher** deserves to have a team of effective leaders throughout his/her career.  
  - ✔️ YES

- **Effectiveness** can be developed.  
  - ✔️ YES

- **Educator growth** is best achieved through deliberate practice on specific knowledge and skills.  
  - ✔️ YES

**We do, too!**
Components of TLE System

The what...
Components of the TLE System

- Qualitative: Observation Tool
- Quantitative: Student Academic Growth (Value Added Model or Non-Tested Grades and Subjects)
- Other Academic Measures
2014 Next Steps: Quarterly Milestones

The when...
Quarter 1

Jan-March

• VAM finalized
• SAG/NTGS finalized
• TLE Dashboard finalized
• 2012-13 Qual Upload
• Roster Verification Training
Quarter 2

April-June

- VAM Training
- Mandatory Roster Verification Pilot begins
- 2013-14 Qual Upload
Quarter 3

- 2013-14 VAM results available (35%)
- 2013-14 OAM Worksheets finalized & uploaded (15%)
- 2014-15 Qual Evaluations begin (50%)
- 2014-15 OAM Worksheets begin for 2015-16 SY
- TLE Dashboard opens (Ed-Fi pilot districts)

July-Sept

50% Quant known in fall
Quarter 4

Oct-Dec

- Qual evaluations continue
- OAM process continues
Implementation Timeline

**Qualitative Evaluations + OAM Pilots + Student Academic Growth Pilot 2013-2014**
- Qualitative Evaluation Fully Implemented
- Mandatory OAM Pilot – NO STAKES
- Mandatory Roster Verification/Student Academic Growth Pilot Spring 2014 – NO STAKES

**Qualitative + OAMs Data Gathered + Student Academic Growth Data Gathered 2014-2015**
- Qualitative Evaluation
- OAMs gathered at Site Level for 2015-2016 Teacher Evaluation
- Roster Verification Completed/Student Academic Growth 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
- Student Academic Growth Data from 2014-2015 used in this year’s Teacher Evaluation
- Roster Verification Completed/Student Academic Growth Data Compiled for 2016-2017 Teacher Evaluation
- 1st Year of Tracking Teacher Evaluation using Complete TLE System for employment decisions

**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
- Student Academic Growth Data from 2015-2016 used in this year’s Teacher Evaluation
- Roster Verification Completed/Student Academic Growth Data Compiled for 2017-2018 Teacher Evaluation
- All Components of the TLE System Used to Guide Employment Decisions
Full Implementation of TLE 2015-2016

The who...
Add TLE Web Page
http://ok.gov/sde/tle
On-line Resources

Welcome to Teacher and Leader Effectiveness
TLE oversees Oklahoma’s new teacher/leader evaluation system that is used to inform instruction, create professional development opportunities, and improve both the practice and art of teaching and leading.

Topics

TLE Training
Informative/educational videos and resources for educators and stakeholders.

Roster Verification
Student/teacher linkage training and communication.

Quantitative Components
Everything you need to know about the quantitative portion of the TLE including Other Academic Measures and Value Added Measures.

Qualitative Components
Everything you need to know about the qualitative portion of the TLE including approved qualitative frameworks and guiding documents.

OAM Sample Worksheet Resource
Example worksheets to assist teachers and leaders each fall when they choose their Other Academic Measure.

TLE Newsletters
Get the latest news from the Teacher and Leader Effectiveness office.

Research and Resources
Find the research analysis that supports the TLE system and resources to help implement it.

TLE News/ Events/Updates
- TLE Theory of Action Brochure
- OAM Sample Worksheet List - Editable (doc)
- Senate Bill 426
- 9-6-13 Videoconference: Updated OAM & Roster Verification Video
- 9-6-13 Videoconference Handout/Powerpoint
- TLE OAM e-Brochure
- TLE OAM Sample Form Worksheet
- TLE Webpage Resources Brochure
- InTASC Crosswalk Evaluation System
- TLE Implementation Timeline for Districts
- Tulsa Model and McREL Training Schedules for 2013
Subscribe to TLE e-Newsletter

- Trainings for Safe Schools and Bullying Prevention Act - Tulsa, January 17
- AVID Program Overview WebEx Presentation
- Oklahoma Academic Scholars Program: An Honor for Outstanding Achievement of Graduating Seniors
- Superintendent Barresi praises two Oklahoma teachers awarded national honor for science instruction
- OKTOY Blog: And So We Begin...

Messages from the Superintendent

Engage with SDE

Regular video message 9-19-2013 by Oklahoma State Dept. of Ed

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GO
Roster Verification Coming Soon!

Battelle for Kids

In order to successfully collect data for the 35% quantitative portion of TLE, teachers will utilize a process called Roster Verification to properly link themselves to the students they teach.

Why is Roster Verification important? This process is important because no one is more knowledgeable about a teacher's academic responsibility than the teacher of that classroom! Rightfully so, teachers should have the opportunity to identify factors that affect their value-added results (e.g., student mobility and shared-teaching assignments).
Contact Information

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Did we meet our goals to...?

1. Understand the Theory of Action
2. Review the components of TLE System
3. Plan for next steps in 2014
4. Connect milestones to big picture
5. Access all available resources
Questions?