

TEACHER & LEADER EFFECTIVENESS

TLE

OKLAHOMA STATE DEPARTMENT OF EDUCATION

JULY • 2014

TLE Hot Topic: American Institutes for Research to Conduct SLO/SOO Train-the-Trainer Sessions

The OSDE recently began a partnership with the American Institutes for Research (AIR) to help design and implement the Student Learning Objectives/Student Outcome Objectives (SLO/SOO) train-the-trainer sessions and district guidance.



According to its Web site, "AIR is one of the world's largest behavioral and social science research and evaluation organizations. Our overriding goal is to use the best science available to bring the most effective ideas and approaches to enhancing everyday life. Our work is focused

on designing systems of educator evaluation...that incorporate multiple measures of performance and, in particular, measures of student growth. In this work, student learning objectives (SLOs) have emerged as a novel approach to measuring student growth, particularly for educators not covered by a state standardized assessment." AIR representative, Meghan Zefran, recently stated,

"It's exciting to be building this partnership at the (almost) ground level... in Oklahoma." Learn more about AIR [here](#).



Contracted services with AIR will begin July 1. At that time, the TLE Office and core members of the AIR team will work fastidiously to re-configure the SLO/SOO training timeline since implementation is mandated to begin in the fall of 2014.

District leaders should also anticipate more information about training sessions and access to registration in the following weeks via the "OSDE Weekly Message to School Administrators". For more information about this process, district leaders and teachers are encouraged to attend the SLO/SOO overview sessions provided by AIR team members this summer at Vision 2020.



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Upcoming Events

- TLE Commission Meeting**
July 22 @ 1 pm
- State Board of Education Meeting**
July 24 @ 9:30 am

TLE Resources

- [VAM Training PAK for TLE](#)
- [VAM Video Tutorial](#)
- [Value Added Briefing for Superintendents-Video](#)



TLE Question of the Month:

I am Dean of Students. Can I evaluate teachers?

It depends.

TLE law states, "...except for superintendents of independent and elementary school districts and superintendents of area school districts who shall be evaluated by the school district board of education, all certified personnel shall be evaluated by a principal, assistant principal, or other trained certified individual...[and] all individuals designated by the school district board of education to conduct the personnel evaluations shall be required to participate in training conducted by the State Department of Education or training provided by the school district using guidelines and materials developed by the State Department of Education prior to conducting evaluations..." (70 O.S. 2011 § 6-101.10)

Thus, the law allows certified teachers the ability to attend evaluation training and conduct personnel evaluations. Many times, however, local board policy and/or the chosen qualitative framework provider do not allow this. Please check with your Board and qualitative framework provider (i.e. Tulsa Model or Marzano) for additional guidance.

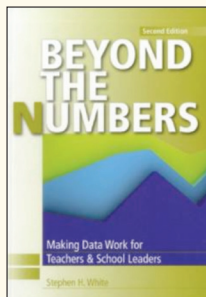
Administrators/leaders who need the initial certification training or the one-time recertification training for their chosen qualitative framework (i.e. Tulsa Model or Marzano) should contact their vendor for more information. Contact numbers are provided [here](#).

Recommended Reading

"Educators have an abundance of data available on students, teachers, leaders, schools, districts, and more. How can they leverage what the data show to make wise decisions that lift achievement for all students? An excellent resource to consult is the book, ***Beyond the Numbers: Making Data Work for Teachers and School Leaders*** written by Stephen H. White.

Dr. White describes the foundational principles for data analysis and provides strategies necessary to turn analysis into action. One reason this book engages the reader is because it includes scenarios with hypothetical data based on real experiences the author encountered in more than 35 years in the field. These scenarios can be a catalyst for rich discussion with colleagues during a book study. Templates to guide data analysis are included in the appendices. Educators have data. Now what? This book is a launching place to begin answering that question."

– Susan Pinson, SLDS District Data and Professional Development Liaison, OSDE



[Value Added Briefing for Superintendents-PowerPoint](#)
[VAM \(Value-Added Model\) FAQ](#)
[TLE Nuts and Bolts PowerPoint](#)
[TLE Implementation: Next Steps for 2014](#)
[Educator Workforce Shortage Task Force Initial Report 2014](#)
[TLE OAM Example Worksheets](#)
[TLE OAM e-Brochure](#)
[TLE Theory of Action Brochure](#)
[TLE Implementation Timeline for Districts](#)

VAM Train-the-Trainer Sessions for District Training Lead(s)

July 9 – Woodward

July 10 – Lawton

July 14 – OKC

July 29 – Tulsa

July 30 – Atoka

July 31 – Choctaw

For district teams only; register for VAM Train-the-Trainer Sessions for District Training Leads [here](#).

VAM Train-the-Trainer Sessions for Special Interest Groups

July 31 – Choctaw

For special interest groups only; register group [here](#).

VISION 2020

Stepping Up

REGISTER HERE



Friendly Reminders

Superintendents: Your district VAM reports from the 2012-13 school year are ready to disseminate to your staff. Due to the confidential nature of the reports, it is mandatory for you and/or your district training leads(s) to attend a VAM Train-the-Trainer workshop prior to accessing the reports. You and your team can register (up to four members per district) [here](#). The final Train-the-Trainer sessions for this year will occur in July.

Administrators: Please remember that an evaluator must obtain re-certification (after two years) in the teacher qualitative framework (i.e. Tulsa Model or Marzano) selected by your district before the start of his or her third year of evaluating teachers. Re-certification is a one-time occurrence. Contact your qualitative framework provider for more information.



Professional Development

In an effort to build resource capacity, the TLE Office makes many presentations throughout the year with the hope that participants will share information with colleagues and neighboring districts. Please collaborate with surrounding local districts to inquire about the possibility of planning a joint event. If your district is interested in hosting a session, please contact Ginger DiFalco at 405-522-8298.

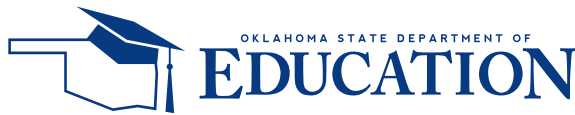
Upcoming District Sessions

August 5 – Wewoka PS and surrounding areas
 August 6 – Stigler PS and surrounding areas
 August 7 – Stillwater and surrounding areas
 August 11 – Burns Flat and surrounding areas
 August 13 – Bluejacket and surrounding areas
 August 13 – Nowata PS and surrounding areas
 August 14 – Bristow PS and surrounding areas

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www.ok.gov/sde/tle



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TLE Acronyms/ Abbreviations

NTGS: Non-Tested Grades
and Subjects

OAM: Other Academic
Measures

RV: Roster Verification

SAG: Student Academic Growth

SLO: Student Learning Objective

SOO: Student Outcome
Objective

TLE: Teacher and Leader
Effectiveness

VAM: Value-Added Model

AIR: American Institutes
of Research

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