TEACHER & LEADER EFFECTIVENESS | TLE

OKLAHOMA STATE DEPARTMENT OF EDUCATION

MAY • 2014

TLE Hot Topic: State Board Approves Updates for Other Academic Measures (OAMs)

In April, the Oklahoma State Board of Education approved recommendations made by the TLE Commission to update policies for the quantitative components of the TLE Evaluation System.

The Board also approved the addition of two student surveys to the OAM list: The Student Experience Survey™ developed by Battelle for Kids and Colorado's Student Perception Survey. More information about The Student Experience Survey™ can be found **here**, and information about Colorado's Student Perception Survey can be accessed **here**.

Additionally, the Board determined that allowing teachers who receive an individual VAM score to substitute their VAM score for the OAM is not permissible under the current language of the statute:

Title 70, Section 6-101.16(B)(4)(a) states: *"[F]ifty percent (50%) of the ratings of teachers and leaders shall be based on quantitative components* **which shall be divided as follows:** *1) thirty-five percentage points based on student academic growth using multiple years of standardized test data, as available, and 2) fifteen percentage points based on* **other** *academic measurements . . ."*

1) The allocation of percentage points pursuant to this subsection is not permissive. The law states that the quantitative components **shall** be divided based on growth and other academic measures.

2) The legislature clearly intended for growth to constitute 35% of the component. 15% of the component shall be based on other academic measurements. (Distinguishable from the academic measurement of growth—the language indicates this 15% must be based on something else. Something different.)

3) The Legislature specifically granted authority to the Board to adjust the percentages of teachers of non-tested grades and subjects (NTGS). The absence of similar language for tested-subject area teachers indicates an intent that the quantitative component be based on the statutory formula of 35% and 15%, respectively.

In light of this recent determination, districts should review their current OAM policies and make updates accordingly.

HAPPY MOTHER'S DAY TO SUPERMOMS EVERYWHERE

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Upcoming Events

Battelle Roster Verification Webinars
May 6 @ 2 pm
May 13 @ 2 pm
May 20 @ 10 am
May 27 @ at 2 pm
June 3 @ at 2 pm

Register for Battelle Roster Verification Webinars **here**.

TLE Question of the Month

When will districts receive training for SLOs/SOOs?

At the March meeting, the State Board of Education approved guidelines that district policies must follow in determining the SAG component for teachers and leaders of NTGS. Since then, the OSDE has received many questions about training opportunities for SLOs/SOOs.

It is important to note that although SLOs/SOOs for teachers and leaders of NTGS will comprise 35% of TLE evaluations beginning in the 2015-2016 school year, the data collection for this component will begin in the fall of 2014. Thus, **it is important for district leaders to be cognizant of the timeline for SLO/SOO training opportunities**.

SLOs/SOOs have required components that follow a teacher's typical pre-assessment/planning/ instruction/post-assessment cycle and rely heavily on data already collected about a student's performance and growth on critical knowledge and skills.

SLO/SOO training for district leaders will be provided during the summer of 2014 to support districts through the process of setting policy, training teachers, and implementation.

Multiple training sessions for SLOs/SOOs will be offered during the months of July and August at various locations across the state. These training sessions will follow the Train-the-Trainer format that is being used in the TLE VAM training for district lead(s).

Look for the registration link for SLO/SOO summer training sessions in the June newsletter.

Recommended Reading

Switch: How to Change Things When Change is Hard

"This gem of a book distills the overwhelming concept of organizational change into three simple components: directing the driver, appealing to the elephant, and shaping the path. These analogies—at first glance—appeared disconnected and irrelevant to my work in TLE. But the Heath brothers have an uncanny way of connecting the generalties of logic and emotion to my decision-making process as an educator."

– Dr. Jenyfer Glisson, Executive Director of Teacher and Leader Effectiveness

TLE Resources

Value Added Briefing for Superintendents-Video

Value Added Briefing for Superintendents-PowerPoint

VAM (Value-Added Model) FAQ

TLE: Roster Verification Webinar Spring 2014

TLE: Roster Verification Webinar Spring 2014 PowerPoint

TLE Nuts and Bolts PowerPoint

TLE Implementation: Next Steps for 2014

Educator Workforce Shortage Task Initial Report 2014

TLE OAM Example Worksheets
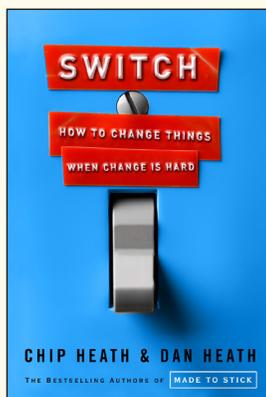
TLE OAM e-Brochure

TLE Theory of Action Brochure

TLE Implementation Timeline for Districts

TLE Commission Meeting
May 20 @ 1 pm

State Board of Education Meeting
May 22 @ 9:30 am

VAM Train-the-Trainer Sessions for District Training Lead(s)
April 28 @ 8 am or 12:30 pm – OKC
April 29 @ 8 am – Lawton
April 30 @ 8 am or 12:30 pm – Broken Arrow
May 1 @ 8 am – Lawton
May 5 @ 8 am or 12:30 pm – OKC
May 6 @ 8 am – Broken Arrow
May 7 @ 8 am – Woodward
May 8 @ 8 am – Atoka

For district teams only; register for VAM Train-the-Trainer Sessions for District Training Leads **here**.

VISION 2020 TLE Sessions

VISION 2020 is almost here! The TLE Office is excited to offer more than 25 sessions covering a wide range of TLE topics this summer at the annual conference sponsored by the Oklahoma State Department of Education on July 15-17, 2014. The conference is free and will be held at the Cox Convention Center in Oklahoma City.

A session titled TLE 101 for New Administrators will be one of our featured sessions. With regard to TLE implementation, administrators—especially first-year principals and administrators new to Oklahoma—will encounter many challenges as the final Pilot Year begins this fall. It is important for new administrators to have a strong working knowledge of all components of Oklahoma's TLE Evaluation System for successful implementation at their schools. This session will provide a crash-course overview of all-things-TLE including important timelines, best practices, and resources.

Additionally, new administrators will learn about the qualitative and quantitative components of the TLE Evaluation System and more specifically about SAG, VAM, OAMs, and SLOs/SOOs. Administrators will understand how, when and where each component fits within the System, and will make connections to the overall purpose of the System—increasing educator effectiveness. Finally, each administrator will leave this session with many resources including a step-by-step TLE Implementation Guide.

Other TLE Sessions include the following:
- Develop OAMs Using Social Media
- Writing OAMs for Library Media Specialists
- OAMs for Superintendents (But wait—superintendents aren't required to have OAMs, right?)
- PD on Your Plan for Administrators
- Oklahoma Education Workforce Shortage Task Force Update
- McRel Principal Evaluations: Getting It Right
- Marzano Framework Updates
- Tulsa Framework Updates
- TAP: Oklahoma's Newest Approved TLE Framework
- Everything You Need to Know about VAM
- Exploring SLOs/SOOs (This is not a training session.)

See you there!

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.

REAC³H Presentations will begin in August 2014

Recent Presentations

Bridge Creek Public Schools
Claremore Public Schools
Sequoyah Public Schools
Coweta Public Schools
Fairview Public Schools
Idabel Public Schools
Lawton Public Schools
Oologah-Talala Public Schools
Skiatook Public Schools
Tahlequah Public Schools
Tuttle Public Schools
Pryor Public Schools
Bartlesville Public Schools
Afton Public Schools
CentralTech at Drumright
Ardmore Public Schools
Silo Public Schools
Stillwater-OSU REAC³H
Carnegie Public Schools
Norman REAC³H Summit
Western Technology Center
   at Burns Flat
Union Public Schools

VISION 2020

REGISTER HERE

A Note from Dr. James Machell

Dean, College of Education and Professional Studies,
University of Central Oklahoma

As an education professional, your role is complex, challenging and always changing. You provide students and faculty needed direction, a compass guiding them to new concepts and solutions each day.

The Educators' Leadership Academy (ELA) is that compass for Oklahoma's teachers, principals, professors, and K-12, Career-Tech and higher education administrators. ELA offers education professionals a new direction and a different perspective through leadership development.

We currently offer academies for K-12, Career-Tech and higher education administrators, higher ed department chairs, professors, principals, and administrative support professionals. Discover how ELA is Redefining Leadership in classrooms and on campuses throughout Oklahoma. I appreciate each of you for promoting this professional development opportunity with principals in your district. Please feel free to encourage others as well. Click **here** for more information on Educator's Leadership Academies.

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

VISION 2020
REGISTER HERE

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www.ok.gov/sde/tle

OKLAHOMA STATE DEPARTMENT OF EDUCATION

Jenyfer Glisson, Ed.D.
Executive Director of TLE
Jenyfer.Glisson@sde.ok.gov
(405) 522-8298

Ginger DiFalco
TLE Coordinator
Ginger.DiFalco@sde.ok.gov
(405) 522-8298

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