

## TLE Hot Topic: SREB Focus Group Update

As part of our on-going commitment to seek continuous input from educators, the Oklahoma State Department of Education (OSDE) in partnership with Southern Regional Education Board (SREB) recently asked educators from across the state to participate in a focus group project. The purpose of the project is to encourage educators to provide feedback on the implementation of Oklahoma's TLE system that evaluates the performance of teachers and principals.

Through the focus groups, nominated teachers and principals who were then randomly selected shared their experiences of the successes and challenges of the evaluation system. According to Andy Baxter, Vice President of Educator Effectiveness, "SREB conducted focus groups in 10 cities between September 22 and October 3, 2014. Each day, one or more focus groups were held in the morning for administrators...and one or more were held in the afternoon for teachers. A total of 131 participants attended, which included 71 administrators and 60 teachers, representing 58 school districts."

SREB will summarize the focus group feedback in a report that will be presented to the TLE Commission in November.

## Farewell to Dr. Kerri White

The TLE Office experienced a recent administrative change when **Dr. Kerri White**, former Assistant State Superintendent, accepted the position as Arkansas/Louisiana Technical Assistance Coordinator with the South Central Comprehensive Center at the University of Oklahoma.



Throughout her career with the Oklahoma State Department of Education, Dr. White has served in various leadership positions that include Director of Mathematics, Executive Director of High School Reform, and Assistant State Superintendent for the Office of Educator Effectiveness.

Dr. White is a well-respected long-time Oklahoma educator who will certainly continue to assist various educational communities for many more years to come. Congratulations, Dr. White—you will be missed!

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## Upcoming Events

**TLE Commission Meeting**  
October 21 @ **CANCELLED**

**State Board of Education Meeting**  
October 23 @ 1 pm

**SLO/SOO Training  
(Train-the-Trainer) Sessions  
for District Training Lead(s)**  
(For district teams only; register for SLO/SOO Train-the-Trainer Sessions for District Training Leads [here](#).)

## TLE Acronyms

- 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



## TLE Questions of the Month:

### Is it mandatory for districts to implement SLOs/SOOs this year?

Yes, it is mandatory for all districts to implement SLOs/SOOs for the 2014-2015 school year. In addition, the SLO/SOO data collected during the 2014-2015 school year will be used for the Student Academic Growth (35%) component in the 2015-2016 evaluations.

### How is the Student Academic Growth (35%) component determined for the following scenarios?

**SCENARIO 1:** First-year teacher, new to the profession

**Year 1=**Teacher will receive 100% of his or her TLE score from the Qualitative component. This teacher will collect no SLO/SOO data or OAM data during this first year.

**Year 2=** Teacher will receive 100% of his or her TLE score from the Qualitative component. This teacher will also collect SLO/SOO data or OAM data during this second year to be used the following year.

**SCENARIO 2:** First year teaching in Oklahoma, previous experience in another state

**Year 1=**Teacher will receive 100% of his or her TLE score from the Qualitative component. This teacher will collect data for OAMs and SLOs/SOOs.

**Year 2=**Teacher will receive 50% of his or her score from the Qualitative component, 35% from Student Academic Growth, and 15% from OAMs.

**SCENARIO 3:** First year teaching in an Oklahoma district, previous experience in another Oklahoma district

**Year 1=**Teacher will receive 50% of his or her score from the Qualitative component, 35% from Student Academic Growth, and 15% from OAMs. This data will be available to the new district via the TLE Dashboard.

## Recommended Reading

Student learning objectives (SLOs) are emerging as one measure to assess teachers' contributions to student growth in educator evaluation systems. To support states and districts in developing and implementing SLOs, the GTL Center is curating a searchable collection of SLO resources. This searchable database can be found here:

[www.gtlcenter.org/learning-hub/student-learning-objectives](http://www.gtlcenter.org/learning-hub/student-learning-objectives)

Center on  
**GREAT TEACHERS & LEADERS**  
at American Institutes for Research ■

## TLE Resources

[VAM Training PAK for TLE](#)

[VAM Video Tutorial](#)

[Value Added Briefing for Superintendents-Video](#)

[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](#)

[TLE Data Usage 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.



## Friendly Reminders

Attendance at SLO/SOO Training is mandatory in order to provide individuals conducting personnel evaluations with an understanding of the basic components of SLOs/SOOs, communication points, and best practices. Training for district leads will be provided during the months of October and November. American Institutes for Research (AIR) will conduct each session in a train-the-trainer format and provide all of the necessary resources for implementation.

Each session will be two days, and each day will have a one-hour lunch break (on your own). Register for training by accessing the Eventbrite link found here:

[www.eventbrite.com/o/teacher-amp-leader-effectiveness-tle-4718927875](http://www.eventbrite.com/o/teacher-amp-leader-effectiveness-tle-4718927875)

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Remember, in order to access the 2012-2013 VAM Reports available via Single Sign On (SSO), superintendents were required to send district leads to one of the many VAM trainings offered across the state since last April. Additionally, only superintendents who fulfilled this requirement will have access to the soon-to-be-released 2013-2014 VAM Reports.

Although there are no more VAM trainings scheduled, the Oklahoma State Department of Education (OSDE) understands that there are extenuating circumstances for some of our districts who simply could not fulfill this requirement. As such, the TLE Office has created an alternative VAM training option for these districts.

This option requires the designated district lead to view a series of six recorded VAM training modules and pass a test to ensure quality assurance of VAM knowledge and policies.

The six training modules as well as the Alternate VAM Training Test can be accessed at:

<http://www.ok.gov/sde/documents/2014-05-02/vam-training-pak-presentation-assistance-kit-tle>

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& LEADER  
EFFECTIVENESS** | **TLE**  
[www.ok.gov/sde/tle](http://www.ok.gov/sde/tle)



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

**Ginger DiFalco**  
TLE Coordinator  
[Ginger.DiFalco@sde.ok.gov](mailto: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.