



FEBRUARY 2017 LEGISLATIVE BRIEF: TEACHER AND LEADER EFFECTIVENESS (TLE)

WHAT IS IT?

TLE oversees Oklahoma's 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.

HOW DID IT COME ABOUT?

Pursuant to 70 O.S. §6-101.16(A), the Oklahoma State Board of Education adopted policies on December 15, 2011, based on recommendations from the appointed TLE Commission. The Commission approved certain frameworks for districts to select both teacher and leader evaluations. After a pilot implementation year in 2012, the Tulsa TLE Observation and Evaluation System for the Teacher Training Evaluation, the McREL Principal Evaluation System for the Leadership Training Evaluation, the TAP Teacher Evaluation System, the Reeves Leadership Performance Matrix and the Marzano Teacher and Leader System were designated as the adopted frameworks for Oklahoma.

WHAT'S NEW?

Since the inception of TLE, educational partners and research organizations have searched for a process to tie student achievement, namely test scores, to the evaluation system as a quantitative measure in order to meet federal requirements. The validity of measurement tools, equity between schools that do and do not serve high-poverty populations and equality between educators who specialize in tested and non-tested subjects, coupled with conflicting national research, prevented the quantitative component of TLE from reaching a level of consistency and trust across the state.

As a result, HB 2957 (2016) capitalized on the flexibility given to states under the Every Student Succeeds Act (ESSA) passed by Congress in December 2015. Districts are no longer required to integrate quantitative measures into their evaluation process, although there is still an expectation for evaluators to review and discuss state-mandated test score results with teachers. Districts that choose to integrate quantitative measures into their evaluation process may do so at their own expense.

HB 2957 (2016) introduced a new component to the TLE evaluation focusing on individualized programs of professional development. This change allows educators and leaders the opportunity to develop a professional learning focus that aligns with student achievement based on their district's chosen evaluation framework. The OSDE has been working closely with district stakeholders and multiple education support agencies to create a process for districts to follow during the 2017-18 pilot year.

As a result of the TLE Commission sunset in June 2016, the OSDE developed multiple regional advisory groups across five regions of Oklahoma. Each consists of teachers, administrators, higher education representatives, parents and school board members (128 participants in total) representing 85 districts across the state. These groups meet three times each year and focus on implementation, training, current research and data related to TLE and the evaluation process as a whole.

FREQUENTLY ASKED QUESTIONS

Are administrators required to pass a certification test before they can evaluate teachers?

Yes. Each administrator must pass both a written examination as well as an inter-rater reliability (IRR) examination. Passage of both examinations qualifies an administrator to be preliminarily certified to evaluate teachers. This certification will be valid for two years.

What is the cost associated with TLE at the state and district level?

At the state level, past spending related to TLE focused on contracts with vendors who provided services which tied into the quantitative measures of TLE (i.e. value-added measures, student learning objectives). Since these measures are no longer required, state funds have been reallocated to professional learning for educators and improved implementation of the qualitative frameworks within the TLE process.

District spending related to TLE expenses is based on the level of implementation. Districts using the Marzano Framework pay a subscription fee (varies based on district size) which includes evaluation software that compiles and analyzes TLE data at the district level. Districts using the Tulsa Model framework may access the model for free. Extra expenses may include the use of software vendors to compile and analyze the TLE data. Larger districts may choose to hire district-level staff to manage TLE implementation. The only required expense for districts is evaluator training, which ranges from \$210-\$400 for initial training (a one-time requirement) and \$120-\$160 for recertification training (required every two years).

How many observations are required under TLE?

It is important to distinguish between an observation and an evaluation. Simply stated, an observation is when an administrator observes activities within an educational setting. Ideally, this should happen as often as possible. Specifically, the Tulsa Framework requires a minimum of two observations.

The Marzano Teacher Evaluation Model recommends an observation schedule that captures the three main types of lessons (Introducing, Practicing and Deepening, and Generating and Testing Hypothesis). These observations can be conducted through a combination of formal (scheduled) or informal (unscheduled) means. An evaluation combines the current year's observations and consideration of student achievement to assess an educator's effectiveness. Career teachers must be evaluated once per year, and probationary teachers must be evaluated twice per year in accordance with dates in state law.

How often are teachers evaluated?

Probationary teachers (educators with three years or less experience within a district) will be evaluated two times per year, once each semester. These evaluations may require multiple observations. Career teachers must be evaluated one time per year. These evaluations may also require multiple observations. However, a career teacher who received a district evaluation rating of "highly effective" or "superior" in the previous evaluation may be evaluated once every three years (based on district implementation).

WHERE CAN I FIND MORE INFORMATION?

- TLE Qualitative Assessment Models: <http://sde.ok.gov/sde/sites/ok.gov.sde/files/TLE-Models-Overview.pdf>
- House Bill 2957: http://webserver1.lsb.state.ok.us/cf_pdf/2015-16%20ENR/hB/HB2957%20ENR.PDF
- TLE Data Usage Information: http://sde.ok.gov/sde/sites/ok.gov.sde/files/documents/files/TLE_Data_Usage_Information2014.pdf