



OKLAHOMA STATE DEPARTMENT OF  
**EDUCATION**  
— CHAMPION EXCELLENCE —

# Effective Instruction and Equitable Access to Effective Teachers

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*Teacher Table Initiative*  
*November 18, 2019*

# ESSA Consolidated State Plan

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- Oklahoma's comprehensive education plan, *Oklahoma Edge*, details how the state will use federal dollars to ensure every student has a competitive edge upon high school graduation.
- The ESSA state plan encapsulates the 8-year strategic vision for education that aims at achieving six measurable goals by 2025:
  - **Goal #6:** Increase student access to effective teachers, thereby reducing the need for emergency-certified teachers by 95%.

<https://sde.ok.gov/essa>



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- **Measuring ineffectiveness:**
  - Composite value that captures the multidimensionality of teaching effectiveness and is calculated on the basis of three indicators:
    - **Teacher Leader Effectiveness** (TLE) evaluation rating: Two consecutive years of “needs improvement” or “ineffective”
    - **Professional Learning** (PL) Focus: No progress for two consecutive years; and
    - **Teacher attendance:** More than 10 days or “frequently absent”, and more than 18 days or “chronically absent”



# Effective Instruction

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- **PL Focus goal:**
  - Establish an annual professional learning focus for the teacher or administrator developed by the teacher or administrator in collaboration with the evaluator.
  - Align the goal with a specific area in the TLE framework.
- **PL Focus implementation:**
  - All school districts have fully incorporated PL Focus in 2018-19 school year.



# Effective Instruction

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- Top PL Focus topics across TLE models in school year 2018-19:
  - Using multiple methods to assess progress, including formative and summative assessments
  - Using data to modify instruction and close achievement gaps
  - Strategies on questioning techniques to assess understanding and make students think critically about the content
  - Establishing effective and supportive systems of discipline



# Effective Instruction

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Top PL Focus topics across TLE models in school year 2018-19, continued

- Effective teaching strategies for explaining content
- Engaging all students in active learning
- Establishing a classroom culture of collaboration, learning and respect for the diversity of each student
- Knowledge of Curriculum Instruction



# Next Steps

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- School-level teacher attendance data for the 2019-20 school year will be collected during the months of May and June 2020.
- Attendance data should become available to the public at the Oklahoma School Report Cards accountability system in the Fall of 2020.





# Table Sharing

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- Take 10-15 minutes during dinner to discuss with others at your table:
  - Your reaction to the data and information presented in terms of quality and diversity.
  - Any ideas on how to more effectively address the identified equity gaps.
- Share a summary of the conversation with the larger group:
  - A designated person will serve as a spokesperson
  - A designated person will take notes of the discussion

