



## **JANUARY 2019 LEGISLATIVE BRIEF: TEACHER AND LEADER EFFECTIVENESS (TLE)**

### **WHAT IS IT?**

TLE is 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?**

For the first time in the 2018-2019 school year, schools will fully implement the Professional Learning (PL) focus. HB 2957 (2016) introduced this 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 goal of the PL Focus is to provide a structure that offers educators autonomy to develop professional growth goals focused on the key strategies/behaviors that impact student learning and teacher mastery.

The OSDE has been working closely with district stakeholders and multiple education support agencies to develop and pilot the PL Focus over the last two years. The PL Focus topics most selected during the pilot year include student engagement strategies related to literacy instruction, involvement of all learners, content explanation and classroom management.

### **FREQUENTLY ASKED QUESTIONS**

#### **How often are teachers evaluated?**

Probationary teachers (those with three years or less experience within a district) are evaluated two times per year, once each semester. Career teachers must be evaluated one time per year. Evaluations consist of multiple observations depending on the framework selected by the district. However, a career teacher who received a district evaluation rating of "highly effective" or "superior" in the prior evaluation may be evaluated once every three 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. The Tulsa Framework requires a minimum of two observations.

The Marzano Teacher Evaluation Model recommends an observation schedule that captures different types of lessons and can be conducted through a combination of formal or informal means. An evaluation combines the current year's observations and consideration of student achievement to assess an educator's effectiveness.

### **Who can evaluate teachers?**

State law allows certified personnel to be evaluated by a principal, assistant principal, designee of the principal, supervisor, content expert, department chair, peer committee or other trained persons or groups of persons designated by the school district board of education.

### **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.

### **Are teachers evaluated based on student test scores?**

No. 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. 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.

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

District spending related to TLE expenses is based on the framework chosen. Some include a subscription fee while others are free. 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).

While state-level funding is not required, the OSDE has dedicated funds to support teachers in implementing the evaluations and PL Focus with fidelity.

## **WHERE CAN I FIND MORE INFORMATION?**

- [TLE Qualitative Assessment Models](https://sde.ok.gov/tle-qualitative-components): sde.ok.gov/tle-qualitative-components
- [House Bill 2957](https://bit.ly/2RBW7Ee): bit.ly/2RBW7Ee
- [TLE Reporting Documents](https://sde.ok.gov/qualitative-reporting-documents): sde.ok.gov/qualitative-reporting-documents
- [PL Focus Resources](https://sde.ok.gov/professional-learning-focus): sde.ok.gov/professional-learning-focus