

Observation, Evaluation and Professional Learning (PL) Focus Frequently Asked Questions and Guidance

- **What are the cut off scores for each tier of the evaluation system?**

Superior	4.80-5.00
Highly Effective	3.80-4.79
Effective	2.80-3.79
Needs Improvement	1.80-2.79
Ineffective	1.79 and Below

- **Since districts are providing distance learning for the remainder of the 2019-2020 school year, what happens to open Professional Development Plans (PDPs)?** If sites/districts had active PDPs on the last day of face-to-face instruction in your district, each open PDP needs to be considered on a case-by-case basis. For instance, if the PDP was developed for lesson preparation, the evaluator may determine that the PDP is still needed and will choose to complete the set timeline. Since the PDP was developed and the timeline established before we moved to distance learning, the PDP document should be archived with the educator's other evaluation documentation.
- **What happens if observations/evaluation and PL Focus were not completed by March 13, 2020.** Since districts moved to distance learning at the beginning of the fourth nine weeks, many observations/evaluations and PL Focus checkpoints will not be completed for the 2019-2020 school year. Since the TLE Qualitative Report data collection requirements were waived on March 25, 2020, observation/evaluations and PL Focus checkpoints will not continue for the 2019-2020 school year. Please retain the observation/evaluation data that was collected earlier in the year for documentation purposes.
- **How will new evaluation exemptions for career educators be determined for the 2020-2021 school year?** As established in House Bill 2957 (2016) districts

have the option of exempting career educators from the qualitative portion of the evaluation for up to two years. In order for the educator to be eligible for exemption status, the educator must attain a score of 3.80 or higher on the district TLE evaluation and be of career status at the time of the evaluation. Since exemptions are determined by the overall score on the district evaluation, the annual evaluation cycle must have been completed by the last day of face-to-face instruction for the district. The evaluation cycle consists of the required

number of observations, observation conferences, evaluation(s), evaluation conference(s) and PL Focus establishment and checkpoint(s).

- **Which evaluation models are considered TLE?** All of the evaluation models approved by the Oklahoma State Department of Education fit under the TLE umbrella. The models currently used in Oklahoma for evaluation are the Tulsa Model, McRel, Marzano Teacher and Marzano Leader frameworks.
- **Should sites/districts archive Professional Learning (PL) Focus data?** The PL Focus is part of the evaluation and should be attached to each educator's final evaluation each school year; therefore, sites/districts should archive PL Focus documents the same way that the qualitative evaluation data is archived. Some districts choose to archive the evaluation data electronically and some choose paper copies.
- **Are career educators who are exempt from observations for up to two years after scoring a 3.8 or higher on their overall district evaluation also exempt from the PL Focus?** No. The exemption option is only for the qualitative portion of the evaluation. All certified educators, with the exception of district superintendents, complete the PL Focus annually regardless of exemption status on the qualitative evaluation.

Please direct questions to Jaycie Smith, Executive Director of Teacher and Leadership Development, at jaycie.smith@sde.ok.gov or call (405) 522-0282.