

**Minutes of the Meeting of the  
TEACHER AND LEADER EFFECTIVENESS COMMISSION  
OLIVER HODGE EDUCATION BUILDING  
2500 NORTH LINCOLN BOULEVARD, ROOM 1-20  
OKLAHOMA CITY, OKLAHOMA**

**October 8, 2013**

The Teacher and Leader Effectiveness Commission met in regular session at 1:04 p.m. on Tuesday, October 8, 2013, in the Board Room of the Oliver Hodge Education Building at 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The final agenda was posted at 10 a.m. on Monday, October 7, 2013.

The following were present:

Dr. Kerri White, Assistant State Superintendent, Office of Educator Effectiveness,  
Oklahoma State Department of Education  
Dr. Jenyfer Glisson, Executive Director, Teacher and Leader Effectiveness  
Ms. Kalee Isenhour, Chief Executive Secretary, State Board of Education

Members of the Teacher and Leader Effectiveness Commission present:

Dr. Janet Barresi, State Superintendent of Public Instruction, Chair  
Mr. Ed Allen, American Federation of Teachers  
Representative Ed Cannaday, House of Representatives  
Senator John Ford, Oklahoma State Senate (left at 2:09 p.m.)  
Ms. Susan Harris, Tulsa Chamber of Commerce  
Ms. Jayne Huffman, Department of Career and Technology Education  
Ms. Renee Launey-Rodolf, Oklahoma Commission for Teacher Preparation (left at 1:41 p.m.  
/returned at 1:45 p.m.)  
Ms. Alicia Priest, Oklahoma Education Association  
Mr. Ben Robinson, Brig General USAF (R), Owner/President, SentryOne LLC (left at 1:47 p.m.)  
Mr. Robert Ross, President/CEO, INASMUCH Foundation (left at 2:09 p.m.)  
Ms. Ginger Tinney, Professional Oklahoma Educators (arrived at 1:33 p.m.)

Members of the Teacher and Leader Effectiveness Commission absent:

Dr. Keith Ballard, Superintendent, Tulsa Public Schools  
Dr. Don Betz, President, University of Central Oklahoma  
Ms. Anna King, President, Oklahoma PTA  
Representative Earl Sears, House of Representatives  
Dr. Robert Sommers, Secretary of Education

Others in attendance are shown as an attachment.

**CALL TO ORDER  
AND  
ROLL CALL**

Superintendent Barresi called the Teacher and Leader Effectiveness Commission meeting to order at 1:04 p.m. and welcomed everyone to the meeting. Ms. Isenhour called the roll and ascertained there was a quorum.

**OPENING COMMENTS**

Superintendent Barresi welcomed Commission Members to the meeting. She kept her opening comments short because of the packed agenda.

**MINUTES FROM THE JULY 16, 2013, REGULAR MEETING, APPROVED**

Mr. Allen made a motion to approve the minutes of the July 16, 2013, regular Teacher and Leader Effectiveness Commission meeting. Ms. Harris seconded the motion. The motion carried with the following votes: Mr. Allen, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Senator Ford, yes; Ms. Harris, yes; Ms. Huffman, yes; Ms. Launey-Rodolf, yes; Ms. Priest, yes; Mr. Robinson, yes; and Mr. Ross, yes.

**TAP TEACHING PERFORMANCE STANDARDS TO THE OKLAHOMA STATE  
BOARD OF EDUCATION FOR QUALITATIVE EVALUATION APPROVAL**

Dr. Kerri White said the information sent out after the August Commission Meeting on the TAP Teaching Standards included an audio presentation. Commission Members were presented with a rubric showing the 5 point rating scale.

Commission members discussed the TAP Teaching Standards, consistency in the TLE program, cost to the state to provide the TAP Teaching Standards, district use of the other frameworks, federal grants for funding the entire TAP Teaching Standards model, and master teacher.

Mr. Allen made a motion to approve the recommendation of the TAP Teaching Performance Standards to the Oklahoma State Board of Education for qualitative evaluation. Ms. Harris seconded the motion. The motion carried with the following votes: Mr. Allen, yes; Superintendent Barresi, yes; Representative Cannaday, no; Senator Ford, yes; Ms. Harris, yes; Ms. Huffman, yes; Ms. Launey-Rodolf, yes; Ms. Priest, no; Mr. Robinson, yes; and Mr. Ross, yes.

**ROUNDING OF FINAL SCORES**

Dr. White said that the law requires each teacher and leader be given an overall rating under the TLE system as superior, highly effective, effective, needs improvement, and ineffective. These are generally accepted as rankings of 5, 4, 3, 2, and 1. This leads to two

questions. This first decision point is when the weighted average of the three component scores is not a whole number, how will the total combined score be rounded? What range of weighted combined scores will correspond to Superior, Highly Effective, Needs Improvement, and Ineffective? The second decision point is about any potential value that comes into the calculation already as a decimal point. Does it get rounded before it comes into the calculation or after? Dr. White presented a chart on both rounding possibilities showing examples of the total rounded to nearest whole, total rounded per qualitative ranges, total rounded to nearest whole under 0.5 if student academic growth is greater than the qualitative and total rounded to nearest whole under 0.5 if qualitative is greater than the student academic growth.

Commission Members discussed the different examples, requested additional examples with decimal numbers, and requested additional time to digest the ramifications of each possibility. The agenda item was tabled to the November regular Commission meeting.

## **VALUE ADDED**

### **Update on Current Activities**

Dr. Jenyfer Glisson presented a copy of the TLE Newsletter to Commission Members. The Newsletter went out to over 60,000 subscribers. The purpose of the TLE Newsletter served four purposes; the communication of hot topics, question of the month, upcoming events regarding TLE implementation, and access to resources and best practices.

### **Recommendations on Validity, Reliability, and Differentiation of suggestions from Working Groups for Non-Tested Grades and Subjects**

Dr. Kerri White provided documents to Commission Members on the Validity, Reliability, and Differentiation of suggestions from Working Groups for Non-Tested Grades and Subjects. One of the documents was presented in March on the Value Added Student Growth Measures for Teachers of Non-Test Grades and Subjects and Teachers without a Teaching Assignment from Working Group #2. This information was given to the value added provider who shared it with their subcontractor, Mathematica. Mathematica took all of the components and suggestions and analyzed them for reliability, validity, and their ability to differentiate between teachers. The results are presented in another document titled Mathematica Memorandum. Dr. White presented a one page document that summarized the results taken from six categories of the 18 teacher working groups. Another document was provided to Commission Members from UPD Consulting with draft comments.

Superintendent Barresi said we are asking everyone on this Commission and those concerned with this to really engage with teachers. We continue to be frustrated with this because teachers think that 50% of their evaluation is in proficiency of one test. They are receiving misinformation. It is important that these teachers understand that with the other academic measures they have the opportunity to have complete control of the evaluation. This needs to be communicated with teachers so they can become comfortable with this.

### **OTHER ACADEMIC MEASURES**

Dr. White said there was a lot of misunderstanding about who needed to be involved in other academic measures (OAM). Dr. Glisson has been traveling all over the state working with administrators on what needs to happen this year. After the initial panic has dropped off, I do believe that there are a lot of administrators and teachers looking forward to this opportunity during the pilot year to figure out how to make OAMs work. Dr. Glisson pulled together a group of individuals who are putting samples of worksheets on the Department's Web site to help teachers know where to start. The questions that she received will also be addressed in the question of the month on the TLE Newsletter.

### **NEW BUSINESS**

Dr. White said we do not have a December Commission Meeting scheduled. We strongly believe that we will need a December meeting so we will be getting out a date to you as soon as possible.

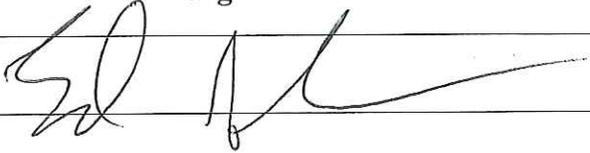
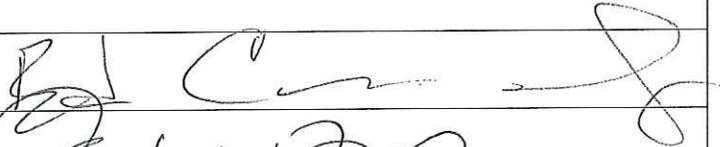
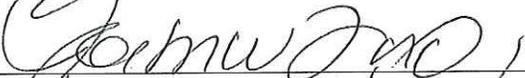
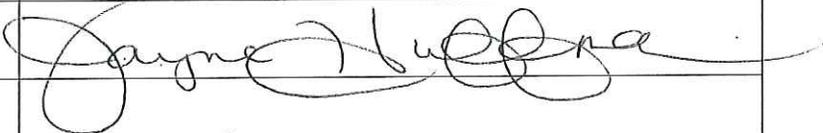
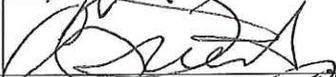
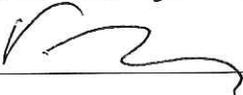
### **ADJOURNMENT**

There being no further business the meeting adjourned at 2:43 p.m.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Tuesday, November 19 at 1 p.m. The meeting will convene at the State Department of Education, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma.

  
\_\_\_\_\_  
Janet Barresi, Commission Chair

**Oklahoma Teacher and Leader Effectiveness Commission**  
**Oliver Hodge Education Building, Oklahoma City, Oklahoma**  
**October 8, 2013**

Commission Member	Signature
Allen, Ed	
Ballard, Keith	
Barresi, Janet	
Betz, Don	
Cannaday, Ed	
Ford, John	
Harris, Susan	Susan Harris
Huffman, Jayne	
King, Anna	
Launey-Rodolf, Renée	
Priest, Alicia	
Robinson, Ben	
Ross, Robert	
Sears, Earl	
Sommers, Robert	
Tinney, Ginger	

Oklahoma Teacher and Leader Effectiveness Commission  
 Oliver Hodge Education Building, Oklahoma City, Oklahoma  
 October 8, 2013

Attendee (PLEASE PRINT)	Organization
Michael BARLOW	BARLOW Ed. Mgt. Svcs.
Chancen Flick	CEA
Stephanie Myder	OSSBA
Alicia Currin-Moore	OKCPS
Danna Foreman	POE
LYNN STOCKLEY	TCTA
Susan Pinson	SDE
Whitney Wallace	OKCPS
John Fort	Senate
JE PERCE	John Rex Charter School
Andrea Kearney	House staff
Rooney Virginia	OSSBA