

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

November 18, 2014

The Teacher and Leader Effectiveness Commission met in regular session at 1:02 p.m. on Tuesday, November 18, 2014, in the Board Room of the Oliver Hodge Education Building at 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma. The final agenda was posted at 12:02 p.m. on Monday, November 17, 2014.

The following were present:

Ms. Ginger DiFalco, Coordinator, Teacher and Leader Effectiveness

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, Oklahoma House of Representatives

Ms. Susan Harris, Tulsa Chamber of Commerce

Mr. Shawn Hime, Executive Director, Oklahoma State School Boards Association

Ms. Jayne Huffman, Department of Career and Technology Education

Ms. Anna King, President, Oklahoma PTA

Ms. Renée Launey-Rodolf, Oklahoma Commission for Teacher Preparation

Ms. Alicia Priest, Oklahoma Education Association

Mr. Ben Robinson, Brig General USAF (R), Owner/President, SentryOne LLC

Ms. Ginger Tinney, Professional Oklahoma Educators (arrived at 1:45 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

Senator John Ford, Oklahoma State Senate

Senator Jabar Shumate, Oklahoma State Senate

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 1:02 p.m. and welcomed everyone to the meeting. Ginger DiFalco called the roll and ascertained there was a quorum.

SUPERINTENDENT'S COMMENTS

Superintendent Barresi welcomed everyone to the meeting and announced that Jenyfer Glisson, Executive Director, Teacher and Leader Effectiveness, was conducting training in Broken Arrow today and will not be with us.

MINUTES OF THE SEPTEMBER 16, 2014 REGULAR MEETING APPROVED

Renee Launey-Rodolf motioned to approve the minutes of the September 16, 2014, regular meeting. Susan Harris seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, yes; Representative Cannaday, yes; Susan Harris, yes; Shawn Hime, yes; Jayne Huffman, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; and Ben Robinson, yes.

**McREL CUES FRAMEWORK TEACHER EVALUATION SYSTEM TO THE
OKLAHOMA STATE BOARD OF EDUCATION-Not Recommended**

Superintendent Barresi said it was at the request of school districts for the framework to be presented to the TLE Commission for review.

Tony Davis, Consulting Director of Educator Effectiveness, McREL International, said the McREL regional education laboratory is located in Denver, Colorado and its primary mission is to make a difference for kids. At McREL work is being done around human capital talent identification development. Evaluation is a part of a large initiative or strategy that districts should consider when thinking about talent identification in the teacher and principal ranks and how to retain the talent. More importantly is how to develop the talent in a way that will impact school productivity and student achievement. Per a McKinsey and Company report top performing school systems recognize that the only way to improve outcomes is to improve instruction. We believe the key responsibility of school level leaders is to improve the quality of instruction and reduce the variability within that quality. Mr. Davis reviewed quality improvement and variability reduction that included eleven influences impacting student achievement; the *New Area of School Reform* research report on classroom instruction analysis, techniques, and impacts; *Classroom Instruction that Works* publication, instructional practice categories, content, understanding, environment and support; and (CUES) framework teacher evaluation system.

Commission members discussed observation recommendations; touch stone guidance, rigor/relevant curriculum, research similarities/instructional model, evaluation system applicability, model adaption or adoption, other evaluation systems; current state statute; list of school requests, McREL users and comparisons; assessment differentials and training cost.

Ed Allen made to motion to not recommend McREL CUES Framework Teacher Evaluation System. Representative Cannaday seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, nay; Representative Cannaday, yes; Susan Harris, yes; Shawn Hime, yes; Jayne Huffman, yes; Anna King, yes; Renee Launey-Rodolf, yes; Alicia Priest, yes; Ben Robinson, yes; and Ginger Tinney, yes.

SINET TEACHER EFFECTIVENESS FRAMEWORK TO THE OKLAHOMA STATE BOARD OF EDUCATION-Not Recommended

Dr. Lisa Lieph, Vice President of Education, School Improvement Network (SINET), said SINET has made professional development resources for educator professional learning for approximately 20 years. At SINET, the work with teacher effectiveness is about teacher growth, transforming teacher practices for student success, and defining the teacher effectiveness framework (TEF).

Dr. Lieph reviewed the effective leadership framework domains, InTASC standards and indicators; 21st century alignment to standards based teaching; blended learning environment; and digital tools and videos.

Commission members discussed customized quantitative systems; correlation/causal link studies availability; PD360 library applicability, alignment, availability; model, per teacher cost and state contract option; Positive Behavior Interventions and Support (PBIS) classroom management program; framework certification trainings; qualitative assessment statutory requirements; non-classroom teacher evaluation indicators; system usages per school district choices; non-certified classroom teachers customized observation component and coaching questions; legalities of using multiple systems and district determinations on observational framework; obligations of House Bill 2033 and House Bill 426.

Ed Allen made a motion to not recommend the SINET Teacher Effectiveness Framework. Representative Cannaday seconded the motion. The motion carried with the following votes: Ed Allen, yes; Superintendent Barresi, nay; Representative Cannaday, yes; Susan Harris, yes; Shawn Hime, yes; Jayne Huffman, yes; Anna King, nay; Renee Launey-Rodolf, yes; Alicia Priest, yes; Ben Robinson, yes; and Ginger Tinney, yes.

UPDATE ON THE 2013-2014 TLE OAM REPORT

Superintendent Barresi said the qualitative report required this year was a requirement for school districts. The OAM report was in its pilot year and will go into the quantitative for high stakes very soon. School district participation was good and qualitative reports completed quickly; 20 districts were unable to do the reports and some superintendents did not get the data for anything last year because no data was available due to retirements, data destroyed or technical problems.

**CURRENT STATUS AND IMPLEMENTATION OF TLE AND
THE POTENTIAL FUTURE OF THE SYSTEM**

Superintendent Barresi said in May Commission members agreed to step back and look at the TLE system to review what is needed to provide a meaningful relevant system to teachers. Plus, navigate change within the state, development of new standards and assessments, ability to meet the needs and move the system forward.

Superintendent Barresi reviewed considerations to phase in the quantitative weight; NCLB waiver application request, TLE system component of waiver application; system pro and cons; SDE input on continued system development, USDE student data and personnel requirements, SDE recommendation to phase in teacher and leader composite scores; SREB status report request, school districts currently implementing quantitative, and district quantitative flexibilities and percentages; VAM requirements, components and percentage discussions.

NEW BUSINESS

Amy Braun, TLE Facilitator and Mr. David Peak, Principle, Brink Junior High, Moore Public Schools, reported TLE has been implemented for two years; Tulsa Public Schools certified the district teacher-trainer staff; 1300 teachers completed pilot OAM and roster verification; other districts are CCOSA refers other districts to Moore for help in OAM training; guidance and training needed on SLO/SOO and VAM process for teachers, curriculum coverage, assessment issues and growth target variability.

ADJOURNMENT

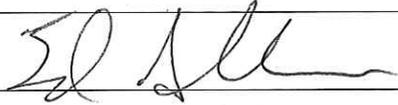
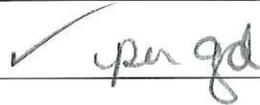
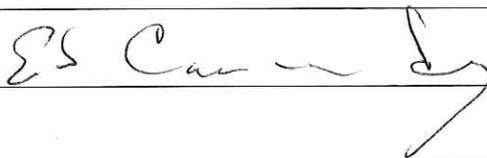
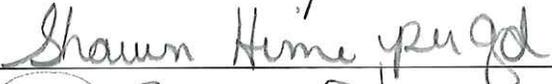
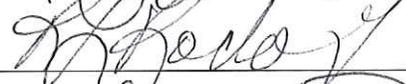
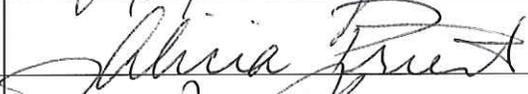
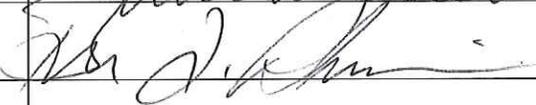
There being no further business Commission members unanimously agreed to adjourn the meeting at 3:36 p.m.

The next regular meeting of the Teacher and Leader Effectiveness Commission will be held on Tuesday, December 16, 2014 at 1 p.m. The meeting will convene at the State Department of Education, 2500 North Lincoln Boulevard, Oklahoma City, Oklahoma.


Signature

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

November 18, 2014

Commission Member	Signature
Allen, Ed	
Ballard, Keith	
Barresi, Janet	
Betz, Don	
Cannaday, Ed	
Ford, John	
Harris, Susan	
Hime, Shawn	
Huffman, Jayne	
King, Anna	
Launey-Rodolf, Renée	
Priest, Alicia	
Robinson, Ben	
Shumate, Jabar	
Tinney, Ginger	
	

Oklahoma Teacher and Leader Effectiveness Commission
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Attendee (PLEASE PRINT)	Organization
Robere Romines	Moore Public Schools
Amy Braun	Moore Public Schools
David Peak	Moore Public Schools
Shannon Thompson	Moore Public Schools
Michelle Mena	Moore Public Schools
Rick Cobb	Moore Public Schools
J Bailey	MPS
Cari Mangan	OEA
Dan Schwarz	Moore Public Schools
Amy Davis	McRER International
<i>[Signature]</i>	
Michael Barlow	BARLOW Educ. Mgt. SVS.
Lori Bussis	OEA
Michelle Lewis	OKCPS
Elise Robillard	Moore Assoc. of Classroom Teachers
Vickie Williams	CCOSA
Stacey Stacey	Moore Schools
Kathryn Bishop	Putnam City Schools
Wendy Loebe	Moore Public Schools