

1 STATE OF OKLAHOMA

2 2nd Session of the 55th Legislature (2016)

3 HOUSE BILL 2957

By: Rogers

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5  
6 AS INTRODUCED

7 An Act relating to schools; amending 70 O.S. 2011,  
8 Section 6-101.16, as last amended by Section 4,  
9 Chapter 365, O.S.L. 2015 (70 O.S. Supp. 2015, Section  
10 6-101.16), which relates to the Oklahoma Teacher and  
11 Leader Effectiveness Evaluation System (TLE);  
12 requiring all evaluation strategies and measures to  
13 be supported by certain reports with reviews;  
14 requiring reports to cite and be based on certain  
15 protocols; specifying certain contents of the  
16 reports; providing an effective date; and declaring  
17 an emergency.

18 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

19 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-101.16, as  
20 last amended by Section 4, Chapter 365, O.S.L. 2015 (70 O.S. Supp.  
21 2015, Section 6-101.16), is amended to read as follows:

22 Section 6-101.16 A. By December 15, 2011, the State Board of  
23 Education shall adopt a new statewide system of evaluation to be  
24 known as the Oklahoma Teacher and Leader Effectiveness Evaluation  
System (TLE). The Board shall work cooperatively with school  
districts to fully implement both the quantitative and qualitative  
components of the TLE in all school districts by the 2016-2017

1 school year as provided for in Section 6-101.10 of this title,  
2 including determining the final calculation of the student academic  
3 growth measurement as provided for in subparagraph a of paragraph 4  
4 of subsection B of this section and developing a teacher/student  
5 assignment verification system. All research-based evaluation  
6 strategies or methods used for evaluations as part of the TLE shall  
7 be supported by technical reports that show a review from  
8 unassociated, neutral experts in the field. All reports supporting  
9 research-based evaluation strategies or methods shall be cited and  
10 based on standard research protocols. In addition, the reports  
11 shall include an evaluation of the quality of research and  
12 validation for claims concerning student outcomes, effective  
13 teachers and age appropriateness.

14 B. The TLE shall include the following components:

15 1. Annual evaluations that provide feedback to improve student  
16 learning and outcomes, except as provided for in subsection C of  
17 this section;

18 2. Comprehensive remediation plans and instructional coaching  
19 for all teachers who receive qualitative or quantitative ratings of  
20 "needs improvement" or "ineffective" in accordance with the rating  
21 system established in paragraph 3 of this subsection;

22 3. A five-tier rating system for both the qualitative and  
23 quantitative components set forth in paragraph 4 of this subsection  
24 as follows:

- 1 a. superior,
- 2 b. highly effective,
- 3 c. effective,
- 4 d. needs improvement, and
- 5 e. ineffective;

6 4. a. The quantitative ratings of teachers and leaders shall  
7 be based on quantitative components which shall  
8 include performance measures of a teacher and leader  
9 that are based on student academic growth using  
10 multiple years of standardized test data, as  
11 available, and performance measures for teachers in  
12 grades and subjects for which there is no state-  
13 mandated testing measure, as approved by the State  
14 Board of Education pursuant to subsection E of this  
15 section, and

- 16 b. The qualitative ratings of teachers and leaders shall  
17 be based on rigorous and fair qualitative assessment  
18 components;

19 5. An evidence-based qualitative assessment tool for the  
20 teacher qualitative portion of the TLE that will include observable  
21 and measurable characteristics of personnel and classroom practices  
22 that are correlated to student performance success, including, but  
23 not limited to:

- 24 a. organizational and classroom management skills,

- b. ability to provide effective instruction,
- c. focus on continuous improvement and professional growth,
- d. interpersonal skills, and
- e. leadership skills;

6. An evidence-based qualitative assessment tool for the leader qualitative portion of the TLE that will include observable and measurable characteristics of personnel and site management practices that are correlated to student performance success, including, but not limited to:

- a. organizational and school management, including retention and development of effective teachers and dismissal of ineffective teachers,
- b. instructional leadership,
- c. professional growth and responsibility,
- d. interpersonal skills,
- e. leadership skills, and
- f. stakeholder perceptions;

7. For those teachers in grades and subjects for which there is no state-mandated testing measure to create a quantitative assessment for the quantitative portion of the TLE, local school district boards of education shall choose evaluation methods from a list of reliable, research-based options approved by the State Board of Education pursuant to subsection E of this section. Emphasis

1 shall be placed on the observed qualitative assessment as well as  
2 contribution to the overall school academic growth. For those  
3 teachers who have at least one tested grade or subject, school  
4 districts shall have the option of basing up to fifty percent (50%)  
5 of the quantitative rating on evaluation methods chosen from a list  
6 of reliable, research-based options approved by the State Board of  
7 Education pursuant to subsection E of this section;

8 8. For first-year and second-year teachers, evaluations shall  
9 be based solely on qualitative components set forth in subparagraph  
10 b of paragraph 4 of this subsection; and

11 9. For teachers who were previously employed by a different  
12 public school district and for teachers who enter into post-  
13 retirement employment with a public school, school districts shall  
14 have the option of basing those evaluations solely on the  
15 qualitative components set forth in subparagraph b of paragraph 4 of  
16 this subsection during their first year of employment.

17 C. Career teachers receiving a qualitative rating of "superior"  
18 or "highly effective" and a quantitative rating of "superior" or  
19 "highly effective" under the TLE may be evaluated once every two (2)  
20 years.

21 D. The Teacher and Leader Effectiveness Commission shall adopt  
22 the student academic growth quantitative components of the TLE as  
23 provided for in subparagraph a of paragraph 4 of subsection B of  
24 this section by May 1, 2014. The Commission shall provide oversight

1 and advise the State Board of Education on the development and  
2 implementation of the TLE.

3 E. By December 1, 2015, the Teacher and Leader Effectiveness  
4 Commission shall recommend to the State Board of Education multiple  
5 reliable, research-based measures for providing a quantitative  
6 evaluation component for teachers in grades and subjects for which  
7 there is no state-mandated testing measure. The State Board of  
8 Education shall approve and publish a list of approved measures by  
9 February 1, 2016.

10 F. A school district with an average daily attendance of more  
11 than thirty-five thousand (35,000) which has incorporated  
12 quantitative components of the TLE into its evaluation system of  
13 teachers and administrators prior to the 2015-2016 school year may  
14 continue using its evaluation system, as defined by the school  
15 district's written policies, notwithstanding the provisions of this  
16 section and regardless of the State Board of Education's adoption of  
17 quantitative components pursuant to this section.

18 G. The State Department of Education shall provide to the  
19 Oklahoma State Regents for Higher Education and the Oklahoma  
20 Commission for Educational Quality and Accountability timely  
21 electronic data linked to teachers and leaders derived from the TLE  
22 for purposes of providing a basis for the development of  
23 accountability and quality improvements of the teacher preparation  
24 system. The data shall be provided in a manner and at such times as

1 | agreed upon between the Department, the State Regents and the  
2 | Commission.

3 |       H. For purposes of this section, "leader" means a principal,  
4 | assistant principal or any other school administrator who is  
5 | responsible for supervising classroom teachers.

6 |       I. The State Department of Education shall keep all data  
7 | collected pursuant to the TLE and records of annual evaluations  
8 | received pursuant to this section confidential. Records created  
9 | pursuant to this section which identify, in any way, a current or  
10 | former public employee shall not be subject to disclosure under the  
11 | Oklahoma Open Records Act. Nothing in this subsection shall be  
12 | construed to prohibit disclosure otherwise required by this section;  
13 | provided, however, any provisions requiring disclosure of TLE  
14 | records shall be construed narrowly and all individually identifying  
15 | information shall be removed from such records to the fullest extent  
16 | possible.

17 |       SECTION 2. This act shall become effective July 1, 2016.

18 |       SECTION 3. It being immediately necessary for the preservation  
19 | of the public peace, health and safety, an emergency is hereby  
20 | declared to exist, by reason whereof this act shall take effect and  
21 | be in full force from and after its passage and approval.

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23 |       55-2-8419           KB           01/11/16

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