

TEACHER EVALUATION POLICY IN OKLAHOMA:

Where is Oklahoma in implementing teacher effectiveness policies?

OKLAHOMA

THE NATIONAL PICTURE

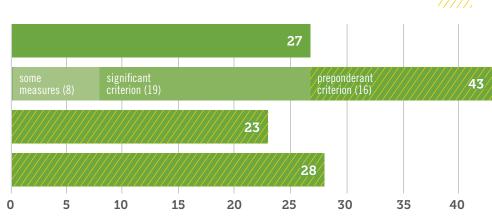
STATE TEACHER EVALUATION POLICIES (2015)

Annual evaluations for all teachers

Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness



OKLAHOMA'S IMPLEMENTATION TIMELINE

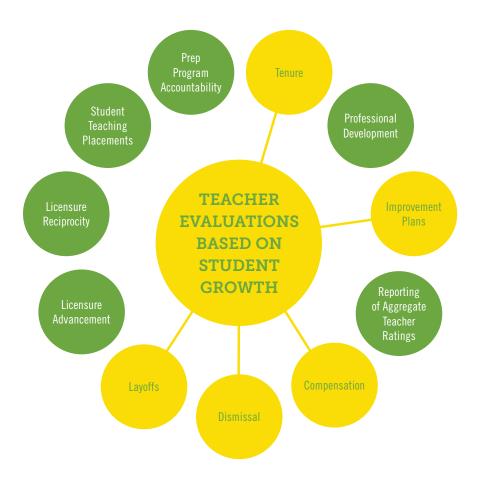
JUNE 2010 College and career-ready standards adopted		2012-13 Pilot educator evaluation, per ESEA waiver		2014-15 Districts must incorporate quantitative measures for purposes of establishing baseline data; 100% of rating based on qualitative component				
2010	2011	2012	2013	2014	2015	2016	2017	2018
MAY 2010 SB 2033 passed, requiring adoption of the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE). TLE must include a five-tier rating system and base 50% of rating on quantitative components			 2013-14 Each district must adopt an evaluation policy based on the statewide Teacher and Leader Effectiveness (TLE) system 100% of rating must be based on qualitative component. Districts must incorporate student academic growth on a trial basis 			2016-17 Districts fully implement the TLE (50%: qualitative; 50%: quantitative)	2017-18 First year rating: must inform personnel decisions, per ESEA waiver	

OKLAHOMA'S EVALUATION SYSTEM REQUIREMENTS

Evaluation System Structure	Single statewide system: Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE).				
Use of achievement data/student growth in teacher evaluations	The state requires that fifty percent of the ratings of teachers must be based on quantitative components: thirty-five percent based on student academic growth using multiple years of standardized test data, as available, and fifteen percent based on other academic measurements.				
Observations	Classroom observations are required.				
Tenure Policy	Effective evaluation ratings are required to earn tenure.				
Dismissal Policy	Teachers rated as ineffective for two consecutive years, needs improvement for three years or who do not average at least an effective rating over a five-year period will be dismissed or not reemployed.				

EVALUATION SYSTEM REQUIREMENTS

DOES OKLAHOMA CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Oklahoma has made important strides in developing high-quality evaluations of teacher effectiveness grounded in student growth and achievement and has articulated some important teacher policies linked to new teacher evaluations. But more can be done to "connect the dots" — ensuring that evaluation results are used to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

> For more information about Oklahoma and other states' teacher effectiveness policies, NCTQ's 2015 Oklahoma State Teacher Policy Yearbook is immediately available for free download at: www.nctq.org/statepolicy