

1 STATE OF OKLAHOMA

2 2nd Session of the 54th Legislature (2014)

3 SENATE BILL 1828

By: Ford

4  
5  
6 AS INTRODUCED

7 An Act relating to teacher and leader evaluations;  
8 amending 70 O.S. 2011, Section 6-101.11, which  
9 relates to copies of evaluations; directing certain  
10 data to be available to authorized representatives of  
11 the State Department of Education and certain  
12 designees; providing for disclosure at certain  
13 hearings; amending 70 O.S. 2011, Section 6-101.16, as  
14 last amended by Section 4, Chapter 373, O.S.L. 2013  
(70 O.S. Supp. 2013, Section 6-101.16), which relates  
to the Oklahoma Teacher and Leader Effectiveness  
Evaluation System; directing the State Department of  
Education to keep certain data confidential;  
providing an effective date; and declaring an  
emergency.

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

16 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-101.11, is  
17 amended to read as follows:

18 Section 6-101.11. Whenever any evaluation is made of a teacher  
19 or administrator, a true copy of the evaluation shall be presented  
20 to the person evaluated, who shall acknowledge the written  
21 evaluation by signing the original. Within two (2) weeks after the  
22 evaluation, the person evaluated may respond and said response shall  
23 be made part of the record. Except by order of a court of competent  
24 jurisdiction, evaluation documents and the responses thereto shall

1 be available only to the evaluated person, the board of education,  
2 the administrative staff making the evaluation, the board and  
3 administrative staff of any school to which such evaluated person  
4 applies for employment and such other persons as are specified by  
5 the teacher in writing and shall be subject to disclosure at a any  
6 hearing or trial de novo involving a teacher or administrator's  
7 dismissal or nonrenewal from employment. Data collected pursuant to  
8 Section 6-101.10 shall be available to authorized representatives of  
9 the State Department of Education and its contracting designees who  
10 must be contractually bound to the Department to maintain  
11 confidentiality of all information received from the Department when  
12 such evaluation data is used by the Department for data  
13 collection/analysis purposes under the Oklahoma Teacher and Leader  
14 Effectiveness Evaluation System, and such other persons as are  
15 specified by the teacher in writing and shall be subject to  
16 disclosure at any hearing involving a teacher or administrator's  
17 dismissal or nonrenewal from employment.

18 SECTION 2. AMENDATORY 70 O.S. 2011, Section 6-101.16, as  
19 last amended by Section 4, Chapter 373, O.S.L. 2013 (70 O.S. Supp.  
20 2013, Section 6-101.16), is amended to read as follows:

21 Section 6-101.16. A. By December 15, 2011, the State Board of  
22 Education shall adopt a new statewide system of evaluation to be  
23 known as the Oklahoma Teacher and Leader Effectiveness Evaluation  
24 System (TLE). The Board shall work cooperatively with school

1 districts to fully implement both the quantitative and qualitative  
2 components of the TLE in all school districts by the 2015-2016  
3 school year as provided for in Section 6-101.10 of this title,  
4 including determining the final calculation of the student academic  
5 growth measurement as provided for in division (1) of subparagraph a  
6 of paragraph 4 of subsection B of this section and developing a  
7 teacher/student assignment verification system.

8 B. The TLE shall include the following components:

9 1. A five-tier rating system as follows:

- 10 a. superior,
- 11 b. highly effective,
- 12 c. effective,
- 13 d. needs improvement, and
- 14 e. ineffective;

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

18 3. Comprehensive remediation plans and instructional coaching  
19 for all teachers rated as needs improvement or ineffective;

20 4. Quantitative and qualitative assessment components measured  
21 as follows:

- 22 a. fifty percent (50%) of the ratings of teachers and  
23 leaders shall be based on quantitative components  
24 which shall be divided as follows:

1 (1) thirty-five percentage points based on student  
2 academic growth using multiple years of  
3 standardized test data, as available, and

4 (2) fifteen percentage points based on other academic  
5 measurements, and

6 b. fifty percent (50%) of the rating of teachers and  
7 leaders shall be based on rigorous and fair  
8 qualitative assessment components;

9 5. An evidence-based qualitative assessment tool for the  
10 teacher qualitative portion of the TLE that will include observable  
11 and measurable characteristics of personnel and classroom practices  
12 that are correlated to student performance success, including, but  
13 not limited to:

- 14 a. organizational and classroom management skills,
- 15 b. ability to provide effective instruction,
- 16 c. focus on continuous improvement and professional  
17 growth,
- 18 d. interpersonal skills, and
- 19 e. leadership skills;

20 6. An evidence-based qualitative assessment tool for the leader  
21 qualitative portion of the TLE that will include observable and  
22 measurable characteristics of personnel and site management  
23 practices that are correlated to student performance success,  
24 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, the State Board of Education may adopt alternative percentages from those set forth in paragraph 4 of this subsection. Emphasis shall be placed on the observed qualitative assessment as well as contribution to the overall school academic growth; and

8. For first-year teachers, evaluations shall be based solely on qualitative components set forth in subparagraph b of paragraph 4 of this subsection and the State Board of Education shall adopt alternative percentages from those set forth in paragraph 4 of this subsection.

C. Career teachers receiving a "superior" or "highly effective" rating under the TLE may be evaluated once every two (2) years.

D. The Teacher and Leader Effectiveness Commission shall adopt the student academic growth and other academic measurement

1 quantitative components of the TLE as provided for in subparagraph a  
2 of paragraph 4 of subsection B of Section 6-101.16 of this title by  
3 May 1, 2014. The Commission shall provide oversight and advise the  
4 State Board of Education on the development and implementation of  
5 the TLE.

6 E. A school district which has incorporated quantitative  
7 components of the TLE pursuant to subparagraphs b and c of paragraph  
8 1 of subsection A of Section ~~2 of this act~~ 6-101.10 of this title  
9 may continue using those quantitative components, as defined by the  
10 school districts' written policies, regardless of the State Board of  
11 Education's adoption of quantitative components pursuant to this  
12 section.

13 F. The State Department of Education shall provide to the  
14 Oklahoma State Regents for Higher Education and the Oklahoma  
15 Commission for Teacher Preparation timely electronic data linked to  
16 teachers and leaders derived from the TLE for purposes of providing  
17 a basis for the development of accountability and quality  
18 improvements of the teacher preparation system. The data shall be  
19 provided in a manner and at such times as agreed upon between the  
20 Department, the State Regents and the Commission.

21 G. For purposes of this section, "leader" means a principal,  
22 assistant principal or any other school administrator who is  
23 responsible for supervising classroom teachers.

24

1 H. The State Department of Education shall keep all data  
2 collected pursuant to the TLE and records of annual evaluations  
3 received pursuant to this section confidential.

4 SECTION 3. This act shall become effective July 1, 2014.

5 SECTION 4. It being immediately necessary for the preservation  
6 of the public peace, health and safety, an emergency is hereby  
7 declared to exist, by reason whereof this act shall take effect and  
8 be in full force from and after its passage and approval.

9  
10 54-2-2280 EB 1/16/2014 2:54:31 PM

11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24