

1 STATE OF OKLAHOMA

2 1st Session of the 55th Legislature (2015)

3 HOUSE BILL 2139

By: Nelson

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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 2,
9 Chapter 130, O.S.L. 2014 (70 O.S. Supp. 2014, Section
10 6-101.16), which relates to the Oklahoma Teacher and
11 Leader Effectiveness Evaluation System; clarifying
statutory language; and declaring an emergency.

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

13 SECTION 1. AMENDATORY 70 O.S. 2011, Section 6-101.16, as
14 last amended by Section 2, Chapter 130, O.S.L. 2014 (70 O.S. Supp.
15 2014, Section 6-101.16), is amended to read as follows:

16 Section 6-101.16 A. By December 15, 2011, the State Board of
17 Education shall adopt a new statewide system of evaluation to be
18 known as the Oklahoma Teacher and Leader Effectiveness Evaluation
19 System (TLE). The Board shall work cooperatively with school
20 districts in the state to fully implement both the quantitative and
21 qualitative components of the TLE in all school districts by the
22 2015-2016 school year as provided for in Section 6-101.10 of this
23 title, including determining the final calculation of the student
24 academic growth measurement as provided for in division (1) of

1 subparagraph a of paragraph 4 of subsection B of this section and
2 developing a teacher/student assignment verification system.

3 B. The TLE shall include the following components:

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

- 5 a. superior,
- 6 b. highly effective,
- 7 c. effective,
- 8 d. needs improvement, and
- 9 e. ineffective;

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

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

15 4. Quantitative and qualitative assessment components measured
16 as follows:

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

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

23 (2) fifteen percentage points based on other academic
24 measurements, and

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

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

- 9 a. organizational and classroom management skills,
- 10 b. ability to provide effective instruction,
- 11 c. focus on continuous improvement and professional
12 growth,
- 13 d. interpersonal skills, and
- 14 e. leadership skills;

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

- 20 a. organizational and school management, including
21 retention and development of effective teachers and
22 dismissal of ineffective teachers,
- 23 b. instructional leadership,
- 24 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 quantitative components of the TLE as provided for in subparagraph a of paragraph 4 of subsection B of this section by May 1, 2014. The Commission shall provide oversight and advise the State Board of Education on the development and implementation of the TLE.

1 E. A school district which has incorporated quantitative
2 components of the TLE pursuant to subparagraphs b and c of paragraph
3 1 of subsection A of Section 6-101.10 of this title may continue
4 using those quantitative components, as defined by the school
5 districts' written policies, regardless of the State Board of
6 Education's adoption of quantitative components pursuant to this
7 section.

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

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

19 H. The State Department of Education shall keep records of
20 annual evaluations received pursuant to this section confidential.
21 Records created pursuant to this section which identify, in any way,
22 a current or former public employee shall not be subject to
23 disclosure under the Oklahoma Open Records Act. Nothing in this
24 subsection shall be construed to prohibit disclosure otherwise

1 required by this section; provided, however, any provisions
2 requiring disclosure of TLE records shall be construed narrowly and
3 all individually identifying information shall be removed from such
4 records to the fullest extent possible.

5 SECTION 2. 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.

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