



The TLE and the Professional Learning Focus for Evaluators

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Marzano Evaluation Models

- Marzano District Leader Evaluation Model
- Marzano Focused Evaluation Model
- Marzano Focused Leader Evaluation Model
- Marzano Focused Non-Classroom Professional Model
- Marzano Leader Framework
- Marzano Original Framework
- Marzano Non-Classroom Professional Model



Tulsa Evaluation Models

- Tulsa Counselor
- Tulsa Dean
- Tulsa Library/Media Specialist
- Tulsa Nurse
- Tulsa Professional Development Teacher
- Tulsa School Psychologist
- Tulsa Speech/Language Pathologist
- Tulsa Teacher

New TLE Guidelines for Probationary/Non-Career Educators

- *Probationary Educators / Non-Career Educators* are **observed once during each of the 1st, 2nd and 3rd nine weeks** of the school year.
- Each observation is followed within **five** instructional days by a **face-to-face feedback conference**. There is a minimum of 10 instructional days between the observation conference and the next observation.
- One evaluation conference with **face-to-face feedback** will be conducted during the 4th nine weeks of the school year.

TLE Guidelines for Career Teachers

- *Career Teachers* are **observed once during the fall semester and once during the spring semester.**
- Each observation will be followed within **five** instructional days by a **face-to-face observation conference.** There will be a minimum of 10 instructional days between observation conference and the next observation.
- One evaluation conference with **face-to-face feedback** will be held in the spring following the final observation.

TLE Observation Requirements

- Preconference
- Observation (20 minutes **minimum**)
- Face-to Face Post-Conference with Feedback

Reminders for TLE

- Provide narratives to indicators that explain what is observed in the classroom and in the building.
- Accurate feedback provides insight to the educator on next steps needed for growth.
- The narratives are the beginning discussion points for the observation/evaluation conferences.
- Include *Observation Plus* in the observations/evaluations and conferences.

Newest Component of the TLE

- The Professional Learning (PL) Focus was introduced in HB 2957.
- Provides each educator with the opportunity to determine the professional development needed to enhance what is occurring in the educator's classroom/office.

House Bill (HB) 2957

- “Every policy of professional development adopted by a school district board of education shall provide for the development of a **focused** and **individualized** program of professional development for the teacher or administrator that is consistent with the qualitative component of the TLE.”

State-Wide Implementation

- In 2018-2019 and in each school year thereafter: **Every** certified educator, except for the district superintendent, shall incorporate the Professional Learning (PL) Focus with the qualitative component of the TLE.

PL Focus Requirements from HB 2957

- Establish an annual professional growth goal for the teacher/administrator that is developed by the teacher/administrator in collaboration with the evaluator.
- Be tailored to address a specific area or criteria identified through the qualitative component of the TLE.
- Allow the teacher/administrator to actively engage with learning practices that are evidence-based, researched practices that are correlated with increased student achievement.
- Supported by resources from the school district and the state department.

PL Focus During the School Year

- Introduce and explain the PL Focus at the beginning of the school year.
- PL Focus should be established by the end of the first nine-weeks of the school year.
- One PL Focus checkpoint is mandated each school year. Discussing PL Focus during each observation conference is considered best practice.
- PL Focus documentation should be completed by the end of the school year and attached to the final evaluation.

Sample Timeline

- August—Introduce PL Focus during beginning of the year staff meetings.
- September—Use PLC or department meetings to discuss PL Focus.
- October—Educators submit/share their PL Focus on the designated document.
- December-March—Utilize observation post-conferences to discuss progress.
- April-May—Use PLC or department meetings to discuss next steps.
- May—Attach completed PL Focus document to final evaluation.

PL Focus FAQs Answered

- The PL Focus is an **independent** growth model developed by the educator in collaboration with his/her evaluator.
- A PL Focus must be **completed annually** regardless of exemption status.
- The PL Focus may be changed during the school year based on the needs of the educator.
- The PL Focus may be a multi-year learning opportunity.
- There is no rating achieved or certain length of time required for the PL Focus.

How Can We Help?

- If I implement what I learned from my PL Focus in class and it does not work as expected, what do I do next?



Most Popular PL Focus Topics

1. Teacher uses creative learning, questioning techniques and/or guided practice to involve all learners.
2. Teacher clearly defines and effectively manages behavior.
3. Teacher teaches the objective through a variety of methods.

Reminders for PL Focus

- Utilize the people and programs available around you.
- Reconsider your approach to professional development. What knowledge do you want to add to your classroom/office that will benefit you and your students?
- Remember that you are not alone.

“Teaching is a learning profession, in part because each individual child is a unique learning opportunity, and also because to ensure students receive the learning they need and deserve, we need to keep striving to be better.”

--Jim Knight

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