



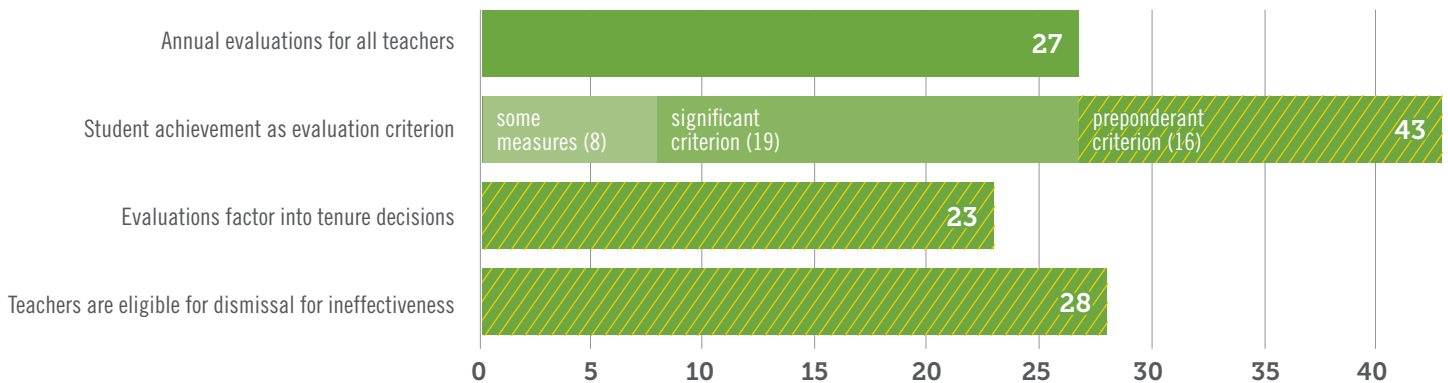
TEACHER EVALUATION POLICY IN OKLAHOMA:

Where is Oklahoma in implementing teacher effectiveness policies?

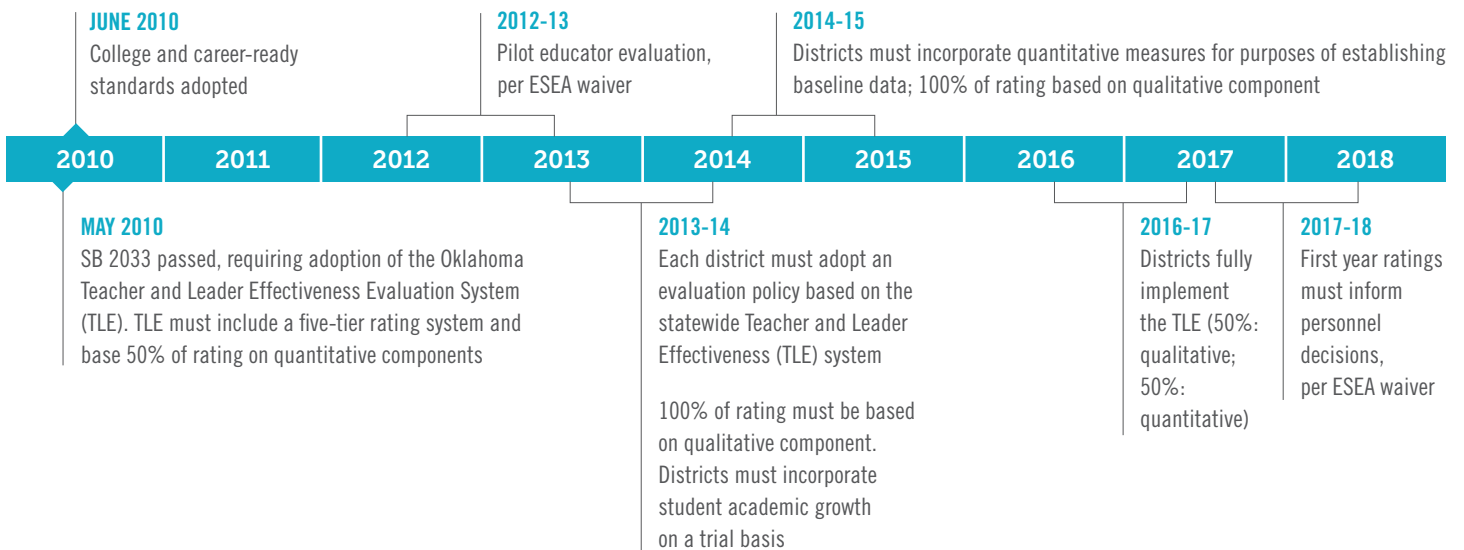
THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

OKLAHOMA 



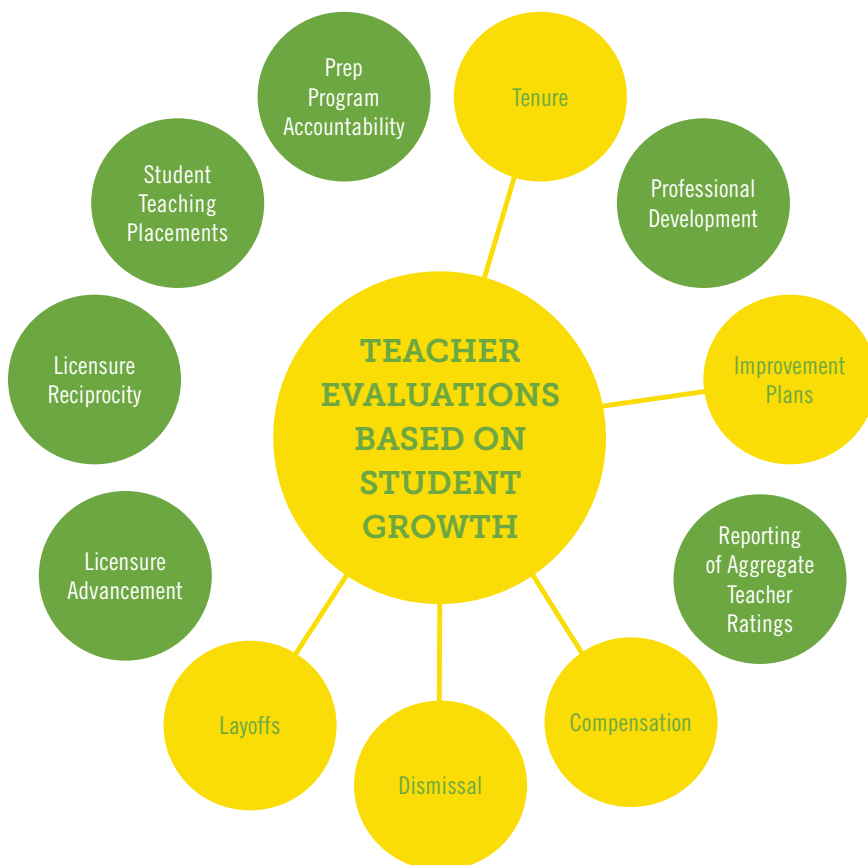
OKLAHOMA'S IMPLEMENTATION TIMELINE



OKLAHOMA'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	Single statewide system: <i>Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE)</i> .
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.

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