

**Appendix D2-2
Milestones & Timelines**

I. (D)(2)(i) Percentage of participating LEAs that measure student growth

Milestones and Timelines

Milestone 1: Design a teacher evaluation rubric system including : 1) student growth assessments and 2) rubric based performance assessments			
Subtask	Initiation Date	Completion Date	Responsible Party
Hire a nationally recognized vendor to establish the student growth measures	April 2010	August 2010	State Department of Education
Work with the national experts, teacher organizations, Oklahoma legislators, Oklahoma business leaders, and others to draft the evaluation rubric	August 2010	November 2010	State Department of Education
Implement performance management and survey systems to provide data systems support for this initiative for LEAs to use to document the teacher evaluations	June 2010	September 2010	State Department of Education
Milestone 2: Train teachers and administrators in the use of the evaluation rubric			
Subtask	Initiation Date	Completion Date	Responsible Party
Develop training modules for teachers and administrators using the rubric for reviews	January 2011	February 2011	State Department of Education
Provide mandatory half-day training session for all teachers/administrators	June 2011	On-going	State Department of Education
Provide follow-up workshop training	August 2012	On-going	State Department of Education
Milestone 3: Implement the evaluation rubric			
Subtask	Initiation Date	Completion Date	Responsible Party
Pilot the rubric with a sample of volunteer districts across the state.	April 2011	May 2011	State Department of Education
Calibrate the rubric to document	May 2011	June 2011	National Expert and

inter-rater reliability			the State Department of Education
Survey participants for feedback regarding the instrument	May 2011	May 2011	State Department of Education
Hold workshops to obtain feedback from rubric users regarding tangible changes to the assessment process	May 2011	June 2011	State Department of Education
Implement the evaluation system statewide	August 2011	May 2012	State Department of Education
Milestone 4: Report by LEA the number and percentage of teachers rated at each performance rating or level			
Subtask	Initiation Date	Completion Date	Responsible Party
Obtain results for each LEA of the completed rubric evaluations using the state performance management systems	May 2012	June 2012	State Department of Education
Publish the results of the evaluations to the state website: http://www.sde.state.ok.us/Default	August 2012	ongoing	State Department of Education

Potential Obstacles

The State of Oklahoma will use Race to the Top funds to implement the new evaluation rubric system. Should Oklahoma not be awarded the Race to the Top grant, the timeline for implementation will likely be extended. There are not state funds available to allow for the development and implementation of the common statewide evaluation rubric without federal assistance.

Public Reporting

Oklahoma will report the results of the teacher evaluations for each LEA on an annual basis. The reporting will occur in the summer of each year to describe the evaluation results of the previous school year.

An external evaluator will be hired to document progress toward reaching the goals of the teacher evaluation system. The evaluator will provide monthly status reports, quarterly reviews and annual evaluation reports. The status reports and the evaluation reports will be made public and posted on the Oklahoma State Department of Education web site:

<http://www.sde.state.ok.us>.

Funding

Oklahoma will use federal funds to finance the implementation of Indicator (a)(4). The budget for the project is provided in the table that follows.

Funding Source	Amount	Justification
Race to the Top Grant	\$7,000,000	<ul style="list-style-type: none">• Develop the teacher evaluation rubric• Incorporate teacher evaluation into the state teacher information web reporting site• Train teachers and administrators to use the rubric• Pilot the rubric• Implement the teacher evaluation system statewide

Indicator (a)(5): Indicate, for each LEA in the State whose teachers receive performance ratings or levels through an evaluation system, whether the number

and percentage (including numerator and denominator) of teachers rated at each performance rating or level are publicly reported for each school in the LEA.

As of January 2010, the Oklahoma State Department of Education does not collect information from each of the 539 LEAs regarding the public reporting of teacher evaluation ratings. The Professional Services Department plans to survey each of the LEAs to determine whether or not they publically report teacher ratings by school.

Milestones and Timelines

Milestone 1: Survey each Oklahoma LEA to determine if teacher evaluation ratings are publically reported by school.			
Subtask	Initiation Date	Completion Date	Responsible Party
Amend the existing school reporting requirement to include teacher evaluation ratings by school	April 2010	May 2010	State Department of Education
Require each LEA to provide the needed information via the reporting tool	August 2010	ongoing	State Department of Education
Milestone 2: Publish the LEAs that provide teacher evaluation ratings by school on the state website.			
Subtask	Initiation Date	Completion Date	Responsible Party
Obtain results for each LEA of the completed rubric evaluations using the state performance management systems	August 2010	ongoing	State Department of Education
Publish the results of the evaluations to the state website: http://www.sde.state.ok.us/Default	August 2011	ongoing	State Department of Education

Potential Obstacles

The State of Oklahoma will use Race to the Top funds to implement the new teacher evaluation reporting system. Should Oklahoma not be awarded the Race to the Top grant, the timeline for development and implementation will likely be extended.

Public Reporting

The state will report the LEAs that publish teacher evaluation ratings by school on an annual basis. The reports will occur in the summer of each year to represent the teacher evaluation ratings from the preceding school year.

An external evaluator will be hired to document progress toward reaching the goal of public reporting of teacher evaluations. The evaluator will provide monthly status reports, quarterly reviews and annual evaluation reports. The status reports and the evaluation reports will be made public and posted on the Oklahoma State Department of Education web site:

<http://www.sde.state.ok.us>.

Funding

Oklahoma will use Race to the Top funds to finance the implementation of Indicator (a)(5). The budget for the project is provided in the table that follows.

Funding Source	Amount	Justification
Race to the Top Grant	\$50,000	<ul style="list-style-type: none">Expand the teacher information site to include data on teacher evaluationsCommunicate the new requirements to LEAs

Indicator (a)(7): Provide, for each LEA in the State whose principals receive performance ratings or levels through an evaluation system, the number and percentage (including numerator and denominator) of principals rated at each performance rating or level.

The State Department of Education currently provides to LEAs the Oklahoma *Criteria for Effective Teaching and Administrative Performance*. Oklahoma schools must use these criteria as the common core of standards for evaluation of principals. Oklahoma's State Board of Education, in collaboration with the State Department of Education, will establish a rigorous and

uniform rubric-based evaluation system for principals, using best practice research as well as significant input from educators. The common rubric to be used in all Oklahoma LEAs will require uniform application of the evaluation system across the state.

Leadership Evaluation

Just as teachers will be assessed with more than one tool, the effectiveness of district and school leadership including principals and assistant principals will be measured according to multiple data points: school achievement data, parent/student/teacher surveys, and the performance rubric.

School-level value-added achievement growth scores will be calculated, and principals and assistant principals will be expected to lead their schools to a minimum gain each year.

Confidential parent and student surveys will be sent out twice annually to measure the parent and student perceptions of the climate of the school and interactions with teachers and administrators, as well as academic achievement levels. The principal performance rubric will be designed to correspond to the teacher performance rubric. It will be based in part on the New Leaders for New Schools model and will include, but not be limited to, the domains of student achievement; culture and vision/leadership skills; professional growth and responsibility; interpersonal skills; instructional leadership; and organizational/school management. The dimensions under each domain will be customized for the principal and school administrator roles.

Milestones and Timelines

Milestone 1: Design a principal evaluation rubric system including school value-added scores, parent/student/teacher surveys, the performance rubric, and student achievement data.			
Subtask	Initiation Date	Completion Date	Responsible Party
Hire a nationally recognized vendor to establish the school value-added measures and incorporate into a common rubric	April 2010	August 2010	State Department of Education
Develop parent/student/teacher surveys	August 2010	September 2010	State Department of Education, LEA representatives and National Expert
Work with the national experts, teacher organizations, Oklahoma legislators, Oklahoma business leaders to draft the performance evaluation rubric	June 2010	December 2010	State Department of Education and National Experts
Combine each of the four components into a unified evaluation rubric system	January 2011	January 2011	State Department of Education and National Experts
Implement performance management and survey systems to provide data systems support for this initiative for LEAs to use to document the principal evaluations	June 2010	August 2010	State Department of Education
Milestone 2: Train administrators in the use of the evaluation rubric			
Subtask	Initiation Date	Completion Date	Responsible Party
Develop training modules for administrators using the rubric for reviews	February 2011	March 2011	State Department of Education
Provide mandatory training session for all administrators	June 2011	On-going	State Department of Education

Provide follow-up workshop training	August 2012	On-going	State Department of Education
Milestone 3: Implement the evaluation rubric			
Subtask	Initiation Date	Completion Date	Responsible Party
Pilot the rubric with a sample of volunteer districts across the state.	April 2011	May 2011	State Department of Education
Calibrate the rubric to document inter-rater reliability	April 2011	June 2011	National Expert and the State Department of Education
Survey participants for feedback regarding the instrument	April 2011	May 2011	State Department of Education
Hold workshops to obtain feedback from rubric users regarding tangible changes to the assessment process	April 2011	July 2011	State Department of Education
Implement the evaluation system statewide	August 2011	May 2012	State Department of Education
Milestone 4: Provide, for each LEA in the State whose teachers receive performance ratings or levels through an evaluation system, the number and percentage of teachers rated at each performance rating or level			
Subtask	Initiation Date	Completion Date	Responsible Party
Obtain results for each LEA of the completed rubric evaluations using the state performance management systems	August 2011	May 2012	State Department of Education
Publish the results of the evaluations to the state website: http://www.sde.state.ok.us/Default	August 2012	ongoing	State Department of Education

Potential Obstacles

The State of Oklahoma will use Race to the Top funds to implement the new evaluation rubric system. Should Oklahoma not be awarded the Race to the Top grant, the timeline for implementation will likely be extended. There are not state funds available to allow for the development and implementation of the common statewide evaluation rubric without federal assistance.

Public Reporting

Oklahoma will report the results of the principal evaluations for each LEA on an annual basis. The reporting will occur in the summer of each year to describe the evaluation results of the previous school year.

An external evaluator will be hired to document progress toward reaching the goals of the development, implementation and reporting of the principal evaluation system. The evaluator will provide monthly status reports, quarterly reviews and annual evaluation reports. The status reports and the evaluation reports will be made public and posted on the Oklahoma State Department of Education web site: <http://www.sde.state.ok.us>.

Funding

Oklahoma will use federal funds to finance the implementation of Indicator (a)(7). The budget for the project is provided in the table that follows.

Funding Source	Amount	Justification
Race to the Top Grant	\$5,000,000	<ul style="list-style-type: none">• Develop the principal evaluation rubric• Incorporate principal evaluation into the state principal information web reporting site• Train principals and district administrators to use the rubric• Pilot the rubric• Implement the principal evaluation system statewide