

Oregon Framework

Alignment of State and Federal Requirements for Educator Evaluation

In 2011 the legislature passed SB 290 and the Oregon State Board of Education adopted OAR 581-022-1723 strengthening educator evaluation systems in Oregon. In 2011-12 the Educator Effectiveness Workgroup developed the *Oregon Framework for Teacher and Administrator Evaluation and Support Systems* (endorsed by the State Board in July 2012) aligning state requirements with the ESEA Flexibility Waiver criteria. The chart below illustrates the alignment of state and federal requirements.

Oregon Framework: Five Required Elements	Senate Bill 290 & OAR 581-022-1723	ESEA Flexibility Waiver Criteria
(1) Standards of Professional Practice Model Core Teaching Standards (InTASC) & Educational Leadership/Administrator Standards (ISLLC)	Model Core Teaching Standards (InTASC) & Educational Leadership/Administrator Standards (ISLLC)	<i>Standards not specified</i>
(2) Differentiated Performance Levels Teacher and administrator performance on the standards of professional practice are measured on four performance levels	Four performance level ratings as defined in the Oregon Framework	Meaningfully differentiated performance using at least three performance levels
(3) Multiple Measures <i>Evaluation requires evidence from each:</i> <ol style="list-style-type: none"> Professional practice Professional responsibilities Student learning and growth 	Multiple measures to evaluate teacher and administrator performance; Based on significant consideration of student learning	Use multiple valid measures in determining performance, including as a significant factor data on student growth
(4) Evaluation and Professional Growth Cycle One-year cycle for probationary & two-year cycle for contract teachers/administrators	Evaluate teachers and administrators on a regular cycle	Evaluate teachers and principals on a regular basis
Process includes: Self-reflection, goal setting, observation and collection of evidence, formative assessment & summative evaluation	Support, assistance & professional growth opportunities based on needs & individual circumstances	Provide clear, timely, and useful feedback, including feedback that identifies needs and guides professional development
Local board policy describes how educator evaluation and support system is used to inform personnel decisions (e.g. contract status, renewal, plans of assistance, career advancement, etc.	Assist districts in determining effectiveness of teachers & administrators and in making human resource decisions; regularly report to boards on implementation of local evaluation systems	Evaluation is used to inform personnel decisions
(5) Aligned Professional Learning Make informed decisions regarding individual professional growth based on strengths and weaknesses	Refine support and professional growth opportunities based on individual needs of educator and students	Evaluation is used for continual improvement of instruction

The requirements in the Oregon Framework (SB290) apply to all Oregon licensed teachers and school principals.

Oregon Evaluation Framework Implementation Timeline

Dates	Activities
July 2012	ESEA Waiver approved; State Board endorsed Oregon Framework and adopted OARs
2012-13	Pilot Framework and student growth measures
	ODE convene statewide Educator Effectiveness Summit in Portland & Bend
	District design teams collaboratively develop/align local evaluation system; ODE provide regional support
Spring 2013	Following pilot, ODE resubmit amended evaluation guidelines for USED approval
By July 1, 2013	All districts submit revised evaluation systems and implementation plan to ODE
By Sept 1, 2013	ODE approve and identify professional development & technical assistance needs
2013-14	All districts pilot implementation of local evaluation systems; ODE provide regional support
2014-15	All districts fully implement local evaluation systems
By July 1, 2015	Districts present local evaluation system to a Regional Peer Review Panel
2015-16 & beyond	Continuous improvement of evaluation systems and regional support