

Organization of Rural Oklahoma Schools

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Vol 25 # 9

September 2011

2011 Fall Conference Program

The annual OROS Fall Conference is scheduled for October 27 and 28 at the Magnuson Hotel and Meridian Convention Center in Oklahoma City, formerly known as the Clarion Meridian Hotel and Convention Center. Final plans for this year's program are completed. Tony Potts, Superintendent of Stringtown and President-Elect of OROS, is in charge of this year's conference. Tony has put together an outstanding line-up of presenters with topics that will be of interest to all rural educators. **The luncheon has become a popular item at the conference the past few years; so, Tony has made arrangement for another luncheon on Thursday of this year. There is a registration form located on page 6 of this newsletter and it is very important that you indicate your intention as to the luncheon, dinner on THURSDAY, and the breakfast on FRIDAY. We must give the motel a final number of attendees. New superintendent points will be awarded for some of the sessions this year. The sessions listed below marked with an asterisk will count.**

You can also register on-line this year by going to our web page at orosok.org. On the right you will see the announcement about the conference. Click on the "Registration Information" link and that will take you to 2 forms for registration. To register on-line click on the email form. You can make motel reservations by calling 405-942-8511.

THURSDAY MORNING, OCTOBER 27

8:30-8:55 REGISTRATION - CONFERENCE CENTER

8:55 WELCOME - Jim Lamer, OROS President

9:00- 9:30 Dr. Harry Birdwell - Secretary of School
Land Commission *

9:30-10:00 Disaster Solutions

10:00-10:20 BREAK

10:20 -11:05 New Teacher Evaluation

11:05-11:35 Erate *

11:40-1:00 LUNCH PROVIDED BY The Oklahoma
Schools Cooperative

THURSDAY AFTERNOON, OCTOBER 27

1:00-1:05 DRAWING FOR DOOR PRIZES

1:05-1:35 Certainty in Uncertain Times - Keith Young

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- 1:35-2:05 **Legislative Panel ***
- 2:05-2:25 **BREAK -**
- 2:30-3:00 **Legislative Projections ***
- 3:00-3:30 **OSSAA Update - Ed Shakley, OSSAA Executive Secretary**
- 3:40-5:30 **HOSPITALITY - SEXTON & SEXTON**

THURSDAY EVENING, OCTOBER 27

- 6:00 **WELCOME - Jim Lamer, OROS PRESIDENT**
- 6:05 **INVOCATION - Donny Darrow, Supt. SW Director**
- 6:10-6:50 **DINNER - Provided by Pettyjohn Financial Group-LSW**
- 6:50-7:15 **OROS AWARDS - Presented by Perry Willis & Eddie Thomas**

FRIDAY MORNING, OCTOBER 28

- 7:30-8:45 **BREAKFAST - Provided by Wiley Copeland of Mass Group Marketing**
- 8:55-9:00 **WELCOME AND ANNOUNCEMENTS - Tony Potts, OROS President-Elect**
- 9:00-9:30 **State Department of Education ***
- 9:30-10:00 **Stephen Crawford - School Finance***
- 10:00-10:15 **BREAK -**
- 10:15-10:45 **Introduction to Common Core Standards ***
- 10:45-11:30 **State Superintendent Address**
- 11:35 **DOOR PRIZES AND CLOSING REMARKS**

Earl Curtis Fish Fry

The annual Earl Curtis fish fry has been scheduled for Tuesday, October 11, 2011. The fish fry will be held at the Clayton Lake State Park. The festivities will begin around 6:30 P.M. There will be enough fish, hush puppies, french fries and baked beans for everyone to get their fill.

Earl helped start this fish fry several years ago and always looked forward to the event every year. After his untimely death, the group named the event in his honor. All school personnel are invited, along with other guests, including State Department of Education personnel. For more information contact Barry Simpson, Superintendent of Tuskahoma Public School or Bruce Lawless, Superintendent of Rattan Public Schools.

Associate Members

Stephen McDonald & Associates
2200 McKown Drive
Norman, OK 73072
405-329-0123

Mass Group Marketing
HC 79 Box 459
Hugo, OK 74743
580-326-2705

Kellogg & Sovereign Consulting
1101 Stadium Drive
Ada, OK 74820
580-332-1444

The Learning System
3501 NW 63, Ste. 115
Oklahoma City, OK 73116
800-7363658

Chas. W. Carroll, P.A.
114 E. Broadway, Ste 805
Enid, OK 73701
580-234-5468

Municipal Accounting Systems
P.O. Box 1325
Shawnee, OK 74802
405-275-4349

OK Association for Pupil Transportation
P.O. Box 1626
Guthrie, OK 73044
405-514-4606

Twotrees Technologies
7701 E. Kellogg Drive, STE 610
Wichita, KS 67207
918-270-7122

J & J Educational Services
30742 S. Lona Valley
Kinta, OK 74552
918-469-2656

Southern Financial Group, Inc.
301 West Main Street, Ste 520
Ardmore, OK 73401
580-490-9094

Lierman Graduate Services/Josten's
5829 N.W. 40th Street
Oklahoma City, OK 73122
405-789-2052

Advance Oklahoma
2500 N. Lincoln Blvd.
Oklahoma City, OK 73105
405-521-3773

Kerry Patten, CPA
2101 N. Willow Ave.
Broken Arrow, OK 74012
918-250-8838

Barlow Ed. & Manag. Services
2801 N. Lincoln Blvd
Oklahoma City, OK 73127
405-495-1911

Okla. School Assurance Group
P.O. Box 18858
Oklahoma City, OK 73154
800-699-5905

ARBO Enterprises, Inc
6707 NW 50th
Bethany, OK 73008
405-787-3902

ADPC
P.O. Box 592
Ponca City, OK 74602
580-762-6376

Blunck Studios, Inc.
228 West Main
Moore, OK 73160
405-794-7748

Assoc. of Prof. Okla. Educators
P.O. Box 667
Norman, OK 73070
405-321-3175

Treat's Solutions, Inc.
300 E. Arlington
Ada, OK 74820
580-332-8861

OASIS
4002 Eagle Crest Drive
Muskogee, OK 74401
918-465-7001

Boynton Williams & Assoc's., Inc
900-36th Ave. NW, Ste 100
Norman, OK 73072-4187
405-329-0423

American Bus Sales
8 S. Atlanta, Ste B
Owasso, OK 74055
866-574-9970

ClearResult Consulting, Inc.
2610 W. 68th Street
Tulsa, OK 74132
918-810-4160

Sexton & Sexton School Supplies
P.O. Box 346
Apache, OK 73006
1-800-657-7273

Pettyjohn Financial Group, Inc.
5174 Silo Road
Durant, OK 74701
580-920-4572

Midwest Bus Sales
P.O. Box 338
El Reno, OK 73036
405-262-1044

American Fidelity Assurance
7510 N. Broadway Ext. Ste 202
Oklahoma City, OK 73116
405-416-8810

Document Imaging Solutions
P.O. Box 470646
Tulsa, OK 74147
918-664-8800

Justin Walker, CPA
P.O. Box 7
Caney, OK 74533
580-889-3713

The Interlocal Purchasing System
P.O. Box 1894
Mt. Pleasant, TX 75456
866-839-8477

PIE, Inc
1686 CR NW
Talco, TX 75487
903-285-1558

BRB Roofing & Mfg
P.O. Box 506
Purcell, OK 73080
405-527-2726

Ross Transportation, Inc
2500 South Meridian Avenue
Oklahoma City, OK 73108
405-681-6691

FES LLC
1300 O Street
Lincoln, NE 68508
800-850-8397

TRC Disaster Solutions
712 S. Wheeling Ave.
Tulsa, OK 74104
918-585-1990

DGJD, Inc.
P.O. Box 315
Boyd, TX 76023
800-840-8767

Attorney Talk
BY TERRI THOMAS

STATUS OF NEW TEACHER EVALUATION/INCENTIVE PAY SYSTEM

The upcoming new and improved incentive pay and teacher evaluation requirements, courtesy of 2010's Senate Bill 2033, are still alive and kicking. This means we're still on track for substantial policy changes down the road. It's a ways off yet, but approaching the horizon. To that end, let's revisit the requirements and then get an update on the status of this law.

- Teacher evaluations are going to be uniform statewide. The State Board of Education is required to develop an evaluation system called the TLE (Oklahoma Teacher and Leader Effectiveness Evaluation System) by December 15th of 2011. Once that's done, you are required to use it in your district no later than the 2013-2014 school year.
- This system has a five-tier rating system—"superior", "highly effective", "effective", "needs improvement" and "ineffective"—at its core. In addition, it provides for "quantitative and qualitative assessment components" broken down into 35% based on student academic growth; 15% based on "other academic measurements"; and 50% based on "rigorous and fair qualitative assessment components".
- Repercussions are written into the law. If a career teacher is rated "ineffective" for two consecutive years; or is rated "needs improvement" for three consecutive years; or hasn't averaged at least an "effective" rating over five years, then schools are required to dismiss or non-reemploy the teacher on grounds of instructional ineffectiveness. Probationary teachers ranked "ineffective" for two consecutive years, or who have not attained career status within four years shall have their contracts non-renewed.
- Principals are also going to be subject to the TLE, and must be non-reemployed if they receive a rating of "ineffective" for two consecutive years on the TLE.
- Teachers will not acquire career status automatically in three years any more—that is, unless they have a rating of "superior" on their TLE for at least two of the three years, with no rating below "effective" during that time. Otherwise, the teacher must complete four consecutive years in the district, averaging at least "effective" on the TLE during that time and achieving at least "effective" for the last two years of the four-year period. If all that doesn't occur, then career status can only be granted after four consecutive years upon petition by the principal to the superintendent and then by the superintendent's and board's approval of said petition.
- Once the TLE is in place, districts are given the option to develop salary schedules that reward teachers for high ratings ("teacher incentive pay") under the new system. The existing 20% cap on such incentive pay has been increased to 50% of the teacher's salary.

- Finally, the bill contains a new law addressing RIFs. It reads as follows: "The primary basis used in determining the retention or reassignment of affected teachers and administrators when a school district implements a reduction in force plan shall be the ratings of the teachers and administrators as measured pursuant to the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6 of this Act."

Where are we in the process? On September 12, 2011, the State Department put out a request for public comment on the TLE Commission’s preliminary recommendations. A link to the online survey can be found at <http://www.surveymonkey.com/s/TLErecommendations1>. The comment period will be open through early- December.

As of the date of this writing, and according to the State Department website, two preliminary recommendations have been made with respect to the TLE. Number one is for the State Board of Education to name a default framework to serve as the qualitative assessment component of the TLE (50%). The teacher framework is to be named from the list of Danielson’s Framework for teaching, Marzano’s Causal Teacher Evaluation Model and Tulsa’s TLE Observation and Evaluation System. The leader framework is to be named from the list of Marzano’s Leadership Evaluation System, McREL’s Principal Evaluation System and Reeves’s Leadership Performance Matrix.

Recommendation number two is that any modifications to the default framework or other approved frameworks must be approved by the State Board of Education against a specific set of criteria, including all statutory requirements, based on impact to student learning.

More information about these recommendations, as well as links to more in-depth information about these preliminary recommendations may be found at <http://www.sde.state.ok.us/Teacher/Commission/pdf/ReqPublicComment-Round1.pdf>

Legislative Report

By: Megan Benn

The gear up for the next legislative session has now begun, and with that so have the meetings of the interim studies and task forces at the Capitol. There are several which we are closely following that either directly impact how schools function, curriculum, funding, or changes to the overall revenue structure of the state. This session I believe we can expect there to be many bills dealing with our state’s tax structure, either changing rates or possibly removing some of the exemptions, credits, or deductions which have been implemented over the years.

The revenue picture in the state has been getting much better in recent months. Oklahoma still boasts one of the lowest unemployment levels in the nation and oil and gas activity is continuing to give an added boost to our state coffers. This is definitely good news for our schools, especially with the cuts we have taken in the past several years. However, we should not expect this increased funding to all go back and fill the holes in budgets. We can expect the legislature to see this new revenue as a way to further lower taxes in one way or another. There is a task force that has begun examining our overall tax structure and may come out with recommendations to adjust the rates and broadness of many of the taxes that the state collects.

This interim there are several committees that are examining many of the tax credits and exemptions that have been extended to businesses across the state through the years. As they analyze these, they are looking closely to see if there is a positive economic benefit to the state, i.e. new jobs, and if the economic activity would have occurred without the

existence of the tax break. All of the special interests involved are out in full force to protect their specific breaks or tax treatment, but this committee does seem serious about eliminating some of these that have not been effective or have been abused through the years. The education community is supportive of these studies, as we see a broader tax base being important in order to adequately meet the needs of those we serve.

It will be another interesting and exciting legislative session especially if the legislature does take on the task of redoing our tax structure. Education will be involved throughout that process, and we will do our best to protect our interests and funding sources. Any chance you have to speak to your legislator and explain to them how the funding formula works and what revenue sources supply our schools with dollars, will be helpful to us as this session gets closer. The more educated they are about how their policies could affect their schools locally the better.

Conference Registration Form
REGISTRATION FOR OROS FALL CONFERENCE
OCTOBER 27 & 28, 2011
MAGNUSON HOTEL & MERIDIAN CONVENTION CENTER
737 S. MERIDIAN, OKLAHOMA CITY, OK

NAME _____ SCHOOL _____

I PLAN TO ATTEND THURSDAY _____ FRIDAY _____ BOTH _____

I WILL ___ WILL NOT ___ ATTEND THE NOON LUNCHEON THURSDAY.

I WILL ___ WILL NOT ___ ATTEND THE DINNER MEETING THURSDAY NIGHT.

I WILL ___ WILL NOT ___ HAVE A GUEST THURSDAY NIGHT.

I WILL ___ WILL NOT ___ ATTEND BREAKFAST FRIDAY MORNING.

Please mail or Fax to Perry Willis, 311 W Davis Creek Road, Ste B, Caney, Okla. 74533 Fax number (580) 889-7484.

Motel reservations can be made by calling the Clarion Hotel at (405) 942-8511. If you wish to register online go to the OROS web page (orosok.org) and follow the instructions.

OROS Calendar

OROS Board of Directors Meeting

October 26, 2011
Meridian Convention Center
Oklahoma City, OK
6:00 P.M.

OROS Fall Conference
October 27-28, 2011
Meridian Convention Center
Oklahoma City, OK