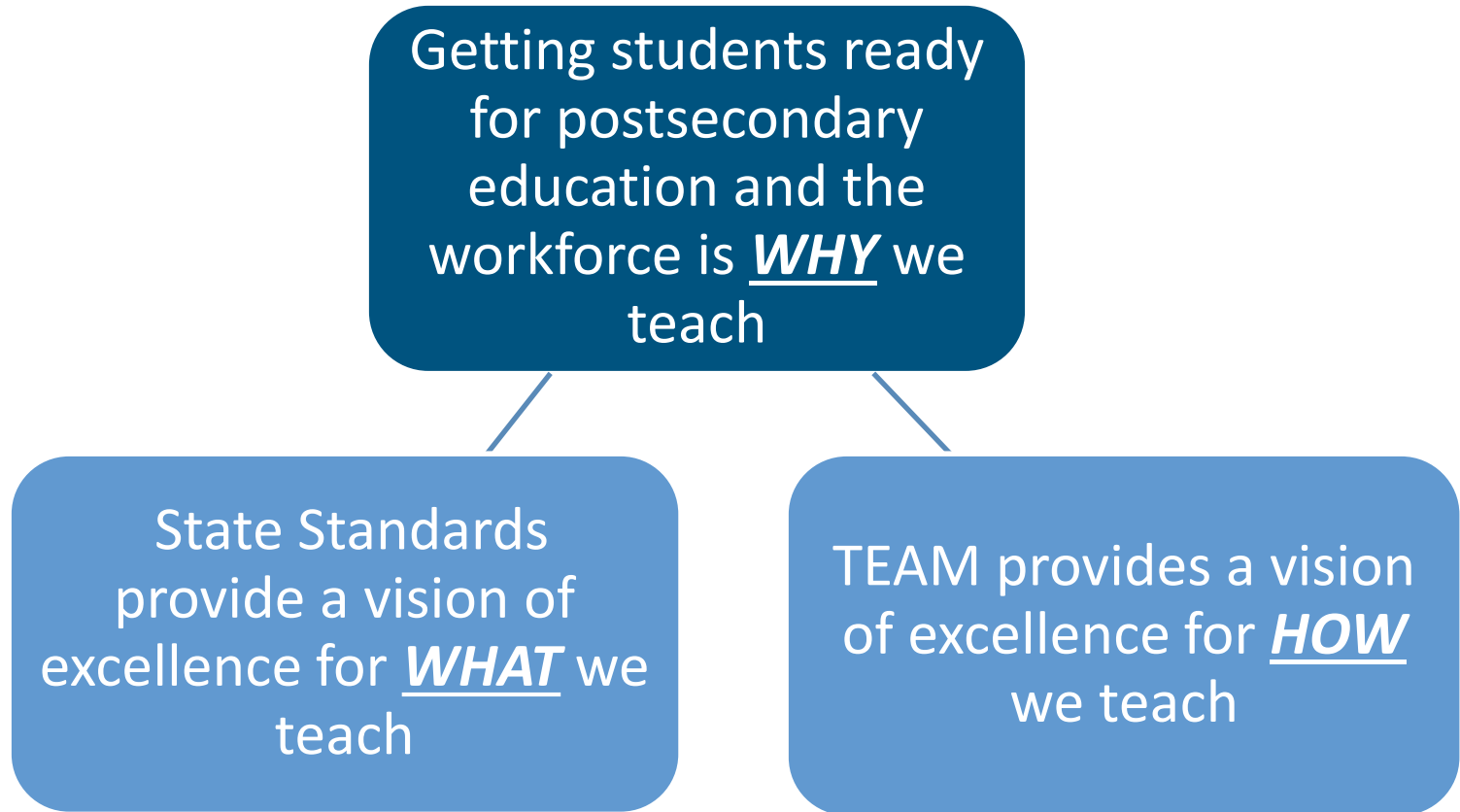




TEAM Evaluation Overview

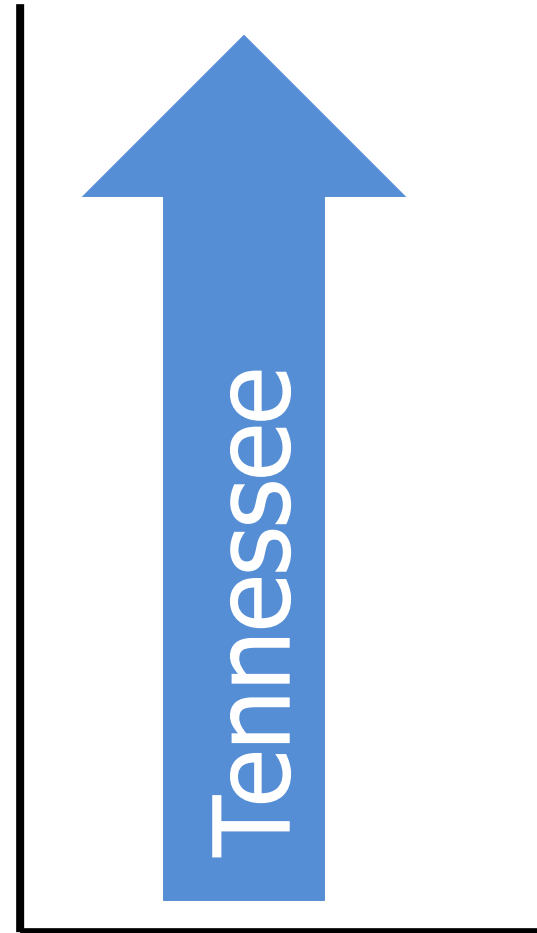
Evaluation closely links with State Standards



We aimed to be the fastest improving state in the nation by 2015

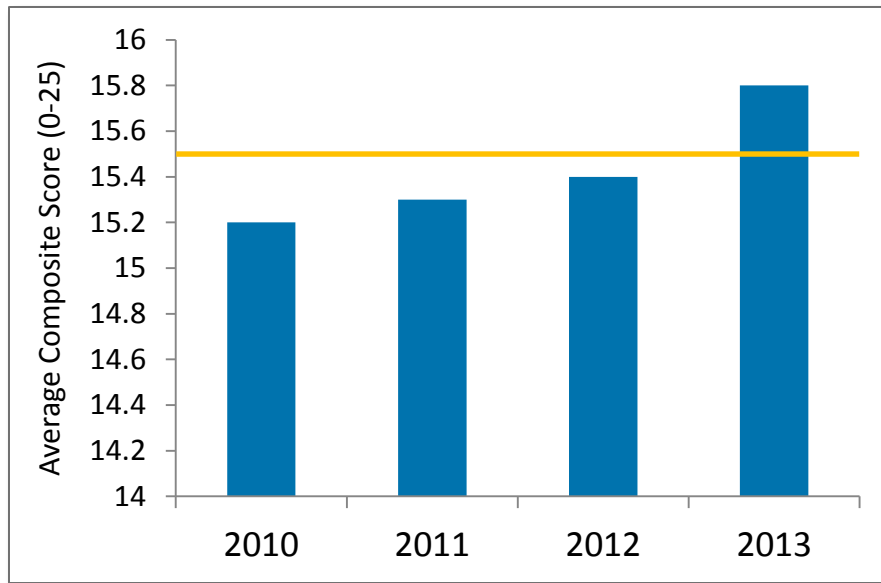
We measure our success by our progress on NAEP, ACT, and PARCC.

In 2013, it was announced that Tennessee had the largest recorded growth in NAEP history!

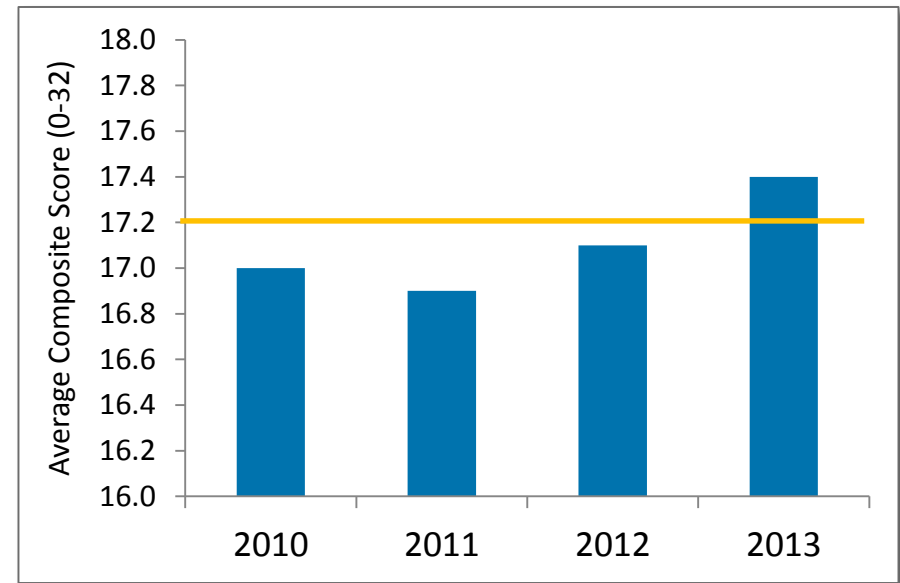


EXPLORE and PLAN results show Tennessee making substantial growth over the last three years

EXPLORE (8th grade)



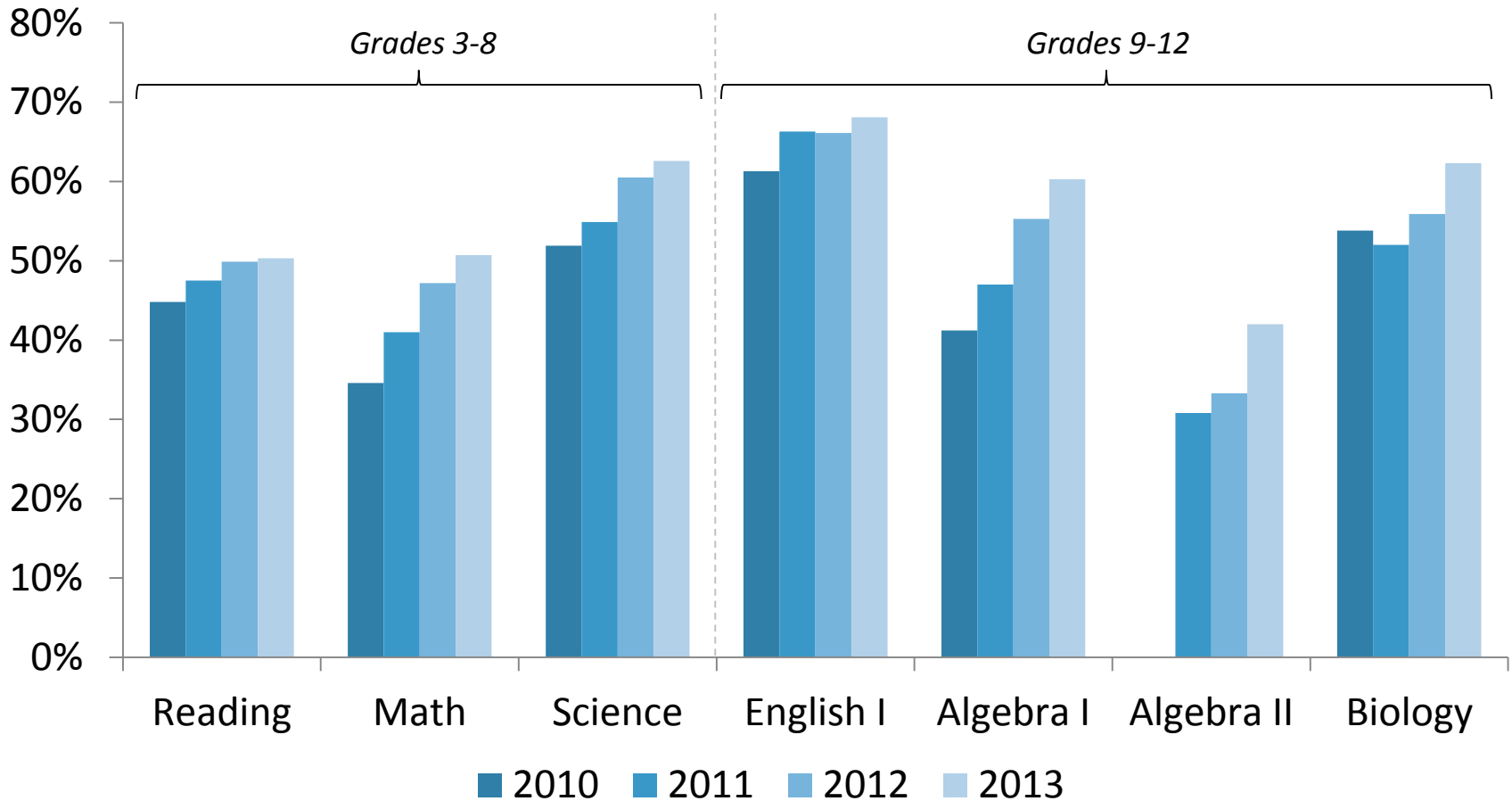
PLAN (10th grade)



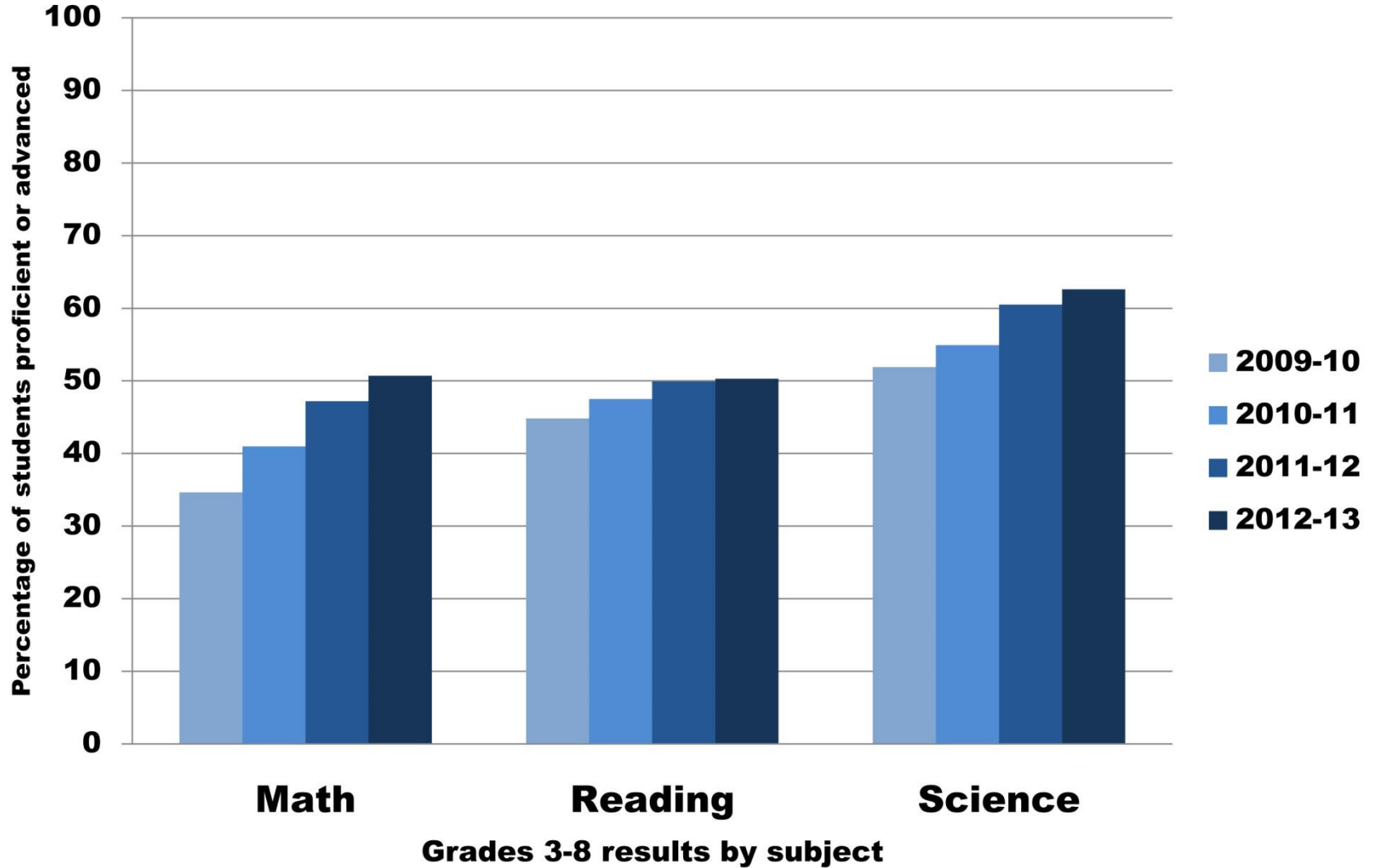
 **Tennessee Results**
 **National Norm**

We have made substantial progress since 2010...

TCAP Percent Proficient/Advanced



Continued TCAP Growth



We have made substantial progress since 2010...

2013 NAEP: 4th and 8th grade results

4th Grade Math

Test Year	Scale Score	National Ranking
2011	233	46 th
2013	240	37 th

8th Grade Math

Test Year	Scale Score	National Ranking
2011	274	45 th
2013	278	43 rd

4th Grade Reading

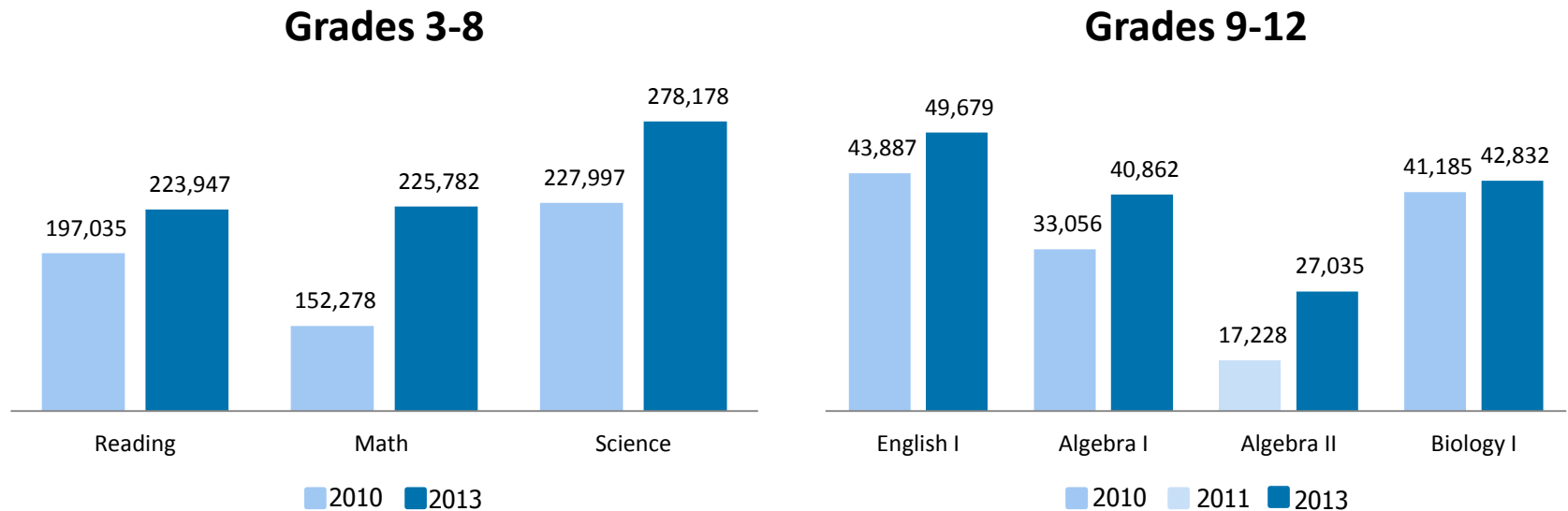
Test Year	Scale Score	National Ranking
2011	215	41 st
2013	220	31 st

8th Grade Reading

Test Year	Scale Score	National Ranking
2011	259	41 st
2013	265	34 th

These gains mean thousands of additional students are performing on grade level

- Nearly 91,000 additional students are at or above grade level in all math subjects now, as compared to 2010.
- Nearly 52,000 additional students are at or above grade level in all science subjects, as compared to 2010.



*2011 was the baseline year for the Algebra II EOC.

Origin of the TEAM rubric

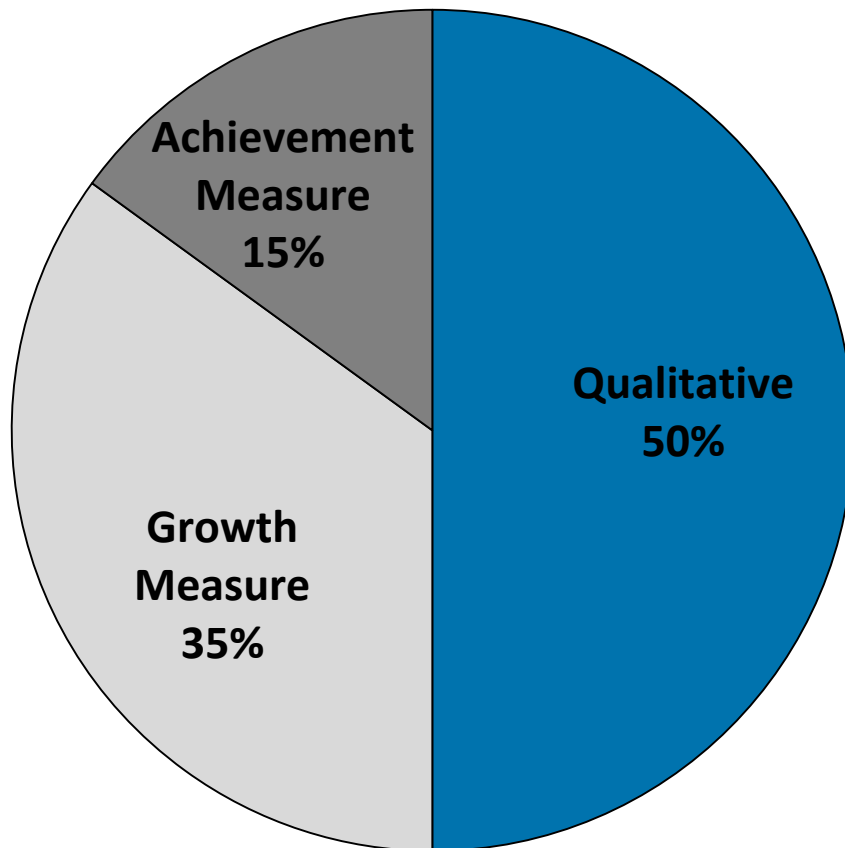
TDOE partnered with NIET to adapt their rubric for use in Tennessee.

The NIET rubric is based on research and best practices from multiple sources. In addition to the research from Charlotte Danielson and others, NIET reviewed instructional guidelines and standards developed by numerous national and state teacher standards organizations. From this information they developed a comprehensive set of standards for teacher evaluation and development.

Work that informed the NIET rubric included:

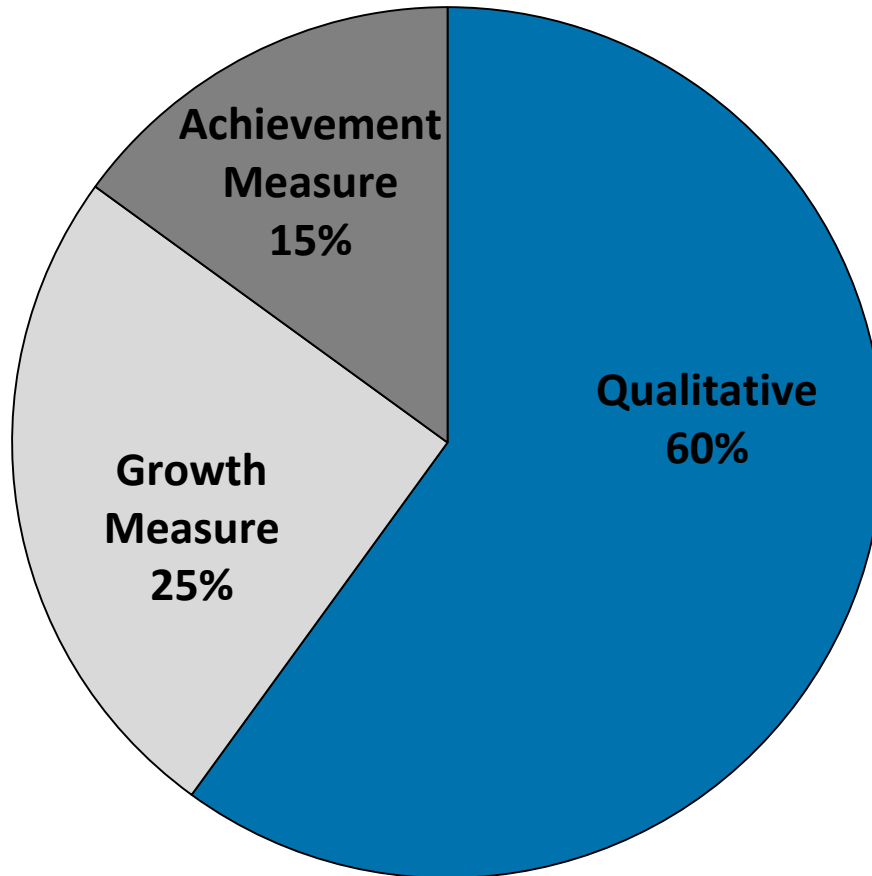
- The Interstate New Teacher Assessment and Support Consortium (INTASC)
- The National Board for Professional Teacher Standards
- Massachusetts' Principles for Effective Teaching
- California's Standards for the Teaching Profession
- Connecticut's Beginning Educator Support Program, and
- The New Teacher Center's Developmental Continuum of Teacher Abilities.

Components of Evaluation: Tested Grades and Subjects



- **Qualitative includes:**
 - Observations in planning, environment, and instruction
 - Professionalism rubric
- **Quantitative includes:**
 - **Growth measure**
 - TVAAS or comparable measure
 - **Achievement measure**
 - Goal set by teacher and evaluator

Components of Evaluation: Non-tested Grades and Subjects

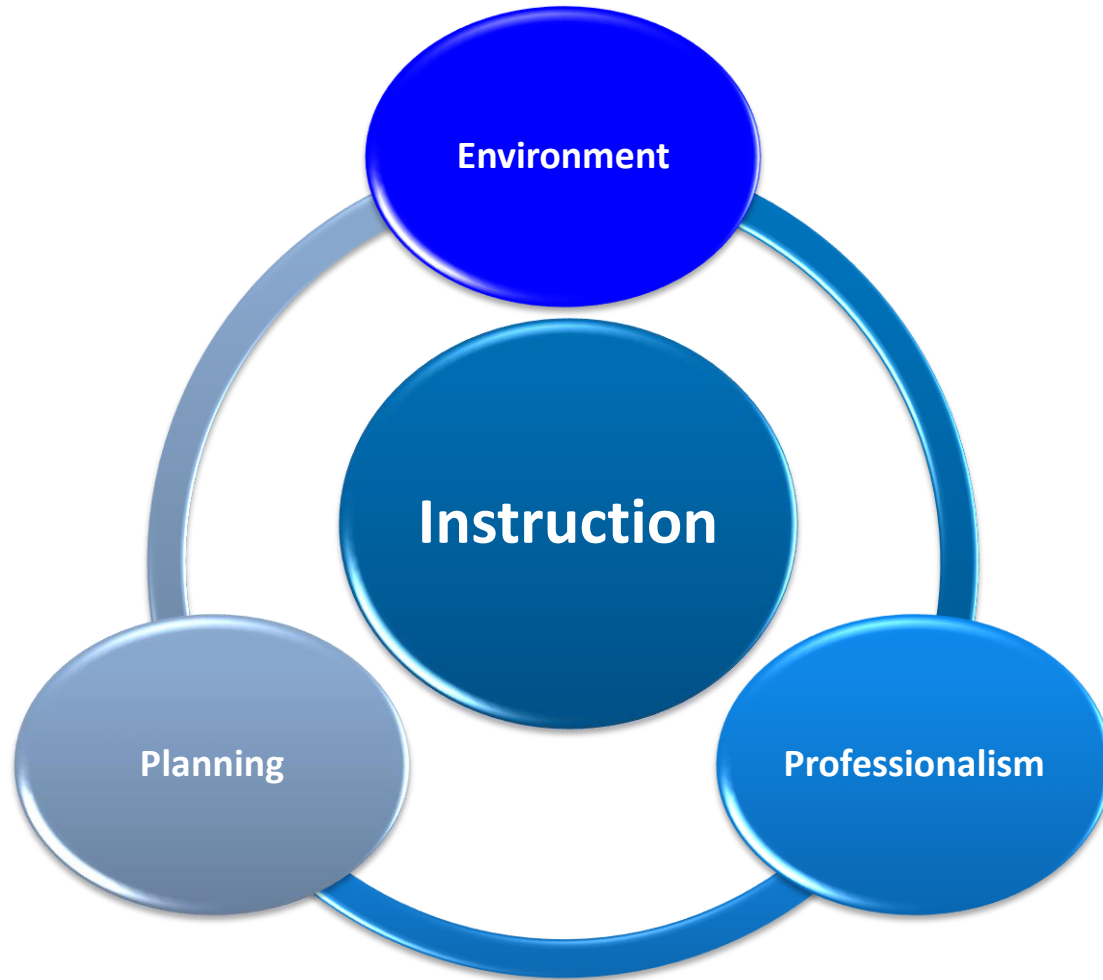


- **Qualitative includes:**
 - Observations in planning, environment, and instruction
 - Professionalism rubric
- **Quantitative includes:**
 - **Growth measure**
 - TVAAS or comparable measure
 - **Achievement measure**
 - Goal set by teacher and evaluator

Rubrics

- **General Educator**
- **Library Media Specialist**
- **School Services Personnel**
 - School Audiologist PreK-12
 - School Counselor PreK-12
 - School Social Worker PreK-12
 - School Psychologist PreK-12
 - Speech/Language Therapist
 - May be used at the discretion of LEA for other educators who do not have direct instructional contact with students, such as instructional coaches who work with teachers.

Domains



Planning Domain

Instructional Plans

Student Work

Assessment

Environment Domain

Managing Student Behavior

Expectations

Environment

Respectful Culture

Instruction Domain

Standards and Objectives

Motivating Students

Presenting Instructional Content

Lesson Structure and Pacing

Activities and Materials

Questioning

Academic Feedback

Grouping Students

Teacher Content Knowledge

Teacher Knowledge of Students

Thinking

Problem-Solving

Professionalism Domain

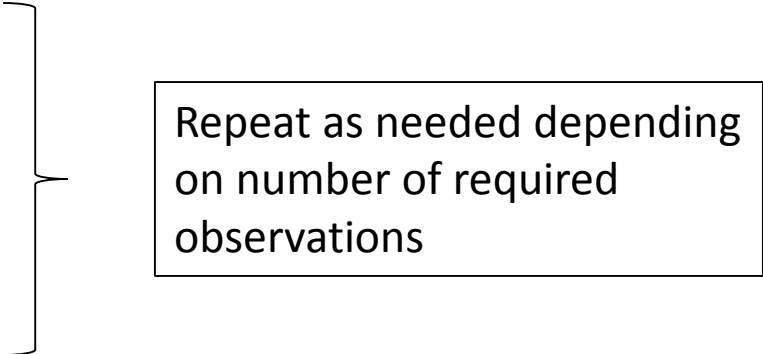
Professional Growth and Learning

Use of Data

School and Community Involvement

Leadership

Evaluation Process

- Initial Coaching Conversation
 - Required for teachers who received an overall effectiveness rating or individual growth score of 1 in the previous year
 - Pre-Conference
 - Classroom Visit
 - Post-Conference
 - Professionalism Scoring
 - Summative Conference
- 
- Repeat as needed depending on number of required observations

Suggested Pacing

	All teachers scoring 1 on overall evaluation or individual growth scores	Apprentice teachers scoring 2-4 on their overall evaluation score and neither a 1 nor 5 on their individual growth score	Professional teachers scoring 2-4 on their overall evaluation score and neither a 1 nor 5 on their individual growth score	All teachers scoring 5 on overall evaluation or individual growth scores
	Beginning of the school year	Beginning of the school year	Beginning of the school year	Beginning of the school year
First Semester	Initial Coaching Conversation			
	1 Unannounced Visit	1 Announced Visit	1 Announced Visit	1 Unannounced Visit
	1 Instructional Environment 1 Instructional Planning	1 Instructional Planning 1 Instructional Environment	1 Instructional Planning 1 Instructional Environment	1 Instructional Environment 1 Instructional Planning
End of semester	End of semester	End of semester	End of Semester	
Second Semester	1 Unannounced Visit	1 Unannounced Visit	1 Unannounced Visit	1 Walkthrough
	1 Announced Visit	1 Announced Visit	1 Announced Visit	1 Walkthrough
	1 Instructional Environment 1 Instructional Planning	1 Instructional Environment 1 Instructional Planning	1 Instructional Environment 1 Instructional Planning	1 Instructional Environment 1 Instructional Planning
Professionalism Scoring	Professionalism Scoring	Professionalism Scoring	Professionalism Scoring	
End of year	End of year	End of year	End of Year	

Observation Guidance Documents

- Educator groups convened by TDOE to provide additional information for evaluators to inform evaluation using SSP rubric
- Observation guidance documents were created for the following educator groups:

GENERAL EDUCATOR RUBRIC	SCHOOL SERVICES PERSONNEL RUBRIC
Early Childhood	School Counselors
Special Education	School Audiologists
Career and Technical Education (CTE)	Speech/Language Pathologists (SLP)
Online Teaching	School Social Workers (SSW)
Alternative Educators	Vision Specialists
	School Psychologists

Growth Measure Overview

- State law currently requires value-added (or a comparable growth measure) to count as 35 percent of the total evaluation score for teachers in tested grades and subjects.
- State law currently requires value-added to count as 25 percent of the total evaluation score for teachers in non-tested grades and subjects.
- Any additional changes in the requirement of 35 percent counting as value-added would require legislative action.
- Additional measures for non-tested grades/subjects.

Growth vs. Achievement

- Growth measures progress from a baseline
 - **Ex.** John grew faster than we would have predicted based on his testing history.
- Achievement measures proficiency
 - **Ex.** John scored a 98 percent on his test.
- A link to a video series about TVAAS as well as some additional guidance documents can be found here: <http://team-tn.org/evaluation/tvaas/>

15 Percent Achievement Measure

- The 15 percent achievement measure is a yearly goal set by the educator and his/her evaluator that is based on current year data.
- To make the 15 percent measure meaningful, the evaluator and educator work together to identify an appropriate measure and determine how it should be scaled.
- This process involves determining which measure most closely aligns to the educator's job responsibilities and the school's goals.
- If there is a disagreement between the educator and the evaluator, the educator's decision stands.

Resources



E-mail:

- **Questions:** TEAM.Questions@tn.gov
- **Training:** TNEED.Registration@tn.gov

Websites:

- **NIET Best Practices Portal:** Portal with hours of video and professional development resources. www.nietbestpractices.org
- **TEAM website:** www.team-tn.org
- **Weekly TEAM Updates**
 - Email TEAM.Questions@tn.gov to be added to this listserv.
 - Archived versions can also be found on our website here: <http://team-tn.org/resources/team-update/>