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TEAMTN 
Tennessee Educator Acceleration Model

August 20, 2014



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Level 1 Observations: Start Strong to End Strong

Last year, at least 80 percent of teachers who received a one for their overall level of effectiveness or individual growth score during the 2012-13 school year had been observed at least once by mid-October, which is really impressive! Giving feedback early in the school year is one important way to support educators in making adjustments to their instruction. By getting in classrooms early, there is a lot more time for those instructional adjustments to impact students. This practice also ensures that evaluators keep on pace to complete observations. Start strong to end strong!

Coaching Conversations

Coaching conversations at the beginning of the year are an expectation for all teachers who earned a one for their overall level of effectiveness or individual growth score during the previous year. However, they are a powerful goal-setting, expectation-setting and recognition tool for all teachers. We have seen that many schools have coaching conversations with all their teachers, which is a very strong practice. Even the strongest teachers appreciate a quick sit down to discuss their role for the upcoming year, to hear that their school leader has seen their strong practice and appreciates it, and to discuss ways they can continue to learn and grow.

You may view an example coaching conversation video [here](#). Don't forget that you can also track coaching conversations on the evaluation data page in CODE.

PC 885 Template and Process

As we have communicated over the last several weeks, PC 885 passed during the most recent legislative session and is in effect for the 2014-15 school year. This piece of legislation redefines the process around the 15 percent achievement measure selection. As a reminder, we created some [guidance](#) for what this will look like in practice, but we also wanted to share some concrete information about exactly what this process will entail. You can find the template for submitting achievement measure selections requiring TDOE verification [here](#). These templates should be sent to TEAM.Questions@tn.gov by **Friday, Oct. 31**.

Updated Achievement Forms

The [updated 2014-15 achievement form](#) has been uploaded to the website. You will note

that there are no substantive changes to the form, as the menu of options has not changed. An area to focus this year when making achievement selections is to ensure scaling is agreed upon when the measure is selected. This is an important way to avoid confusion at the end of the year regarding which score should be entered in CODE.

Adding New Users in CODE

When new teachers are hired in your school district you may add them to your user import template. Using the import template to add new teachers will ensure that if they have historical data in CODE, that data will follow them to your district. Please ensure that their license number is accurate and does not include leading zeros to avoid creating duplicate accounts. Using the import template will also avoid the error indicating that the user already exists.

2014-15 Evaluation Timeline

If you haven't yet checked out our 2014-15 [Evaluation Timeline](#), please make sure you do. This timeline is intended to provide district and school leaders with a preview of upcoming deadlines and processes related to evaluation. As we progress through the school year, we will communicate additional details and request feedback on any potential changes. If you have any feedback or questions about this tool, please reach out to us at TEAM.Questions@tn.gov.

Teacher Resources

Now that school is officially back in session, we wanted to share some ideas from

educators across the state on how to make sure classrooms run smoothly. Check out the articles below on Classroom Chronicles to see if any of the ideas would help your teachers start the year off right.

- [Three Steps to Stay Organized All Year](#)
- [Five Ways to Build Great Parent Communication](#)
- [Three Ways to Survive & Thrive as a High School Teacher](#)

August Feedback Tour

We are currently in the middle of our evaluation feedback tour, but would still love your help making sure teachers and school leaders are aware of the opportunity to share their input. If you could please take a moment to encourage them to register for one of these sessions, we would greatly appreciate it. They can find more information and get registered [here](#). Should you have any questions, please don't hesitate to reach out to us at TEAM.Questions@tn.gov.

Upcoming Deadlines

- Districts must update and import rosters by ***Friday, Sept. 5.***
- Achievement measure selections must be submitted in CODE by ***Wednesday, Oct. 15.***
- Achievement measure selections requiring TDOE verification ([per PC 885](#)) must be submitted to TDOE by ***Friday, Oct. 31.***

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