



Using TNCompass for Professional Learning

June 16, 2016

Agenda

- Getting Started
- Beginning to Navigate TNCompass
- Educators Tab
- Reports
- Charts
- Next Steps / Reflection
- Additional Resources

Objectives

Participants will:

- Increase their capacity to effectively navigate and utilize the TNCompass data systems
- Increase their capacity to use evaluation results to guide teachers toward professional growth



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Getting Started

Your Training Expectations

- What do you hope to know and be able to do when you leave this training?
- What is your current level of understanding?

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TN

**Beginning to Navigate
TNCompass**

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Log In Page: tdoe.tncompass.org



Login

 TNCompass

Sign in to your Account

Username

Password

Log in

[Forgot Password?](#)
[Forgot Username?](#)


Welcome, Tennessee educator.


Do you need an account? [Register Now.](#)


In order to register on the TNCompass site, you must have an educator license in the state of Tennessee or be enrolled in an educator preparation program.



Educators must register for a new user account specific to the TNCompass website. The registration process will allow creation of a username and password. Credentials for TNCompass are different from those used in the CODE system in prior academic years.

 Online Support Form

 support@tncompass.org

 (877) 314-1412


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TNCompass Home Page

Home


Welcome to TNCompass!

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 A software update was published on May 2, 2016. Please click [here](#) to access the release notes.

 **Version 1.1 User Guide**
A quick start user guide for Version 1.1 is now available for download below.
http://team-tn.org/wp-content/uploads/2013/08/Release-Notes-and-Quick-Start-Guide-V1.1_Final_2.10.16.pdf

Application Quick Links

 [My Educator Profile](#)

 [Account Information](#)


Help Resources

[TNCompass Support](#)
[Tennessee Department of Education](#)
[TEAM-TN Home Page](#)
[State of TN Educator Licensure Information](#)

My Role(s)

Location	Role
East Tennessee Core Regional Office (005) <i>Region</i>	Region Administrator

Educator Staff Assignments

 Educators



Filters

Location(s)

3698 locations selected

First Name

Last Name


teacher

License Number

e.g. 000123456

SSN (last 4 digits)

00 1234

 You are currently using filters.

Clear Filters

10 | 20 | 50 | 100



11-20 of 2,010

page 2 of 201

Teacher (00010-0046), Mary M (848594476) 

mary00010-0046@tncompass.org

Current Staffing

Teacher @ Grand Oaks Elementary (0046)

Current Evaluation(s)

Anderson County / Teacher (2015-2016 TEAM Model)

Teacher (00010-0050), Mary M (878546522)

mary00010-0050@tncompass.org

Current Staffing

Teacher @ Lake City Elementary (0050)

Current Evaluation(s)

Anderson County / Teacher (2015-2016 TEAM Model)



Educators Tab

Training

TNCompass Training Site: <http://training.tncompass.org>

Take a look at:

- Share and Un-share
- PYE (not a placeholder)
- Coaching Conversations
- Saving vs. Sharing

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Reports

Reports Page

Reports



Report Selections

Academic Year: 2015-2016 ▾

Location(s): 496 locations selected

Report Type: Charts Reports

Report: Evaluation Scores by Educator ▾

Report Format: ▾
Select a Report Format
Excel
CSV

Evaluation Scores by Educator (EXCEL)

Check on sample Excel spreadsheet:

- PYE
- Coaching Conversations
- Observation Averages

Also, you can:

- Get average score for your building
- Sort teachers low-high by observations scores, then color code into levels

TEAM and Student Growth

Level	Raw Score	Years Growth
1	0 – 1.99	0 – 0.5
2	2.00 – 2.75	0.5 – 1.0
3	2.76 – 3.50	1.0 – 1.50
4	3.51 – 4.25	1.5 – 2.0
5	4.26 – 5.0	+2

Table Activity

From your *Evaluation Scores by Educator* sorted by observation scores into levels, what would you plan as support for your different level teachers?

Looking at Indicator Scores

Table Talk:

- How do you plan professional development and growth through teacher-to-teacher matches?
- What are some considerations in making teacher-to-teacher matches?
- What have you learned from past planned matching to inform your practice?

Observation Data Report

F	G	H	I	J	K	L	M
Educator License Nu	Educator Name	Observation D	Observation St	Observer License Nu	Observer Name	Rubric Name	TEAM General Educator Designing and Planning In: TEAM General Educator
1	Teacher, Mary M	11/27/2015	Not Started	12	Observer, Martin S	TEAM General Educator	NULL
1	Teacher, Mary M	2/26/2016	In Progress	12	Observer, Martin S	TEAM General Educator	3
1	Teacher, Mary M	5/27/2016	Shared	12	Observer, Martin S	TEAM Professionalism	NULL
2	Teacher, Mark J	10/27/2015	Shared	12	Observer, Martin S	TEAM General Educator	3
2	Teacher, Mark J	12/12/2015	Shared	12	Observer, Martin S	TEAM General Educator	NULL
2	Teacher, Mark J	6/1/2016	In Progress	12	Observer, Martin S	TEAM Professionalism	4
3	Teacher, Jake M	6/1/2016	Not Started	12	Observer, Martin S	TEAM General Educator	3
3	Teacher, Jake M	6/1/2016	Shared	12	Observer, Martin S	TEAM Professionalism	NULL
4	Teacher, Alexandra K	10/1/2015	Shared	12	Observer, Martin S	TEAM General Educator	4
4	Teacher, Alexandra K	11/11/2015	Shared	12	Observer, Martin S	TEAM General Educator	NULL
4	Teacher, Alexandra K	4/1/2016	Shared	12	Observer, Martin S	TEAM General Educator	2
4	Teacher, Alexandra K	6/5/2016	In Progress	12	Observer, Martin S	TEAM Professionalism	NULL
5	Teacher, Becky H	10/7/2015	Shared	13	Observer, Anna	TEAM General Educator	5
5	Teacher, Becky H	5/1/2016	Shared	13	Observer, Anna	TEAM Professionalism	NULL
6	Teacher, Kathy	11/17/2015	Not Started	13	Observer, Anna	TEAM General Educator	4
6	Teacher, Kathy	4/17/2016	Shared	13	Observer, Anna	TEAM Professionalism	NULL
7	Teacher, Jack W	9/28/2015	Shared	13	Observer, Anna	TEAM General Educator	3
7	Teacher, Jack W	5/16/2016	Shared	13	Observer, Anna	TEAM Professionalism	NULL
8	Teacher, Jennifer O	10/4/2015	Shared	13	Observer, Anna	TEAM General Educator	NULL
8	Teacher, Jennifer O	4/12/2016	In Progress	14	Observer, Jessica	TEAM General Educator	2
8	Teacher, Jennifer O	5/13/2016	Shared	14	Observer, Jessica	TEAM Professionalism	NULL
9	Teacher, Monica	1/9/2016	Shared	14	Observer, Jessica	TEAM General Educator	NULL

Table Activity

Using your TNCompass (or the sample data), chose an indicator(s) and begin matching teachers to achieve professional growth and development.

Template to use: *Teacher Reinforcement Areas*

Be prepared to justify your matches at your table. What considerations did you include in making your matches?

Instructional Partnership Initiative

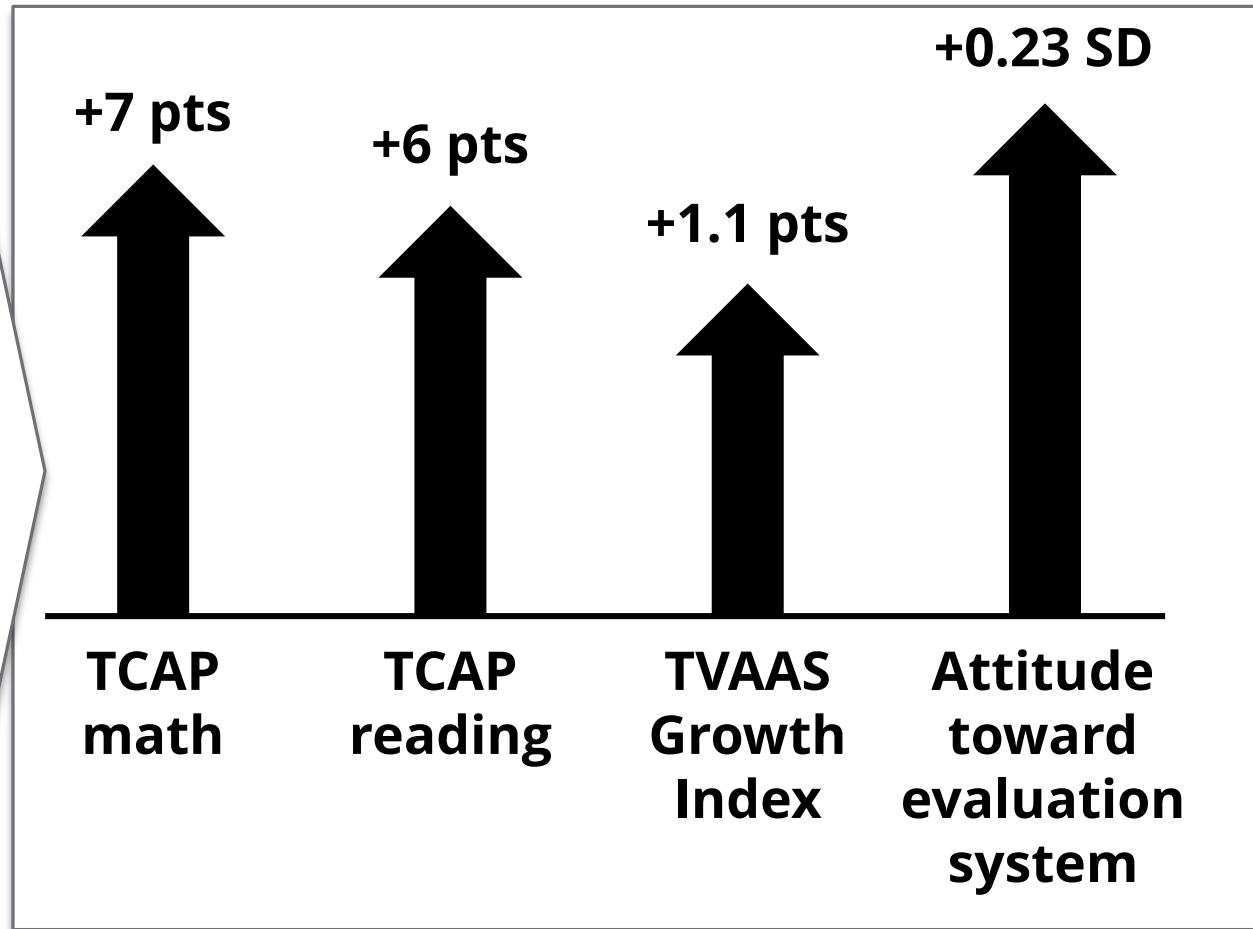
Personalized professional learning via teacher partnerships

How does it work?

- Teachers are paired with a colleague according to complementary strengths and areas of need, based on indicator-level observation data.
- Partners identify goals, develop a plan, and work together to strengthen practice.

Does It Work?

Teachers in IPI schools had higher TCAP scores in math & reading, better TVAAS scores, and more positive views of evaluation, compared to the control group.



How can I find out more about IPI?

- More information can be found on the TEAM website at <http://team-tn.org/ipi/>
- Check for updates on IPI in the weekly TEAM Update
- Contact Keely Potter at Keely.Potter@tn.gov



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Charts

Charts

Reports



Report Selections

Academic Year:

2015-2016



Location(s):

21 locations selected

Report Type:

Charts

Reports

Chart:

Select a Chart



Select a Chart

Observation Indicator Scores

Overall Effectiveness Ratings

Observation Reinforcement Breakdown

Observation Refinement Breakdown

Selection Options

Reports



Report Selections

Academic Year:

2015-2016 ▾

Location(s):

21 locations selected

Report Type:

Charts

Reports

Chart:

Observation Indicator Scores ▾

Educator Type:

Teacher ▾

Rubric:

Select a Rubric ▾

- Select a Rubric
- TEAM General Educator**
- TEAM Library Media Specialist
- TEAM School Services Personnel
- TEAM Professionalism

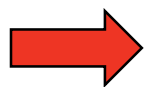
Selecting Filters

Types of Filters:

- Grades
- Rubric Domain
- Observer

Selecting Filters

Filters



Grades:

No Grades selections available.



Observers:

[Check All](#) | [Clear All](#)



Rubric Domains:

[Check All](#) | [Clear All](#)

- Designing and Planning Instruction
- Learning Environment
- Instruction

Apply Filters

Select a Chart: Observation Indicator Scores

Observation Indicator Scores (19 records)

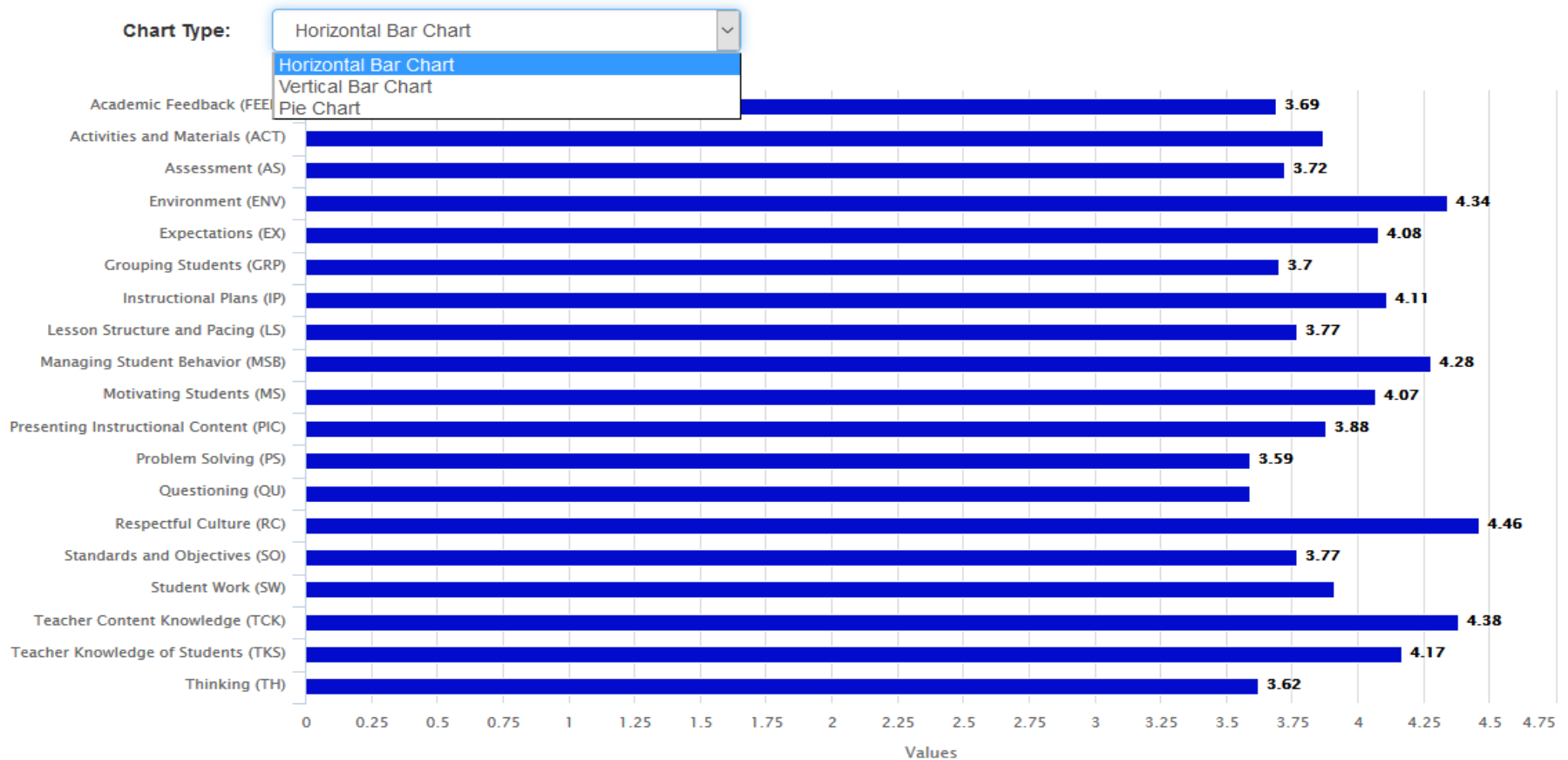


Table Activity

Look at your site's *Observation Indicators Scores*.

- Identify indicators of strength.
- Identify indicators to strengthen.
- How would you use this data to plan PD in your school or district?

Select a Chart: Observation Reinforcement Breakdown

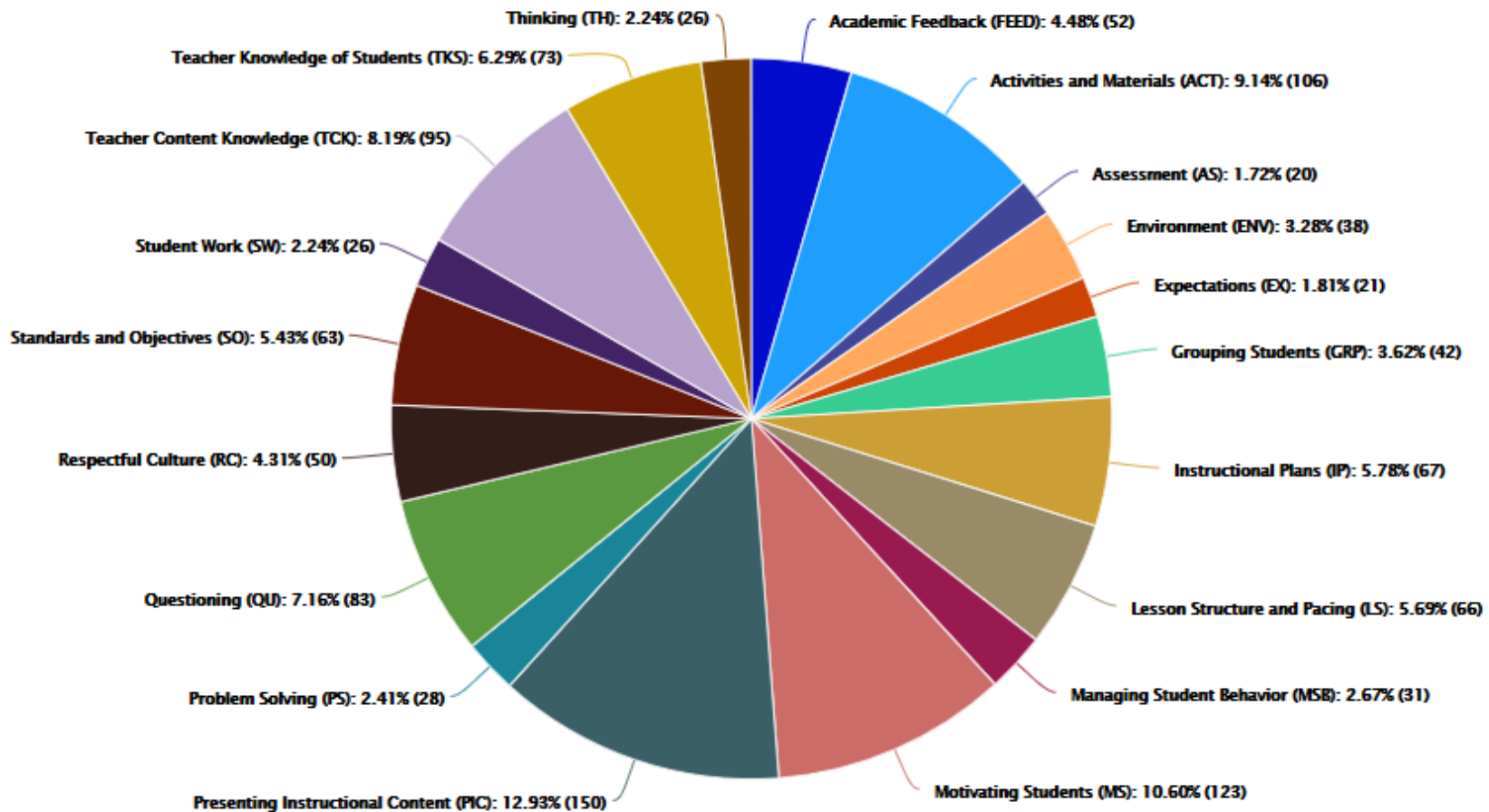


Table Activity

Look at your site's *Observation Reinforcement Breakdown*.

- Identify indicators most frequently recommended as an area of strength.
- Compare these recommended areas to your high scores by indicator.
- Share with your table group instructional practices you have noted in your classrooms that support this data.
- How would you use this data to plan PD in your school or district?

Observation Refinement Breakdown

Observation Refinement Breakdown (16 records)

Chart Type:

Pie Chart

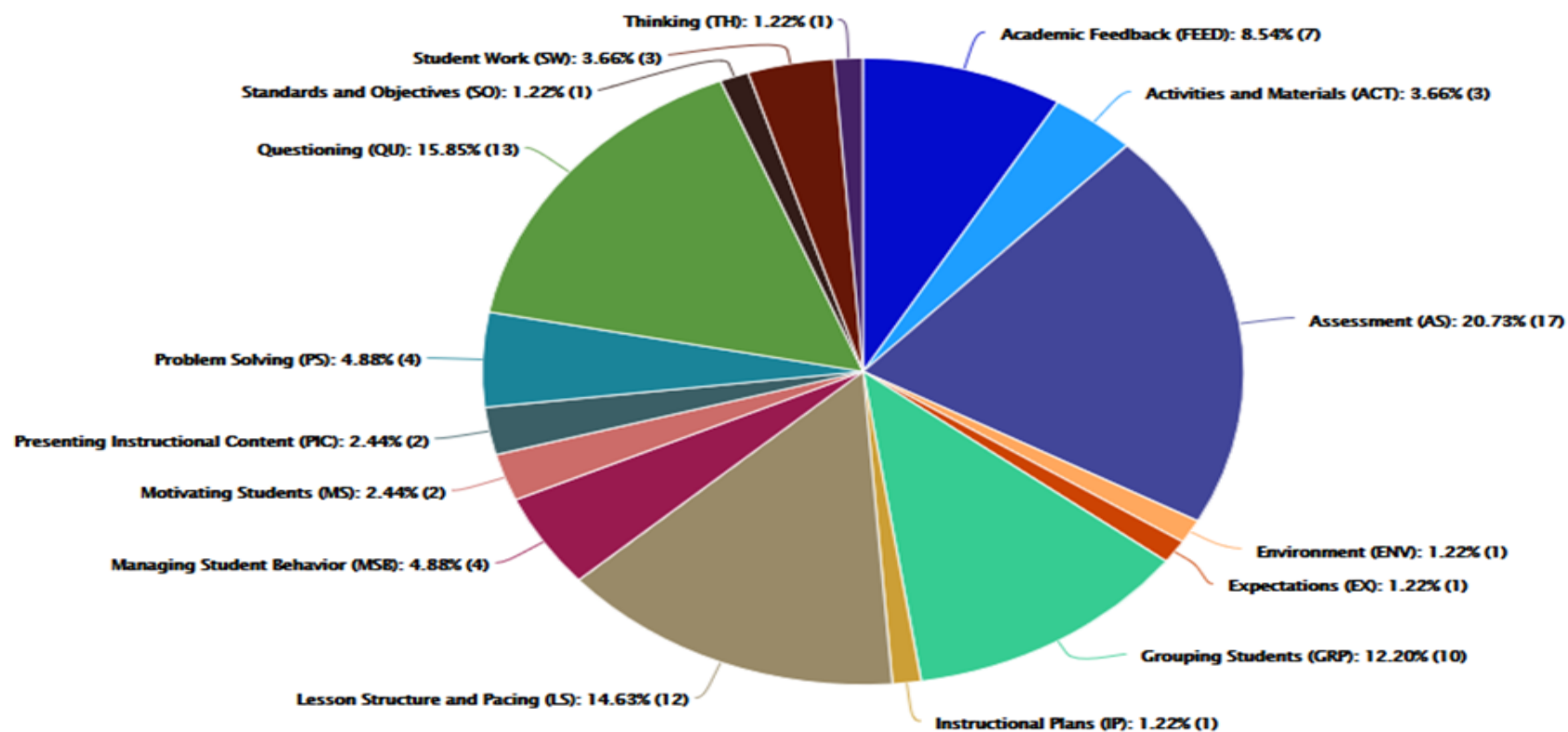


Table Activity

Look at your site's *Observation Refinement Breakdown*.

- Identify indicators most frequently recommended as an area of growth.
- Compare these recommended areas to your lower scores by Indicator.
- Share with your table group instructional practices or absence of practices you have noted in your classrooms that support this data.
- How would you use this data to plan PD in your school or district?

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Additional Resources

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TNCompass Home Page



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Reports

Anthony Jolly ▾

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My Role(s)

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Tennessee Educator Survey

<http://tn.gov/education/topic/educator-survey>

The screenshot shows the Tennessee Department of Education website. The header includes the TN Department of Education logo, a search bar, and navigation links. The main content area features a sidebar on the left with a red arrow pointing to the 'NAEP Results' link. The main content area is titled '2016 Tennessee Educator Survey' and includes a description of the survey, a link to view 2015 survey results, and sections for 'Survey Questions' and 'Survey Support'. On the right, there are two boxes: 'District Level Response Rates - 5/26/16' and 'School Level Response Rates - 5/26/16', both with links for Administrators and Teachers. A note indicates the survey closes on Friday, May 27, 2016.

Left Sidebar (Data & Research):

- What's New
- Understanding Quick Scores
- Report Card
- TCAP Results at a Glance
- Writing Assessment Results
- Accountability
- NAEP Results
- High School Completion Trends
- Research and Policy Briefs
- Department Reports
- TVAAS
- Data Downloads

Main Content:

2016 Tennessee Educator Survey

The Tennessee Educator Survey is an annual way for the department of education to collect feedback from the educators we serve. This survey provides valuable information on what's working, what's not, and where we can improve. We believe that Tennessee teachers are experts at their craft, and we want to learn from them. We hope that all teachers, administrators, and support staff will take the time this year to share their voice regarding education issues affecting their classrooms and schools.

[View a complete list of 2015 survey results](#), including results by districts and schools. Find out what Tennessee teachers thought about training, testing, working conditions, and evaluation.

Survey Questions

[Tennessee Educator Survey Design](#)

> **Core**

District Level Response Rates - 5/26/16

- [Administrator](#)
- [Teacher](#)

School Level Response Rates - 5/26/16

- [Teacher](#)

Note: The survey closes Friday, May 27, 2016.

Survey Support

Answers to frequently asked questions and support

Tennessee Educator Survey

SECTION: Teacher Evaluation and Improvement

Please indicate how strongly you agree or disagree with each of the following statements about the teacher evaluation process used in your school during this school year (2015-2016).

Included Items

- Indicators from the teacher observation rubric are often referenced in informal discussions between teachers.
- Indicators from the teacher observation rubric are often referenced in formal meetings where teaching is discussed.
- The processes used to conduct my teacher evaluation are fair to me.
- In general, the teacher evaluation process used in my school has led to improvements in my teaching.
- In general, the teacher evaluation process used in my school has led to improvements in student learning.

Tennessee Educator Survey

During this school year, feedback that I received from my evaluator was focused...

- More on judgment
- Equally focused on judgment and improvement
- More on improvement

Tennessee Educator Survey

The areas of instructional practice from your teacher evaluation rubric are listed below. Please select the area that you tried to improve the most during the 2014-2015 school year.

- Questioning (Instruction)
- Lesson structure and pacing (Instruction)
- Thinking (Instruction)
- Problem solving (Instruction)
- Grouping students (Instruction)
- Academic feedback (Instruction)
- Standards and objectives (Instruction)
- Motivating students (Instruction)
- Presenting instructional content (Instruction)
- Assessment (Planning)
- Use of data (Professionalism)
- Activities and materials (Instruction)
- Managing student behavior (Environment)
- Instructional plans (Planning)
- Leadership (Professionalism)
- Teacher knowledge of students (Instruction)
- Teacher content knowledge (Instruction)
- Professional growth and learning (Professionalism)
- School and community involvement (Professionalism)
- Student work (Planning)
- Expectations (Environment)
- I did not improve my instructional practice in any of the following areas this year
- Environment (Environment)
- Respectful culture (Environment)

Tennessee Educator Survey

You have just selected an area in which you tried to improve this year. To what extent was each of the following important in identifying this area as the main area for improvement? (rank: *not very important, somewhat important, very important*)

- Last year's summative evaluation scores
- Feedback received as part of the teacher observation process
- Informal feedback from school leaders
- Informal feedback from other teachers
- Feedback from students and parents
- Student performance on state tests
- Student performance on district tests
- Student performance on your own tests
- Your own professional judgment

Table Activity

Each table will be assigned one item from the *Tennessee Educator Survey* for consideration. Discuss an improvement plan if this item were identified as “disagree” or “strongly disagree” at a high percentage rate.

What would you do to improve teacher perception of this item in your school or district?

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Next Steps / Reflections

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Analysis for Growth Activity

Using this Chart/Report:	I noted this data:	Which told me:	So, for next year's growth & development, I will:
Evaluation Scores by Educator (report)			
Observation Data Report			
Observation Indicators Scores			
Observation Reinforcements Breakdown			
Observation Refinement Breakdown			

Other Resources

Social Emotional Learning Survey (for parents, teachers, students), contact Kim Daubenspeck

- Kimberly.Daubenspeck@tn.gov
- (615) 532-0469

Questions

- TEAM.Questions@tn.gov

TNCompass Support

- support@tncompass.org



Department of
Education

Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.

Excellence | Optimism | Judgment | Courage | Teamwork