

Partial Year Exemptions

Tennessee statute requires that the evaluation procedure shall not apply to teachers who are employed under contracts of duration of one hundred twenty (120) days per school year or less or who are not employed full-time. In order to earn an official evaluation score, a teacher must be employed full time and must meet the minimum 121 day requirement. The following circumstances represent cases in which a teacher would receive a partial year exemption because they would not meet the minimum criteria to earn an official evaluation score:

Acceptable Reasons for Partial Year Exemptions

- Educators with contracts of duration of 120 days or less
- Educators who have been on extended leave and have not met the minimum 121 day requirement
- Educators who have transferred to a different school during the year
- Educators who have transferred to another role during the year (Ex. Became an administrator at the semester)

Unacceptable Reasons for Partial Year Exemptions

Partial year exemptions due to the following reasons should be reflected negatively in administrators' evaluation scores.

- Educators with incomplete evaluation scores due to incomplete observations
- Educators with incomplete evaluation scores due to lack of achievement data entry

Potential Implications of Partial Year Exemptions

- Educators with partial year exemptions will not be able to advance their licenses following a year they receive partial year exemptions
 - NOTE: Under current policy, educators will be able to renew their licenses even following a year they receive partial year exemptions
- In districts with compensation models tied to performance, partial year exemptions may limit eligibility for bonuses and salary increases
- Educators with partial year exemptions would not qualify to receive fewer observations based on past performance following a year they receive a partial year exemption