

## Frequently Asked Questions Evaluation for Educators and School Leaders May 6, 2016

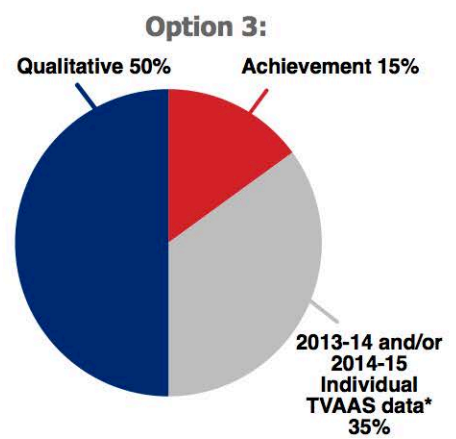
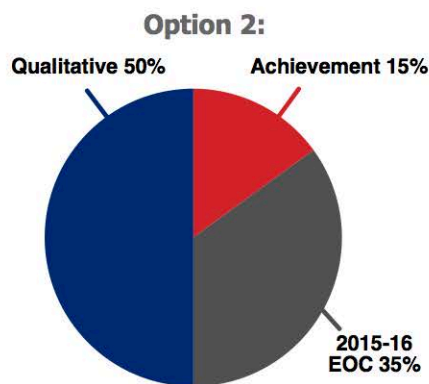
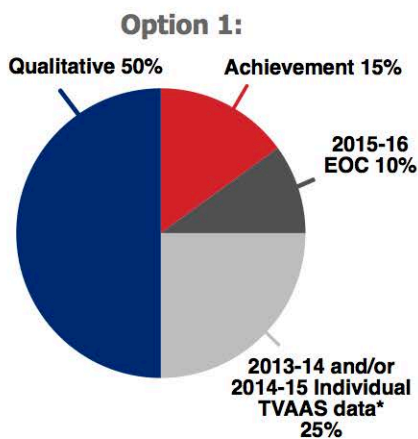
1. **What is included in my evaluation score if I am a/an:**
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  - b. [high school teacher teaching a course without an EOC exam?](#)
  - c. [high school administrator?](#)
  - d. [middle school teacher teaching a course with an EOC exam?](#)
  - e. [middle school teacher whose students either did or would have taken a 3-8 TCAP/TNReady test in 2015-16?](#)
  - f. [middle school teacher in a non-tested grade or subject?](#)
  - g. [middle school administrator?](#)
  - h. [elementary school teacher whose students either did or would have taken a 3-8 TCAP/TNReady test in 2015-16?](#)
  - i. [elementary school teacher not teaching a course with a state assessment?](#)
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  - k. [teacher whose students took the Alt-TCAP or MSA \(special education\), WIDA ACCESS \(English Learners\), or optional SAT-10 \(also known as the K-2\) exam?](#)
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# 1a. What is included in my evaluation score if I am a high school teacher teaching a course with an EOC exam?

Teachers in this group can utilize the recent flexibility proposed by Governor Haslam and adopted by the General Assembly, which states that data from 2015-16 TNReady and TCAP will only be included in a teacher's evaluation if it benefits the teacher. Otherwise, it will be excluded.

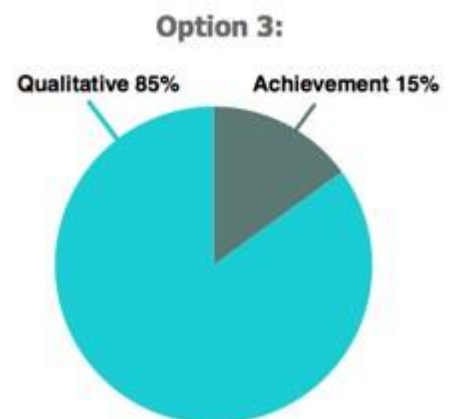
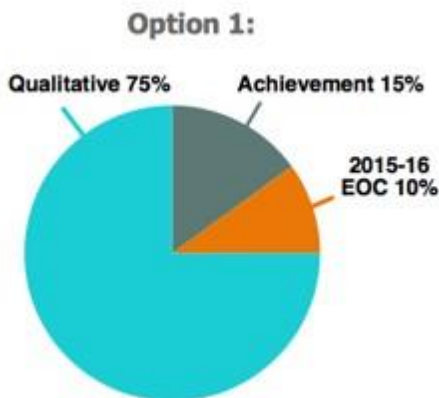
Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.

## EOC educators with previous individual TVAAS data



\* The individual scores from the two years will be weighted according to the number of students in each score. For teachers with no 2013-14 TVAAS data, their 2014-15 TVAAS data would be used. This would increase the amount by which the 2014-15 TVAAS data would factor into their score. Similarly, for teachers with no 2014-15 TVAAS data, which includes many social studies teachers, their 2013-14 TVAAS data would be used for the entirety of that portion.

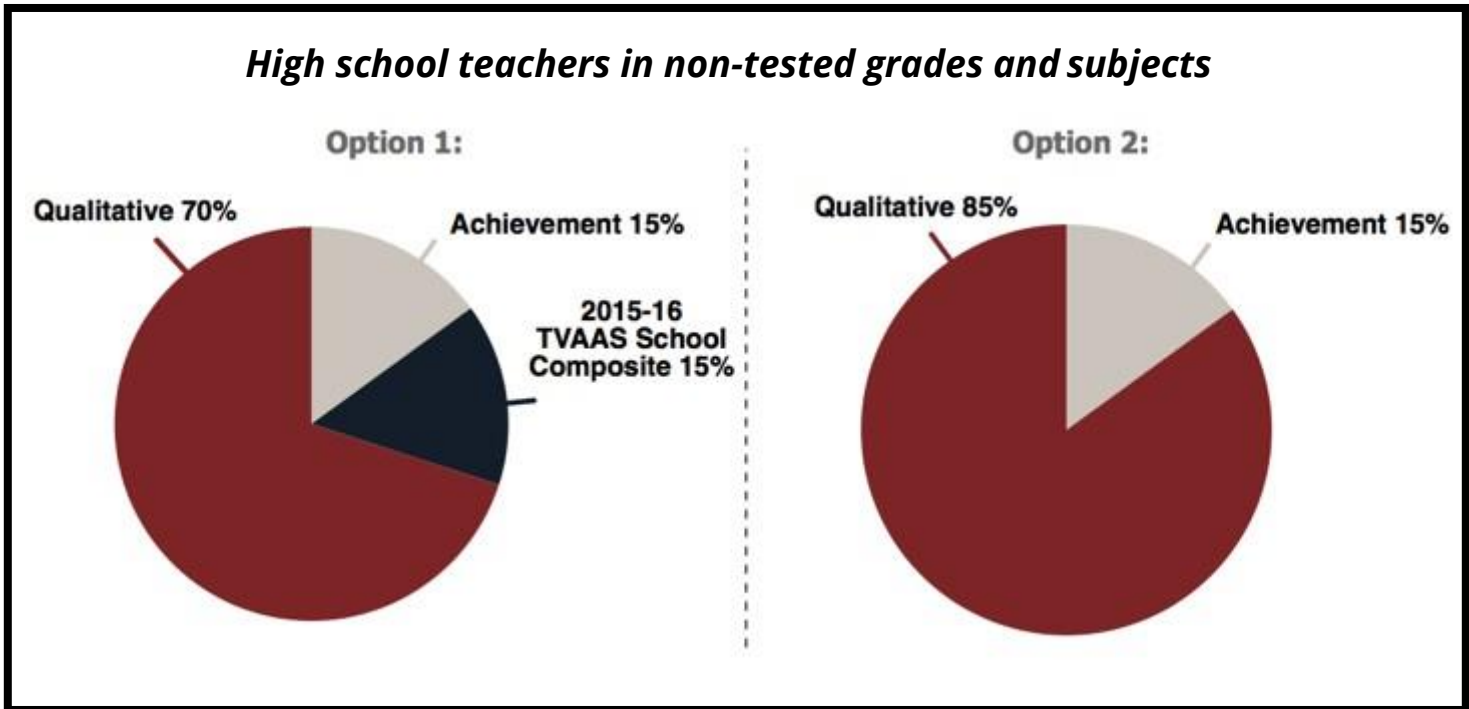
## New EOC educators or EOC educators without previous individual TVAAS data



**1b. What is included in my evaluation score if I am a high school teacher teaching a course without an EOC exam?**

High school teachers in non-tested grades and subjects also have flexibility to include or not include school-wide growth data, depending on what benefits them the most.

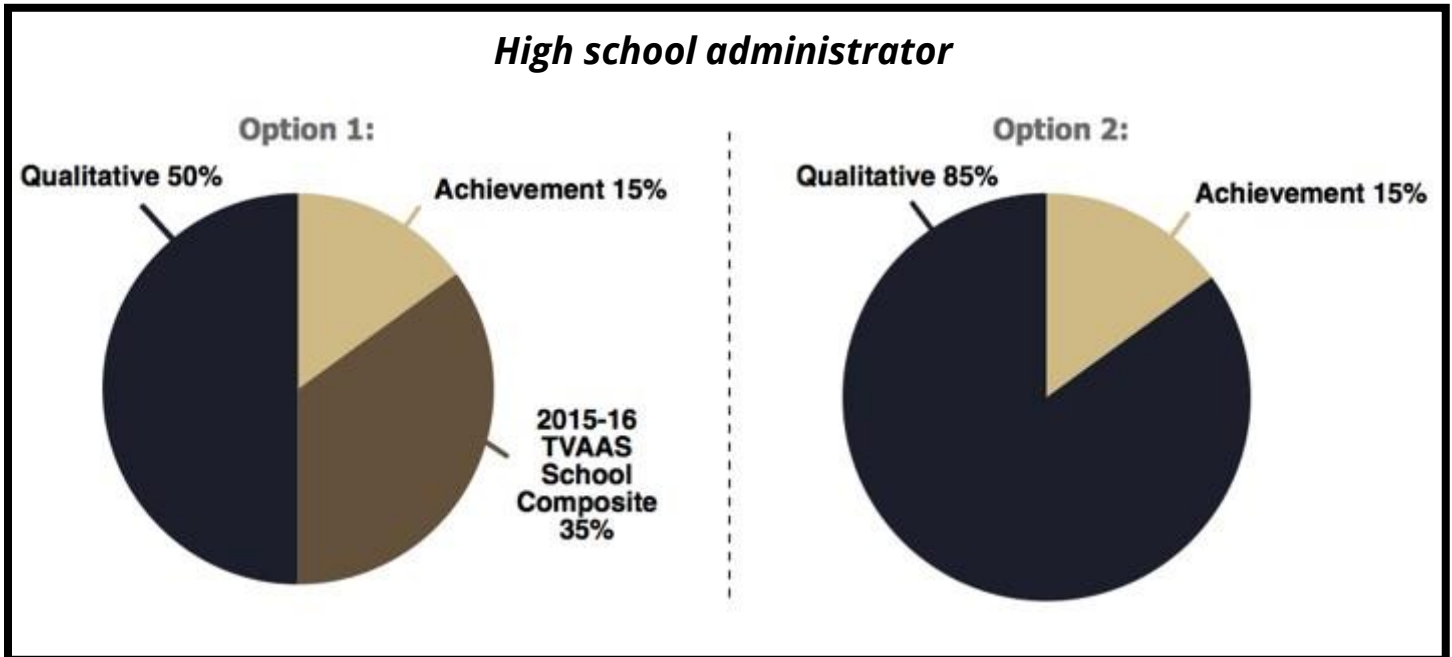
Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.



### 1c. What is included in my evaluation score if I am a high school administrator?

High school administrators can also take advantage of the evaluation flexibility, which states that data from 2015-16 TNReady and TCAP will only be included in an educator’s evaluation if it benefits the educator. Otherwise, it will be excluded.

Please note that the option that generates the **highest score will be automatically selected**; thus, administrators do not need to select an option in advance.



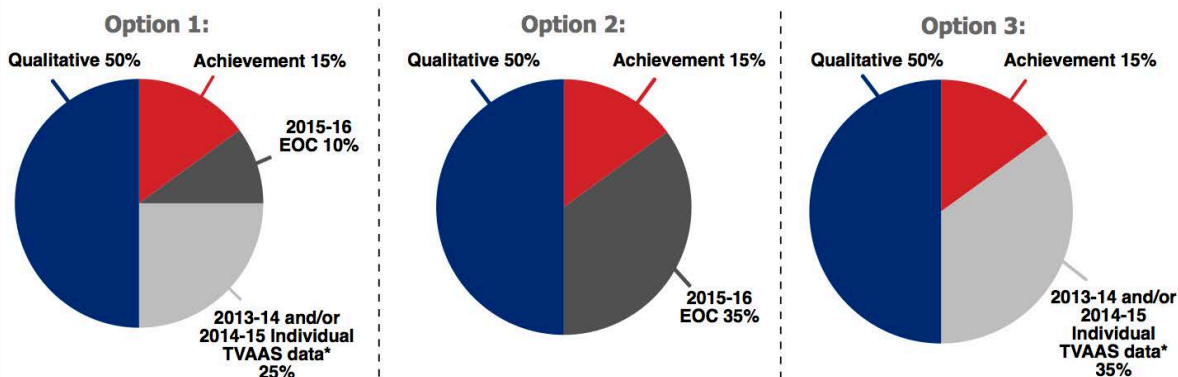
# 1d. What is included in my evaluation score if I am a middle school teacher teaching a course with an EOC assessment?

Teachers in this group have similar evaluation options to high school educators with EOC assessments. Teachers in this group can utilize the recent flexibility, which states that data from 2015-16 TNReady and TCAP will only be included in a teacher's evaluation if it benefits the teacher. Otherwise, it will be excluded.

**If these teachers teach a mix of EOC and non-EOC courses, whether EOC data will factor into the educator's evaluation depends on the number of students who take an EOC.** If 10 or more of an educator's students take an EOC in a single subject (e.g., at least 10 students take the EOC in Algebra I), data from those students' results will factor into an educator's score if it benefits the educator. If fewer than 10 of his or her students take an EOC (e.g., 5 students take the EOC in Algebra I), that educator would be treated as a non-tested teacher (See 1e.).

Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.

## EOC educators with previous individual TVAAS data



\* The individual scores from the two years will be weighted according to the number of students in each score. For teachers with no 2013-14 TVAAS data, their 2014-15 TVAAS data would be used. This would increase the amount by which the 2014-15 TVAAS data would factor into their score. Similarly, for teachers with no 2014-15 TVAAS data, which includes many social studies teachers, their 2013-14 TVAAS data would be used for the entirety of that portion.

## New EOC educators or EOC educators without previous individual TVAAS data



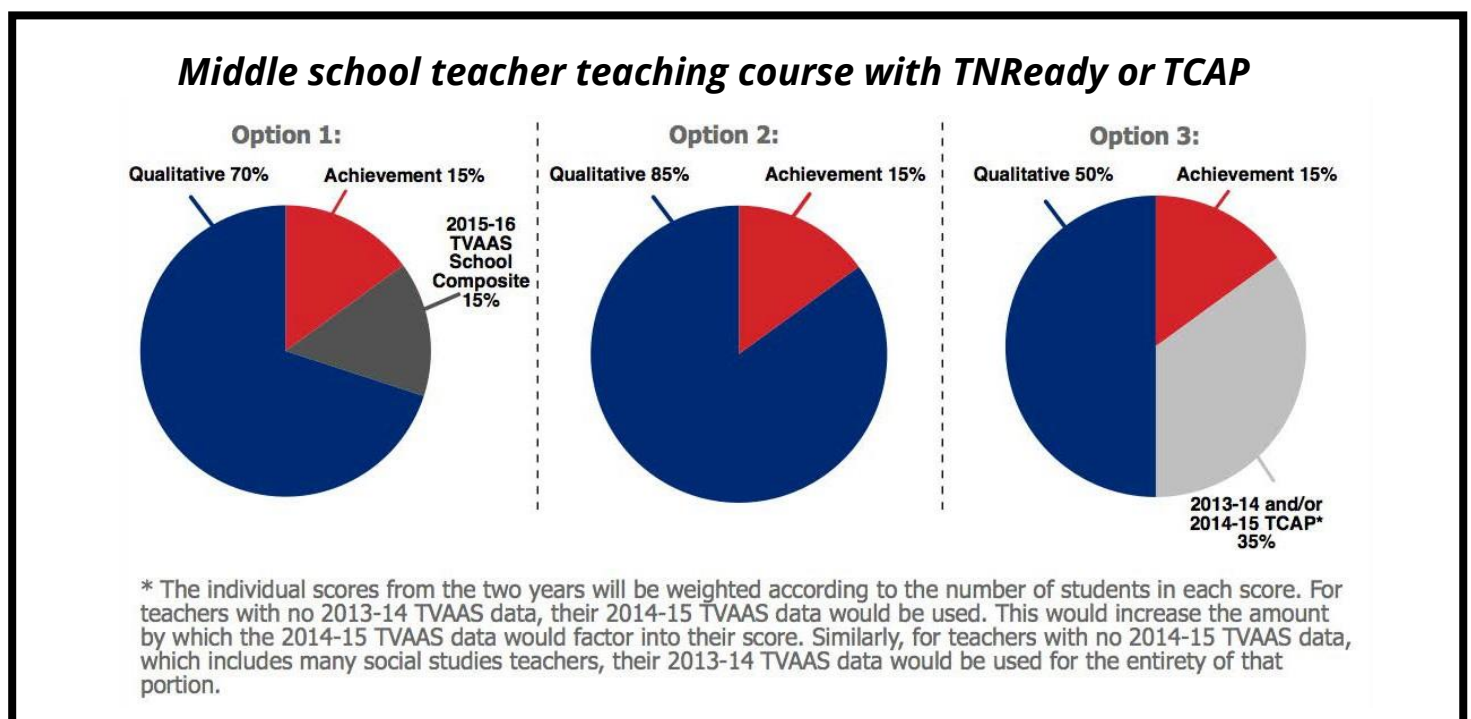
## 1e. What is included in my evaluation score if I am a middle school teacher whose students either did or would have taken a TCAP/TNReady test in 2015-16?

Middle school teachers whose students either did take or would have taken a 3–8 TCAP/TNReady assessment **now have three potential options for their evaluation composite** and will receive whichever option generates the highest score. These teachers will not have a TVAAS score for the 2015-16 school year.

These teachers will have the option to include or not include school-level growth data if it exists and if it results in a higher evaluation score than the other available options. The availability of school-level growth data is dependent upon a sufficient number of students at the educator’s school taking an EOC to create a school-wide TVAAS composite. In order to generate a school-wide TVAAS composite, at least 10 students must take a single EOC exam. For example, at least 10 students in the school must take the EOC in Algebra I. On the other hand, if five students take Algebra I and five students take Algebra II, school-wide TVAAS will not be generated.

If a middle school teacher teaches a mix of EOC and regular TCAP courses (e.g., a teacher who teaches Algebra I and eighth grade math), whether EOC data will factor into the educator’s evaluation depends on the number of students who take an EOC (see 1d on previous page).

Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance. Additionally, in some cases, an option does not apply to an educator (e.g., the educator doesn’t have prior year data or the educator’s school doesn’t have a school-wide TVAAS score). In these situations, options are eliminated because they are not possible for the educator. The educator would receive the higher score among their remaining options.

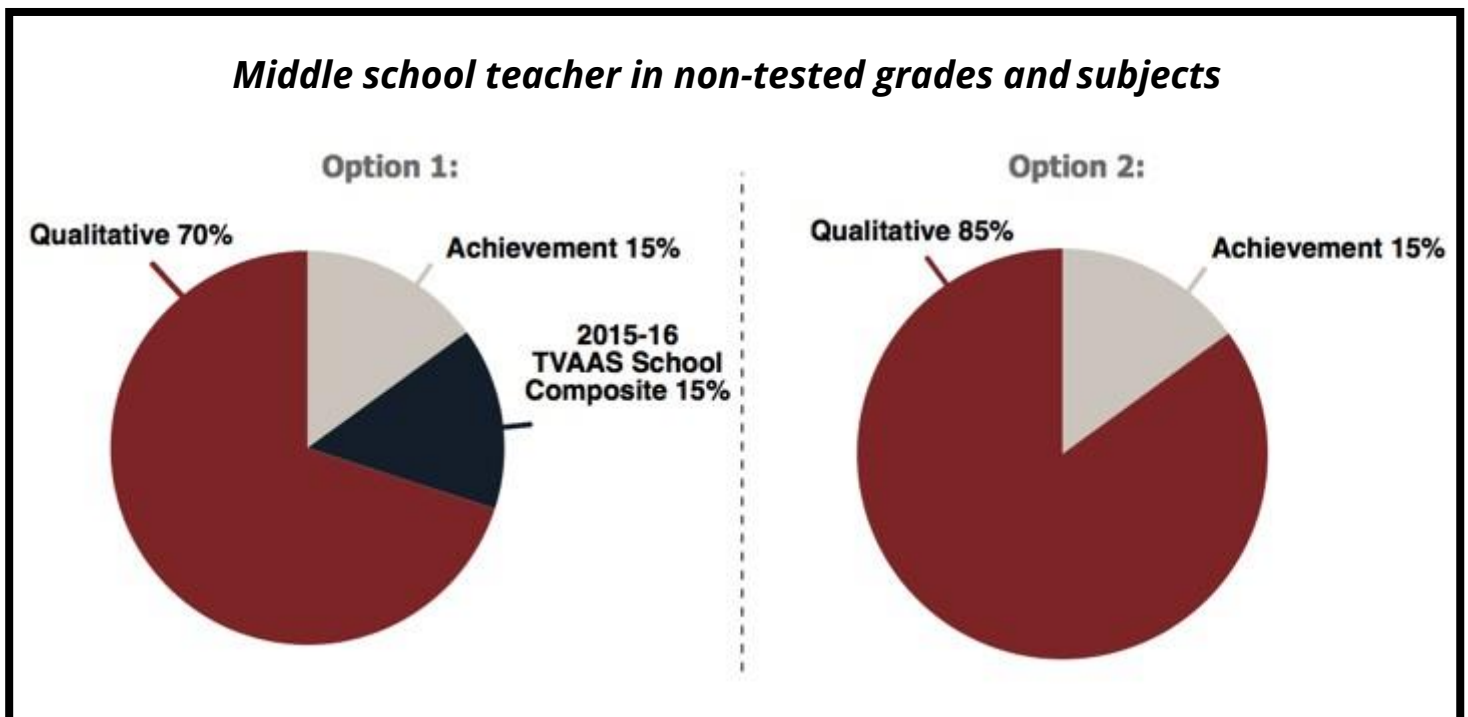


## 1f. What is included in my evaluation score if I am a middle school teacher teaching a non-tested grade or subject?

These educators also have flexibility to include or not include school-level growth data if it exists, depending on what benefits them the most. The options would be the same as the options for high school teachers in non-tested grades and subjects.

The availability of school-level growth data is dependent upon a sufficient number of students at the educator's school taking an EOC to create a school-wide TVAAS composite. In order to generate a school-wide TVAAS composite, at least 10 students must take a single EOC exam. For example, at least 10 students in the school must take the EOC in Algebra I. On the other hand, if five students take Algebra I and five students take Algebra II, school-wide TVAAS will not be generated (thus the educator would automatically receive Option 2 below).

If school-level data is available, it will only factor into the evaluation if it benefits the overall score. Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.

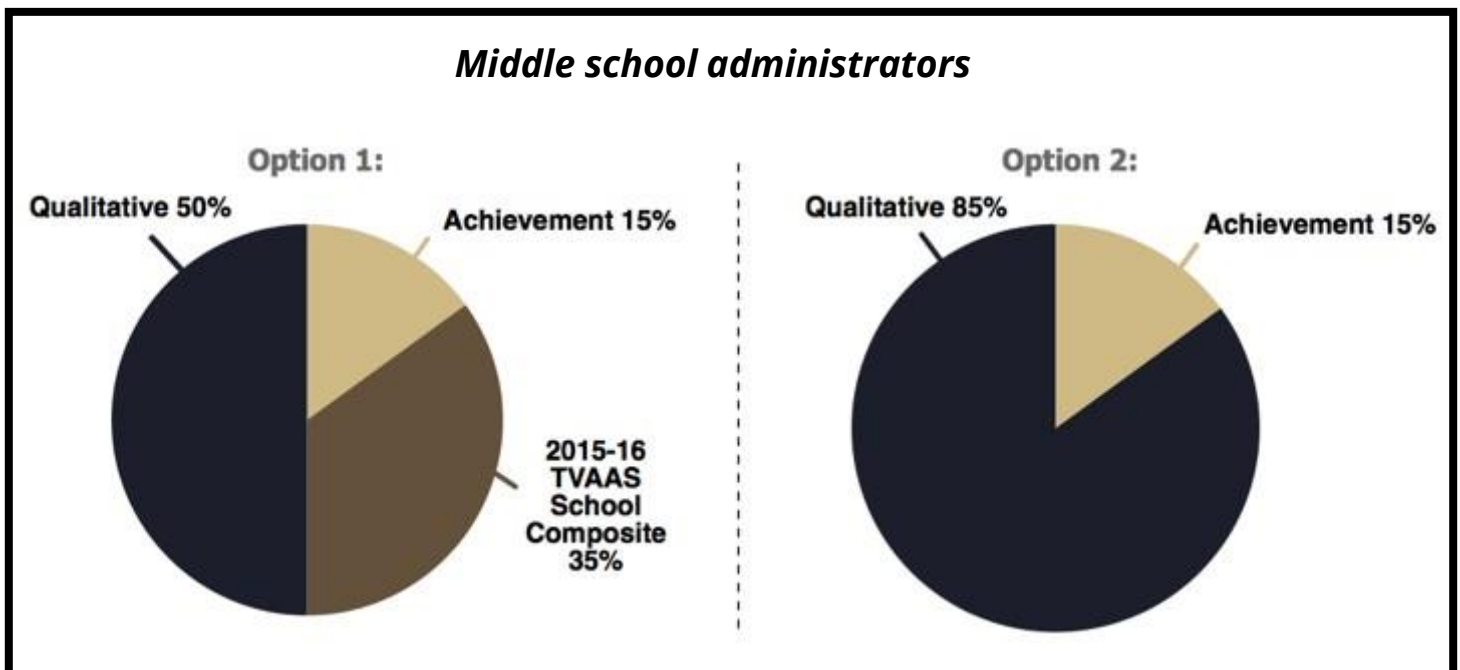


## 1g. What is included in my evaluation score if I am a middle school administrator?

Similar to middle school educators, the composite options for middle school administrators depend on whether there were a sufficient number of students at the administrator's school who took an EOC exam in a single subject that would generate a school-wide TVAAS composite. Administrators have the flexibility to include or not include school-level growth data (if it exists), depending on what benefits them the most.

In order to generate a school-wide TVAAS composite, at least 10 students must take a single EOC exam. For example, at least 10 students in the school must take the EOC in Algebra I. On the other hand, if five students take Algebra I and five students take Algebra II, school-wide TVAAS will not be generated (thus the educator would automatically receive Option 2 below).

If school-level data is available, it will only factor into the evaluation if it benefits the overall score. Please note that the option that generates the **highest score will be automatically selected**; thus, administrators do not need to select an option in advance.





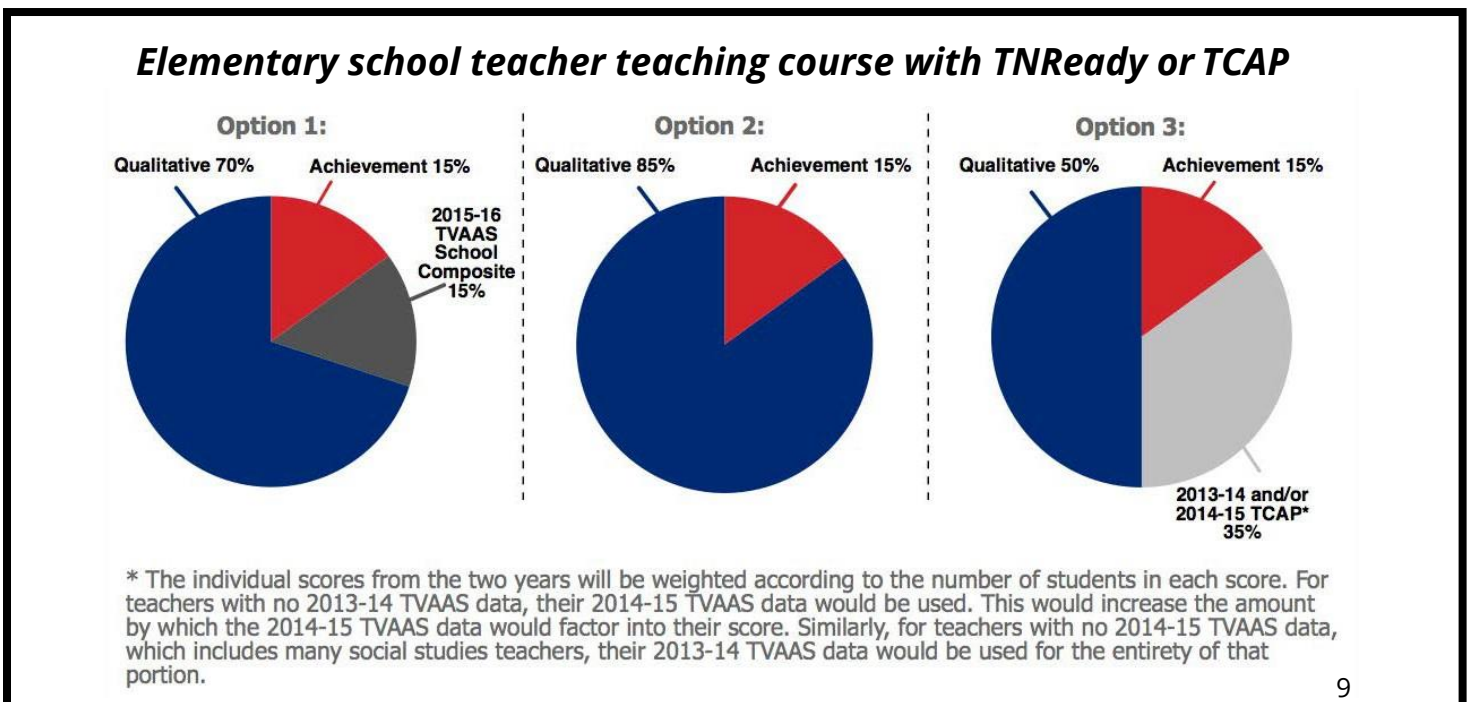
# 1h. What is included in my evaluation score if I am an elementary school teacher whose students either did or would have taken a TCAP/TNReady test in 2015-16?

Elementary school teachers whose students either did take or would have taken a 3–8 TCAP/ TNReady assessment **now have three potential options for their evaluation composite** and will receive whichever option generates the highest score. These teachers will not have a TVAAS score for the 2015-16 school year.

These teachers will have the option to include or not include school-level growth data if it exists and if it results in a higher evaluation score than the other available options. In order to generate a school-wide TVAAS composite, at least 10 students in first grade and/or at least 10 students in second grade, who have SAT-10 data (also known as the K-2 assessment) from previous years, must take the SAT-10 this year. Schools will not generate a school-wide TVAAS composite (thus they will automatically receive Option 2 below) if they did not administer the SAT-10 in the past or if they did not have at least 10 students in first or second grade take the test this year. Keep in mind that the SAT-10 is a district option, so teachers in districts that do not administer the SAT-10 will not have this option (thus they will automatically receive Option 2 below).

If an elementary school teacher teaches a mix of SAT-10 (also known as the K-2 assessment) and regular TCAP courses, whether SAT-10 data will factor into the educator’s evaluation depends on the number of students who take the SAT-10 (see 1k).

Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance. Additionally, in some cases, an option does not apply to an educator (e.g., the educator doesn’t have prior year data or the educator’s school doesn’t have a school-wide TVAAS score). In these situations, options are eliminated because they are not possible for the educator. The educator would receive the higher score among their remaining options.

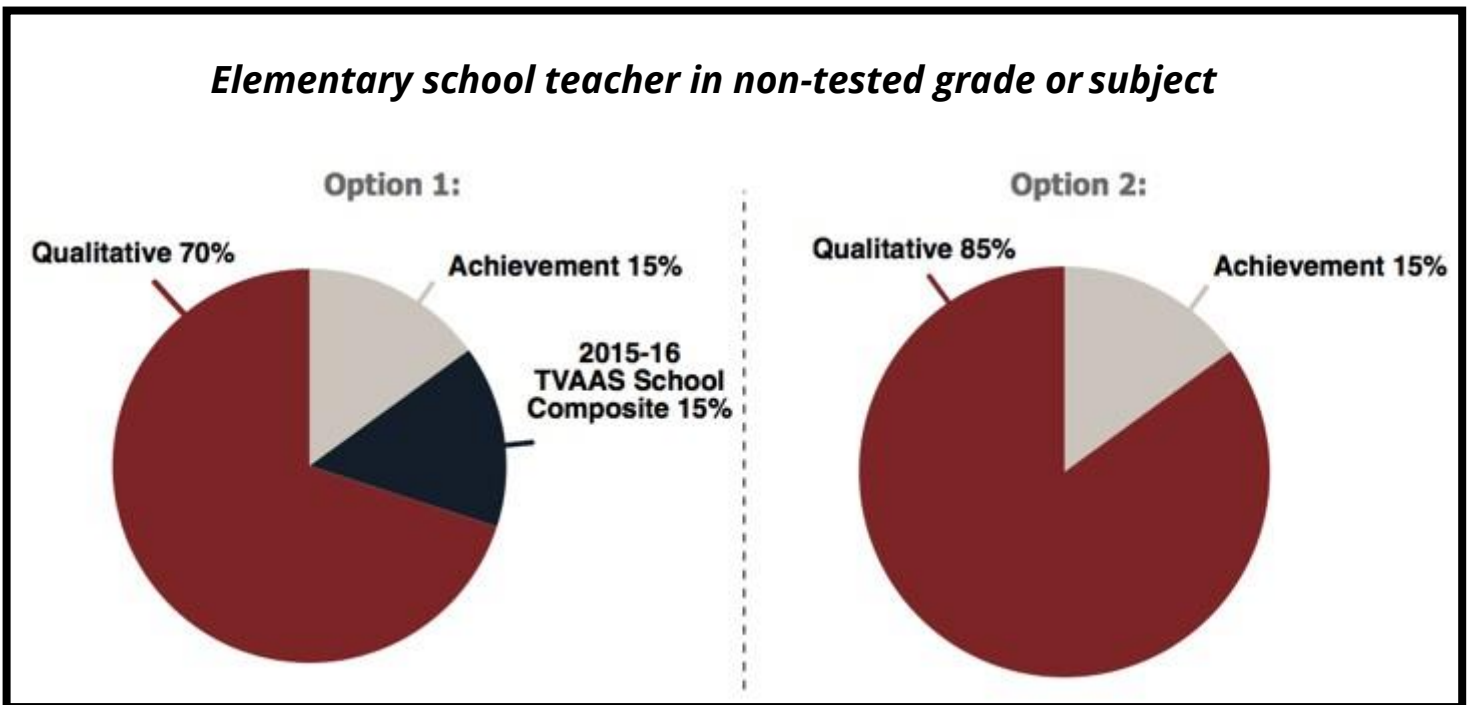


## 1i. What is included in my evaluation score if I am an elementary school teacher not teaching a course with a state assessment?

These educators also have flexibility to include or not include school-level growth data if it exists, depending on what benefits them the most. The options would be the same as the options for middle school and high school teachers in non-tested grades and subjects.

In order to generate a school-wide TVAAS composite, at least 10 students in first grade and/or at least 10 students in second grade, who have SAT-10 data (also known as the K-2 assessment) from previous years, must take the SAT-10 this year. Schools will not generate a school-wide TVAAS composite (thus they will automatically receive Option 2 below) if they did not administer the SAT-10 in the past or if they did not have at least 10 students in first or second grade take the test this year. Keep in mind that the SAT-10 is a district option, so teachers in districts that do not administer the SAT-10 will not have this option (thus they will automatically receive Option 2 below).

If school-level data is available, it will only factor into the evaluation if it benefits the overall score. Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.

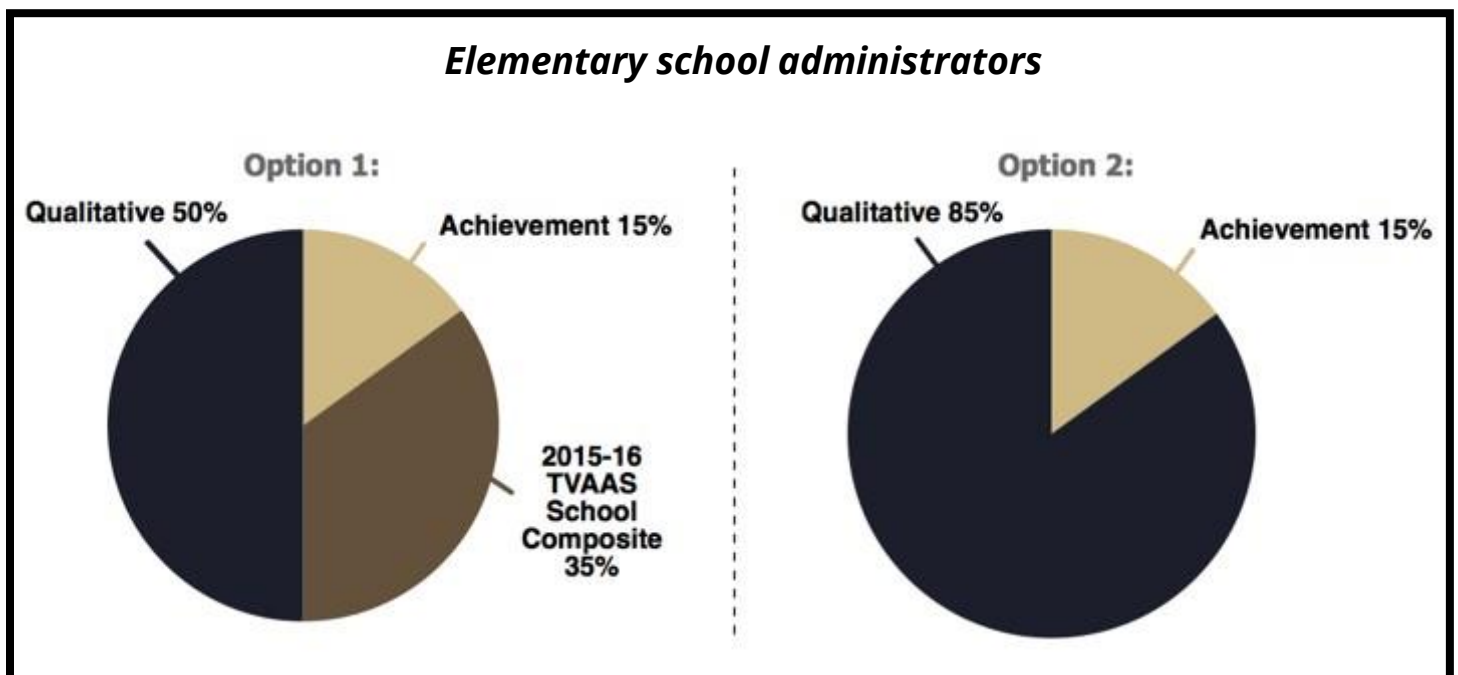


## 1j. What is included in my evaluation score if I am an elementary school administrator?

Similar to elementary school educators, the composite options for elementary school administrators depend on whether there were a sufficient number of students at the administrator's school who took a SAT-10 exam that could create a school-wide TVAAS composite.

In order to generate a school-wide TVAAS composite, at least 10 students in first grade and/or at least 10 students in second grade, who have SAT-10 data (also known as the K-2 assessment) from previous years, must take the SAT-10 this year. Schools will not generate a school-wide TVAAS composite (thus they will automatically receive Option 2 below) if they did not administer the SAT-10 in the past or if they did not have at least 10 students in first or second grade take the test this year. Keep in mind that the SAT-10 is a district option, so teachers in districts that do not administer the SAT-10 will not have this option (thus they will automatically receive Option 2 below).

If school-level data is available, it will only factor into the evaluation if it benefits the overall score. Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select an option in advance.



# 1k. What is included in my evaluation score if I am a teacher whose students took the Alt-TCAP or MSAA (special education), WIDA ACCESS (English Learners), or optional SAT-10 (K-2) exam?

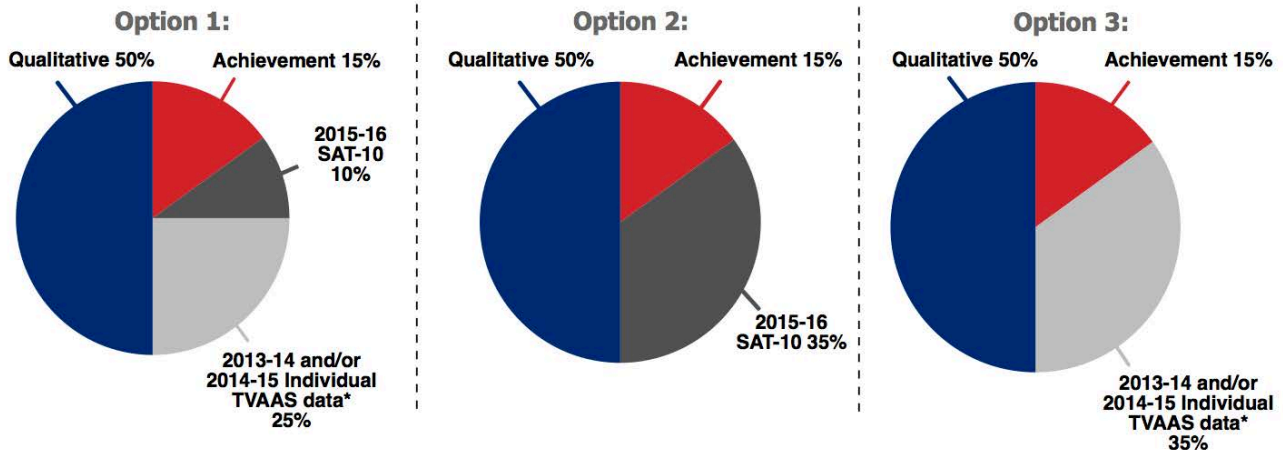
There is no TVAAS data generated from Alt-TCAP or MSAA or WIDA ACCESS. Instead, these educators would be treated like non-tested teachers (See 1i above.)

Kindergarten teachers also do not receive individual TVAAS scores, as their students do not have prior year scores that could determine growth, which is what TVAAS captures. Therefore, kindergarten teachers will continue to be treated like non-tested teachers provided they don't participate in a portfolio option (see 1.i. for portfolio teachers).

However, first and second grade teachers in districts that administered the SAT-10 this year and whose students have prior scores from the SAT-10 assessment from at least one previous year would have individual TVAAS data available. For these educators, the previous flexibility proposed by Governor Haslam and passed by the General Assembly applies. The individual TVAAS data will only factor into an educator's score if it benefits his or her overall evaluation; otherwise, it will be excluded. The evaluation composite options available will be similar to those for high school educators whose students took an EOC.

Please note that the option that generates the **highest score for the educator will be automatically selected**; thus, educators do not need to select their option in advance.

## SAT-10 teachers with previous individual TVAAS data

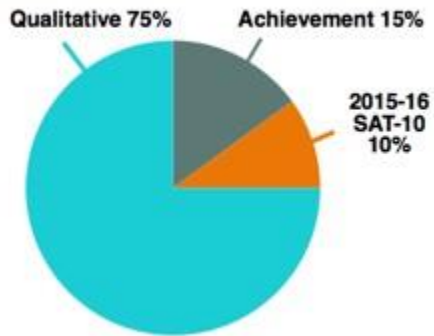


\* The individual scores from the two years will be weighted according to the number of students in each score. For teachers with no 2013-14 TVAAS data, their 2014-15 TVAAS data would be used. This would increase the amount by which the 2014-15 TVAAS data would factor into their score. Similarly, for teachers with no 2014-15 TVAAS data, which includes many social studies teachers, their 2013-14 TVAAS data would be used for the entirety of that portion.

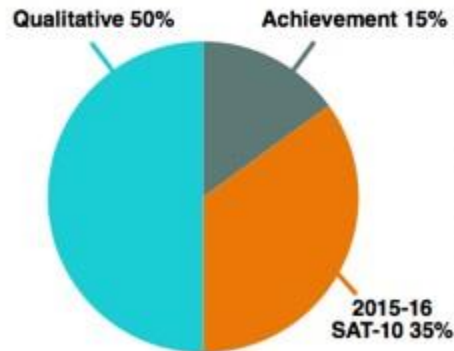
**\*\*see next page for second graph**

***New SAT-10 teachers and those without previous individual TVAAS data***

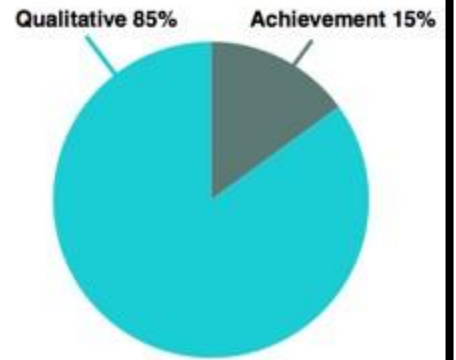
**Option 1:**



**Option 2:**



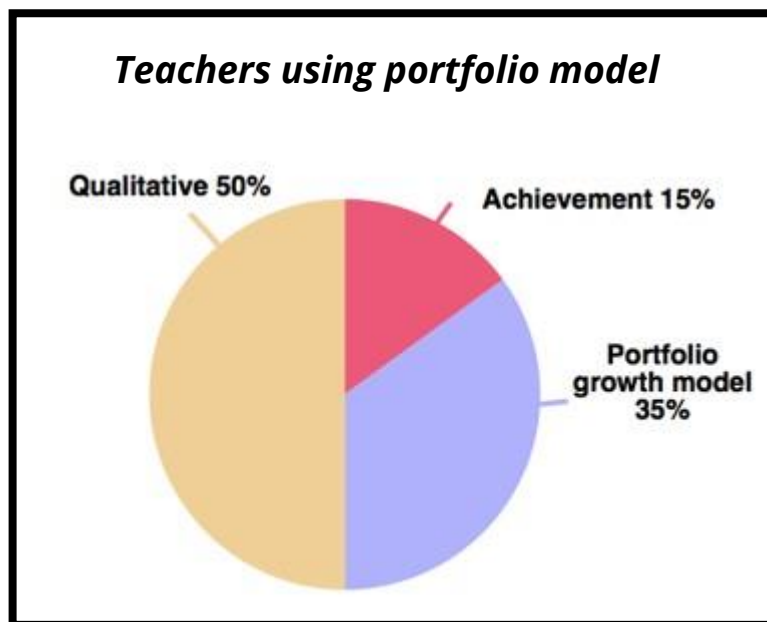
**Option 3:**



## 1l. What is included in my evaluation score if I am a teacher who is evaluated by a portfolio model?

Teachers who receive an individual growth score from an approved portfolio growth model (e.g., fine arts, physical education, world languages, or pre-K/kindergarten) will continue to use the same weighting as in prior years. The weighting for these teachers will continue to be 35 percent individual growth from the portfolio growth model, 15 percent from the achievement measure, and 50 percent from qualitative measures.

The department is committed to improving the quality and diversity of portfolio options available, especially in light of recent legislation, and will work with educators on these shared goals over the coming months.



## 1m. What is included in my evaluation score if I am a teacher or administrator in a TIF 4 district?

TIF 4 districts will receive separate guidance. Please stay tuned for a follow-up document tailored to your unique situation.

## 2. Is the scale for effectiveness still the same?

Yes, the scale for effectiveness is the same. While the weighting of components described in this document will be applied, the same scale for determining the level of overall effectiveness will be used. Please see the scale on the TEAM website ([here](#))

## 3. When does student demographic data verification (SDDV) and teacher student connection (TSC) need to be completed?

We plan to open SDDV and TSC on Monday, May 9, and currently plan to close it on Friday, May 27, for high school EOC in order to meet timelines for standards setting and reporting for high school. There is some additional flexibility on the timeline for grade 3–8 timelines given the truncated reporting cycle. We will address any requests for flexibility to complete claiming for grades 3-8 on a district-by-district basis.

The April 29 EIS pull will be used as the EIS pull of record. A super-set of data using the combination of the pre-ID pull on March 21 and the EIS pull on April 29 will be substituted for test scanning data that is usually received from the testing vendor. This data will closely approximate those students who were included in testing. District and school staff will validate that information through the SDDV and TSC process as normal.

***All teachers in grades and subjects that are part of the TCAP program should complete student rosters in TSC. This will include both high school and grade 3-8 educators.***

As you know, we have test data from Part I for all grades in ELA, math, and social studies. Per Commissioner McQueen's communications, all completed student responses will be scored, and raw data will be shared with districts. Moreover, for this year's teacher evaluation process, we will apply the additional flexibility for teachers in TCAP/EOC grades and subjects, such that those teachers may utilize historical TVAAS data if it benefits their summative evaluation score. The completion of TSC will help to ensure we have accurate data on which educators taught courses that were included in TCAP/EOC grades/subjects.

No teachers will receive TVAAS scores generated from their claiming data from 3–8 grades and subjects, as the department suspended administration of those tests.

## 4. Will teachers know what their score would have been for all composite options that were available to them?

Yes, through TNCompass educators will not only be able to see their evaluation composite score, they will also see what their score would have been for every composite option that was available to them. For example, a middle school math teacher with several previous years of individual TVAAS data who teaches EOC courses will be able to see his/her evaluation composite for Option 1, 2, and 3. The highest score will be automatically chosen as his/her evaluation score for 2015-16.

**5. Will a teacher’s TVAAS composite representing data from prior years be calculated with 2013-14 data only, with 2014-15 data only, and with 2013-14 plus 2014-15 in order to see which of the three options provides a higher score?**

No, all historical data available from 2013-14 and 2014-15 will be used to calculate the prior years’ composite. In other words, if a teacher has data from both years, both years of data will be included in their composite.

**6. How long does a student need to be in a teacher’s classroom in order to be included when calculating a teacher’s TVAAS data?**

As in past years, only students who are available for instruction for at least 150 days (as defined by local policy) will be included when calculating TVAAS scores. [Click here](#) for more information about this and other elements of the teacher-student claiming process.

**7. What are the options for selecting a new achievement measure?**

For grades 3–8 educators, a number of achievement measure selections are no longer valid, which **requires all districts to ensure that selected measures are valid for all educators. Invalid selections include any measure that references TCAP in any way.** [Click here](#) for a complete list of valid and invalid achievement measure selections for 3–8 teachers. Please note that educators cannot select previous years’ of individual TVAAS data to be their achievement measure for 2015-16 because previous years’ of individual TVAAS data is already a portion of the evaluation composite and the achievement measure should be reflective of an achievement metric for the current school year.

As the department previously outlined, districts have the option to allow all educators to select a new achievement measure if they would like to do so. If an educator selects a TVAAS-based measure and that data is able to be generated (EOC and SAT-10 teachers), it will factor into their evaluation

**8. How do I select a new achievement measure?**

Here are the next steps for updating achievement measures in TNCompass:

1. Districts should determine how updates will be made—either at the district level or at the school level.
  - If at the district level: Directions for completing centralized, batch uploads into TNCompass are available [here](#).
  - If at the school level: School administrators will make individual updates within TNCompass.

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2. Districts should communicate to educators the changes necessitated by the evaluation flexibility law and the recent testing developments by sharing this FAQ document and directing educators to learn more on the [TEAM website](#).
3. Districts should collect updated Achievement Measure Worksheets ([click here](#) for the updated worksheet) to keep on file locally—the department is not collecting these worksheets.
4. Districts or administrators should make achievement measure updates in TNCompass **no later than May 16**. Again, this can be done through a centralized, batch upload at the district level or individualized changes at the school level (see No. 1 above).

Educators are not required to change previously selected achievement measures, provided that they have chosen valid selections. **All valid selections must be made in TNCompass by May 16**. Note that many “off the shelf” assessments approved by the state board were utilized as RTI<sup>2</sup> universal screeners and may serve as an achievement measure.

## 9. What happens if a teacher who needs to select a new achievement measure does not do so or selects another invalid option?

For educators who do not choose a valid selection, districts will be responsible for identifying a default achievement measure for this group of educators and manually updating each of these educators’ achievement measures to reflect the district’s default achievement measure. We encourage districts to communicate with educators about which achievement measure is the district’s default option.

## 10. How will school accountability be impacted?

No Reward Schools will be identified from this school year. We will also not calculate Priority Exit or Priority Improving school lists. In the future, we will adjust how we determine the Priority School list to take into consideration that we do not have data from this year.

For high schools, which will have data from this year, the department has already provided a hold harmless provision so that no school could be hurt by TNReady results this year: if using a two-year measure that excludes data from the 2015-16 year means that a school is not on the Priority list, it will be removed from the list. Some middle schools that have a significant number of students who take an EOC exam may also generate data this year, and the hold harmless provision would also apply to those schools.

For elementary and middle schools that do not have data from this year, we will only calculate the future Priority list on a two-year measure. We will also explore options under the new federal K–12 law, the Every Student Succeeds Act (ESSA).

## **11. How will district accountability be impacted?**

While districts will still report all the data they have available from this year, the department is proposing that no district should receive a designation as to their status, such as Exemplary or In Need of Improvement. The state board will make the final decision about the district accountability policy.

All the data that are reportable, such as graduation rate, average ACT scores, and high school TCAP scores, will still be publically reported on the state report card in the fall.

No data from grades 3–8 tests will be included on the state report card. Districts will receive some limited information and raw data for informational purposes if tests were administered for full grades and subject areas or were administered prior to suspending grades 3–8 testing.

## **12. What will be the impact on TVAAS scores for next year? Will it be based on the past two years only?**

We are currently determining the options that are available for calculating TVAAS scores next year. We will communicate additional information over the coming months on future evaluation composite options.

As previously announced, if at any point in this three-year transition—through the 2017-18 school year—the student growth data from the 2015-16 test does not benefit a teacher, educators will have that data excluded from their evaluations.

## **13. Will the 3,4,5 override and the 4/5 trump rule still apply?**

Yes, if a school leader scores a 3, 4, or 5 student growth score and that score is higher than the achievement measure, the student growth score will be used in lieu of the achievement score. If a teacher scores a 3, 4, or 5 in individual student growth and that score is higher than the achievement measure, the individual student growth score will be used in lieu of the achievement score.

If a district opted into the 4/5 Trump rule, it will apply as well. If a teacher's individual growth score is a 4 or 5 and that score is higher than the level of overall effectiveness, the individual growth score will trump the level of overall effectiveness.

## **14. Will scoring and TVAAS be stable during these transitions?**

Yes. It's important to remember that TVAAS always looks at relative growth from year to year, not absolute test scores.

For those educators who will have TVAAS data this year, students' scores that will be factored into TVAAS are based on academic growth, not based on a student's overall performance.

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Because students' performance will be compared to the performance of their peers, any drops in statewide proficiency rates resulting from increased rigor of the new assessments will have no impact on the ability of teachers, schools, and districts to earn strong TVAAS scores. While there is no set distribution of scores that TVAAS can be expected to produce, we expect to see a relatively stable and balanced distribution of scores through the transition.

Additionally, we are committed to ensuring TCAP tests are scored reliably so the data that educators, parents, and students receive is valid and informative. While we are still determining the vendor for scoring, the department is working on an expedited timeline to quickly find a new company.

Each year, the scoring process involves different scorers in the fall than the spring due to scorer hiring and availability. Therefore, there is already an established scoring, scorer training, and equating process to ensure scale scores are comparable across test forms and administrations. Additionally, for all testing in Tennessee, Tennessee teachers inform the scoring process. They establish anchor papers that all student responses are graded against and drive the rangefinding process, which helps to interpret students' raw performance data and determine achievement measures. Those materials will be used by the new vendor to score tests from this spring