

Educator Evaluation: Charter Schools and Management Organizations

Per [Tennessee State Board of Education policy 5.201](#), charter schools and charter management organizations must adopt and implement an approved evaluation model for teachers and school administrators. This includes utilizing an approved classroom observation model. Charters may select an existing state board-approved observation model or propose a model for approval. **This decision and any proposals must be communicated to the department via email to Rene.Diamond@tn.gov by Jan. 15, 2019.**

Additionally, all charter schools and charter management organizations must submit evaluation data into the state evaluation data system on an annual basis beginning in the 2019-20 school year.

Selecting an Observation Model

Option 1: Utilize an Existing State Board-Approved Observation Model

Observation models that are currently approved by state board include the following:

- TEAM (Tennessee Educator Acceleration Model)
- TEM (Teacher Effectiveness Model)
- TIGER (Teacher Instructional Growth for Effectiveness and Results)
- Project Coach

To learn more about the TEAM model, visit www.TEAM-tn.org. To learn more about other state board-approved models, contact TEAM.Questions@tn.gov. To select one of these models for use in 2019-20, email Rene.Diamond@tn.gov by Jan. 15, 2019.

Option 2: Propose an Alternate Observation Model

Charter schools and charter management operators may propose an observation model that is not currently state board-approved. Complete proposals include the observation instrument and evidence of each of the following:

- Research-based instructional practices that led to incremental gains in the quality of the measured practices
- Five performance levels or a plan to convert scores on a different scale to a five-level scale
- Yearly certification process for all evaluators
- Formal educator feedback component
- Minimum number of observation minutes aligned to state board policy

Proposals must be submitted to the department by emailing Rene.Diamond@tn.gov no later than Jan. 15, 2019.