Tennessee Educator Acceleration Model (TEAM)
Frequently Asked Questions:
Evaluator Training

1. **How do I stay updated on evaluation processes, practices, and updates?**
The Human Capital Update is a monthly newsletter for district and school level evaluators and other interested educators. Please [subscribe](#) to stay up-to-date on evaluation guidance, timelines, policy, and processes.

2. **Why is TEAM training required?**
In order to conduct observations, educators must be fully certified. Conducting observations without full certification is a grievable offense. Certification entails participating in an official state-sponsored TEAM training and then passing the subsequent online certification test. Registration information can be found on the TEAM website. For questions about training or certification, please reach out to TEAM.Questions@tn.gov.

3. **In which evaluator training session should I enroll?**
Teacher evaluator trainings are designed to prepare you for the certification test that once passed, will allow you to evaluate teachers and other school service personnel. A list of school service personnel may be accessed [here](#).

Administrator evaluator training is designed to prepare you for the certification test that once passed, will allow you to evaluate administrators.

Visit the TEAM website [here](#) to register for available trainings.

4. **What are the requirements of the certification test?**
   - The teacher evaluator certification test has two required parts. Part one is a lesson analysis. After viewing a video of a full lesson, assign a rating to each of the 12 indicators of the TEAM instruction domain. Success criteria includes:
     - No more than ±1 point away from the benchmark rating for at least 8 indicators
     - Average observation score is within ±0.9 points away from the benchmark average observation score.
   - Part two is a general knowledge multiple-choice test that includes eight questions on a variety of TEAM-related topics.
   - The administrator evaluator certification test is a twenty-question multiple-choice test that includes a variety of topics related to TEAM.

5. **What if I do not pass the test?**
Each test allows for two automatic attempts. If the two attempts are not successful, please contact TEAM.Questions@tn.gov for a next steps.

6. **What is the validity period of my evaluator certification?**
Certification is valid through the end of the current school year regardless of the certification date.

7. **Do evaluators have to certify every year?**
   Yes. According to state board and department policy 5.201:
   “All evaluations shall be conducted by certified evaluators. To be certified, an evaluator must meet certification requirements as determined by the Department.”
   And further:
   The board “Require[s] yearly certification of all evaluators.”
   The certification test must be passed before conducting any observations. Conducting observation without passing the certification test is a grievable offense and will invalidate observations.

8. **How do I recertify if I am already a certified observer?**
   Evaluators that are certified in the immediately preceding school year are eligible to recertify online. Eligibility, invitations to recertify, and enrollment in the platform are generated from a TNCompass populated report of certified observers. Invitations are sent to eligible evaluators when the recertification window opens in the summer.

9. **I have questions that have not been answered here. Who can I contact?**

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<th>Evaluation questions</th>
<th><a href="mailto:TEAM.Questions@tn.gov">TEAM.Questions@tn.gov</a></th>
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