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](mailto: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](mailto: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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