



2020-21

District Evaluation Flexibility Options Overview

Background:

Each year, the department administers the Evaluation Flexibility Options Survey to identify how districts choose to operationalize the various components of the Tennessee Educator Acceleration Model (TEAM) teacher and leader evaluation system.

In completing this survey, districts reflect on the implementation of local educator evaluation and make selections that best support district plans. Responses from the survey dictate the configuration of TNCompass for districts. Additionally, the department uses survey responses to inform and deploy appropriate supports.

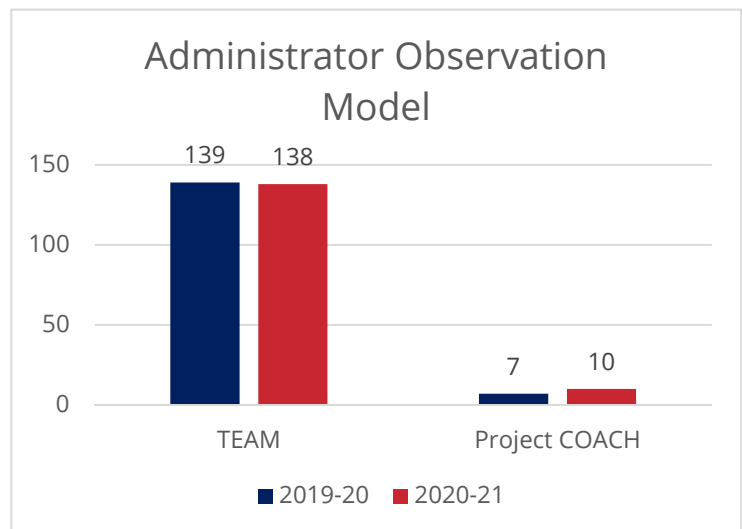
Guidance and support for survey completion are available on the [TEAM website](#).

Results Overview:

Administrator Observation Models

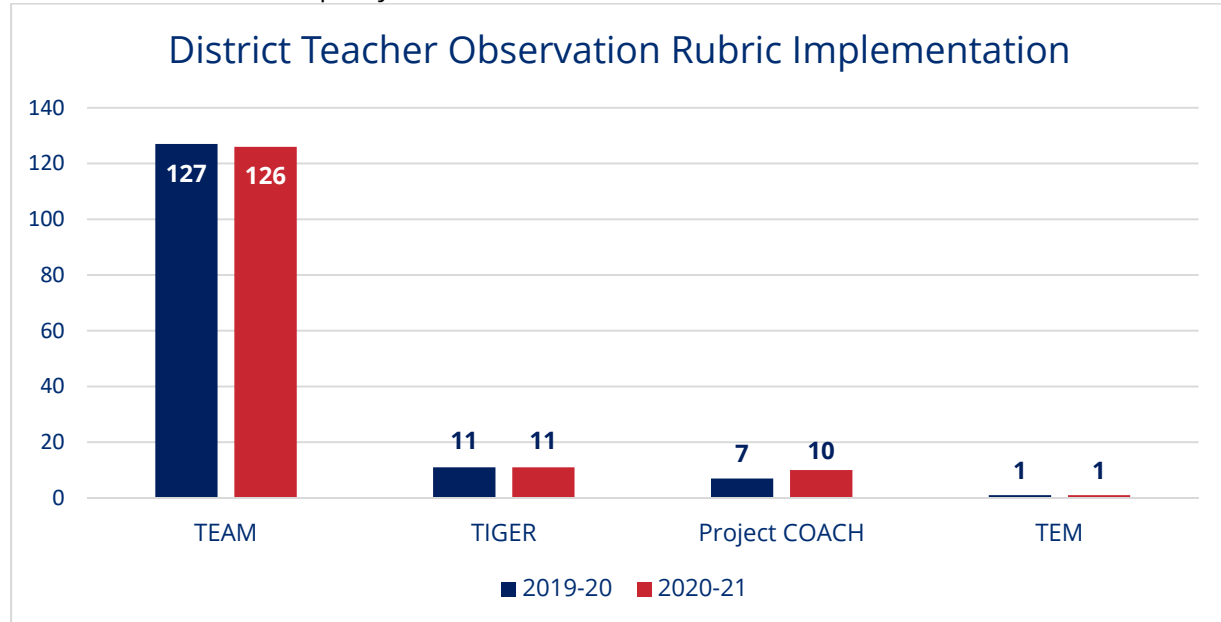
Districts that employ the TEAM, TEM, and TIGER rubrics for teacher observations use the TEAM rubric for administrator observations. Project COACH rubrics for teacher and administrator work in tandem.

In 2019-20 and 2020-21, fifty-one percent (51%) of districts opted into administrator evaluation flexibility, which allows the district to enter only one set of summative scores based on multiple observations throughout the school year that will constitute the entire average observation score. Forty-nine percent (49%) opted into the administrator evaluation flexibility that allows the district to enter scores from two observations: a fall observation that constitutes one-third of the average observation score and a spring observation that constitutes two-thirds of the average observation score.



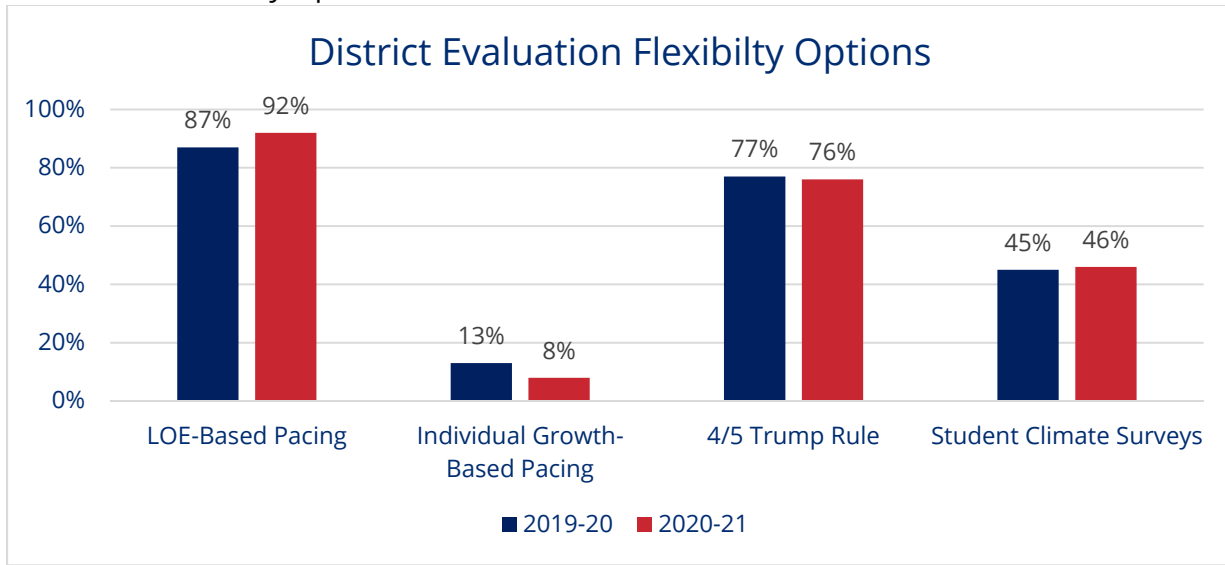
Teacher Observation

Districts must implement the TEAM model or another state approved observation model as described in state board policy [5.201](#).



Model	2019-20	2020-21
<p>The Teacher Instructional Growth for Effectiveness and Results (TIGER) teacher evaluation model is a process developed by practitioners within the Association of Independent and Municipal Schools (AIMS).</p>	<ul style="list-style-type: none"> Alamo Alcoa Bradford Greeneville Lebanon Lenoir City Lexington Maryville Paris Trenton Trousdale County 	<ul style="list-style-type: none"> Alamo Alcoa Bradford Greeneville Lebanon Lenoir City Lexington Maryville Paris Trenton Trousdale County
<p>Project COACH is a collaborative, coaching model based on brief (minimum of 10 minutes), unannounced observations over the course of the entire school year. Each observation is followed up with a feedback conference focused on actionable steps.</p>	<ul style="list-style-type: none"> Anderson County Blount County Bradley County Hamilton County Jefferson County Lawrence County Rhea County 	<ul style="list-style-type: none"> Anderson County Blount County Bradley County Giles County Hamilton County Jefferson County Lawrence County Rhea County Tullahoma Warren County
<p>The TEM (Teacher Effectiveness Measure) evaluation system considers multiple measures to develop a holistic picture of teacher performance. Depending on teaching placement, these may include: student growth, student achievement, student perceptions, observations, and professionalism.</p>	<ul style="list-style-type: none"> Shelby County 	<ul style="list-style-type: none"> Shelby County

Evaluation Flexibility Options



Pacing

As per state board policy, the number of observations required for teachers is based on the license type and either the LOE or individual growth score from the previous year. Districts employing TEAM have the option to select the LOE to guide the number of observations for all teachers OR select the individual growth score to guide the number of observation for teachers with individual growth scores (TVAAS, portfolio, or alternative), even if their LOE was higher.

The 4/5 Trump Rule

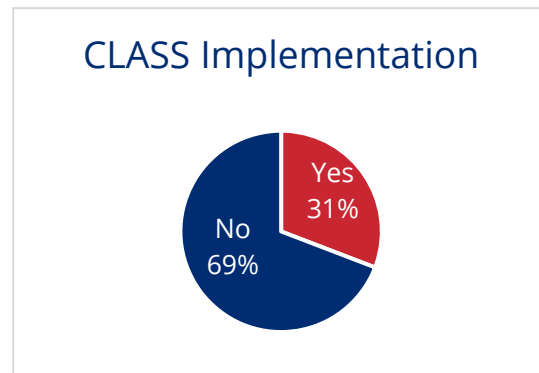
According to state board policy [5.201\(1\)\(a\)\(3\)](#), opting in to the “4/5 Trump Rule” allows all teachers who score a level 4 or 5 on individual growth to use their individual growth score for the entirety of their level of overall effectiveness (LOE).

Student Engagement and School Climate Survey

TEAM and Project COACH districts may opt in to the use of student surveys for five percent of a teacher’s LOE or for feedback purposes only (see state board policy [5.201\(2\)](#)).

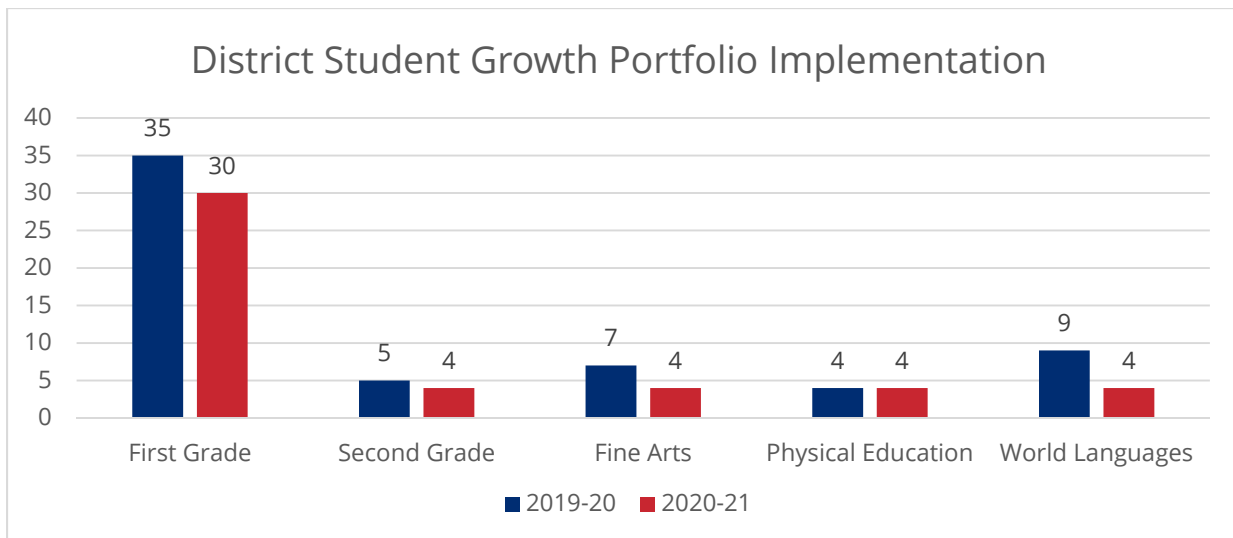
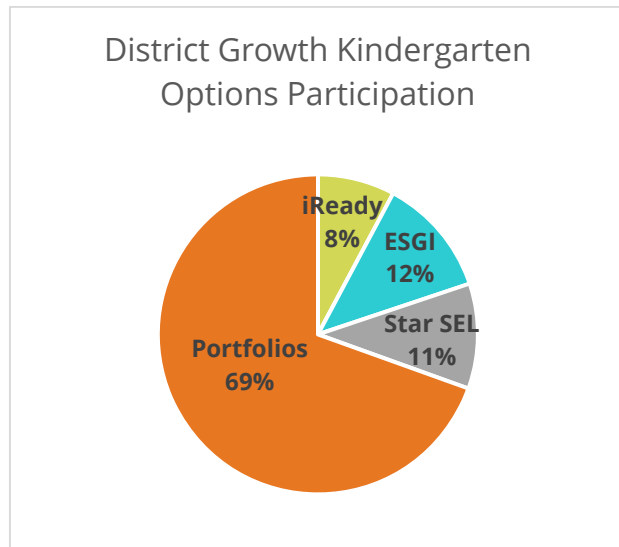
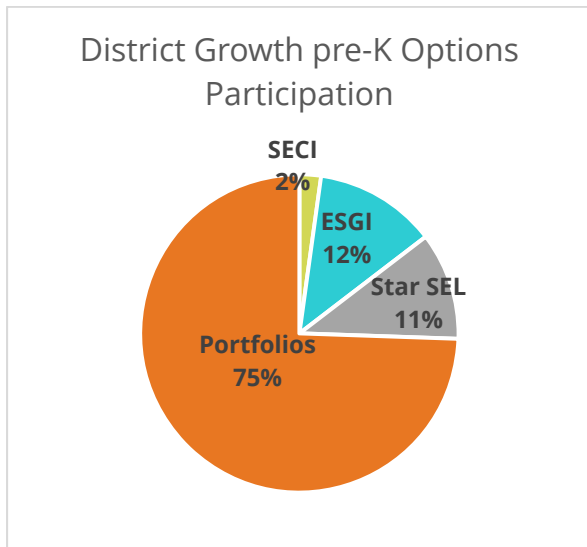
CLASS

The Classroom Assessment Scoring System (CLASS®) is an observation instrument that assesses the quality of teacher-child interactions in center-based preschool classrooms. CLASS® includes three domains or categories of teacher-child interactions that support children's learning and development: Emotional Support, Classroom Organization, and Instructional Support. This observation model is available to districts that implement TEAM for all other educators.



Student Growth Measure Options

Student growth measure options provide educators in certain non-tested grades and subjects access to a valid and reliable classroom-level measure of student growth as part of the evaluation process (see state board policy [5.201\(1\)\(a\)\(1\)](#)). In 2020-21, per [PC552](#), every district is required to utilize at least one approved student growth portfolio model or an alternative. Note that all districts with voluntary pre-K (VPK) programs **must** implement the pre-K and kindergarten portfolios or an alternative. Implementation of pre-K/K portfolios or an alternative meets the requirement of [PC552](#) and additional participation in the student growth portfolio model is a district flexibility option.



Instructional Supervisor Rubric Availability

The Tennessee instructional supervisor observation rubric helps define and foster professional growth by providing specific guidance around the vital role instructional supervisors play in impacting student achievement. This recommended, voluntary observation tool for instructional supervisors builds upon the strong foundation and impact of the TEAM teacher and administrator observation tools.

Districts may elect to use scoring and/or feedback in TNCompass for instructional supervisor observations with this tool. Districts may use all or portions of the observation rubric. The district determines how scores generated from the supervisor rubric are used. Average observation scores are for local use only. This process does not result in an LOE, as no growth or achievement measures are selected in TNCompass.

