

Selection of Achievement Measures

In May 2019, the State Board of Education passed revisions to Teacher and Administrator Evaluation Policy [5.201](#) to update the selection of achievement measures for teacher and leader evaluations, effective beginning in the 2019-20 school year. Below is a summary of the changes to policy 5.201, a detailed section regarding each change, and the new achievement measure list and worksheet.

Summary of Changes to the Achievement Measure

1. Achievement measure options are now constrained by grade band and level of work assignment.
2. Educators choosing an industry certification as their achievement measure will now be able to incorporate multiple types of certifications instead of selecting one.
3. Scales should be reported in TNCompass upon measure selection with the exception of the selection of a TVAAS composite for achievement measure.

Available Measures

Per T.C.A. § 49-1-302(b)(2)(B)(ii) and state board policy 5.201, the achievement measure selected by the educator, and agreed upon by the evaluator, “shall be a measure aligned as closely as possible to the educator’s primary teaching assignment.” In order to support compliance with this provision, there is now a list of achievement measures according to two grade bands: pre-K-8, and 9-12. It is the responsibility of educators and evaluators to select a closely aligned measure from within those lists. Please see the updated achievement measure list and worksheet [here](#).

Additionally, the selected measure must align with the level of the educator’s work assignment. If the educator’s primary assignment is classroom instruction in one school, the selected measure will be at the classroom or school level. If the educator splits their time across multiple schools, they will indicate a primary school assignment in TNCompass and select a measure for that school, or be staffed at the “system-wide (0000)” location and select a district-wide measure. School administrators will select a school-level measure. The department will monitor implementation and provide feedback to districts to ensure all measure selections comply with statute and policy.

Industry Certifications

To improve the meaningfulness of industry certifications as an achievement measure, educators will now be able to incorporate multiple types of certifications from the approved list into their measure selection rather than the limitation of selecting one certification. Should an educator choose this option, the achievement measure submitted is the applicable career cluster, and the selected certifications should be entered as part of the scale information. Educators may not select more than one career cluster, but they may select any of the available certifications within a cluster and work with their evaluator to determine an appropriate way to scale their selection. This is a more comprehensive option for CTE educators that ties more directly to their teaching assignments.

Reporting Scales

It remains the responsibility of educators and their evaluator to determine an appropriate scale for their achievement measure selection that aligns to the [TEAM Performance Level Guide](#). Beginning school year 2019-20, evaluators must enter the criteria for each of the performance levels, 1 through 5, in TNCompass when the measure selection is entered. TVAAS measure selections are the exception as they do not need a scale. The department will monitor the submission of scales and provide feedback to districts regarding completion of entry.

With questions, please email TEAM.Questions@tn.gov.