

2020-21 Evaluation Flexibility Options Survey Guidance



Purpose

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 should 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.

Important Dates

TNCompass configuration includes securing evaluation data during the transition to the 2020-21 school year. Please note the following dates:

June 17	Evaluation flexibility options survey due to the department <i>Note: Districts will not be configured for evaluation in TNCompass for 2020-21 until the survey and subsequent configuration is complete.</i>
June 18– July 26	TNCompass configuration: All staffing/permissions from 2019-20 will automatically rollover to 2020-21. During the rollover window, all staffing in TNCompass will be locked. As such, no staffing should be adjusted in TNCompass during the rollover window.
July 27	TNCompass configured and open for 2020-21. Custom permissions must be re-assigned.



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Navigating This Document and Completing the Survey

In this guidance document, the * represents a required response in the survey. The red text provides additional question details.

Survey completers can elect to either complete the survey in one sitting or “save and resume later.” Survey completers can navigate throughout the survey, but all required items must be completed before submitting the form.

The survey contains three sections. The first requests contact information, the second requests TNCompass configuration options, and the third is the director of schools’ signature section.

Directors of schools sign a memorandum of understanding (MOU) that confirms district selections within the survey. **The director of schools MUST electronically sign the survey for the process to be complete.** The MOU is electronically generated upon completion of the survey. Upon survey submission, an email will be sent immediately to the survey completer and to the director of schools containing all submitted responses. **Please print and save this document for your records.** The submitted MOU serves as a contract between the district and the department. The selected options represent a district commitment and changes to the MOU will not be available.

Resources

With questions regarding any of these decision points, contact TEAM.Questions@tn.gov. Additionally, the following related resources may be referenced not only for survey completion, but throughout the year to support implementation:

- [Teacher and Principal Evaluation Policy 5.201](#)
- [TNCompass Quick Start Guide](#)
- [TEAM Website](#)



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I. Contact Information

1. *District Information

- *District name
- *CORE region

2. *Survey Completer Information

- *Survey completer full name
- *Survey completer email address
- *Survey completer role

3. *Director of Schools Information

- *Director of schools full name
- Check "Same as survey completer information above" if director of schools is completing the survey; this will auto-generate the previous responses for name and email.
- *Director of schools email
- *Director of schools phone number

4. *Superintendent Designee Information

This role mimics the role of the superintendent in TNCompass and has access to the same permissions, reports, and charts.

- *Designated superintendent full name
- *Designated superintendent district role
- *Designated superintendent email address
- *Designated superintendent phone number

5. *District TEAM Evaluation Configurator Information

This role is responsible for ensuring the evaluation data quality of the district, including observation data, achievement measure data, and student growth data.

- *District TEAM evaluation configurator full name
- *District TEAM evaluation configurator email address
- *District TEAM evaluation configurator phone number

6. *Tennessee Academy for School Leaders (TASL) Configurator Information

This role is responsible for ensuring the TASL data quality of the district, including approving TASL credit, identifying TASL mandated leaders, and managing TASL academy enrollment/processes.

- *TASL configurator full name
- *TASL configurator district role
- *TASL configurator email address
- *TASL configurator phone number



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7. ***District Testing Coordinator Information**

This role is responsible for training all personnel that will be assisting in the administration of all or any TCAP assessments, oversight of all aspects of assessment administration, and adhering to state testing law and policies.

- *District testing coordinator full name
- *District testing coordinator email address
- *District testing coordinator phone number

8. **District Educator Recognition Contact Information**

This role is responsible for submitting nominations for district teacher, principal, and supervisor of the year. Participation in these programs is optional.

- *District educator recognition contact full name
- *District educator recognition contact role
- *District educator recognition contact email address
- *District educator recognition contact number

9. ***In 2020-21, will the district receive pre-Kindergarten program approval under T.C.A. §§ 49-6-103 - 49-6-110 (VPK funding)?**

- Yes
If yes is selected, the contact information request below will appear.
- No

***District Voluntary Pre-K Coordinator Information**

This role is responsible for ensuring all district compliance with mandates connected with these funds.

- *District voluntary pre-K coordinator full name
- *District voluntary pre-K coordinator role
- *District voluntary pre-K coordinator email address
- *District voluntary pre-K coordinator phone number

10. ***Has your district submitted the [Differentiated Pay Plan](#) for 2020-21?**

According to state board policy 5.600 each district shall report annually on the implementation of its differentiated pay plan. Implementation of differentiated pay requires that districts compensate eligible educators as outlined by the approved district plan for the year in which they are reporting. The submission deadline is 5 p.m. CT on **July 3**.

- Yes
- No
 - What further supports might the department provide to complete this?

II. TNCompass Configuration

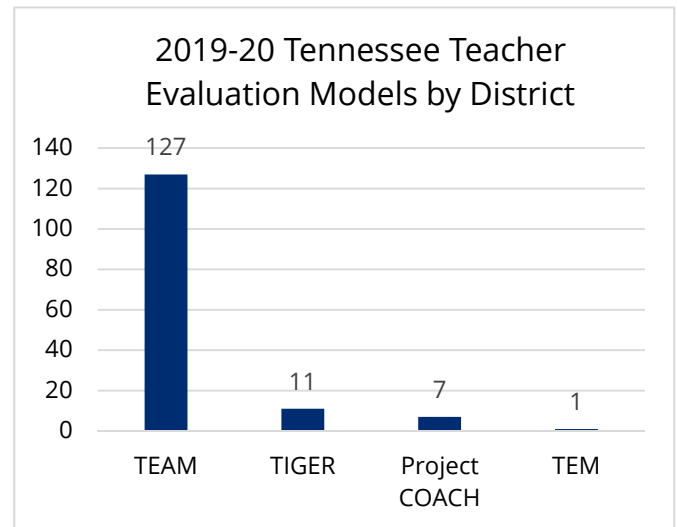
The information in this section dictates the configuration of TNCompass for your district.

Observation

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

11. *Which of the following state board-approved observation models will be utilized for educator observation?

- Tennessee Educator Acceleration Model (TEAM)
This option will open questions regarding customization and pacing. Selecting this option indicates district plans to use TEAM for both teacher and administrator evaluation.
- The Teacher Instructional Growth for Effectiveness and Results (TIGER)
This option will open the information below regarding teacher evaluator certification. Selecting this option indicates district plans to use TIGER for teacher evaluation and TEAM for administrator evaluation.
- Project COACH
This option will open the information below regarding evaluator certification. Selecting this option indicates district plans to use Project COACH for both teacher and administrator evaluation.
- Teacher Effectiveness Model (TEM)
This option will open the information below regarding teacher evaluator certification. Selecting this option indicates district plans to use TEM for teacher observations and TEAM for administrator evaluation.



This question will appear if TEAM is the selected observation model.

12. *In what ways will the district customize the TEAM observation process for teacher evaluation? Choose all that apply.

- No customization planned
- Require co-observations for all or a sub-set of teachers
A box will appear that requires specification of customization.
- Require additional observations of all or a sub-set of teachers
A box will appear that requires specification of customization.
- Require observations to be sequenced or combined in a specific way
A box will appear that requires specification of customization.



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13. *Is the district using the CLASS for all pre-K observations?

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.

- Yes
In order to implement CLASS as an evaluation flexibility option, districts must have reliable CLASS observers. Please contact Misty Moody at Misty.Moody@tn.gov for information about observer certification.
- No

This option is only available to districts that use TEAM or Project COACH.

School Climate Surveys

14. *Is the district administering student engagement and school climate surveys in 2020-21?

Districts can opt in to the use of student surveys for five percent of a teacher's LOE or for feedback purposes only. Currently approved student survey instruments include:

- [Tennessee School Climate Survey](#)
- [Tripod Survey](#)
- [My Student Survey](#)
- [Panorama](#)

- Yes, for five percent of the level of overall effectiveness (LOE).
- Yes, for feedback purposes only.
- No, we will not implement in 2020-21.

Students spend more time interacting with teachers and instruction than any outside observer can. Student feedback from developmentally appropriate and carefully designed surveys has been shown to correlate with and even predict student achievement gains.

This question will only appear if TEAM is selected as the teacher observation model.

Observation Pacing

Per state board policy, the number of observations required for teachers is based on the license type and either the previous year's LOE or the previous year's individual growth score.

Districts have the option to select the previous year LOE to guide the number of observations for all teachers OR for teachers with individual growth scores, (TVAAS, portfolio, or alternative measure of growth to portfolios) select the previous year individual growth score to guide the number of observations, **even if their LOE was higher.**



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Please note: Average observation scores will not calculate for a teacher unless all required observations are submitted into TNCompass. If previous year evaluation data has not been submitted to TNCompass, the maximum number of observations for the license type is required, regardless of observation pacing flexibility option selection.

Due to COVID-19 and state board evaluation amendments, observation pacing will be based on 2018-19 data. Find more information on these decisions [here](#).

15. *On which option will the district base 2020-21 teacher observation pacing?

- 2018-19 LOE-based pacing for all teachers
- 2018-19 individual growth score-based pacing for tested/portfolio teachers

Student Growth

The quantitative portion of an educator's level of overall effectiveness (LOE) combines student growth and achievement.

In regards to growth,

- [Per PC552](#), every district is required to utilize at least one approved alternative growth measure for non-tested teachers. Required implementation of pre-K/K portfolios or alternative to portfolios growth measure based on VPK (voluntary pre-k) funding meets the requirement of [PC552](#) and additional participation in the student growth portfolio model or alternative to portfolios growth measures is a district evaluation flexibility option for non-tested teachers.
- For teachers that generate individual TVAAS scores, the student growth measures shall be comprised of TVAAS scores.
- For teachers that do not generate individual TVAAS scores, there are several evaluation flexibility options outlined below.
 - TVAAS school composite scores shall be the standard student growth measure and shall account for fifteen percent (15%) of the LOE.
 - The qualitative portion (observation scores) of the LOE for these educators shall be increased to seventy percent (70%) and student achievement shall account for fifteen percent (15%).
 - Pursuant to T.C.A. § 49-6-105(e)(1) and State Board Rule 0520-02-01-.01, districts that receive pre-Kindergarten program approval under T.C.A. §§ 49-6-103 - 49-6-110 (VPK funding) shall utilize:
 - the pre-K/Kindergarten growth portfolio model, or
 - a comparable approved alternative measure of student growth.

TVAAS
Tennessee Value
Added Assessment
System



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Growth Measure Options for Non-tested Teachers

16.* What types of individual growth measures for non-tested teachers will the district implement?

Select all that apply.

- Student growth portfolio models
- Alternative measures of growth to portfolios

The following questions appear only when student growth portfolio models are selected in question 16.

*Check all portfolio models the district plans to implement in 2020-21.

Select all that apply. After selecting the portfolio models, a section will appear to request the district primary contact for that particular model.

- Pre-K (Required in districts that receive VPK funding)
- Kindergarten (Required in districts that receive VPK funding)
- First Grade
- Second Grade
- Fine Arts
- Physical Education
- World Language

Student growth portfolio models provide teachers 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.

*District Portfolio Lead

The district portfolio growth lead is responsible for local portfolio implementation. Duties for this position include monitoring and supporting the timely and complete portfolio submission for all teachers. For more specifics, refer to the [TEAM Portfolio Guidebook for Administrators and Teachers](#).

- *District portfolio lead full name
- *District portfolio lead email address
- *District portfolio lead phone number

*District Portfolio Technology Lead

The district portfolio technology lead is responsible for ensuring that all educators have access to the online platform and providing local level technology support.

- *District portfolio technology lead full name
- *District portfolio technology lead email address
- *District portfolio technology lead phone number

The following questions appear only when alternative to portfolios are selected in question 16.

*** For which grade level(s) will your district pilot an alternative measure to portfolios?**

- Pre-K
- Kindergarten
- Both

The following questions appear only when options pre-k or both are selected in the previous question.

***Select the alternative to portfolio measure of growth your district will pilot for all pre-K teachers.**

- Star Early Literacy (SEL)

Growth Category	Star Early Literacy Assessment Scale Score Growth
Level 5	165+
Level 4	131-164
Level 3	96-130
Level 2	61-95
Level 1	60 or Below

- ESGI

Growth Category	Student Growth Indicator
Level 5	4.20-5.00
Level 4	3.40-4.19
Level 3	2.60-3.39
Level 2	1.80-2.59
Level 1	1.00-1.79

- SECI- Scholastic Early Childhood Inventory

Growth Category	Star Early Literacy Assessment Scale Score Growth
Level 5	169-204
Level 4	133-168
Level 3	97-132
Level 2	61-96

The following questions appear only when options pre-k or both are selected in the previous question.

***Select the alternative to portfolio measure of growth your district will pilot for all kindergarten teachers.**

- Star Early Literacy (SEL)

Growth Category	Star Early Literacy Assessment Scale Score Growth
Level 5	165+
Level 4	131-164
Level 3	96-130
Level 2	61-95
Level 1	60 or Below

- ESGI

Growth Category	Student Growth Indicator
Level 5	4.20-5.00
Level 4	3.40-4.19
Level 3	2.60-3.39
Level 2	1.80-2.59
Level 1	1.00-1.79

- iReady

Growth Category	Median Growth
Level 5	80 or below 115 and above
Level 2	105-114
Level 3	91-104
Level 4	81-90
Level 1	80 or below

***Alternative to Portfolio Growth Measure Lead Information**

The alternative growth lead is responsible for local implementation of the assessment. This role is responsible for training all personnel that will be assisting in the administration of all assessments, oversight of all aspects of assessment administration, data collection and reporting.

- *District alternative to portfolio lead full name
- *District alternative to portfolio lead email address
- *District alternative to portfolio lead phone number

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 2018-19 individual growth (TVAAS or portfolio) to use their individual growth score for the entirety of their level of overall effectiveness (LOE).

Opting in to the 4/5 Trump Rule dictates that individual teacher growth scores on TVAAS or portfolios determines observation pacing for 2020-2021 instead of the LOE, regardless of which one is higher.

See Appendix A for details and scenarios that involve observation pacing, LOE configuration, and flexibility options.

17. *Is the district opting into the 4/5 Trump Rule in 2020-21?

- Yes
- No

This question will only appear when TEAM is selected as the evaluation model.

Administrator Evaluation

18. *Is the district opting into administrator evaluation flexibility in 2020-21?

- Yes, the district enters **one summative score** for each indicator **based on multiple observations** throughout the school year.
- No, the district enters **two scores** for each indicator wherein:
 - fall scores constitute **one-third** of the average observation score, and
 - spring scores constitute **two-thirds** of the average observation score.

Instructional Supervisor Rubric

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.

19. *Is the district utilizing the instructional supervisor observation rubric in 2020-21?

- The district will use the rubric for both scores and feedback in TNCompass.
- The district will use the rubric for feedback only in TNCompass.
- The district will use the rubric for scores only in TNCompass.
- The district will not use the rubric in 2020-21.



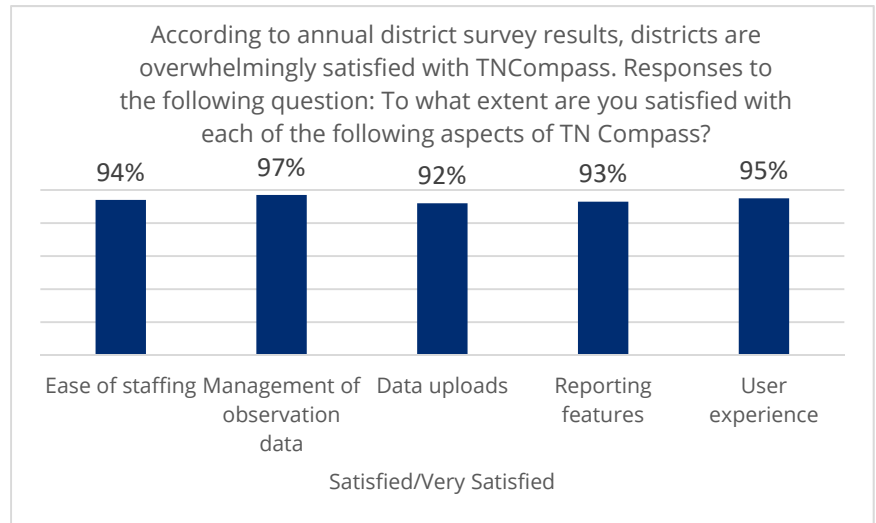
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Data System

While all districts are required to submit teacher and administrator observation data via TNCompass in accordance with state guidelines, there is flexibility around how data may be collected.

20. *Which data system will be utilized to collect teacher observation data?

- TNCompass
- Other (include vendor information) **This option opens fields to specify required vendor contact information.**



21. *Which data system will be utilized to collect administrator observation data?

- TNCompass
- Other (include vendor information) **This option opens fields to specify required vendor contact information.**

This question will appear when *Other* is selected in either or both of the previous questions and is required.

***If using a system other than TNCompass to collect [teacher/administrator] observation data, provide vendor contact information.**

- *Contact full name
- *Company name
- *Email address
- *Phone number

III. Director of Schools' Signature

Please ensure that all of your answers to the survey accurately reflect district intentions and needs. It is the district's responsibility to ensure that all stakeholders are informed and in agreement upon the selections. The **director of schools** must electronically sign the survey. This form is due in its entirety, complete with the director of schools signature, no later than **June 17 at 5 p.m. CT**. Only one survey should be completed per district.

By signing, the director of schools agrees to all of the selected options within this form. The director's signature indicates their acknowledgment of the 2020-21 TNCompass configuration based on their selections.



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In order for the survey to be complete, the director of schools **must** sign the last page of the survey. The survey is complete only when the **SUBMIT** button is clicked. **Once this form is submitted, these selections may not be changed for 2020-21.** The following page serves as the signed Memorandum of Understanding with the department.



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