

# 2020-21 Charter Evaluation Flexibility Options Survey Guidance



## Purpose

Each year, the department administers the Evaluation Flexibility Options Survey to identify how districts and charters choose to operationalize the various components of the Tennessee Educator Acceleration Model (TEAM) teacher and leader evaluation system. In completing this survey, charter organizations should reflect on the implementation of local educator evaluation and make selections that best support charter plans. Responses from the survey dictate the configuration of TNCompass. 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:

<b>June 17</b>	Evaluation flexibility options survey due to the department Note: Charters will not be configured for evaluation in TNCompass for 2020-21 until the survey and subsequent configuration is complete.
<b>June 18- July 26</b>	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. <b>As such, no staffing should be adjusted in TNCompass during the rollover window.</b>
<b>July 27</b>	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.

Charter directors of schools sign a memorandum of understanding (MOU) that confirms selections within the survey. **The charter director 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 charter and the department. The selected options represent a commitment and changes to the MOU will not be available.

### Resources

With questions regarding any of these decision points, contact [TEAM.Questions@tn.gov](mailto: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. \*Survey Completer Information

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

### 2. \* Is the charter associated with a management organization?

- Yes *If Yes is selected, number 3 will appear.*
- No *If no is selected, number 4 will appear.*

*This question will only appear if question 2 is Yes.*

### 3. Charter Management Organization Information

- \*Charter management organization name
- \*CMO lead full name
- \*CMO lead email address
- \*CMO lead telephone number
- \*How many schools operate under the CMO in Tennessee?

*This question will only appear if question 2 is No.*

### 4. Charter School Name

- \*Charter school name
- \*Charter school lead full name
- \*Charter lead email address
- \*Charter lead telephone number
- \*Does the independent charter operate more than one school?

*The information in question 5 will be requested for each charter.*

### 5. Charter School Names

- \*Charter school name
- \*Charter school lead full name
- \*Charter school lead email address
- \*Charter school lead phone number
- \*Charter school authorizer

*Select from the following list:*

- Metro Nashville Public Schools
- Shelby County Schools
- Hamilton County Schools
- Know County Schools
- Tennessee State Board of Education
- Achievement School District

**6. \*Superintendent Designee Information**

This role mimics the role of the charter director's role in TNCompass and has access to the same permissions, reports, and charts.

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

**7. \*Evaluation Configurator Information**

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

- \*Evaluation configurator full name
- \*Evaluation configurator email address
- \*Evaluation configurator phone number

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

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

- \*TASL configurator full name
- \*TASL configurator email address
- \*TASL configurator phone number

**9. \*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.

- \*Testing coordinator full name
- \*Testing coordinator email address
- \*Testing coordinator phone number

**10. Educator Recognition Contact Information**

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

- Educator recognition contact full name
- Educator recognition contact role
- Educator recognition contact email address
- Educator recognition contact number

**11. \* In 2020-21, will the charter 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

**\*Voluntary Pre-K Coordinator Information**

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

- \*Voluntary pre-K coordinator full name
- \*Voluntary pre-K coordinator role
- \*Voluntary pre-K coordinator email address
- \*Voluntary pre-K coordinator phone number

## II. TNCompass Configuration

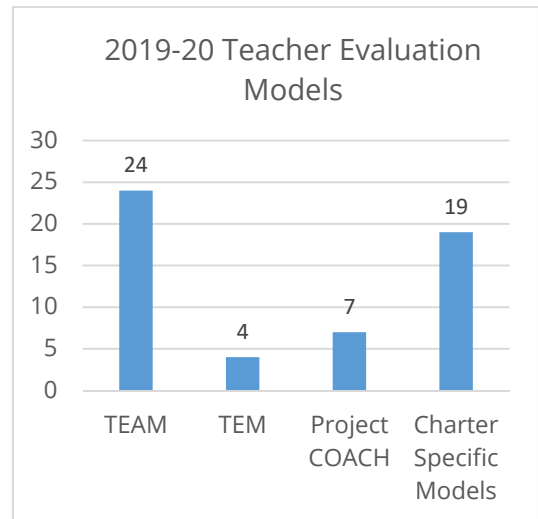
The information in this section dictates the configuration of TNCompass.

### Teacher Observation

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

**12. \*Which of the following state board-approved observation models will be utilized for *teacher* observation?**

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



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- Charter-specific state board approved observation model  
This option will open a drop box that includes the following state board approved charter models.
  - Aspire Tennessee Teacher Observation Model
  - College Ready Teaching Framework
  - Commitment to Continuous Growth (CCG)
  - Compass Community Schools Teacher Observation Model
  - Cornerstone Prep Teacher Observation Model
  - EEP Teacher Development Model
  - Explore Community Schools Observation Model
  - Framework for Effective Instruction and Practice (FEIP)
  - Freedom Prep Teacher Observation Framework
  - GCS Instructional Essentials Gestalt
  - High Quality Teaching Initiative (HQTI)
  - Intrepid Teacher Observation Model
  - KIPP Nashville Instructional Excellence Model
  - Nashville Classical Teacher Observation Model
  - Purpose Preparatory Evaluation Rubric
  - RePublic Educator Evaluation System (REES)
  - Revolutionary Teaching
  - Rocketship Public Schools Teaching Performance Rubrics
  - Strive Teacher Observation Model
  - The New Teacher Project (TNTP) Observation Rubric
  - Teacher Development and Evaluation

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

**13. \*In what ways will the charter customize the TEAM observation process?**

**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.

#### 14. \*Is the charter 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, LEAs must have reliable CLASS observers. Please contact Misty Moody at [Misty.Moody@tn.gov](mailto:Misty.Moody@tn.gov) for information about observer certification.
- No

### School Climate Surveys

#### 15. \*Is the charter administering student engagement and school climate surveys in 2020-21?

When using TEAM, Project COACH, or a charter specific model, charters 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](#)

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.

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

This section 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.

Charters 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 growth measure) 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](#).

### 16. \*On which option will the charter base 2020-21 observation pacing?

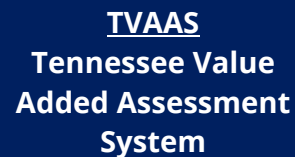
- 2018-19 LOE-based pacing for all teachers
- 2018-19 individual growth score-based pacing for tested/portfolio teachers

## Student Growth

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

In regards to growth,

- [Per PC552](#), every LEA is required to utilize at least one approved alternative growth measure for non-tested teachers. Implementation of pre-K/K portfolios or alternative to portfolios growth measure meets the requirement of [PC552](#) and additional participation in the student growth portfolio model or alternative to portfolios growth measure is an 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 and charters 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

### 17. \*Will your charter organization implement student growth portfolio models and/or an approved alternative measure of growth?

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 17.

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

Select all that apply. After selecting the portfolio model, a box will appear to list the primary contact for that particular model.

- Pre-K (portfolio or alternative required in LEAs that receive VPK funding)
- Kindergarten (portfolio or alternative required in LEAs 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.

#### \*Portfolio Lead

The 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](#).

- \*Portfolio lead full name
- \*Portfolio lead email address
- \*Portfolio lead phone number

#### \*Portfolio Technology Lead

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

- \*Portfolio technology lead full name
- \*Portfolio technology lead email address
- \*Portfolio technology lead phone number



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The following questions appear only when alternative to portfolios are selected in question 17.

**\* For which grade level(s) will your charter implement 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 charter 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	Score Range
Level 5	169-204
Level 4	133-168
Level 3	97-132
Level 2	61-96
Level 1	0-60

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 charter 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.

- \*Alternative to portfolio lead full name
- \*Alternative to portfolio lead email address
- \*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 2019-20 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.

### 18. \*Is the charter opting into the 4/5 Trump Rule in 2020-21?

- Yes
- No

## Administrator Evaluation

### 19. \*Which of the following state board-approved observation models will be utilized for *administrator* observation?

- Tennessee Educator Acceleration Model (TEAM)
- Project COACH Administrator
- GCS Leverage Leadership Principal Evaluation Rubric
- Revolutionary Teaching
- Purpose Preparatory Evaluation Rubric
- Capstone Education Observation Model – Administrator (pending state board approval)
- Freedom Prep Charter Schools - Principal Evaluation Framework (pending state board approval)
- GDPST School Leader Evaluation Model (pending state board approval)

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

### 20. \*Is the charter opting into administrator evaluation flexibility in 2020-21?

- Yes, the charter enters **one summative score** for each indicator **based on multiple observations** throughout the school year.
- No, the charter 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.

Charters may elect to use scoring and/or feedback in TNCompass for instructional supervisor observations with this tool. Charters may use all or portions of the observation rubric. The charter 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.

### 21. \*Is the charter utilizing the instructional supervisor observation rubric in 2020-21?

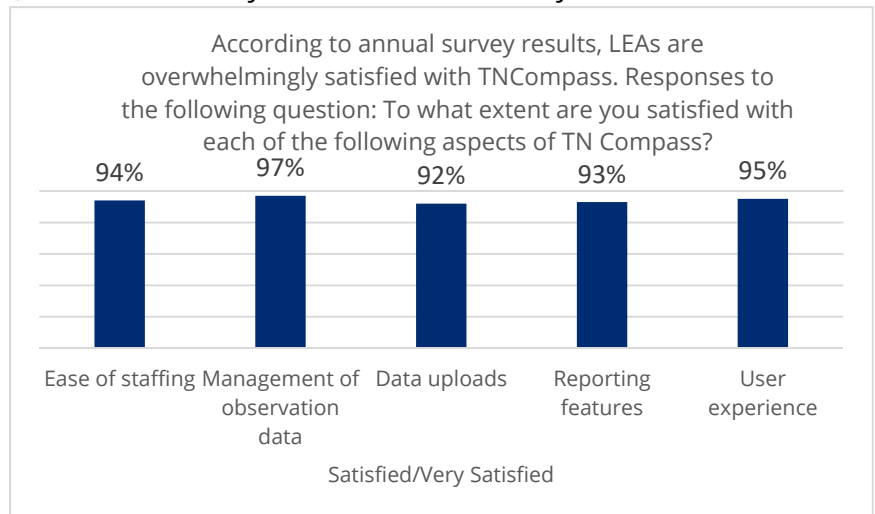
- The charter will use the rubric for both scores and feedback in TNCompass.
- The charter will use the rubric for feedback only in TNCompass.
- The charter will use the rubric for scores only in TNCompass.
- The charter will not use the rubric in 2020-21.

## Data System

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

### 22. \*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.**



### 23. \*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.**



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**\*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. CMO/Charter Lead Signature**

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

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

In order for the survey to be complete, the CMO/Charter lead **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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