

Tennessee Educator Acceleration Model (TEAM)

Frequently Asked Questions: Level of Overall Effectiveness (LOE)

1. How do I stay updated on evaluation processes, practices, and updates?

The Human Capital Update is a weekly 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. How is LOE calculated?

A teacher’s LOE is calculated using [state policy](#) as a guide and follows the following framework:

Role	Component and Weighting
Tested teachers and portfolio teachers	Observation: 50% Individual student growth: 35% Student achievement: 15%
Non-tested teachers	Observation: 70% Individual student growth: 15% Student achievement: 15%
Administrators	Observation: 50% Individual student growth: 35% Student achievement: 15%
Teachers and administrators in state special schools without growth data	Observation: 85% Student achievement: 15%

More information on evaluation components, please visit the links below.

- [LOE calculation](#)
- [Observation](#)
- [Growth](#)
- [Achievement](#)

3. When should I anticipate LOE component score release?

Commonly, growth scores are released to districts and subsequently posted to TNCompass during the fall semester. Soon after, LOE scores are then finalized and released. LOEs for the previous school year will not display in TNCompass until scoring is enabled and all three component scores (observation, growth and achievement) are present. Please watch the Human Capital Update for updates on score release.

4. What determines the timeline for LOE release?

To ensure accuracy of data, the department allows ample time for LOE component measures to be reported, verified, and finalized.

All three components (observation, growth measure, and achievement measure) must be finalized and verified by both the state and districts before these scores can be released. Districts must ensure required observations are completed, that achievement measures such as ACT scores, graduation rates, and off-the-shelf measures are calculated and entered, and all TVAAS, portfolio, and alternative to portfolio data has been completed and verified.

5. *How often are the pie charts associated with evaluation composite weighting updated?*

Guidance for educator evaluation composite weightings are found on the [TEAM website](#). This information is updated after the testing window closes and legislative sessions are complete.

6. *How might I approach planning for evaluation pacing prior to LOE calculation release?*

All educators must have at least one observation regardless of LOE. As a result, evaluators may begin observations prior to LOE calculation release.

7. *What is the 3/4/5 Rule? Why is student growth overriding my achievement scores in the final LOE calculation?*

State board policy [5.201](#), states, “School administrators and teachers may use a student growth measure of level 3, 4, or 5 in lieu of the achievement measure if it results in a higher overall score.” This is known as the 3/4/5 override rule. When it would benefit the educator to substitute the student growth score in place of the achievement score, that substitution is completed automatically in TNCompass.

8. *What is 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). **This is a district flexibility option and is selected for the district yearly by the director of schools.**

9. *When should teachers expect to see professional development points (PDPs) earned through level of effectiveness displayed in TNCompass?*

LOEs and resulting PDPs for the school year do not display in TNCompass until scoring is turned on in the fall and all three component scores (observation, growth and achievement) are present. When calculations are released, PDPs will automatically update.

10. *What is partial year exception and are the implications?*

Based on Tennessee statute, the evaluation process and resulting LOE shall **not** apply to teachers who are employed under contracts of duration of one hundred twenty (120) days per school year or less or who are not employed full-time. In order to earn an official evaluation score, a teacher must be employed full time and must meet the minimum 121 day requirement. More information can be found [here](#).

11. I have questions that have not been answered here. Who can I contact?

Evaluation questions	TEAM.Questions@tn.gov	https://team-tn.org/evaluation/
Portfolium technical support	Support@portfolium.com	https://portfolium.com/
Portfolio content support	Portfolio.Questions@tn.gov	https://team-tn.org/portfolio-resources/
TNCompass technical support	Support@tncompass.org	https://tncompass.org/
Licensure, PDPs, and experience	Educator.Licensure@tn.gov	https://www.tn.gov/education/licensing.html
TVAAS technical support		https://tvaas.sas.com/contact.html
Claiming questions	Claiming.Questions@tn.gov	https://team-tn.org/data/claiming-guidance/
Assessments	tned.assessment@tn.gov	https://www.tn.gov/education/assessment.html