



Welcome to TEAM Teacher Evaluator Training Module 4. This very brief module will briefly recap our TEAM Theory of Action, provide you with resources for continued support, and outline expectations for the certification test.

Agenda



Module 4

- Building and Sustaining a Culture of Continuous Improvement
- Certification
- TASL Information
- Optional chat time with a TEAM Specialist

.....

In this module, we will outline requirements for the certification test and provide an overview of TASL credit earned. You will also have an opportunity to join a virtual chat time with a TEAM specialist prior to completing the certification test. This will allow you to ask questions and solidify your learning through these online modules prior to completing the evaluator certification test.

TEAM: Theory of Action

If TEAM is implemented:

- accurately,
- fairly,
- credibly,
- rigorously, and
- transparently

then educators will believe in TEAM and utilize it to improve educational outcomes for all.

As you read the TEAM Theory of Action, let's reflect on the questions we asked in Module 1:

What if the observation scores are not accurate or reliable? Human capital decisions may be inappropriately informed, and EPPs will receive faulty data about recent graduates.

What if the feedback based on scores is not helpful in improving practice? Strong teachers will find better feedback, even in another district. Teachers in need of support will not improve. Likewise, student performance will not improve.

What is the impact on leaders if evaluation is done poorly? Teacher perception of the leader is impacted; high-quality observation practice is a professional responsibility.

Building and Sustaining Culture

Indicator	5	3
C1. Evaluation Implements and monitors a rigorous evaluation system using an approved Tennessee evaluation model and uses educator evaluation data to inform, assess, and adjust professional learning goals and plans	In addition to Level 3 descriptors: <ul style="list-style-type: none"> Builds and sustains a culture focused on continuous improvement, such that educators view the evaluation process as an opportunity for professional learning and growth Holds self and others accountable for customizing supports for educators Creates a school-wide plan for professional learning aligned to the school's vision for professional learning and growth Accurately modifies school or grade-level professional learning goals and plans 	<ul style="list-style-type: none"> Encourages educators to use the evaluation process for professional learning and growth Adheres to all evaluation processes, which include: <ul style="list-style-type: none"> timelines for feedback follow-up support finalizing all required observations conducting summative conferences Ensures the classroom observation process includes: <ul style="list-style-type: none"> gathering evidence balancing educator and student actions related to teaching and learning grounding all evidence coding and scoring to the rubric with accuracy to ensure fidelity of the process using a preponderance of evidence to evaluate teaching using the rubric to structure feedback to educators offering specific, actionable feedback recommendations connected to improving student achievement facilitating educator implementation of recommended improvement strategies Uses evaluation data to determine trends and assess educator strengths and growth opportunities



Evaluators are charged with building and sustaining a culture focused on continuous improvement throughout the evaluation process.

Resources

- For more information on TEAM, visit the TEAM website at <http://team-tn.org>
- With policy questions related to TEAM, contact TEAM.Questions@tn.gov.
- With technical questions related to TNCompass, contact support@TNCompass.org.

Many resources are available to evaluators needing support. You may find these resources beneficial as you complete your certification test.

Certification Requirements



In order to become a certified evaluator in Tennessee, you must pass the certification test. Let's review the requirements for the test.

The Certification Test

- State law **requires** all observers to be certified.
- You **must** pass the certification test before you begin any teacher observations.
- **Conducting observations without passing the certification test is a grievable offense and will invalidate observations.**



All observers must be certified. Conducting observations without being certified is a grievable offense. TNCompass is designed to ensure observation without certification cannot happen. You must certify before you can be given the credentials to observe.

The Two-Part Certification Test

- **Part one:** Lesson analysis - view and score a lesson.
 - All scores must be no more than ± 1 point away from the benchmark rating for at least 10 indicators, **and**
 - Average observation score must be within ± 0.9 points away from the benchmark average observation score.
 - Once successfully completed, access to part two is granted.
- **Part two:** General knowledge - answer eight multiple choice items on a variety of topics related to TEAM.
 - Must answer correct response on at least 6 items
- Each part of the certification test may be attempted two times.



Part one of the certification test is a lesson analysis. Part two consists of eight general knowledge questions about the evaluation process. Questions will come from all three previous modules of this training.

TASL Credit

- This training is a TASL-approved event for 14 hours.
- You will receive an email with the TASL grid from the department within a week of the completion of certification.
- This email may be uploaded in TNCompass as a pdf for documentation of TASL hours.
- **Please note: only the TASL grid email will be approved for TASL hours. The certificate of completion that is generated at the end of certification will not be accepted for TASL hours.**



This training is approved for 14 TASL hours.

You will receive a TASL grid email from the department within a week of completion. You may upload this email in TNCompass under the TASL tab.

This email – not the completion certificate – contains the information needed to document TASL hours. Please do not discard or misplace it.

Congratulations! You have completed TEAM Teacher Evaluator Training.

For further discussion (optional), please email team.questions@tn.gov to schedule time with a TEAM specialist for questions or concerns you might have prior to accessing the certification test.



Congratulations! You have completed TEAM Teacher Evaluator Training. Prior to completing the certification test, you have the opportunity to schedule time with a TEAM specialist by emailing a request to team.questions@tn.gov. This is an optional opportunity but one that is available to you.