

# Frequently Asked Questions

## Tennessee Educator Acceleration Model (TEAM)

### Growth and Achievement Measures

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

The Human Capital Update is a monthly 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. What can be used for a growth score?**

Growth scores are generated from TCAP testing, student growth portfolios, and State Board approved Universal Reading Screeners (URS).

Individual growth scores are generated in three ways:

- subject/grade specific TVAAS,
- student growth portfolios,  
and
- Universal Reading Screener

Individual growth scores generated from testing may include data from up to three years when available.

Composite growth scores are generated through the combination of test scores from multiple subjects. These scores are used by teachers, librarians, counselors, and other groups of non-tested educators. All composite scores, student growth portfolio scores, and URS scores are single year scores.

The list of options is approved by the State Board of Education prior to the start of each school year. Find these options and guidance on the [TEAM website](#).

#### **3. When should I expect growth and achievement measure guidance to be released?**

The timeline for releasing guidance documents is dependent upon several stakeholder bodies, including the state board, the assessment and accountability teams, and the educator effectiveness team. After governing decisions have been finalized, the educator effectiveness team immediately constructs guidance in relation to changes and implications in the policy. The guidance then goes through an extensive, collaborative revision process before it is released. While the department is aware of the urgent need of this reaction to state board policy, it is also imperative that any guidance published accurately operationalizes the state board intent. Once finalized and published, the guidance document(s) will be shared directly with TEAM configurators and announced through department newsletters.

**4. Where can I find more information about student growth portfolios and/or URS?**

More information about student growth portfolios and/or URS can be found on the [TEAM website](#).

**5. I need assistance with claiming/roster verification. Who should I contact?**

First, contact your district evaluation configurator. For further support, contact [RV.Questions@tn.gov](mailto:RV.Questions@tn.gov).

**6. Who should I contact to assist if growth scores are missing or incorrect in TNCompass?**

As growth scores are generated from a variety of sources, please contact [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov) with your [teacher license number \(TLN\)](#). The department will work to reconcile missing scores.

**7. Who should I contact with a missing or incorrect portfolio score?**

First, contact your district portfolio lead for assistance. Next, reach out to Portfolium by utilizing the chat feature on the platform. Ensure that collections are complete and scored. Finally, please contact [Portfolio.Questions@tn.gov](mailto:Portfolio.Questions@tn.gov) for resolution. Be sure to include your name, email, and [teacher license number \(TLN\)](#) in the email.

**8. Who selects the achievement measure?**

The educator selects the achievement measure; the evaluator sets the scale for the measure. According to T.C.A. § 49-1-302, the educator must mutually agree with the evaluator on which achievement measure is employed as part of the level of overall effectiveness (LOE). This measure must be aligned as closely as possible to the teaching assignment of individual teachers and duty assignments of each individual administrator.

In cases where there is a disagreement, the educator being evaluated chooses the evaluation measures; however, the department will verify alignment when requested.

**9. How do we determine which achievement measures are most appropriate for a given educator?**

Per T.C.A. § 49-1-302(d)(2)(B)(iii) 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, the achievement measures worksheet lists 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. Achievement measures are limited by grade band in TNCompass. Districts will first select the grade band for educators then choose the measure from the approved achievement measures for that grade band. Please see the [TEAM website](#) for the achievement measure worksheet and other related resources.

**10. How is the achievement measure scale determined?**

The process for setting achievement measure criteria is a local-level decision. Administrators and

teachers should discuss these targets to ensure that they are specific, measurable, and attainable within one year. As a reminder, level 3 should be “At Expectations” for one year of performance.

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](#).

Evaluators should enter the criteria for each of the performance levels, 1 through 5, in TNCompass when the measure selection is entered, with the exception of TVAAS measure selections that do not need a scale. The department will monitor the submission of scales and provide feedback to districts regarding completion of entry. The most updated achievement measure list and worksheet is available on the [TEAM website](#).

**11. Why are achievement scores missing for my teachers?**

Achievement scores, other than TVAAS measures, are managed at the school/district level. Please contact your district configurator for support with this process. Instructions for importing data in TNCompass may be found [here](#).

**12. Can tested grade teachers select the off the shelf assessments?**

Teachers in tested grades can select off the shelf assessments for achievement. Please find more information [here](#).

**13. How do I recommend an achievement measure to be approved for selection?**

The department continually monitors and makes recommendations to the state board of education for revising the menu of achievement measures that may be used as the 25%<sup>1</sup> achievement measure component of educator evaluation based on increasing availability of higher quality measures of performance. Districts interested in submitting assessments for review for next school year may do so by **Jan. 15**. For more information about the approval process, click [here](#).

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

Evaluation questions	<a href="mailto:TEAM.Questions@tn.gov">TEAM.Questions@tn.gov</a>	<a href="https://team-tn.org/evaluation/">https://team-tn.org/evaluation/</a>
Portfolio content support	<a href="mailto:Portfolio.Questions@tn.gov">Portfolio.Questions@tn.gov</a>	<a href="https://team-tn.org/portfolio-resources/">https://team-tn.org/portfolio-resources/</a>
Portfolium technical support	<a href="mailto:Support@portfolium.com">Support@portfolium.com</a>	<a href="https://portfolium.com/">https://portfolium.com/</a>
Alternative growth measure support	<a href="mailto:Portfolio.Questions@tn.gov">Portfolio.Questions@tn.gov</a>	<a href="https://team-tn.org/alternative-measures-of-growth-to-portfolios/">https://team-tn.org/alternative-measures-of-growth-to-portfolios/</a>
TNCompass technical support	<a href="mailto:Support@tncompass.org">Support@tncompass.org</a>	<a href="https://tncompass.org/">https://tncompass.org/</a>
TVAAS technical support	<a href="mailto:evaas_support@sas.com">evaas_support@sas.com</a>	<a href="https://tvaas.sas.com/contact.html">https://tvaas.sas.com/contact.html</a>

Claiming questions	<a href="mailto:Claiming.Questions@tn.gov">Claiming.Questions@tn.gov</a>	<a href="https://team-tn.org/data/claiming-guidance/">https://team-tn.org/data/claiming-guidance/</a>
Assessments	<a href="mailto:tned.assessment@tn.gov">tned.assessment@tn.gov</a>	<a href="https://www.tn.gov/education/assessment.html">https://www.tn.gov/education/assessment.html</a>

<sup>1</sup> Chapter 991 of the Public Acts of 2022, changed the percentage for the achievement measure from 15% to 25%.