BEST FOR ALL

We will set all students on a path to success.

2023-24 Evaluation Configurator Monthly Office Hour

September 7, 2023

TN Department of Education

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BEST FOR ALL

We will set all students on a path to success.

ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

Agenda

In this meeting, we will discuss

- Evaluation Data Preview
- LEA Contacts
- Growth Measure Selections
- Achievement Measure Selections
- Resources
- Next Steps
- Support

Evaluation Data Preview

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Evaluation Preview

- Each educator must have all three evaluation component scores in TNCompass in order to generate a Level of Overall Effectiveness (LOE).
  - Observation Score
  - Achievement Measure Score
  - Growth Score

- To check for missing scores use the Evaluation Scores by Educator Report from TNCompass.
  - Filter Column W to remove PYEs.

- Upload missing Achievement measure and TVAAS Custom/feeder option **scores for 2022-23 by Sept. 15.**

Evaluation Scores by Educator Report

AI	AJ	AK	AL	AM	AN	AO	AP	AQ
Achievement Measure Score	Achievement Measure Override Score	Achievement Measure Category	Achievement Measure Type	Achievement Criteria 1	Achievement Criteria 2	Achievement Criteria 3	Achievement Criteria 4	Achievement Criteria 5
3		TVAAS	School-Wide: TCAP: Numeracy (4-8)	1	2	3	4	5
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	<5	6-9	10-19	20-34	35+
3		TVAAS	School-Wide: TCAP: Composite (4-8)	1	2	3	4	5
4		"Off-the-Shelf" Assessments	Educator Level: STAR Early Literacy: (PK-8)	<37	38-74	75-85	86-99	100+
3		TVAAS	School-Wide: Overall: Literacy (PK-12)	1	2	3	4	5
5		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	<25	26-44	45-55	56-74	75+
3		TVAAS	School-Wide: Overall: Composite (PK-12)	1	2	3	4	5
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	<8	9-14	15-25	26-39	40+
3		TVAAS	School-Wide: Overall: Composite (PK-12)	1	2	3	4	5
3		TVAAS	School-Wide: Overall: Composite (PK-12)	1	2	3	4	5
2		"Off-the-Shelf" Assessments	Educator Level: STAR Early Literacy: (PK-8)	<37	38-74	75-85	86-99	100+
1		"Off-the-Shelf" Assessments	Educator Level: STAR Early Literacy: (PK-8)	<25	26-44	45-55	56-74	75+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	<15	16-24	25-35	36-49	50+
5		State Assessments	Grade Level: Grades 3-8 Science Success Rate: (3-8)	0-9.99	10-24.99	25-39.99	40-49.99	50-100
3		TVAAS	School-Wide: TCAP: Literacy (4-8)	1	2	3	4	5
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	8 or less	9-14	15-25	26-39	40+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	15 or less	16-24	25-35	36-49	50+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	15 or less	16-24	25-35	36-49	50+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	15 or less	16-24	25-35	36-49	50+
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	8 or less	9-14	15-25	26-39	40+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
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5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	8 or less	9-14	15-25	26-39	40+
1		TVAAS	School-Wide: TCAP: Composite (4-8)	1	2	3	4	5
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
1		TVAAS	School-Wide: TCAP: Composite (4-8)	1	2	3	4	5
5		"Off-the-Shelf" Assessments	Educator Level: STAR Math: (PK-12)	8 or less	9-14	15-25	26-39	40+
5		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	15 or less	16-24	25-35	36-49	50+

Evaluation Scores by Educator Report

AR	AS	AT
Growth Measure	Growth Measure Score	Growth Measure Override Score
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
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Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Literacy (feeder or custom)		
Early Grades (Grade 3) Literacy (feeder or custom)		
Early Grades (Grade 3) Literacy (feeder or custom)		
Early Grades (Grade 3) Numeracy (feeder or custom)		
Early Grades (Grade 3) Composite (feeder or custom)		
Early Grades (Grade 3) Composite (feeder or custom)		
Early Grades (Grade 3) Literacy and Numeracy (feeder or custom)		
Early Grades (Grade 3) Literacy (feeder or custom)		

Evaluation Scores by Educator Report

AU	AV	AW	AX	AY	AZ
Individual Growth Single Year Score	Individual Growth Single Year Override Score	Individual Growth Multi-Year Score	Individual Growth Multi-Year Override Score	Student Survey Score	Student Survey Override Score

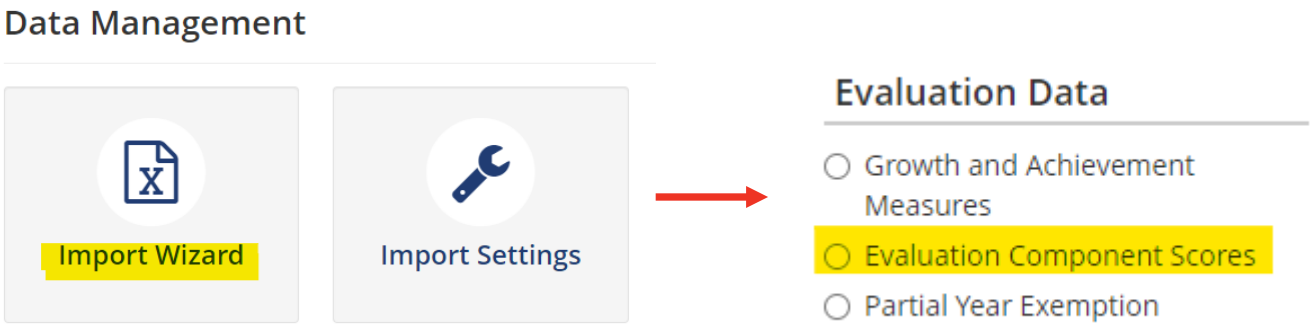
BA	BB	BC	BD	BE	BF
Portfolio Score	Portfolio Override Score	Professionalism (Shelby)	Professionalism Override (Shelby)	Universal Reading Screener Score	Individual Growth (Multi-Year Without 21-22)

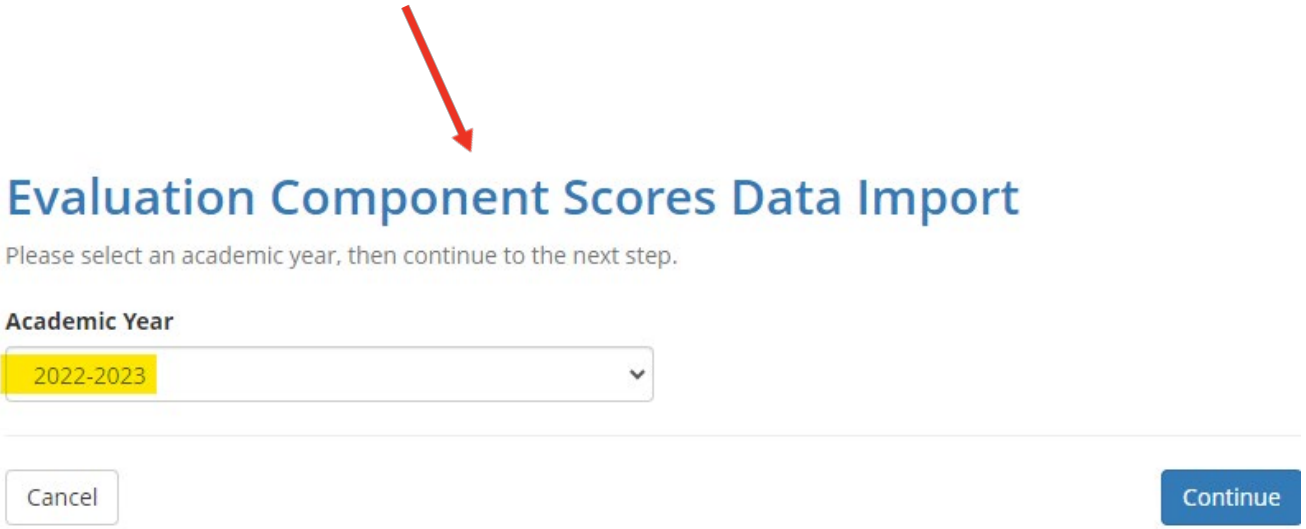
- Column AU Individual Growth Score: 2022-23 Single year growth score for the teacher
- Column AW Individual Growth Multi-Year Score: Multi-Year score up to 3 years (2020-21, 2021-22, and 2022-23)
- Column BF Individual Growth (Multi-Year without 20-21): Multi-year score with 2020-21 removed (2021-22 and 2022-23)

- Column BA Portfolio Score: Teachers who implemented a portfolio
- Column BE Universal Reading Screener: Teachers who implemented Alternative Growth Measure-Universal Reading Screener

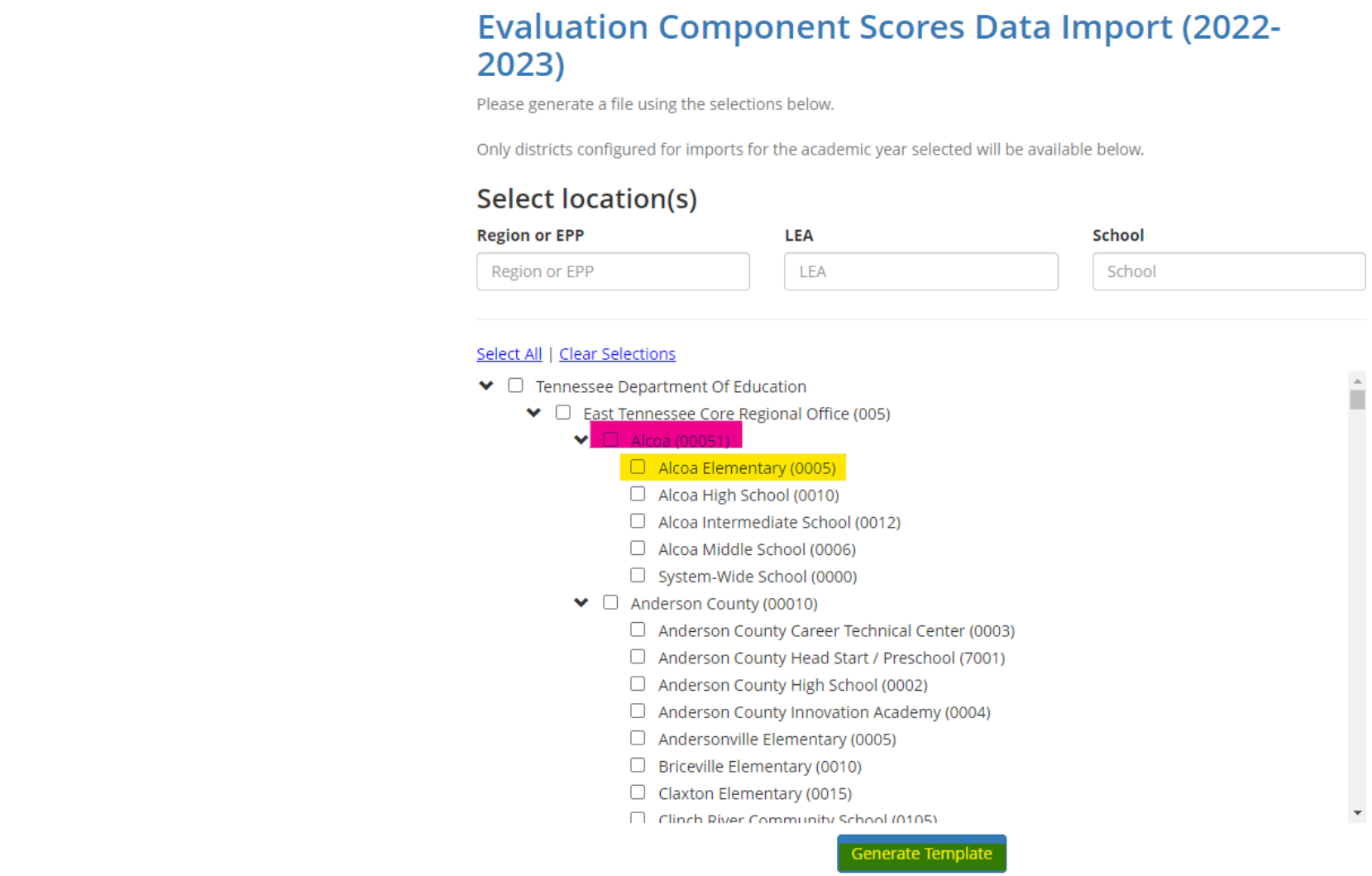
Uploading Scores

Navigate to the Administration Tab in TNCompass.





Uploading Scores



Uploading Scores

	A	B	C	D	E	F	G	H	I	J
1	Academic Year	District ID	License Number	Educator Name	Educator Type	Partial Year Exemption	Partial Year Exemption Reason	Alt. Growth Measure Score	Achievement Measure Score	Growth Measure Score
2	2022-2023	[redacted]						[redacted]		
3	2022-2023									
4	2022-2023									
5	2022-2023									
6	2022-2023									
7	2022-2023									
8	2022-2023									
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10	2022-2023									
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Administrator | Teacher

LEA Contacts

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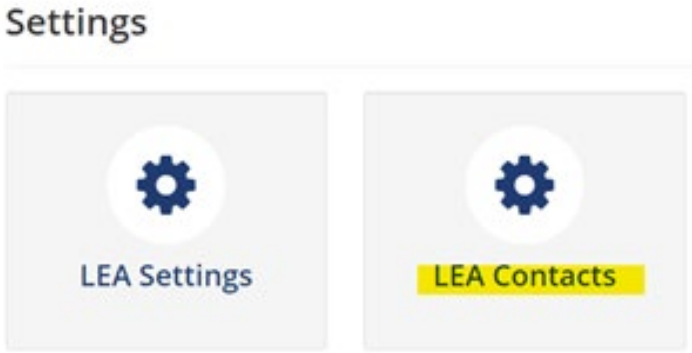
LEA Contacts

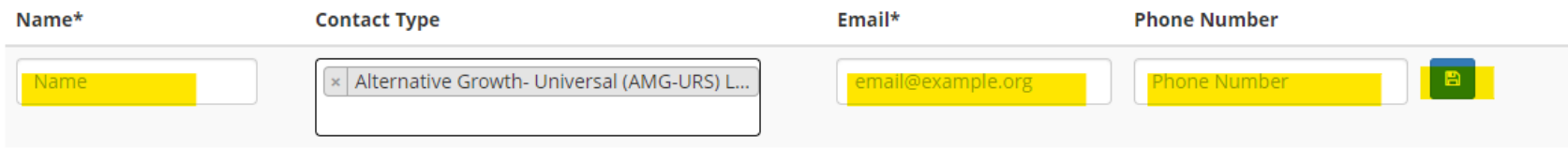
Navigate to the Administration Tab in TNCompass.

Select LEA Contacts



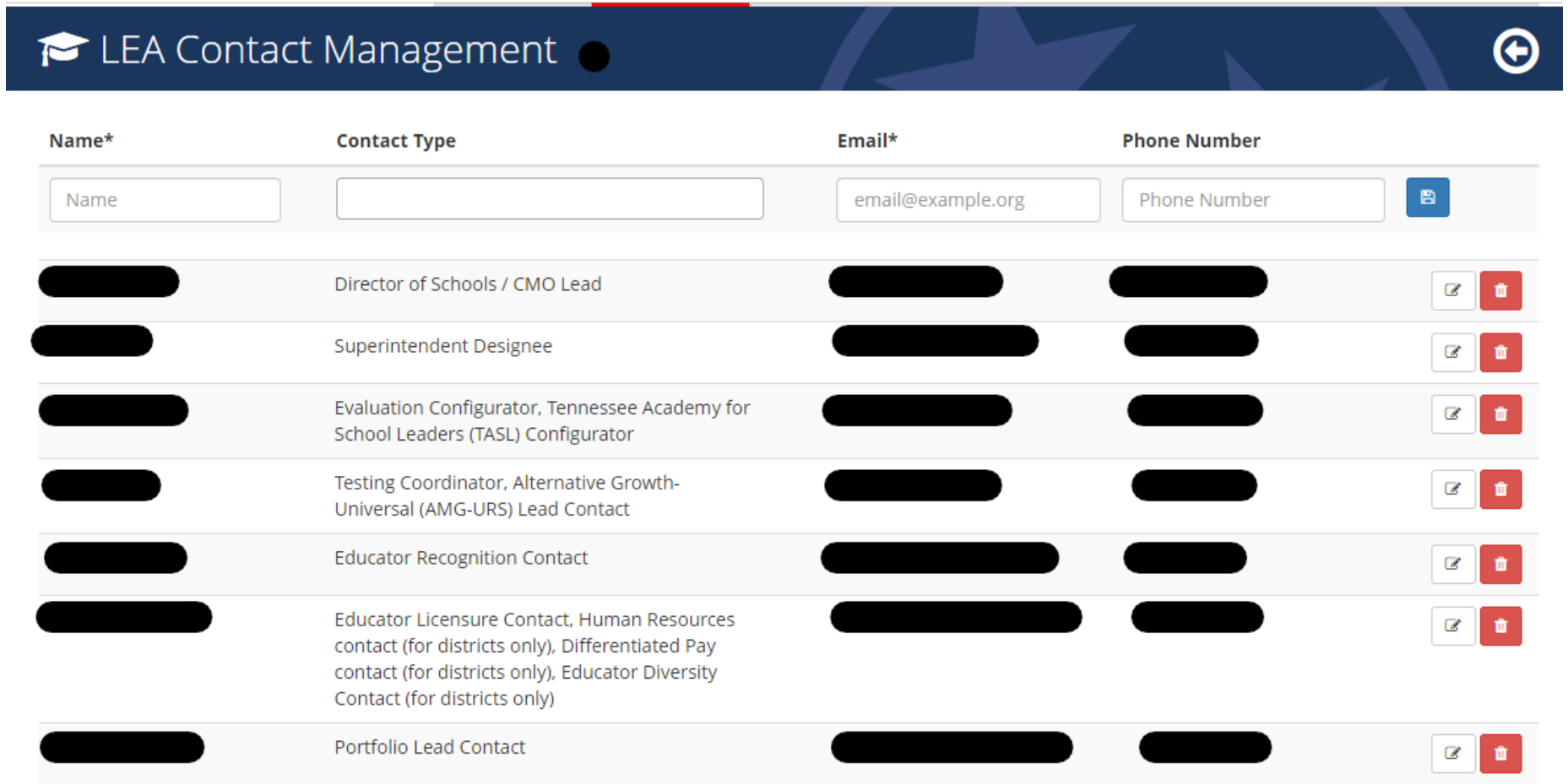
LEA Contacts

Select the contact type



Enter Contact information

LEA Contacts



Please make sure email addresses are typed correctly.

2023-24 Growth Measure Selections

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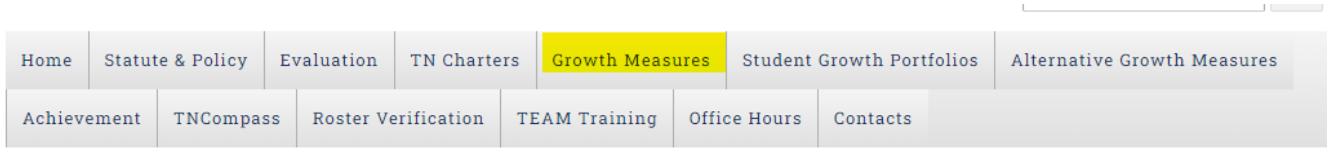
Growth Measure Selections

- Every educator must have a growth measure selection in TNCompass.
- For most educators this will be a school level TVAAS Composite. A custom/feeder option is available for teachers in schools who do not generate their own growth measures.
- Measure should align as closely as possible to what the educator teaches.
- Teachers staffed in multiple schools may choose a district measure.

Resources



Growth Measures

Description	The quantitative portion of an educator's level of overall effectiveness (LOE) score combines student growth and achievement. The student growth score comprises 35 percent of an educator's level of overall effectiveness. There are several types of growth measures that represent the student growth component: 1. Individual value-added scores (TVAAS) are automatically included in the LOE for applicable educators. For more information on TVAAS, please visit the TVAAS page. 2. Individual student growth portfolio scores are automatically included in LOE for non-tested educators who participate in a student growth portfolio model. For more information on student growth portfolios, please visit the Portfolio Resources page. 3. Individual alternative growth measure (AGM) scores via a Tennessee state board approved universal reading screener are automatically included in the LOE for K-2 educators who participate in an AGM. For more information on state board approved universal reading screeners, email tn.universalscreener@tn.gov. For more information on alternative growth measures, visit the Alternative Growth Measures page. 4. School, district, and custom composites are uploaded by the district for applicable educators. More information regarding composites can be found in the 2023-24 Growth Measure Selection Guidance.
Resources	• 2023-24 Growth Measure Selection Guidance • TEAM Growth and Achievement Measure FAQ • Growth & Achievement Measure Import Instructions

Resources

2023-24 Growth Measure Selection Guidance

Selection of Student Growth Measures Fall 2023

The quantitative portion of an educator's level of overall effectiveness (LOE) score combines student growth and achievement. While the selection of growth measures is a local decision, the purpose of this guidance is to provide clarity regarding the measures available, the composition of those measures, and the questions that might lead to an appropriate and available selection for each educator.

Types of Growth Measures

1. Individual value-added scores (TVAAS): automatically included in LOE for applicable educators
2. Individual student growth portfolio scores: automatically included in LOE for applicable educators
3. Individual State Board approved Universal Reading Screener scores: automatically included in LOE for applicable educators
4. School-level TVAAS composites: selected by teacher/leader (listed in subsequent section)
5. District-level TVAAS composites: selected by teacher/leader (listed in subsequent section)
6. Feeder/Custom school- or district-level TVAAS Composites: selected by teacher/leader and uploaded by district (listed in subsequent section)

All teachers, including those who are anticipated to generate an individual growth score (type 1, type 2 and type 3 above), must have a school- or district-level TVAAS composite (types 4-6 above) selection for growth entered in TNCompass.

School, District, and Feeder/Custom Measures

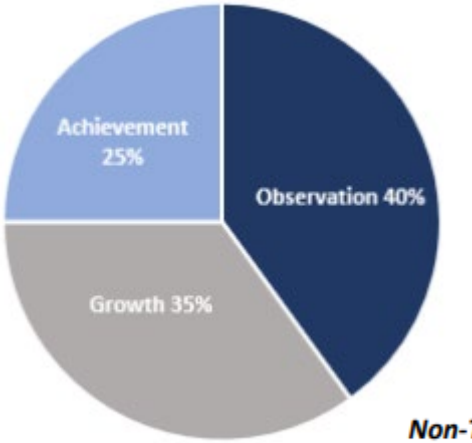
During the fall, educators (in consultation with the school leader) must select a growth measure that is most closely aligned to their work. Leaders should confirm during selection that the growth measure will generate a score for the educator to use.

Note: The feeder/custom option may be selected for educators who work at a school that does not generate school-level TVAAS. Here are some examples for which a feeder/custom or district option might be appropriate:

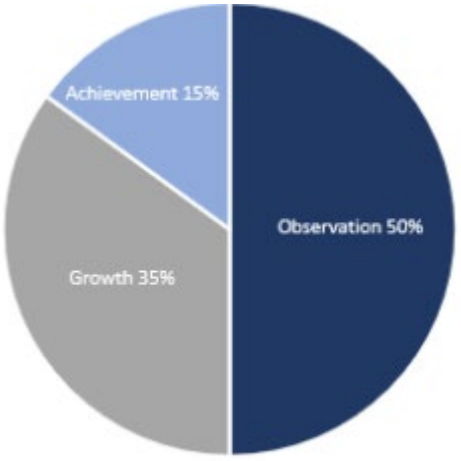
- Educators in a K-2 school may select a TVAAS school composite for the feeder school where the students will attend.
- Educators who serve multiple schools within the district may select a TVAAS district composite.

2023-24 LOE Calculations

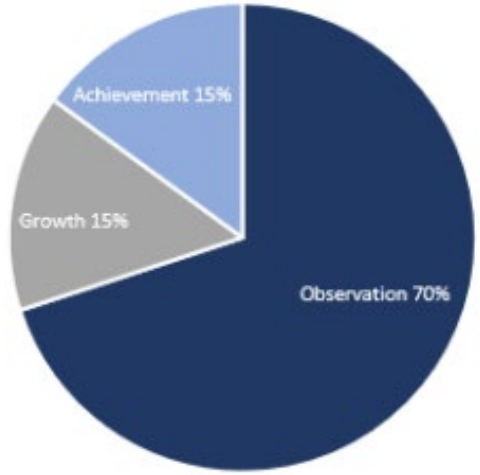
Tested Teachers, Teacher Implementing Student Growth Portfolios, and Teachers Implementing URS.



Administrators



Non-Tested Teachers



2023-24 Achievement Measure Selections

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Achievement Measure Selections

- Every educator must have an achievement measure selection in TNCompass.
- Achievement measure options include State Assessments, Off the Shelf Assessments, TVAAS Composites, Graduation Rate, ACT/SAT assessments, Early Post-Secondary Exams and Industry Certifications.
- Measure should align as closely as possible to what the educator teaches.
- Achievement measure criteria must be set when the selection is made.

Resources

[2023-24 Achievement Measure Worksheet]

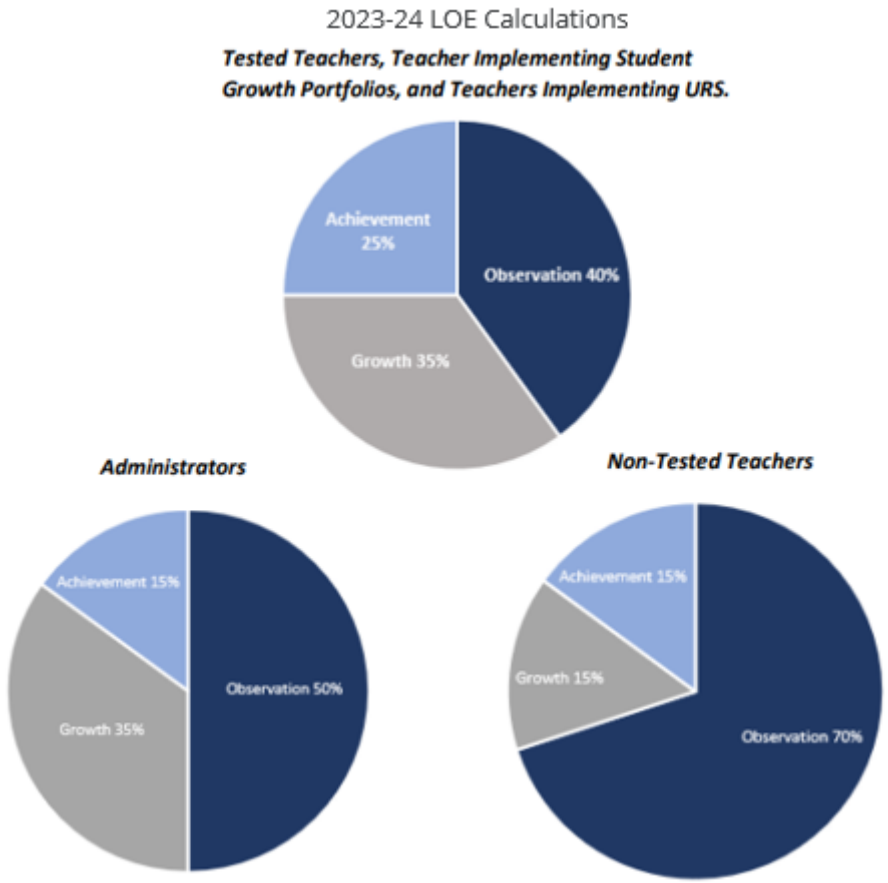
TN Department of Education | TEAM
Tennessee Educator Acceleration Model

search here … Go

Home | Statute & Policy | Evaluation | TN Charters | Growth Measures | Student Growth Portfolios | Alternative Growth Measures
Achievement | TNCompass | Roster Verification | TEAM Training | Office Hours | Contacts

Achievement Measures

Description	The TEAM evaluation system combines student growth scores, student achievement scores, and educator observation scores to develop a level of overall effectiveness (LOE) score for each educator. Achievement scores, which measure student mastery of grade level standards, comprise a portion the LOE score. Educators select an achievement measure that most closely aligns to their primary teaching assignment from the State Board of Education approved list. Achievement measure options are constrained by grade band and grade level. Teachers meet with their evaluators early in the school year to choose a measure and set the scaling for that measure.
Achievement Measure Selection Resources	• TEAM Growth and Achievement Measure FAQ • Achievement Measure Guidance • 2023-24 Achievement Measure Worksheet • 2023-24 Achievement Measure Worksheet (fillable) • Growth & Achievement Measure Import Instructions • Evaluation Data Measure Selection Documentation Slide Deck The guidance provided in these documents reflects the law and state board of education rules and policies as of August 2023.



Best Practices and Next Steps

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Best Practices

- Have building level administrators keep a copy of the achievement measure worksheet for each teacher.
- List the specifics of the achievement measure selected.
  - Examples: Selection is TCAP 3-8 ELA success rate. Be specific about the grade and level of the measure. Is it the success rate for the school, grade or classroom?
  - Selection is CASE. Be specific about how you will measure this. What score will be used (percentage of students scoring X%, percent of students projected to score at X level)? Which test will the score be from (the first, second or final time it was administered)?
- Make sure the score can be easily calculated. If not, put the formula for calculating score on the worksheet.

Next Steps

- Share resources with building level administrators
- Provide support to principals on measure selections
- Upload measure **selections** into TNCompass for 2023-24

Support

- Monthly office hours

October 5, 10 a.m. CT	**Entering final achievement measure scores for 2022-23 and finalizing LOEs**	**Meeting**
No meetings in November or December		
January 4, 10 a.m. CT	**Identifying Partial Year Exemptions and Update Staffing**	**Meeting**
February 1, 10 a.m. CT	**Monitoring Observations to Ensure Pacing is Met**	**Meeting**
March 7, 10 a.m. CT	**Monitoring Growth and Achievement Measure Selections**	**Meeting**
April 4, 10 a.m. CT	**End of the Year Actions**	**Meeting**
May 2, 10 a.m. CT	**Entering Achievement Measure Scores**	**Meeting**

- Email TEAM.Questions@tn.gov

Thank You!

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