

# BEST FOR ALL

We will set all students on a path to success.

**2023-24 Evaluation Configurator  
Monthly Office Hour  
October 5, 2023**



# BEST FOR ALL

We will set all students on a path to success.

## ACADEMICS

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

## STUDENT READINESS

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

## EDUCATORS

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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

- Entering final achievement scores
- Entering Custom/Feeder Growth scores
- Finalizing LOEs
- Resources
- Next Steps
- Support



# Achievement Measure Scores



<b>Scores Entered by the District</b>	<b>Score that Automatically Populate</b>
State Assessments Off the Shelf Assessment Graduation Rate ACT/SAT Suite of Assessments Early Post-Secondary Exams Industry Certifications TVAAS Custom/Feeder Options	TVAAS Composites

# Checking for Missing Scores



## Reports

### Report Selections

Report Type:

- Charts
- Reports**

Report:

Select a Report

- Select a Report
- Active Schools for Academic Year
- Active Teacher with Race, Gender, Ethnicity
- CEO Credit Report
- Completed Salary or Supplement Assignments
- December 1 Report
- Denied Review Requests
- Educator License Expiration
- Educator License Pending Info
- Educator License Report
- Educator Review History
- Educator Transaction Report
- Educators with Active Reviews
- EPP Enrollment
- Evaluation Overrides
- Evaluation Scores by Educator**
- Evaluator Credentials
- Growth and Achievement Selections
- Job Embedded District Report
- LEA Settings

# Checking for Missing Scores



## Report Selections

Report Type:



Reports

Report:

Evaluation Scores by Educator

Academic Year:

2022-2023

Location(s):

5 locations selected

Report Format:

Excel

Generate

Look for Blanks in:

Column AI - Achievement Measure Score

Column AK - Achievement Measure Category

Column AL - Achievement Measure Type

Column AS - Growth Measure Score

Column AR - Growth Measure

\* Check teachers with blanks to see if they should have been marked PYE.

# Entering Achievement Measure Scores



Scores can be entered in TNCompass in two ways:

- Using an Administrative Edit from the individual's educator tab
- Uploading using the TNCompass Import Wizard

# Using the Import Wizard to Upload Achievement Measure Scores



Home

Administration

Educators

Work Queue

Reports

Help

 Administration

## Data Management



Import Wizard





## What kind of data would you like import?

### Educator Holds

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- TSAC Holds
- TSAC Compliance
- NASDTEC Holds

### Salary Schedules

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- Salary Assignments
- Year End Experience

### Staff & Educators

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- Staff

### TASL

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- CEO Attendance

### Evaluation Data

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- Growth and Achievement Measures
- Evaluation Component Scores
- Partial Year Exemption

### Educator Information

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- CTE

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[↶ View Previous Imports](#)

[Continue](#)



## Data Imports



### Import Wizard

 **Select Academic year**

Generate Template

Select File & Import Data

Validate Data

Process Data

## Evaluation Component Scores Data Import

Please select an academic year, then continue to the next step.

**Academic Year**

2022-2023



Cancel

Continue

## Import Wizard

Select Academic year

 **Generate Template**

Select File & Import Data

Validate Data

Process Data

# Evaluation Component Scores Data Import (2022-2023)

Please generate a file using the selections below.

Only districts configured for imports for the academic year selected will be available below.

## Select location(s)

### School

[Select All](#) | [Clear Selections](#)

- ▼  Tennessee Department Of Education
  - ▼  Northwest Tennessee Core Regional Office (001)
    - ▼  Lake County (00480)
      - Lake Co High School (0005)
      - Lara Kendall Elementary (0010)
      - Margaret Newton Elementary (0015)
      - System-Wide School (0000)

**Generate Template**

Cancel

I already have a template.

Continue





	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
2	2022-2023				Teacher	No				
3	2022-2023				Teacher	No				
4	2022-2023				Teacher	No				
5	2022-2023				Teacher	No				
6	2022-2023				Teacher	No				
7	2022-2023				Teacher	No				
8	2022-2023				Teacher	No				
9	2022-2023				Teacher	No				
10	2022-2023				Teacher	No				
11	2022-2023				Teacher	No				
12	2022-2023				Teacher	No				
13	2022-2023				Teacher	No				
14	2022-2023				Teacher	No				
15	2022-2023				Teacher	No				
16	2022-2023				Teacher	No				
17	2022-2023				Teacher	No				
18	2022-2023				Teacher	No				
19	2022-2023				Teacher	No				
20	2022-2023				Teacher	No				
21	2022-2023				Teacher	No				
22	2022-2023				Teacher	No				

Enter Achievement Scores in Column I.  
Save the spreadsheet.

# Evaluation Component Scores Data Import (2022-2023)

Please generate a file using the selections below.

Only districts configured for imports for the academic year selected will be available below.

## Select location(s)

School

[Select All](#) | [Clear Selections](#)

- ▼  Tennessee Department Of Education
  - ▼  Northwest Tennessee Core Regional Office (001)
    - ▼  Lake County (00480)
      - Lake Co High School (0005)
      - Lara Kendall Elementary (0010)
      - Margaret Newton Elementary (0015)
      - System-Wide School (0000)

Generate Template

Cancel

I already have a template.

Continue



## Data Imports

### Import Wizard

Select Academic year

Generate Template

 **Select File & Import Data**

Validate Data

Process Data

## Evaluation Component Scores Data Import (2021-2022)

Please select a file containing the Evaluation Component Scores data.

TNCompass\_Evaluation\_Com...core\_ImportTemplate (8).xlsx

# Trouble Shooting



- **No measure select for educator**
  - A measure selection can be made by using an administrative edit.
- **TVAAS Score (Achievement or Growth Measure Selection) not populating**
  - Ensure the selected measure generated a score.
  - If the teacher is staffed at more than one school, set the Master School.
  - Check to make sure the selected measure is a school level measure. If an educator is staffed as system wide, then an LEA measure must be selected.
  - A custom/feeder option must be uploaded.

# Finalizing LOEs





# Missing Selections and Scores

- Missing selections and be made using an administrative edit.
- Missing scores can be entered from the teacher's profile or uploaded using the Import Wizard.



# Pinning Evaluations- Administrator View

## Pin Signature

### Educator's Signature

*Administrator must complete form first.*

### Administrator's Signature

Enter Administrator PIN below and click "Complete Form" to confirm.

[Forgot your PIN?](#)

[Complete Form](#)



# Pinning Evaluations- Administrator View

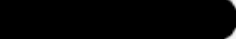
## Pin Signature

### Educator's Signature

Ready for educator's signature.

Educator is unavailable to complete form

### Administrator's Signature

 completed this form on Wednesday, September 27, 2023 2:35 PM.



# Pinning Evaluations – Teacher View

## Pin Signature

**Educator's Signature**

Enter Educator PIN below and click "Complete Form" to confirm.

[Forgot your PIN?](#)

[Complete Form](#)

**Administrator's Signature**


 completed this form on Wednesday, September 27, 2023 2:35 PM.




# Pinning Evaluations- Teacher and Administrator View

 Pin Signature

## Educator's Signature

 completed this form on Wednesday,  
September 27, 2023 2:40 PM.

## Administrator's Signature

 completed this form on Wednesday, September 27, 2023 2:35  
PM.



# Resources for LOE Finalization

- [Evaluation Signatures User Guide](#)
- [2022-23 Evaluation Composite Weighting](#)



# Next Steps

- Check TNCompass records for data completion.
- Upload any missing data.
- Share information on 2022-23 LOE generation with principals.



# Support



- Monthly office hours

No meetings in November or December		
January 4, 10 a.m. CT	Identifying Partial Year Exemptions and Update Staffing	<a href="#">Meeting</a>
February 1, 10 a.m. CT	Monitoring Observations to Ensure Pacing is Met	<a href="#">Meeting</a>
March 7, 10 a.m. CT	Monitoring Growth and Achievement Measure Selections	<a href="#">Meeting</a>
April 4, 10 a.m. CT	End of the Year Actions	<a href="#">Meeting</a>
May 2, 10 a.m. CT	Entering Achievement Measure Scores	<a href="#">Meeting</a>

- Email [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov)



# TEAM Best Practices Video Library





# TEAM Best Practices Video Library



In response to feedback from evaluators and educators, the Educator Effectiveness Team has created the TEAM Best Practices Video Library.

Our video library features a collection of engaging, practical, and thought-provoking videos covering a wide range of subjects and grade levels. Each TEAM indicator is unpacked descriptor by descriptor with video examples of what that practice looks and sounds like in action. Accompanied by a facilitator guide, these videos are designed for use as individual professional development, as part of a PLC, or in a large group setting.

Each video spotlights one of our esteemed Tennessee Teachers of the Year, giving teachers and leaders a chance to learn directly from the best in the field.


# How to access it:

[TEAM-TN | A Tennessee Department of Education Website](#)



### About TEAM

The Tennessee Educator Acceleration Model (TEAM) is about principals and teachers working together to ensure the best possible instruction every day. Through frequent observation, constructive feedback, student data, and professional development, TEAM is designed to support all educators in doing their best work to help every student learn and grow.



[Read More](#)

### Upcoming Deadlines

All deadlines for the 2023-2024 evaluation cycle can be found here: [2023-2024 TEAM Evaluation Timeline](#)

**Upcoming Deadlines:**

Oct. 13: Complete 2023-24 staffing in TNCompass. See [TNCompass User Guide](#) for information. Email [TEAM Questions](#) for help.

Oct. 13: Enter final achievement measure scores (graduation rate, ACT, etc.) from 2022-23. See [TNCompass User Guide](#) for information. Email [TEAM Questions](#) for help.

### Monthly Emails to Evaluation Configurators

- September 2023
- August 2023
- July 2023
- May 2023
- April 2023
- March 2023
- February 2023

### Recently Released


- [TEAM Best Practices Video Library](#)
- [PE Portfolio Teacher Guidance](#)
- [First and Second Grade Student Growth Portfolio Model Assessment and Scoring Guidance](#)
- [School Services Personnel Observation Guidance](#)
- [Library Media Specialist Observation Guidance](#)
- [Pre-K and Kindergarten Student](#)



# How to use it:

[General Educator Rubric | TEAM-TN](#)

Before you begin your training, download the [facilitator guide](#). This guide will help you in understanding the pattern of the presentations and suggestions for faculty training sessions or PLC meetings.



Rubric Domain	Indicators
<b>Instruction</b> <a href="#">Facilitator Preparation Guide</a>	<ul style="list-style-type: none"><li>• Standards and Objectives</li><li>• Motivating Students</li><li>• Presenting Instructional Content</li><li>• Lesson Structure and Pacing</li><li>• Activities and Materials</li><li>• Questioning</li><li>• Academic Feedback</li><li>• Grouping Students</li><li>• Teacher Content Knowledge</li><li>• Teacher Knowledge of Students</li><li>• Thinking</li><li>• Problem Solving</li></ul>



# How to use it:

## Standards and Objectives

Standards and objectives should be the first indicator the teacher focuses on when planning a lesson or unit.

The key to being effective with the standards and objectives indicator is a clear understanding by the teacher and the students of the learning that is taking place during the lesson.

- The teacher is clear on what they want students to know and be able to do as a result of the lesson.
- The teacher clearly communicates to students the expectations for the daily objective. Student understanding of the objectives is evident in the aligned student work.

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## Evaluator Expectations

In the pre-conference ask, "To what standard is the objective aligned?"

- In order to score this indicator, the observer will need to
- Identify what the teacher wants the students to know and be able to do,
  - review the student work,
  - identify thinking in the student performance,
  - and analyze student work for evidence of mastery of the lesson objective.

This indicator supports the effectiveness of all other indicators.

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## Descriptor 1: Learning objectives are communicated, connected to the state standard(s), and referenced throughout the lesson.

This descriptor pertains to the teacher's ability to communicate the lesson objective, connect the objective to the overall standard, and reference the objective throughout the lesson. Learning objectives must be clearly written before they can be clearly communicated. This also provides purpose for what takes place during a lesson

There are three components of a clearly communicated objective:

1. Observable verbs/actions
2. Clear description of learning outcomes
3. Reference to objective throughout and at the end of the lesson



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Capture an example(s) of descriptor 1 as you watch this video clip.



Morgan Rankin, Johnson City Schools  
2021-2022 Tennessee Teacher of the Year



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## Example(s) of different teacher practices that can be used for students with learning difficulties.

- Children working in pairs, groups, or individually
- Differentiated work on the students' ability level
- Working on computers or out of books
- Visuals and modeling
- Creative writing
- Physical activities
- Musical activities
- Extended time
- Preloading of content before lesson
- Student choice assignments

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## Culminating Activity

Follow the QR code or the link below to access the form for the culminating activity.

[https://stateoftennessee.formstack.com/forms/team\\_rubric\\_video\\_library](https://stateoftennessee.formstack.com/forms/team_rubric_video_library)

Please use the form to reflect on today's learning and provide feedback about this resource.



QR Code

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# What's next?

[School Services Personnel Rubric](#) | [TEAM-TN](#)

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

## School Services Personnel Rubric

Coming Soon!!

[Edit](#)



# Thank You!

#TNBestforAll

