



BEST FOR
ALL

We will set all students on a path to success.

**2023-24 Evaluation Configurator
Charter Schools Office Hour
November 16, 2023**



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

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



Achievement Measure Scores



Scores Entered by the District	Score that Automatically Populate
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:

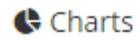
- Select a Report
- Select a Report
- Active Schools for Academic Year
- Active Teacher with Race, Gender, Ethnicity
- CEO Credit Report
- Completed Salary or Supplement Assignments
- December 1 Report
- Denied Review Requests
- Educator License Expiration
- Educator License Pending Info
- Educator License 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

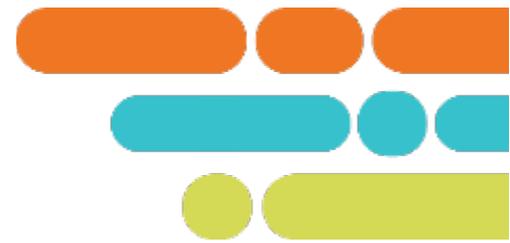
Help

 Administration

Data Management



Import Wizard



What kind of data would you like import?

Educator Holds

- TSAC Holds
- TSAC Compliance
- NASDTEC Holds

Salary Schedules

- Salary Assignments
- Year End Experience

Staff & Educators

- Staff

TASL

- CEO Attendance

Evaluation Data

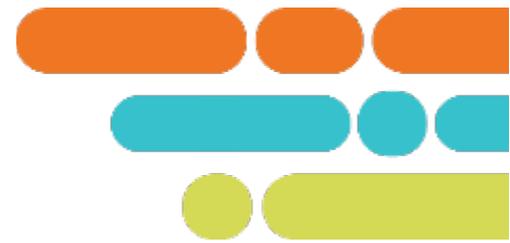
- Growth and Achievement Measures
- Evaluation Component Scores
- Partial Year Exemption

Educator Information

- CTE

 [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



	A	B	C	D	E	F	G	H	I	J	K
1	Academic Year	District ID	License Number	Educator Name	Educator Type	Partial Year Exemption	Partial Year Exemption Reason	Alt. Growth Measure Score	Observation Rubric Score	Achievement Measure Score	Student Survey Score
2	2022-2023										
3	2022-2023										
4	2022-2023										
5	2022-2023										
6	2022-2023										
7	2022-2023										
8	2022-2023										
9	2022-2023										
10	2022-2023										
11	2022-2023										
12	2022-2023										
13	2022-2023										
14	2022-2023										
15	2022-2023										
16	2022-2023										
17	2022-2023										

Enter Observation Scores in Column I.
Enter Achievement Scores in Column J.
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

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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](#)



2023-24 Growth Measure Selections



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



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

Growth Measures

Description	<p>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.</p> <p>There are several types of growth measures that represent the student growth component:</p> <ol style="list-style-type: none">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	<ul style="list-style-type: none">• 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

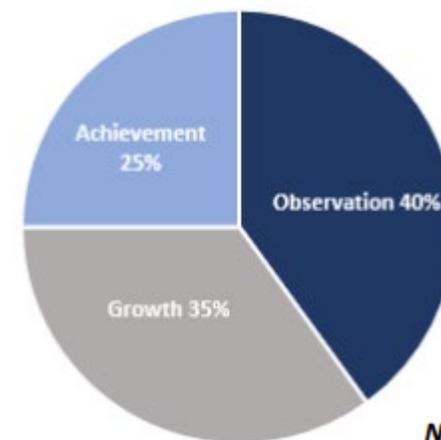
During the fall, educators (in consultation with the school leader) must select a growth measure that is most closely aligned to their work. Leaders should confirm during selection that the growth measure will generate a score for the educator to use.

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:

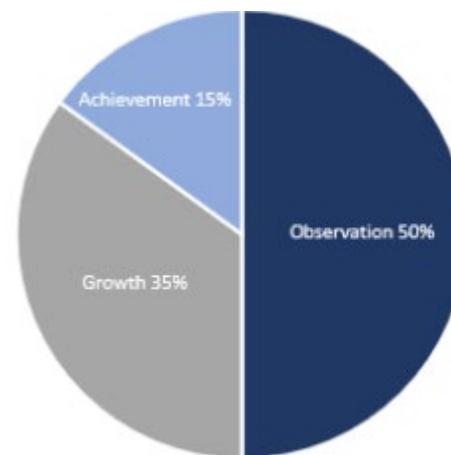
- Educators in a K-2 school may select a TVAAS school composite for the feeder school where the students will attend.
- Educators who serve multiple schools within the district may select a TVAAS district composite.

2023-24 LOE Calculations

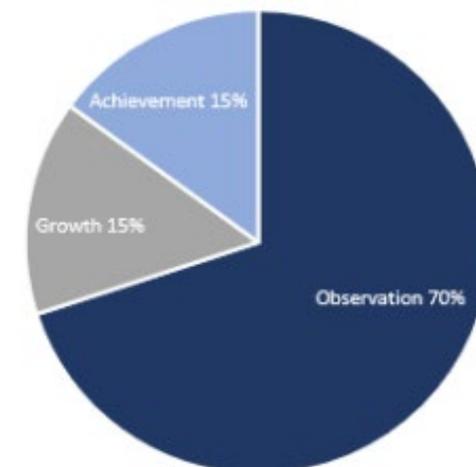
Tested Teachers, Teacher Implementing Student Growth Portfolios, and Teachers Implementing URS.



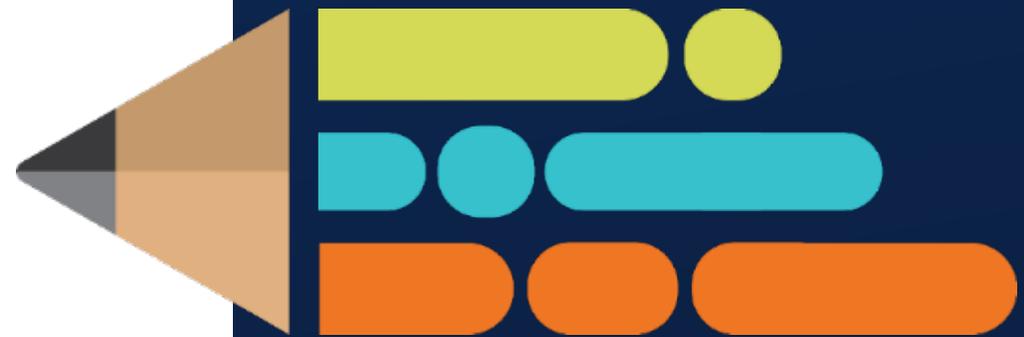
Administrators



Non-Tested Teachers



2023-24 Achievement Measure Selections



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.

Achievement Measure Selections



Achievement Measure Categories:

- TVAAS School- or District- wide growth measures may be used as achievement measures. These do not require setting measurable criteria.
- State assessments include assessments in math, English language arts, social studies, and science. They also include alternate assessments, MSAA and TCAP-Alt.
- Off-the-shelf assessments are intended to provide a measure of achievement for teachers in non-tested grades and subjects for evaluation purposes.
- Graduation rate is an appropriate measure for high school educators.

Achievement Measure Selections



Achievement Measure Categories:

- ACT/SAT assessments are required postsecondary readiness assessments.
- Early postsecondary (EPSOs) exams provide the opportunity for students to earn postsecondary credit while in high school.
- Industry certifications are earned through secondary and postsecondary career and technical education programs and courses.

Setting Achievement Measure Criteria



- 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.
- TVAAS measures do not require criteria.
- As a reminder, level 3 should be “At Expectations” for one year of performance.
 - Annual measurable objectives (AMOs) are yearly targets for improving performance based on prior-year results. Available on the Accountability Application at the school and district level, these targets are based on the expectation that the percentage of students not meeting the standard is to decrease by half in eight years. AMO targets are rounded to one decimal place. Double AMO targets are based on the expectation that the percentage of students not meeting the standard is to decrease by half in four years. A district can request subject and grade level AMOs by contacting TNED.Accountability@tn.gov.

Entering Missing Measures in TNCompass



- The most efficient way to submit both achievement and growth measures, in bulk, is to use the import wizard in TNCompass.
- Instructions for utilizing the import wizard are posted on the TEAM website [here](#).

Using the Import Wizard



Data Management



Growth and Achievement Measures



Data Imports



Import Wizard

Please select an import type to begin...

What kind of data would you like import?

Educator Holds

- TSAC Holds
- TSAC Compliance
- NASDTEC Holds

TASL

- TASL Events
- TASL Event Attendance
- CEO Attendance

Licensing

- Course Code

Staff & Educators

- Staff

Salary Schedules

- Salary Assignments
- Year End Experience

Evaluation Data

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

Educator Information

- CTE

[View Previous Imports](#)

[Continue](#)

Growth and Achievement Measures



Import Wizard

👉 **Select Academic year**

Generate Template

Select File & Import Data

Validate Data

Process Data

Growth and Achievement Measures Data Import

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

Academic Year

2023-2024

Cancel

Continue

Growth and Achievement Measures



Growth and Achievement Measures Data Import (2023-2024)

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)

Region or EPP

LEA

School

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

- Tennessee Department Of Education
 - East Tennessee Core Regional Office (005)
 - Alcoa (00051)
 - Alcoa Elementary (0005)
 - Alcoa High School (0010)
 - Alcoa Intermediate School (0012)
 - Alcoa Middle School (0006)
 - System-Wide School (0000)
 - Anderson County (00010)
 - Anderson County Career Technical Center (0003)
 - Anderson County Head Start / Preschool (7001)
 - Anderson County High School (0002)
 - Anderson County Innovation Academy (0004)
 - Andersonville Elementary (0005)
 - Briceville Elementary (0010)
 - Claxton Elementary (0015)
 - Clinch River Community School (0105)

Generate Template

Cancel

I already have a template.

Continue

Growth and Achievement Measures



1	A	B	C	D	E	F	G	H	I	J	K	L	M	N
	Academic Year	District ID	License Number	Educator Name	Educator Type	Partial Year Exemption	Growth Measure TNCompass ID	Growth Measure	Achievement Measure Category	Achievement Measure TNCompass ID	Achievement Measure Type	Achievement Score	Achievement Criteria: 1	Achievement Criteri
2	2023-2024						0							
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Growth and Achievement Measures



Academic Year	Evaluation Component	Category	TNCompass ID	Measure Name	Score Can Be Edited
2023-2024	Achievement Measure	State Assessments	45	Classroom: TCAP: ALT: (PK-12)	Yes
2023-2024	Achievement Measure	State Assessments	46	Grade Level: TCAP: ALT: (PK-12)	Yes
2023-2024	Achievement Measure	State Assessments	47	School-wide: TCAP: ALT: (PK-12)	Yes
2023-2024	Achievement Measure	TVAAS	103	School-Wide: CTE Concentrators: Literacy (9-12)	No
2023-2024	Achievement Measure	TVAAS	104	School-Wide: CTE Concentrators: Literacy and Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	105	School-Wide: CTE Concentrators: Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	106	School-Wide: CTE Concentrators: Science (9-12)	No
2023-2024	Achievement Measure	TVAAS	107	School-Wide: CTE Concentrators: Social Studies (9-12)	No
2023-2024	Achievement Measure	TVAAS	109	School-Wide: CTE Students: Literacy (9-12)	No
2023-2024	Achievement Measure	TVAAS	110	School-Wide: CTE Students: Literacy and Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	111	School-Wide: CTE Students: Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	112	School-Wide: CTE Students: Science (9-12)	No
2023-2024	Achievement Measure	TVAAS	113	School-Wide: CTE Students: Social Studies (9-12)	No
2023-2024	Achievement Measure	TVAAS	115	School-Wide: EOC: Literacy (9-12)	No
2023-2024	Achievement Measure	TVAAS	116	School-Wide: EOC: Literacy and Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	117	School-Wide: EOC: Numeracy (9-12)	No
2023-2024	Achievement Measure	TVAAS	118	School-Wide: EOC: Science (9-12)	No
2023-2024	Achievement Measure	TVAAS	119	School-Wide: EOC: Social Studies (9-12)	No
2023-2024	Achievement Measure	TVAAS	120	School-Wide: Overall: Literacy (PK-12)	No

Growth and Achievement Measures



Growth and Achievement Measures Data Import (2023-2024)

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)

Region or EPP

LEA

School

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

- ▼ Tennessee Department Of Education
 - ▼ East Tennessee Core Regional Office (005)
 - ▼ Alcoa (00051)
 - Alcoa Elementary (0005)
 - Alcoa High School (0010)
 - Alcoa Intermediate School (0012)
 - Alcoa Middle School (0006)
 - System-Wide School (0000)
 - ▼ Anderson County (00010)
 - Anderson County Career Technical Center (0003)
 - Anderson County Head Start / Preschool (7001)
 - Anderson County High School (0002)
 - Anderson County Innovation Academy (0004)
 - Andersonville Elementary (0005)
 - Briceville Elementary (0010)
 - Claxton Elementary (0015)
 - Clinch River Community School (0105)

Generate Template

Cancel

I already have a template.

Continue

Resources



[2023-24 Achievement Measure Worksheet](#)

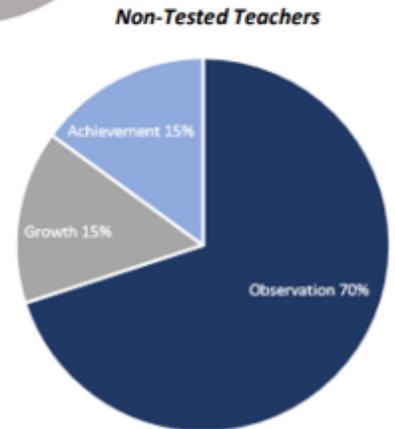
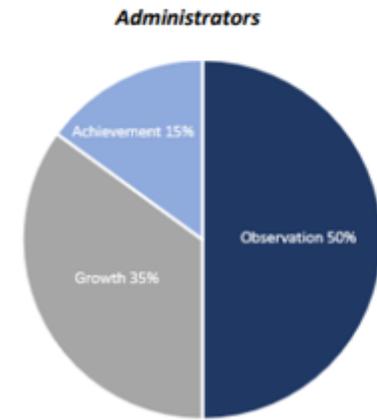


Home	Statute & Policy	Evaluation	TN Charters	Growth Measures	Student Growth Portfolios	Alternative Growth Measures
Achievement	TNCompass	Roster Verification	TEAM Training	Office Hours	Contacts	

Achievement Measures

<p>Description</p>	<p>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.</p>
<p>Achievement Measure Selection Resources</p>	<ul style="list-style-type: none"> • 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 <p>The guidance provided in these documents reflects the law and state board of education rules and policies as of August 2023.</p>

2023-24 LOE Calculations
Tested Teachers, Teacher Implementing Student Growth Portfolios, and Teachers Implementing URS.



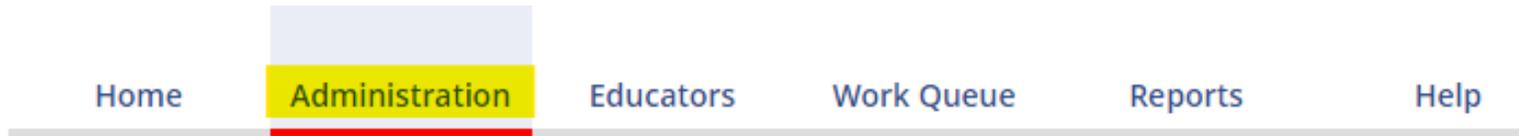
LEA Contacts



LEA Contacts



Navigate to the Administration Tab in TNCompass.



Select LEA Contacts

Settings



LEA Contacts

Select the contact type

Name*	Contact Type	Email*	Phone Number
<input type="text" value="Name"/>	<input type="text" value="Alternative Growth- Universal (AMG-URS) L..."/>	<input type="text" value="email@example.org"/>	<input type="text" value="Phone Number"/> 

Enter Contact information

Name*	Contact Type	Email*	Phone Number
<input type="text" value="Amy Floyd"/>	<input type="text" value="Portfolio Lead Contact"/> <input type="text" value="Alternative Growth- Universal (AMG-URS) L..."/> <input type="text" value="Differentiated Pay contact (for districts only)"/>	<input type="text" value="Amelia.Floyd@tn.gov"/>	<input type="text" value="1234567890"/> 



LEA Contacts



LEA Contact Management 

Name*	Contact Type	Email*	Phone Number	
<input type="text" value="Name"/>	<input type="text"/>	<input type="text" value="email@example.org"/>	<input type="text" value="Phone Number"/>	
<input type="text"/>	Director of Schools / CMO Lead	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Superintendent Designee	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Evaluation Configurator, Tennessee Academy for School Leaders (TASL) Configurator	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Testing Coordinator, Alternative Growth-Universal (AMG-URS) Lead Contact	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Educator Recognition Contact	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Educator Licensure Contact, Human Resources contact (for districts only), Differentiated Pay contact (for districts only), Educator Diversity Contact (for districts only)	<input type="text"/>	<input type="text"/>	 
<input type="text"/>	Portfolio Lead Contact	<input type="text"/>	<input type="text"/>	 

Please make sure email addresses are typed correctly.

TEAM Website



TEAM Website



- Team-tn.org



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

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](#)



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

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



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.



TN 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

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



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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](#)

Educator Recognition



Nominate



Link to nominate Principal and Supervisor of the Year - Due Dec. 17

- https://stateoftennessee.formstack.com/forms/tn_poy_soy_nomination_form_202425

Link to nominate Teacher of the Year - Due Dec. 1

- https://stateoftennessee.formstack.com/forms/202425_districtlevel_teacher_of_the_year_report_form

Thank You!

#TNBestforAll

