



# BEST FOR ALL

We will set all students on a path to success.

## TEAM Administrator Evaluator Training Module 1



# 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 TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

# Norms

- Be open to learning.
- Approach this work through the lens of effective leadership practices to bring positive teacher and student outcomes.
- Be present and engaged.
  - Limit distractions.
  - Pause and return if necessary.
- Thoughtfully interact with the tasks.
- Consider how to integrate new learning with current practices.



# Learning Outcomes

TEAM administrator evaluator training will prepare leaders to:

- implement an accurate, fair, credible, rigorous, and transparent evaluation system;
- create meaningful and actionable feedback for administrators;
- pass the TEAM certification test; and
- utilize TEAM to improve educational outcomes for administrators, teachers, and students.





# Agenda



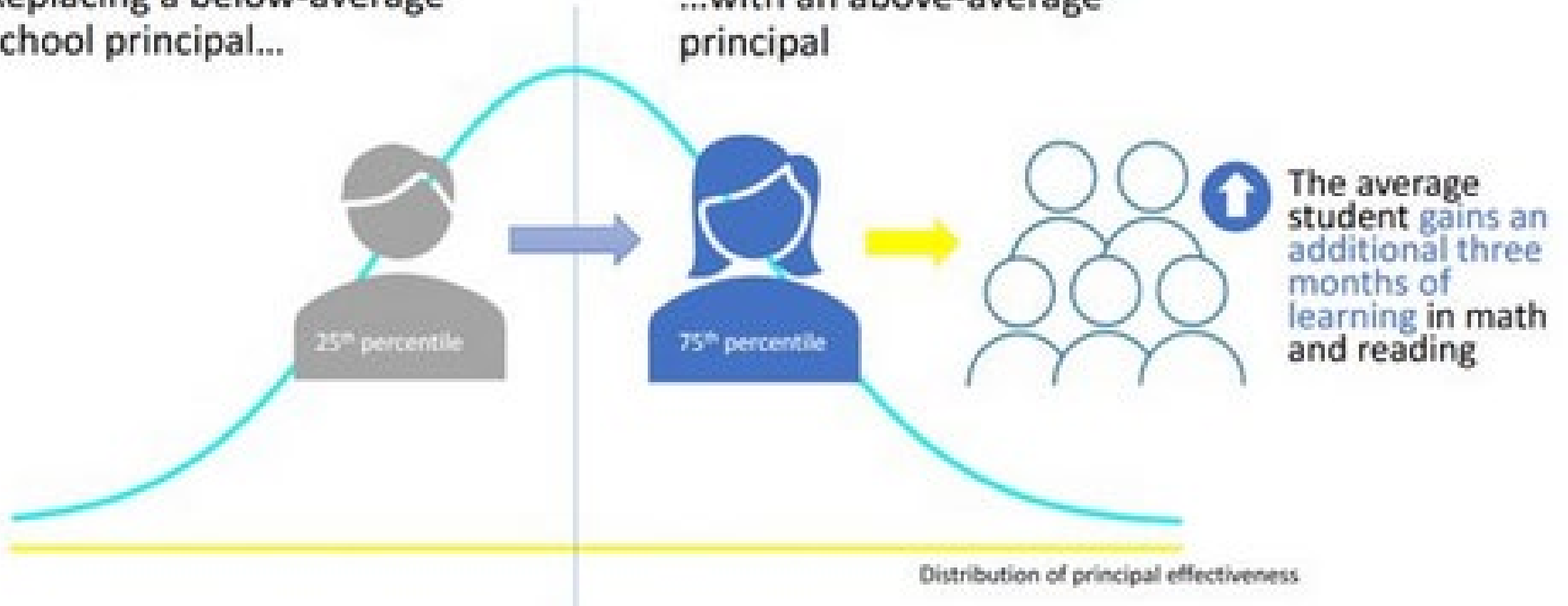
- Overview of TEAM
  - State Policy
  - Value of Evaluation Data
  - Theory of Action
- Generating a LOE
- Observation Cycle
- Deadlines
- TILS (the Tennessee Instructional Leadership Standards), & TEAM Administrator Observation Rubric
- Feedback
- Resources and Logistics



# Leadership Matters

Replacing a below-average school principal...

...with an above-average principal





# What leader actions create this impact?

## Engaging

- Engaging in instructionally focused interactions such as **teacher evaluation**, instructional coaching, and the establishment of a data-driven, school-wide instructional program.

## Building

- Building a productive school climate marked by trust, efficacy, teamwork, engagement with data, organizational learning, and continuous improvement.

## Facilitating

- Facilitating productive collaboration and professional learning communities that promote teachers working together to improve their practice and enhance student learning.

## Managing

- Managing personnel and allocation of resources strategically.



# The Importance of Evaluating Principals and Assistant Principals

Insert video 1 here





# Why Evaluate Administrators

“An investment in knowledge always pays the best interest.”

-Benjamin Franklin



Improved leader performance

High-quality actionable feedback

Improved teaching and learning

Better outcomes for students

# TEAM: Tennessee Educator Acceleration Model



# What is TEAM?

- TEAM, or Tennessee Educator Acceleration Model, is Tennessee's teacher and administrator evaluation system.
- It is authorized by [Tenn. Code Ann. § 49-1-302](#) and described in Tennessee State Board of Education (SBE) Policy [5.201](#) and [Evaluation Rule 0520-02-01](#).
- Supporting resources may be found on the TEAM website at [www.team-tn.org](http://www.team-tn.org).



# Evaluation Rule Overview

SBE Evaluation Rule 0520-02-01 is divided into several parts:

- Definitions
- General Requirements for Evaluation
- Evaluation Components
- Observation Models
- Requirements for Evaluators
- Partial Year Exemptions
- Local Level Grievances



# Key Components

Key components addressed in the General Requirements section include:

- Level of Overall Effectiveness (LOE) ratings
- LOE weightings for teachers and administrators
  - 3/4/5 Override Rule
  - 4/5 Trump Rule



# Key Components

Key components addressed in the Evaluation Components section include:

- Student Growth Data
- Alternative Growth Measures
  - Portfolio
  - Alternatives to Portfolio
- Achievement Measures
- Evaluation Pacing



# Key Components

Key components addressed in the Observation Models section include:

- Available Observation Models
- Alternate Observation Models
  - Currently Available
  - Process to Propose or Pilot a New Model





# Key Components

Key components addressed Evaluator Requirements section include:

- Requirement for Evaluator Certification
- Training of Evaluators
- Validity Period of Certification



# Key Components

Key components addressed Partial Year Exemption and Local Level Grievance sections include:

- Partial Year Exemption Qualifications and Results
- Grievance Requirements and Processes



# Policy Overview



TENNESSEE STATE BOARD OF EDUCATION	
EDUCATOR EVALUATION POLICY	5.201

## Policy Sections:

- I. General Requirements
- II. Observation Pacing and Support.
- III. Alternate Observation Models

# Policy 5.201

## Observation Pacing and Support

Licensure Status	Previous Year Individual Growth or Level of Overall Effectiveness <sup>2</sup>	Minimum Required Observations*	Minimum Required Observations per Domain*	Minimum Number of Minutes per School Year
Practitioner	Levels 1-4	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Level 5	One (1) formal observation covering all domains first semester; two walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes
Professional	Level 1	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Levels 2-4	All domains observed with a minimum of two (2) domains observed in each semester and a minimum of two (2) formal observations.	2 Instruction 1 Planning 1 Environment	60 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes



# Policy 5.201: Alternate Observation Models

In lieu of the state observation model (TEAM), LEAs and state special schools may select an alternate observation model from a State Board-approved list pursuant to State Board Educator Evaluation Rule 0520-02-01.

- The Teacher Instructional Growth for Effectiveness and Results (TIGER)
- Project COACH
- Teacher Effectiveness Model (TEM)
- Classroom Assessment Scoring System (CLASS) (for pre-K only)



# Policy 5.201: Appendices

- Appendix A: Student Surveys
- Appendix B: Charter School Approved Alternate Observation Models
- Appendix C: Approved Achievement Measures
- Appendix D: Student Growth Portfolio Models
- Appendix E: Pre-K/Kindergarten Alternative Growth Measures



# Evaluation Rule and Policy

Insert video 2 here





# Thank you for completing Module 1 of the TEAM Administrator Evaluator Training.

You may pause the training here, or you can continue to  
Module 2.

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