



**BEST** FOR  
**ALL**

We will set all students on a path to success.

# TEAM Teacher Evaluator Training Module 8



# Agenda



## Module 8

- Building and Sustaining a Culture of Continuous Improvement
- Certification
- TASL Information
- Optional conversation with a TEAM Specialist

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# TEAM: Theory of Action



If TEAM is implemented:

- accurately,
- fairly,
- credibly,
- rigorously, and
- transparently

then educators will believe in TEAM and utilize it to improve educational outcomes for all.

# Building and Sustaining Culture

Indicator	5	3
<p><b>C1. Evaluation</b></p> <p>Implements and monitors a rigorous evaluation system using an approved Tennessee evaluation model and uses educator evaluation data to inform, assess, and adjust professional learning goals and plans</p>	<p>In addition to Level 3 descriptors:</p> <ul style="list-style-type: none"> <li>• Builds and sustains a culture focused on continuous improvement, such that educators view the evaluation process as an opportunity for professional learning and growth</li> <li>• Holds self and others accountable for customizing supports for educators</li> <li>• Creates a school-wide plan for professional learning aligned to the school's vision for professional learning and growth</li> <li>• Accurately modifies school or grade-level professional learning goals and plans</li> </ul>	<ul style="list-style-type: none"> <li>• Encourages educators to use the evaluation process for professional learning and growth</li> <li>• Adheres to all evaluation processes, which include:               <ul style="list-style-type: none"> <li>○ timelines for feedback</li> <li>○ follow-up support</li> <li>○ finalizing all required observations</li> <li>○ conducting summative conferences</li> </ul> </li> <li>• Ensures the classroom observation process includes:               <ul style="list-style-type: none"> <li>○ gathering evidence balancing educator and student actions related to teaching and learning</li> <li>○ grounding all evidence coding and scoring to the rubric with accuracy to ensure fidelity of the process</li> <li>○ using a preponderance of evidence to evaluate teaching</li> <li>○ using the rubric to structure feedback to educators</li> <li>○ offering specific, actionable feedback recommendations connected to improving student achievement</li> <li>○ facilitating educator implementation of recommended improvement strategies</li> </ul> </li> <li>• Uses evaluation data to determine trends and assess educator strengths and growth opportunities</li> </ul>



# Resources



- For more information on TEAM, visit the TEAM website at <http://team-tn.org>.
- With policy questions related to TEAM, contact [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov).
- With technical questions related to TNCompass, contact [support@TNCompass.org](mailto:support@TNCompass.org).

# Certification Requirements



# The Certification Test

- State law **requires** all observers to be certified.
- You **must** pass the certification test before you begin any teacher observations.
- **Conducting observations without passing the certification test is a grievable offense and will invalidate observations.**



# The Two-Part Certification Test

**Part one:** Lesson analysis - view and score a lesson.

- All scores must be no more than  $\pm 1$  point away from the benchmark rating for at least 10 indicators, **and**
- Average observation score must be within  $\pm 0.9$  points away from the benchmark average observation score.
- Once successfully completed, access to part two is granted.





# The Two-Part Certification Test

**Part two:** General knowledge - answer eight multiple choice items on a variety of topics related to TEAM.

- Must answer correct response on at least 6 items

Each part of the certification test may be attempted two times.



# TASL Credit

- This training is a TASL-approved event for 14 hours.
- You will receive an email with the TASL grid from the department within a week of the completion of certification.
- This email may be uploaded in TNCompass as a pdf for documentation of TASL hours.
- **Please note: only the TASL grid email will be approved for TASL hours. The certificate of completion that is generated at the end of certification will not be accepted for TASL hours.**



# Congratulations! You have completed TEAM Teacher Evaluator Training.

For further discussion (optional), please email [team.questions@tn.gov](mailto:team.questions@tn.gov) to schedule time with a TEAM specialist for questions or concerns you might have prior to accessing the certification test.

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