

2024-25 Growth and Achievement Measure Worksheet

The first page of this document should be completed, signed, and kept on file at the local level.

Educator Name	School Name	Position

Section I: To be completed and selected in TNCompass¹ by December 1.

Chosen Growth Measure (Must be chosen by all educators, but only used if no individual growth score is generated.)	Rationale

Chosen Achievement Measure		Rationale
Achievement Score	Measurable Criteria to Determine Effectiveness Rating ² (TVAAS Measures do not require criteria.)	
1		
2		
3		
4		
5		

Educator signature and date _____

Evaluator signature and date _____

Section II: To be completed prior to summative conference

Achievement Measure Outcome	Final Achievement Score ³

Educator signature and date _____

Evaluator signature and date _____

¹ Achievement measure selections must be entered in TNCompass. This can be done through direct individual entry, or multiple selections may be imported. See instructions and more information on the TEAM website [here](#).
² Data for the selected achievement measure must be quantifiable. For additional guidance on setting achievement criteria, see attached guidance documents (also on the TEAM website [here](#)).
³ Per T.C.A. §49-1-302, educators may use a student growth measure of level three (3), four (4), or five (5) in lieu of the achievement measure if it results in a higher overall evaluation score.

Growth Measure Selection Guidance

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 (Tennessee Value Added Assessment System)): 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
5. District-level TVAAS composites: selected by teacher/leader
6. Feeder/Customschool-district-level TVAAS Composites: selected by teacher/leader and uploaded by district

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. This selection will only be used if an individual growth score (type 1-3) is not generated. More information about TVAAS school- or district-level composite can be found [here](#).

Achievement Measure Selection Guidance

Achievement is a point-in-time measure that evaluates how well students perform against grade-level standards. Because achievement is critical to students' future success, districts should be proactive in providing guidance in selecting achievement measures and setting measurable criteria.

The State Board of Education approves achievement measure options by grade band that can provide student achievement data aligned to the Tennessee Academic Standards. To assist districts with alignment, achievement measure options are limited by grade band in TNCompass. Districts will first select the grade band for educators and then choose the measure from the approved achievement measures for that grade band.

Districts are encouraged to use the achievement measures that align academic achievement goals to their local context and district/school goals. Evaluators should meet with educators early in the school year to identify the measure most closely aligned to their job assignment. Districts have the discretion to limit the measures offered to educators to measures that are available in their school and to establish the criteria. If the educator and evaluator do not agree on a measure, the educator being evaluated shall select the measure.

District leaders can find more information on batch-uploading achievement measures and criteria into TNCompass in the [Growth & Achievement Measure Import Instructions resource](#).

[Chapter 991](#) of the Public Acts of 2022, revised laws regarding educator evaluations. Beginning with the 2022-23 school year, the achievement component weighting has increased to 25% for teachers with individual growth

scores, among other changes. The achievement component weighting remains unchanged at 15% for non-tested teachers and administrators. More information about the impact of Chapter 991 of the Public Acts of 2022 is [here](#).

Achievement Measure Categories

TVAAS District- and School- Composites are a one-year measure based on available tested subjects at the school or system level. TVAAS Composite measures do not require setting measurable criteria. Information about subjects and grades used to generate TVAAS composites can be found [here](#). For more information, refer to the TVAAS technical documentation online [here](#).

State assessments, or the Tennessee Comprehensive Assessment Program (TCAP), include assessments in math, English language arts, social studies, and science. They also include alternate assessments, like the MSAA and TCAP-Alt, for students with special needs. More information about state assessments is available [here](#).

Off-the-shelf assessments are intended to provide a measure of achievement for teachers in non-tested grades and subjects for evaluation purposes. As with all achievement measures, the goal is to utilize assessments that measure the full breadth and rigor of the academic standards for the grade/content area.

Graduation rate is an appropriate measure for high school educators. The Tennessee graduation rate will be used as the graduation rate for evaluations.

ACT/SAT suite of assessments are required postsecondary readiness assessments and are used to prepare students with knowledge and skills valued by both employers and postsecondary educators. More information is available [here](#).

Early postsecondary exams provide the opportunity for students to earn postsecondary credit while in high school. More information on EPSOs is available [here](#).

Industry credentials are earned through secondary and postsecondary career and technical education programs and courses. They are part of nationally recognized career clusters that the department promotes and are appropriate for educators teaching courses in the related programs of study. More information on industry certification is available [here](#).

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. Resources for scale setting may be found on the [TEAM website](#). Examples below.

Example 1 – Criteria using graduation rate:

Score	Description	Equation
1	Graduation rate decreased by more than 3 points	$\text{Grad rate diff} < -3$
2	Graduation rate decreased by more than 1 point and less than 3 points.	$-3 \leq \text{grade rate diff} < -1$
3	Graduation rate increased by no more than 1 point or decreased by no more than 1 point.	$-1 \leq \text{grade rate diff} \leq 1$
4	Graduation rate increased by more than 1 point and no more than 3 points.	$1 < \text{grad rate diff} \leq 3$
5	Graduation rate increased by more than 3 points.	$\text{Grad rate diff} > 3$

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 TNEA.Accountability@tn.gov.

Example 2- Criteria when scaling around success rates using AMO targets:

Score	Description
1	Regressed or no change
2	Improved but didn't hit the target
3	Target met with the confidence interval
4	AMO target reached
5	Double AMO target reached

Achievement Measure Mediation

According to T.C.A. § 49-1-302, an educator being evaluated must mutually agree with the evaluator on which achievement measure is employed as part of the level of overall effectiveness (LOE). This measure must be aligned as closely as possible to the teaching assignment of individual teachers and the duty assignments of each individual administrator. In cases where there is a disagreement, the educator being evaluated chooses the evaluation measures; however, the department will verify alignment.

Additional guidance around the achievement measure selection process can be found on the [TEAM website](#).

This document supports teacher evaluation and is not designed as guidance for system and school accountability.

2024-25 Approved Achievement Measures

Elementary and Middle School Teachers (pre-K-8)

State Assessments: Classroom, Grade, or School-level

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate *
- EOC Biology Success Rate*
- EOC English I or II Success Rate*
- EOC Geometry Success Rate*
- EOC Integrated Math I, II, or III Success Rate*
- EOC Success Rate*
- EOC U.S. History Success Rate*
- Grade 2 ELA Success Rate
- Grade 2 Math Success Rate
- Grade 2 Success Rate
- Grades 3-8 ELA Success Rate*
- Grades 3-8 Math Success Rate*
- Grades 3-8 Science Success Rate*
- Grades 3-8 Social Studies Success Rate*
- Grades 3-8 Success Rate *
- Mock Interim Assessment
- MSAA
- TCAP Alternative Assessment ELA & Math
- TCAP Alternative Assessment Grade 2, Science & Social Studies

TVAAS Composites: School Level

- Early Grades (Grade 3) Literacy
- Early Grades (Grade 3) Literacy and Numeracy
- Early Grades (Grade 3) Numeracy
- Early Grades (Grade 3) Overall
- EOC Numeracy
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8) Literacy
- TCAP (Grades 4 – 8) Literacy and Numeracy
- TCAP (Grades 4 – 8) Numeracy
- TCAP (Grades 4 – 8) Overall
- TCAP (Grades 4 – 8) Science**
- TCAP (Grades 4 – 8) Social Studies***

- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4 – 8)/EOC Overall
- TCAP (Grades 4 – 8)***/EOC Social Studies
- TCAP (Grades 4 – 8)**/EOC Science

Off-the-Shelf Assessments

- ACT Aspire
- AIMSweb
- DIBELS
- EasyCBM
- Education Learning Solutions (ELS)
- Fastbridge Suite/FAST
- GOLD Assessment
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Early Literacy
- STAR Math
- STAR Reading

Achievement Measure Selections: High School Teachers (9-12)

State Assessments: Classroom, Grade, or School-Level

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate*
- EOC Biology Success Rate*
- EOC English I or II Success Rate*
- EOC Geometry I Success Rate*
- EOC Integrated Math I, II, or III Success Rate*
- EOC US History Success Rate*
- TCAP Alternative Assessment ELA & Math
- Mock Interim Assessment

TVAAS Composites: School-level

- CTE Concentrator Literacy
- CTE Concentrator Literacy and Numeracy
- CTE Concentrator Numeracy
- CTE Concentrator Overall
- CTE Concentrator Science
- CTE Concentrator Social Studies
- CTE Students Literacy
- CTE Students Literacy and Numeracy

- CTE Students Numeracy
- CTE Students Overall
- CTE Students Science
- CTE Students Social Studies
- EOC Literacy
- EOC Literacy and Numeracy
- EOC Numeracy
- EOC Overall
- EOC Science
- EOC Social Studies
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8)***/EOC Social Studies
- TCAP (Grades 4 – 8)**/EOC Science
- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4-8)/EOC Overall

Off-the-Shelf Assessments

- ACT Aspire
- Educational Solutions (ELS)
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Math
- STAR Reading

Graduation Rate

ACT/SAT Suite of Assessments

- ACT
- SAT

Early Post-Secondary Exams

- AP Assessment
- Cambridge
- IB Assessment
- Local Dual Credit
- Statewide Dual Credit

Industry Certifications by Career Cluster

Advanced Manufacturing

- AWS Certified Welder
- AWS Sense Advanced
- AWS Sense Entry-Level
- Certified Production Technician 4.0 (CPT 4.0)
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- FANUC Robotics
- Lean Six Sigma
- NC3 Festo Certified Industry 4.0 Associate - Fundamentals
- NC3 Festo Fundamentals of Electricity - AC/DC
- NC3 Festo Fundamentals of Fluid Power - Hydraulics
- NC3 Festo Fundamentals of Fluid Power - Pneumatics
- NC3 Festo Fundamentals of Industry 4.0
- NC3 Festo Fundamentals of Mechanical Systems
- NC3 Festo Fundamentals of PLC / Allen Bradley and Siemens
- NC3 Festo Fundamentals of Robotics
- NC3 Festo Introduction to Mechatronics
- NC3 Lincoln Electric - Flux Cored Arc Welding (FCAW) Level I
- NC3 Lincoln Electric - Gas Metal Arc Welding (GMAW) Level I
- NC3 Lincoln Electric - Gas Tungsten Arc Welding (GTAW) Level I
- NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I
- NC3 Snap-On Precision Measurements Instruments Certification
- NCCER Core Curriculum
- NCCER Welding Level One
- NCCER Welding Level Two
- NIMS Machining Level I - Measurement, Materials, and Safety Certifications
- RAPIDS Apprenticeship Certificate
- Siemens Level 1 Certified Mechatronic System Assistant
- Tennessee Certified Pre-Apprenticeship

Agriculture, Food, and Natural Resources

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- AWS Certified Welder
- BASF Plant Science Certification
- Briggs and Stratton Basic Small Engine Certification
- Briggs and Stratton Master Service Technician
- Center for Financial Responsibility Personal Financial Literacy Certification
- Certified Veterinary Assistant
- Commercial Applicators Certification – C03 Ornamental and Turf
- Ducks Unlimited Ecology Conservation & Management Certification

- EETC Principles of Small Engine Technology Certification
- Elanco Fundamentals of Animal Science Certification
- Elanco Veterinary Medical Applications Certification
- FAA Part 107
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NCLCA Principles of Livestock Selection & Evaluation Certification
- NHJTCA Equine Management & Evaluation Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tennessee Forest Worker Certification
- Tennessee Specific Industry Certification - Animal Science
- Tennessee Specific Industry Certification – Horticulture

Architecture and Construction

- AutoCAD Certified User
- Autodesk Revit Certified User
- Certified Solidworks Associate (CSWA) Academic
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- Home Builders Institute Pre Apprentice Certificate Training (HBI-PACT)
- HVAC Excellence Employment Ready Certifications
- HVAC Excellence, Heating, Electrical, Air Conditioning Technology (HEAT)
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NC3 Trane Building Automation Systems
- NC3 Trane Residential HVAC - Airflow
- NC3 Trane Residential HVAC - Air-to-Air Heat Pumps
- NC3 Trane Residential HVAC - Refrigeration Diagnostics
- NC3 Trane Residential HVAC - Variable Speed Motors
- NCCER Carpentry Level One
- NCCER Carpentry Level Two
- NCCER Construction Technology
- NCCER Core Curriculum
- NCCER Electrical Level One
- NCCER HVAC Level One
- NCCER HVAC Level Two
- NCCER Plumbing Level One
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Arts and AV

- Adobe Certified Associate – After Effects
- Adobe Certified Associate – Animate

- Adobe Certified Associate – Dreamweaver
- Adobe Certified Associate – Illustrator
- Adobe Certified Associate – InDesign
- Adobe Certified Associate – Photoshop
- Adobe Certified Associate – Premier Pro
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Business Management and Administration

- Express Employment Professionals Business Office Technology Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Access Expert Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- MOS OneNote Certification
- MOS Outlook Associate Certification
- MOS PowerPoint Associate Certification
- MOS Word Associate Certification
- MOS Word Expert Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

Education and Training

- CDA – Child Development
- Associate
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- TECTA High School Equivalency Center-based Orientation Certificate
- Tennessee Certified Pre-Apprenticeship

Finance

- Center for Financial Responsibility Personal Financial Literacy Certification
- Intuit Certified Bookkeeping Professional
- Intuit QuickBooks Certified User
- Lean Six Sigma
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Government & Public Administration

- RAPIDS Apprenticeship Certificate

- Lean Six Sigma
- Tennessee Certified Pre-Apprenticeship

Health Science

- Central Sterile Processing and Distribution Technician
- Certified Clinical Medical Assistant
- Certified Dental Assistant
- Certified EKG Technician
- Certified Nursing Assistant
- Certified Patient Care Technician
- Certified Personal Trainer
- Certified Pharmacy Technician
- Certified Phlebotomy Technician
- Emergency Medical Responder (First Responder)
- Lean Six Sigma
- National Basic 9-1-1 Dispatch Certification
- Physical Therapist Aide
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Hospitality and Tourism

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Certified Fundamentals Cook (CFC)
- Certified Hospitality & Tourism Professional
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- ServSafe Manager Certification
- Tennessee Certified Pre-Apprenticeship

Human Services

- Certified Feeding Assistant
- Hair Braider Registration
- Lean Six Sigma
- Natural Hair Stylist License
- RAPIDS Apprenticeship Certificate
- Registered Behavior Technician
- ServSafe Food Handler
- Tennessee Certified Pre-Apprenticeship
- Tennessee Specific Industry Certification - Human and Social Science
- Tennessee Specific Industry Certification -Dietetics and Nutrition
- TN Board of Cosmetology & Barbering - TN Cosmetology 1010
- TN Board of Cosmetology & Barbering - TN Master Barber 1010

Information Technology

- Associate of ISC2 in Cloud Security
- Associate of ISC2 in Cybersecurity Strategy and Implementation
- Associate of ISC2 in Healthcare Security & Privacy
- Associate of ISC2 in IT/ICT Security Administration
- Associate of ISC2 in Secure Software Life Cycle Professional
- Associate of ISC2 in Security Assessment and Authorization
- Cisco Certified Network Associate (CCNA)
- CIW Advanced HTML5/CSS3
- CIW JavaScript Specialist
- CIW Web Design Specialist
- CIW Web Foundation
- CompTIA A+
- CompTIA IT Fundamentals
- CompTIA Network +
- CompTIA Security +
- C-Tech Networking Cabling – Cooper Based Systems
- C-Tech Network Cabling Fiber Based Systems
- C-Tech Telecommunications Technologies
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Law, Public Safety Corrections, & Security

- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship
- Unarmed Security Guard

Marketing

- Certified Logistics Associate (CLA)
- Certified Logistics Technician (CLT)
- Hootsuite Platform Certification
- Hootsuite Social Marketing Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

STEM

- Autodesk Inventor Certified User
- BACE-Biotechnician Assistant Credentialing Exam
- Certified Solidworks Associate (CSWA) Academic
- Certified Yaskawa Robot Operator

- Certified Yaskawa Robot Programmer
- Data Analytics 1 - Harnessing the Power of Data
- FANUC Robotics
- Lean Six Sigma
- Pre-Engineering Industry Certification
- RAPIDS Apprenticeship Certificate
- Robotics Industry Certification
- Tennessee Certified Pre-Apprenticeship

Transportation, Distribution, and Logistics

- Automotive Service Excellence Entry-Level Certification: Maintenance and Light Repair Certification
- Automotive Service Excellence Entry-Level Certification: Nonstructural Analysis/Repair
- Automotive Service Excellence Entry-Level Certification: Painting and Refinishing
- FAA Part 107
- ICAR Non-Structural Technician ProLevel 1
- ICAR Refinish Technician ProLevel 1
- Lean Six Sigma
- Private Pilot Knowledge Exam
- Private Pilot License
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

* This achievement measure can be scaled using AMO; a feeder/custom option also available for these state assessments.

** TCAP (Grades 4-8) Science includes growth from grades 5-8 only.

***TCAP (Grades 4-8) Social Studies includes growth from grades 6-8 only.