Frequently Asked Questions
Tennessee Educator Acceleration Model (TEAM)
Growth and Achievement Measures

1. ***How do I stay updated on evaluation processes, practices, and updates?***
   - The [TEAM website](#) is updated regularly with the latest information regarding the evaluation processes and practices.
   - TEAM office hour recordings for evaluation configurators, portfolio leads, and alternative growth measure leads can be found on the website under the Office Hour tab.
   - [Subscribe](#) to the Evaluation Configurator Newsletter to stay up to date on evaluation guidance, timelines, policy, and processes.

2. ***What can be used for a growth score?***
   Growth scores are generated from TCAP testing, student growth portfolios, and State Board approved Universal Reading Screeners (URS).

   Individual growth scores are generated in three ways:
   - subject/grade specific TVAAS,
   - student growth portfolios, and
   - Universal Reading Screener

   Individual TVAAS growth scores may include data from up to three years when available.
   TVAAS Composite growth scores are generated through the combination of test scores from multiple subjects. These scores are used by teachers, librarians, counselors, and other groups of non-tested educators. All composite scores, student growth portfolio scores, and URS scores are single year scores.

   The list of options is approved by the State Board of Education prior to the start of each school year. Find these options and guidance on the [TEAM website](#).

3. ***When should I expect growth and achievement measure guidance to be released?***
   The timeline for releasing guidance documents is dependent upon several stakeholder bodies, including the state board, the assessment and accountability teams, and the educator effectiveness team. After governing decisions have been finalized, the educator effectiveness team immediately constructs guidance in relation to changes and implications in the policy. The guidance then goes through an extensive, collaborative revision process before it is released. While the department is aware of the urgent need of this reaction to state board policy, it is also imperative that any guidance published accurately operationalizes the state board intent. Once finalized and published, the guidance document(s) will be shared directly with TEAM configurators and announced through department newsletters.

4. ***Where can I find more information about student growth portfolios and/or URS?***
   More information about student growth portfolios and/or URS can be found on the [TEAM website](#).

5. ***I need assistance with claiming/roster verification. Who should I contact?***
   First, contact your district evaluation configurator. For further support,
   contact [RV.Questions@tn.gov.](#)

6. ***Who should I contact to assist if growth scores are missing or incorrect in TNCompass?***
   As growth scores are generated from a variety of sources, please contact [TEAM.Questions@tn.gov](#) with
   your [teacher license number (TLN](#)). The department will work to reconcile missing scores.

7. ***Who should I contact with a missing or incorrect portfolio score?***

   First, contact your district portfolio lead for assistance. Next, reach out to [Portfolio.Questions@tn.gov](#) f
   or resolution. Be sure to include your name, email, and [teacher license number (TLN)](#) in the email.

8. ***Who selects the achievement measure?***

   The educator selects the achievement measure; the evaluator sets the scale for the measure.
   According to T.C.A. § 49-1-302, the educator 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 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 when requested.

9. ***How do we determine which achievement measures are most appropriate for a given educator?***

   Per T.C.A. § 49-1-302(d)(2)(B)(iii) and state board policy [5.201,](#) the achievement measure selected by the
   educator and agreed upon by the evaluator "shall be a measure aligned as closely as possible to the
   educator's primary teaching assignment."

   In order to support compliance with this provision, the achievement measures worksheet lists
   measures according to two grade bands: pre-K-8 and 9-12. It is the responsibility of educators and
   evaluators to select a closely aligned measure from within those lists. Achievement measures are
   limited by grade band in TNCompass. Districts will first select the grade band for educators then
   choose the measure from the approved achievement measures for that grade band. Please see the
   [TEAM website](#) for the achievement measure worksheet and other related resources.

10. ***How is the achievement measure scale determined?***

    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. As a reminder, level 3 should be "At Expectations" for one year of performance.

    It remains the responsibility of educators and their evaluator to determine an appropriate scale for their achievement measure selection that aligns to the TEAM Performance Level Guide.

    Evaluators should enter the criteria for each of the performance levels, 1 through 5, in TNCompass when the measure selection is entered, with the exception of TVAAS measure selections that do not need a scale. The department will monitor the submission of scales and provide feedback to districts regarding completion of entry. The most updated achievement measure list and worksheet is available on the TEAM website.

11. ***Why are achievement scores missing for my teachers?***

    Achievement scores, other than TVAAS measures, are managed at the school/district level. Please contact your district configurator for support with this process. Instructions for importing data in TNCompass may be found here.

12. ***Can tested grade teachers select the off the shelf assessments?***

    Teachers in tested grades can select off the shelf assessments for achievement. Please find more information here.

13. ***How do I recommend an achievement measure to be approved for selection?***

    The department continually monitors and makes recommendations to the state board of education for revising the menu of achievement measures that may be used as the 25% achievement measure component of educator evaluation based on increasing availability of higher quality measures of performance. Districts interested in submitting assessments for review for next school year may do so by **Jan. 15**. For more information about the approval process, click here.

14. I have questions that have not been answered here. Who can I contact?

	Email Address	Website Resources
Evaluation questions	TEAM.Questions@tn.gov	https://team-tn.org/evaluation/
Portfolio support	Portfolio.Questions@tn.gov	https://team-tn.org/portfolio-resources/
Alternative growth measure support	TEAM.Questions@tn.gov	https://team-tn.org/alternative-measures-of-growth-to-portfolios/
TNCompass technical support	Support@tncompass.org	https://tncompass.org/
TVAAS technical support	evaas_support@sas.com	https://tvaas.sas.com/contact.html
Claiming questions	Claiming.Questions@tn.gov	https://team-tn.org/roster_verification/
Assessments	tned.assessment@tn.gov	https://www.tn.gov/education/districts/lea-operations/assessment.html