



BEST FOR ALL

We will set all students on a path to success.

**2024-25 Charter Schools
Monthly Office Hour
August 22, 2024**

Educator Effectiveness Team



Martha Moore

- Senior Director of Educator Effectiveness

Amy Floyd

- Director of Data and District Support
- TNCompass Data, Strategic Compensation (Differentiated Pay, Vacancy Data, Educator Diversity)

Tracy Riddle

- Director of Educator Effectiveness
- Alternative Growth Measures, TEAM Evaluation

Micah Fager

- Director of TEAM Training and Support
- Observer Training, TEAM Website

Sarah Brown

- Recognition and Communication Coordinator
- Educator Recognition Programs (8), Advisory Councils (4), External Communications Management

TEAM Contractor

- TBD
- TBD



Agenda

In this meeting, we will discuss

- 2023-24 Evaluation Data
- 2024-25 Growth and Achievement Measure Selections
- Resources
- Next Steps
- Support



2023-24 Checking for Missing Measure Selections



2023-24 Evaluation Data



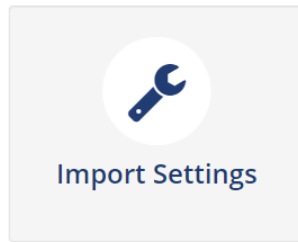
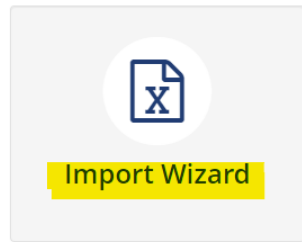
- Each educator must have all three evaluation component scores in TNCompass in order to generate a Level of Overall Effectiveness (LOE).
 - Observation Score
 - Achievement Measure Score
 - Growth Score
- To check for missing scores, use the **Growth and Achievement Measure Import** from TNCompass.

2023-24 Missing Growth and Achievement Measure Selections



Navigate to the Administration Tab in TNCompass.

Data Management



Evaluation Data

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



Growth and Achievement Measures Data Import

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

Academic Year

Cancel

Continue

2023-24 Missing Growth and Achievement Measure Selections



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)

School

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

- Tennessee Department Of Education
 - South West/Memphis Core Regional Office (002)
 - KIPP Memphis (08020)
 - KIPP Memphis Collegiate Elementary (8262)
 - KIPP Memphis Collegiate High School (8202)
 - KIPP Memphis Collegiate Middle (8238)
 - System-Wide School (0000)



I already have a template.

2023-24 Missing Growth and Achievement Measure Selections



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	Ac
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)		<2
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)		<3
		Teacher	No							
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)		<3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)		<3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	635	School-wide: WIDA Access: (PK-12)		<3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)		<2
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	824	Grade Level: Grades 3-8 Math Success Rate: (3-8)		<2

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2023-24 Missing Growth and Achievement Measure Selections



C	D	E	F	G	H	I	J	K	L
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
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)	< 2
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)	< 3
		Teacher	No						
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)	< 3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)	< 3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	635	School-wide: WIDA Access: (PK-12)	< 3
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)	< 2
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	824	Grade Level: Grades 3-8 Math Success Rate: (3-8)	< 2

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Template All Available Measures



2023-24 Missing Growth and Achievement Measure Selections



Academic Year	Evaluation Component	Category	TNCompass ID	Measure Name	Score Can Be Edited
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	400	Educator Level: ACT Aspire: (9-12)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	175	Educator Level: AIMS Web: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	931	Educator Level: CASE (Collab. Assess. Solutions for Educ.) ELA and Math Benchmark Assess: (PK-12)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	178	Educator Level: Children's Progress Academic Assessment: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	181	Educator Level: DIBELS: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	182	Educator Level: Discovery Ed/ThinkLink: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	486	Educator Level: easyCBM: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	487	Educator Level: FAST: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	191	Educator Level: Fountas-Pinnell: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	192	Educator Level: GOLD Assessment: (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	674	Educator Level: Houghton Mifflin Harcourt Early Childhood Inventory (Big Day): (PK-8)	Yes
2023-2024	Achievement Measure	"Off-the-Shelf" Assessments	485	Educator Level: iReady: (PK-12)	Yes

	C	D	E	F	G	H	I	J	K
1	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
2			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)
3			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)
4			Teacher	No			"Off-the-Shelf" Assessment	175	Educator Level: AIMS Web(PK-8)
5			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)
6			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	815	School-wide: Grades 3-8 Success Rate: (3-8)
7			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	635	School-wide: WIDA Access: (PK-12)
8			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	819	Grade Level: Grades 3-8 ELA Success Rate: (3-8)
9			Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments	824	Grade Level: Grades 3-8 Math Success Rate: (3-8)

2023-24 Missing Growth and Achievement Measure Selections



Academic Year	Evaluation Component	Category	TNCompass ID	Measure Name	Score Can Be Edited
2023-2024	Growth Measure	Growth Measures	300	School-Wide: Overall: Literacy (PK-12)	No
2023-2024	Growth Measure	Growth Measures	301	School-Wide: Overall: Literacy and Numeracy (PK-12)	No
2023-2024	Growth Measure	Growth Measures	302	School-Wide: Overall: Numeracy (PK-12)	No
2023-2024	Growth Measure	Growth Measures	307	School-Wide: Overall: Science (PK-12)	No
2023-2024	Growth Measure	Growth Measures	308	School-Wide: Overall: Social Studies (PK-12)	No

C	D	E	F	G	H	I
License Number	Educator Name	Educator Type	Partial Year Exemption	Growth Measure TNCompass ID	Growth Measure	Achievement Measure Category
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	302	School-Wide: Overall: Numeracy (PK-12)	"Off-the-Shelf" Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments
		Teacher	No	676	School-Wide: TCAP: Composite (4-8)	State Assessments

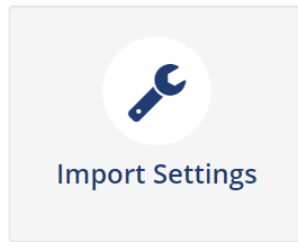
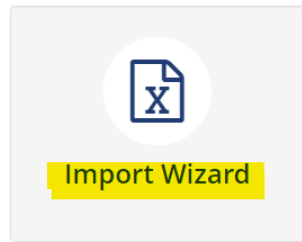
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2023-24 Missing Growth and Achievement Measure Selections



Navigate to the Administration Tab in TNCompass.

Data Management



Evaluation Data

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



Growth and Achievement Measures Data Import

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

Academic Year

Cancel

Continue

2023-24 Missing Growth and Achievement Measure Selections



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)

School

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

- Tennessee Department Of Education
 - South West/Memphis Core Regional Office (002)
 - KIPP Memphis (08020)
 - KIPP Memphis Collegiate Elementary (8262)
 - KIPP Memphis Collegiate High School (8202)
 - KIPP Memphis Collegiate Middle (8238)
 - System-Wide School (0000)

Generate Template

Cancel



I already have a template.

Continue

2023-24 Missing Growth and Achievement Measure Selections



Data Imports

Import Wizard

Select Academic year

Generate Template

 **Select File & Import Data**

Validate Data

Process Data

Growth and Achievement Measures Data Import (2023-2024)

Please select a file containing the Growth and Achievement Measures data.

Choose File No file chosen

Cancel

Continue

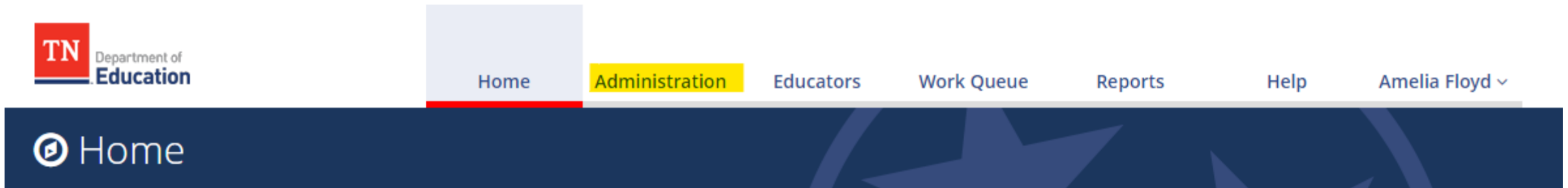
2023-24 Entering Achievement Scores



2023-24 Entering Achievement Scores

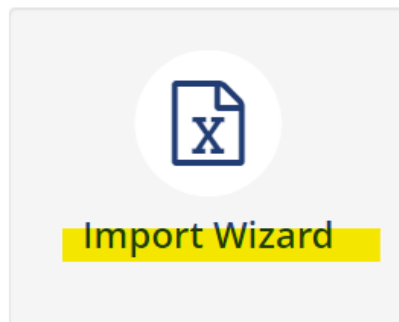


Log into TNCompass and click on the Administration Tab



Click on the Import Wizard under Data Management

Data Management



2023-24 Entering Achievement Scores



What kind of data would you like import?

Staff & Educators

Staff

Evaluation Data

Growth and Achievement Measures

Evaluation Component Scores

Partial Year Exemption

Salary Schedules

Salary Assignments

Year End Experience

TASL

CEO Attendance

[View Previous Imports](#)



Continue

2023-24 Entering Achievement Scores



Import Wizard

Select Academic year

 **Generate Template**

Select File & Import Data

Validate Data

Process Data

Evaluation Component Scores 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)

School

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

- Tennessee Department Of Education
 - South West/Memphis Core Regional Office (002)
 - KIPP Memphis (08020)
 - KIPP Memphis Collegiate Elementary (8262)
 - KIPP Memphis Collegiate High School (8202)
 - KIPP Memphis Collegiate Middle (8238)
 - System-Wide School (0000)



Generate Template

Cancel

I already have a template.

Continue

2023-24 Entering Achievement Scores



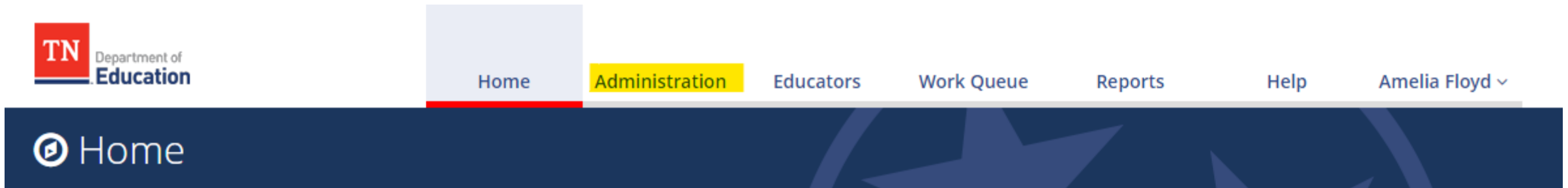
	A	B	C	D	E	F	G	H	I
1	Academic Year	District ID	License Number	Educator Name	Educator Type	Partial Year Exemption	Partial Year Exemption Reason	Alt. Growth Measure Score	Achievement Measure Score
2	2023-2024				Teacher	No			
3	2023-2024				Teacher	No			
4	2023-2024				Teacher	No			
5	2023-2024				Teacher	No			
6	2023-2024				Teacher	Yes			
7	2023-2024				Teacher	No			
8	2023-2024				Teacher	No			
9	2023-2024				Teacher	No			
10	2023-2024				Teacher	No			
11	2023-2024				Teacher	No			
12	2023-2024				Teacher	Yes			
13	2023-2024				Teacher	No			



2023-24 Entering Achievement Scores

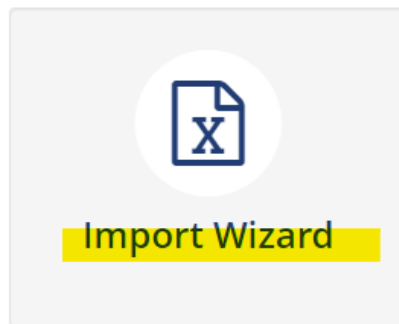


Log into TNCompass and click on the Administration Tab



Click on the Import Wizard under Data Management

Data Management



2023-24 Entering Achievement Scores



What kind of data would you like import?

Staff & Educators

Staff

Evaluation Data

Growth and Achievement Measures

Evaluation Component Scores

Partial Year Exemption

Salary Schedules

Salary Assignments

Year End Experience

TASL

CEO Attendance

[View Previous Imports](#)



Continue

2023-24 Entering Achievement Scores



Evaluation Component Scores 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)

School

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

- Tennessee Department Of Education
 - South West/Memphis Core Regional Office (002)
 - KIPP Memphis (08020)
 - KIPP Memphis Collegiate Elementary (8262)
 - KIPP Memphis Collegiate High School (8202)
 - KIPP Memphis Collegiate Middle (8238)
 - System-Wide School (0000)

Generate Template

Cancel




I already have a template.

Continue

2023-24 Entering Achievement Scores



 Data Imports

Import Wizard

Select Academic year

Generate Template

 **Select File & Import Data**

Validate Data

Process Data

Evaluation Component Scores Data Import (2023-2024)

Please select a file containing the Evaluation Component Scores data.

 No file chosen

Cancel

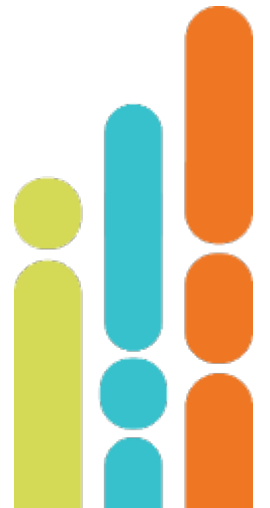
Continue

Resources

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	

TNCompass

Description	<p>Through a partnership with RANDA Solutions, the department developed and launched TNCompass, an educator talent management system that securely collects, stores, and displays evaluation, licensure, preparation, discipline, experience, and compensation data for all educators in Tennessee. This user-friendly platform, in place since 2015, integrates and supports the work of multiple divisions within the department and the state board of education while consistently earning high satisfaction ratings from district and school-level stakeholders. To set up or access an account, please visit http://doe.tncompass.org. Please note that TNCompass only supports evaluation models that are approved by the State Board of Education in policy 5.201.</p>
TNCompass Resources	<p>Quick Guide Resources (NEW)</p> <ul style="list-style-type: none">• Reopen Observation• Growth and Achievement Selection Import• Evaluation Administrative Edit• District and School Staff Assignments Roles and Permissions <p>User Guides</p> <ul style="list-style-type: none">• Achievement and Growth Measure Selection User Guide• Administrator Approving Professional Development Points User Guide• Administrators Observations User Guide• CLASS Educator Designation• Data Import Instructions for Evaluation Administrators• Disciplinary Hold Instructions• Educator Observation User Guide• Educator Professional Development Points User Guide• Evaluation PIN Completion Instructions• Observation Import Instructions• TNCompass Charts and Reports Overview• TNCompass CLASS User Guide• TNCompass Evaluation Data Management Guide



2024-25 Evaluation Data



2024-25 Evaluation Composite Weightings



search here ...

Home | **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

Statute, Rule, and Policy

All guidance provided is in accordance with T.C.A. § 49-1-302, State Board Rule 0520-02-01 Evaluations, and State Board Policy 5.201 Educator Evaluation Policy.

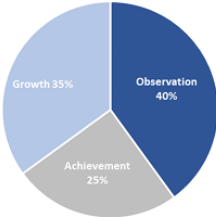
Recently Added Statute, Rule, and Policy Guidance

- [2024-25 TEAM Evaluation Timeline](#)
- [2022-23 Evaluation Composite Weighting](#)
- [2023-24 Evaluation Composite Weighting](#)
- [2024-2025 Evaluation Composite Weighting](#)



2024-25 Educator Evaluation Composite Weightings

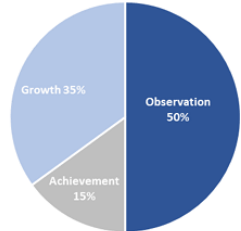
I. Tested Teachers, Teacher Implementing Student Growth Portfolios and Teachers Implementing SBE URS



II. Non-Tested Teachers



III. Administrators



2024-25 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.

Resources



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	

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">• Growth Measure Selection Guidance• TEAM Growth and Achievement Measure FAQ• Growth & Achievement Measure Import Instructions

Resources



Selection of Student Growth Measures Fall 2024

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.

2024-25 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.

Resources



Home	Contacts	Statute & Policy	Evaluation	TN Charters	Achievement	Growth Measures	Student Growth Portfolios
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Achievement Measures

Description	<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>
Achievement Measure Selection Resources	<ul style="list-style-type: none">• TEAM Growth and Achievement Measure FAQ• Achievement Measure Guidance• 2024-25 Achievement Measure Worksheet• 2024-25 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>

Achievement Measure Selections



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.)

Achievement Measures



- All Off-the-Shelf measures were reviewed for use and alignment to State Standards. If measures were not aligned, they were removed.

Removed for lack of use	Removed based on content review
Children's Progress Academic Assessment	Houghton Mifflin Harcourt Early Childhood Big Day
Discovery/Thinklink	Kindergarten Readiness
Fountas-Pinell	Lexia RAPID Assessment
National Latin Exam	Michigan Model
Power School	Scholastic Suite of Assessments
Precision Measurement (PMI)	Study Island
Reading Recovery	

Best Practices



- Have building level administrators keep a copy of the achievement measure worksheet for each teacher.
- List the specifics of the achievement measure selected.
 - Examples: Selection is TCAP 3-8 ELA success rate. Be specific about the grade and level of the measure. Is it the success rate for the school, grade or classroom?
 - Selection is AIMS Web. Be specific about how you will measure this. What score will be used (percentage of students scoring X%, percent of students projected to score at X level)? Which test will the score be from (the first, second or final time it was administered)?
- Make sure the score can be easily calculated. If not, put the formula for calculating score on the worksheet.

LEA Contacts



LEA Contacts

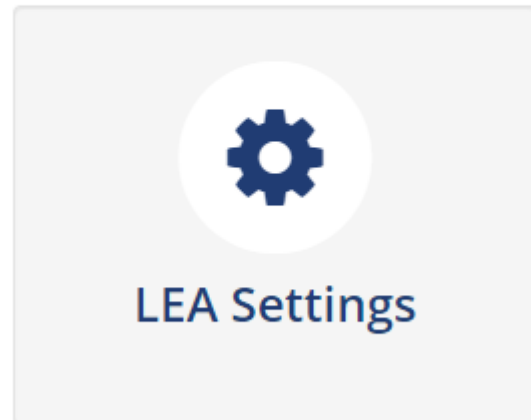
- Check LEA Contacts in TNCompass
- Update as necessary throughout the year



LEA Contacts

- LEA Contacts are on the Administration tab in TNCompass
- Click on the LEA Settings tile.

Settings



LEA Contacts




⚙️ LEA Settings
















Contacts

⚠️ Changes may not be made to this year's LEA settings because the state deadline is past.

LEA Contacts

 LEA Contact Management



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

Resources



TEAM Timeline



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	

Charter School Evaluation Timeline

In response to feedback from stakeholders, an evaluation timeline specific to charter organizations has been created. The table below shows due dates, actions required, and resources available to assist with the evaluation process. The column labeled "Who" calls out which charter schools or if all charter schools have an action to complete. If you have any questions or need clarification, please refer to the "Contact" column for the appropriate email to best answer your questions.

The goal of the educator effectiveness team at TDOE is to provide the best support to charter organizations with the evaluation process. The team appreciates your candid feedback regarding support during the 2023-24 school year. **Please complete** [this survey](#).

Charter School Monthly Office Hours can be found [here](#).

All guidance provided is in accordance with [T.C.A. § 49-1-302](#), [State Board Rule 0520-02-01](#) Evaluations, and [State Board Policy 5.201](#) Educator Evaluation Policy.

Due Date	Who	To do	For More Information	Resources	Contact
June 3	Charter schools who use the TEAM rubric observation model	TEAM evaluator certification and recertification process opens.	TEAM Training	TEAM Training FAQ	TEAM.Questions@tn.gov
July 21 5:00 p.m. CST	All charter schools	Complete evaluation flexibility options form and sign MOU for TNCompass configuration.	Evaluation Flexibility Options	2024-25 Evaluation Flexibility Options Form Guidance	TEAM.Questions@tn.gov
July 10	All charter schools	2024-25 school year opens to assign district-level roles and permissions in TNCompass.	TNCompass	TNCompass User Guide	TEAM.Questions@tn.gov
August 30	All charter schools	Enter final achievement measure scores (off-the-shelf measures, etc.)	Achievement Measures	TNCompass User Guide	TEAM.Questions@tn.gov

TEAM Website



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	
							AGM Office Hours
							Charter Schools Office Hours
							Evaluation Configurators Monthly Off
							Portfolio Lead Monthly Office Hours

Achievement Measures

Description	<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>
Achievement Measure Selection Resources	<ul style="list-style-type: none">• TEAM Growth and Achievement Measure FAQ• Achievement Measure Guidance• 2024-25 Achievement Measure Worksheet• 2024-25 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>
Using "Off the Shelf" Assessments as an Achievement Measure	<p>The department continually monitors and makes recommendations to the state board for revising the menu of achievement measures that may be used as the achievement measure component of educator evaluation based on increasing availability of higher quality measures of performance. Districts interested in submitting assessments to be reviewed for next school year may do so by Jan. 15. For more information about the approval process, click here for the Measure Approval Process document.</p>

Best Practices Library



Best Practices Library



Department of
Education

TEAM

Tennessee Educator Acceleration Model

Go

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[AGM](#) | [TNCompass](#) | [Roster Verification](#) | [TEAM Training](#) | [Additional Training](#) | **[TEAM Best Practices Video Library](#)** | [Office Hours](#)

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 presenter guide, these videos are designed for use as individual professional development, as part of a PLC, or in a large group setting.

[General Educator Rubric](#)

[School Services Personnel Rubric](#)

Best Practices Library



General Educator Rubric

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 preparation 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.

Before you begin your training, download the [facilitator preparation 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

Email Support



Email Support

- TEAM.Questions@tn.gov
 - TNCompass
 - Observations
 - Growth Measures
 - TVAAS
 - Alternative Growth Measure –Universal Reading Screener
 - Achievement Measures
 - Evaluation Training
- Portfolio.Questions@tn.gov
 - Portfolio
- RV.Questions@tn.gov
 - TVAAS Roster Verification
- Compensation.Questions@tn.gov
 - District Differentiated Pay Plans
 - Vacancy Data Collection



Email Support

- Educator.Licensure@tn.gov
 - Licensure questions
 - Professional Development Points (PDPs)
 - Experience
- TASL.Information@tn.gov
 - Tennessee Academy for School Leaders (TASL)
 - Academies
 - Credits
- TN.Universalscreener@tn.gov
 - Test Administration
 - Reporting
- TNEA.Assessment@tn.gov
 - Assessment



Next Steps



Next Steps

- Share resources with building level administrators
- Provide support to principals on measure selections
- Upload **missing measure selections** and **scores** into TNCompass for 2023-24



Support



- Monthly office hours

October 24, 10 a.m. CT	LOE Data Preparation	Click here to join meeting
No meetings in November or December		
January 23, 10 a.m. CT	Partial Year Exemptions and Staffing Updates	Click here to join meeting
February 27, 10 a.m. CT	Observation Pacing	Click here to join meeting
March 27, 10 a.m. CT	Growth and Achievement Selection	Click here to join meeting
April 24, 10 a.m. CT	End of the Year Actions	Click here to join meeting
May 22, 10 a.m. CT	Entering Scores	Click here to join meeting

- Email TEAM.Questions@tn.gov

Thank You!

#TNBestforAll

