



BEST **FOR**
ALL

We will set all students on a path to success.

2024-25 Evaluation Configurator
Monthly Office Hour
August 15, 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 Measure Selections
- 2024-25 Achievement Measure Selections
- Resources
- Next Steps
- Support



2023-24 Evaluation Data Check



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 **Evaluation Scores by Educator Report** from TNCompass.
 - Filter Column W to remove PYEs.

Evaluation Scores by Educator Report for 2023-24



Use Columns AG and AH to check for missing observation scores.

AG	AH
Observation Score	Observation Override Score

AI	AJ	AK	AL	AM	AN	AO	AP	AQ
Achievement Measure Score	Achievement Measure Override Score	Achievement Measure Category	Achievement Measure Type	Achievement Criteria 1	Achievement Criteria 2	Achievement Criteria 3	Achievement Criteria 4	Achievement Criteria 5
		Graduation Rate	School-wide: Graduation Rate: (9-12)	0-85.99	86-88.99	89-91.99	92-94.99	95-100
5		Graduation Rate	School-wide: Graduation Rate: (9-12)	0-85.99%	86-88.99%	89-91.99%	92-94.99%	95-100%
5		Graduation Rate	School-wide: Graduation Rate: (9-12)	0-85.99%	86-88.99%	89-91.99%	92-94.99%	95-100%
2		"Off-the-Shelf" Assessments	Educator Level: iReady: (PK-12)	0-33.9	34-35.99	36-41	41.1-43	44+
4		"Off-the-Shelf" Assessments	Educator Level: STAR Reading: (PK-12)	<5	6-9	10-19	20-34	35+
		TVAAS	School-Wide: TCAP: Composite (4-8)	1	2	3	4	5

Use Column AK through AQ to check for Achievement Measure Information.
Use Column AI to check for Achievement Measure Scores.

TEAM timeline for entering off-the-shelf achievement measure scores is **August 30, 2024**. The deadline for entering other achievement measure scores (graduation rate, ACT, etc.) is October 18.

Evaluation Scores by Educator Report



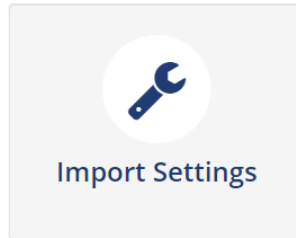
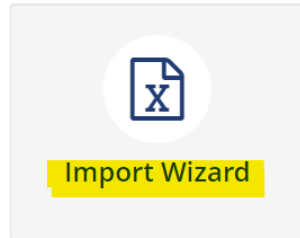
AR
Growth Measure
LEA-Wide: EOC: Composite (9-12)
LEA-Wide: Overall: Composite (PK-12)
LEA-Wide: Overall: Composite (PK-12)
School-Wide: TCAP: Numeracy (4-8)
School-Wide: TCAP: Literacy (4-8)

Use Column AR to check for missing Growth Measure Selections.

Uploading 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

Uploading 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)

Region or EPP

LEA

School

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

- ▼ ☐ Tennessee Department Of Education
 - ▼ ☐ East Tennessee Core Regional Office (005)
 - ▼ ☐ Alcoa (0005)
 - ☐ Alcoa Elementary (0005)
 - ☐ Alcoa High School (0010)
 - ☐ Alcoa Intermediate School (0012)
 - ☐ Alcoa Middle School (0006)
 - ☐ System-Wide School (0000)
 - ▼ ☐ Anderson County (00010)
 - ☐ Anderson County Career Technical Center (0003)
 - ☐ Anderson County Head Start / Preschool (7001)
 - ☐ Anderson County High School (0002)
 - ☐ Anderson County Innovation Academy (0004)
 - ☐ Andersonville Elementary (0005)
 - ☐ Briceville Elementary (0010)
 - ☐ Claxton Elementary (0015)
 - ☐ Clinch River Community School (0105)

Generate Template

Uploading Missing Scores



Navigate to the Administration Tab in TNCompass.

Data Management

Import Wizard

Import Settings



Evaluation Data

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



Evaluation Component Scores Data Import

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

Academic Year

2023-2024

▼

Cancel

Continue

Uploading 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)

Region or EPP	LEA	School
<input type="text" value="Region or EPP"/>	<input type="text" value="LEA"/>	<input type="text" value="School"/>

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

- ▼ ☐ Tennessee Department Of Education
 - ▼ ☐ East Tennessee Core Regional Office (005)
 - ▼ ☐ Alcoa (00051)
 - ☐ Alcoa Elementary (0005)
 - ☐ Alcoa High School (0010)
 - ☐ Alcoa Intermediate School (0012)
 - ☐ Alcoa Middle School (0006)
 - ☐ System-Wide School (0000)
 - ▼ ☐ Anderson County (00010)
 - ☐ Anderson County Career Technical Center (0003)
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 - ☐ Anderson County High School (0002)
 - ☐ Anderson County Innovation Academy (0004)
 - ☐ Andersonville Elementary (0005)
 - ☐ Briceville Elementary (0010)
 - ☐ Claxton Elementary (0015)
 - ☐ Clinch River Community School (0105)

Generate Template

Resources

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TNCompass

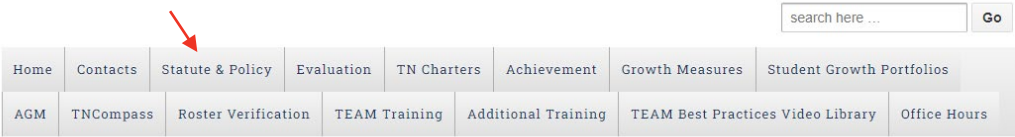
Description	<p>Through a partnership with RANDA Solutions, the department developed and launched TNCompass, an educator talent management system that securely collects, stores, and displays evaluation, licensure, preparation, discipline, experience, and compensation data for all educators in Tennessee. 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://tdoe.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 ObservationGrowth and Achievement Selection ImportEvaluation Administrative EditDistrict and School Staff Assignments Roles and Permissions <p>User Guides</p> <ul style="list-style-type: none">Achievement and Growth Measure Selection User GuideAdministrator Approving Professional Development Points User GuideAdministrators Observations User GuideCLASS Educator DesignationData Import Instructions for Evaluation AdministratorsDisciplinary Hold InstructionsEducator Observation User GuideEducator Professional Development Points User GuideEvaluation PIN Completion InstructionsObservation Import InstructionsTNCompass Charts and Reports OverviewTNCompass CLASS User GuideTNCompass Evaluation Data Management Guide



2024-25 Evaluation Data



2024-25 Evaluation Composite Weightings



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.
- Teachers staffed in multiple schools may choose a district measure.

Resources



Home	Statute & Policy	Evaluation	TN Charters	Growth Measures	Student Growth Portfolios	Alternative Growth Measures
Achievement	TNCompass	Roster Verification	TEAM Training	Office Hours	Contacts	

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">• 2023-24 Growth Measure Selection Guidance• TEAM Growth and Achievement Measure FAQ• Growth & Achievement Measure Import Instructions

Pending State Board of Education approval, updated resources will be on the TEAM Website by August 19.

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.

Pending State Board of Education approval, updated resources will be on the TEAM Website by August 19.

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



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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	<div><ul style="list-style-type: none">TEAM Growth and Achievement Measure FAQAchievement Measure Guidance2023-24 Achievement Measure Worksheet2023-24 Achievement Measure Worksheet (fillable)Growth & Achievement Measure Import InstructionsEvaluation Data Measure Selection Documentation Slide Deck</div> <p>The guidance provided in these documents reflects the law and state board of education rules and policies as of August 2023.</p>

Pending State Board of Education approval, updated resources will be on the TEAM Website by August 19.

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.

Pending State Board of Education approval, updated resources will be on the TEAM Website by August 19.

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.

Resources



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TEAM Timeline



Upcoming Deadlines

All deadlines for the 2024-2025 evaluation cycle can be found here: [2024-2025 TEAM Evaluation Timeline](#)

[2024-2025 TEAM Evaluation Timeline](#)



2024-25 TEAM Evaluation Timeline

This document provides district, charter schools, and school leaders with processes, deadlines, and resources related to educator evaluation. The department will communicate additional details and any adjustments via the [TEAM website](#), monthly configurator emails, monthly office hours, and department newsletters. All actions should be completed by **5:00 p.m. CT** on the dates listed unless stated otherwise.

Completion Date	Action	Owner(s)	Resources	Supporting Reports	Designation
June 3, 2024	TEAM evaluator certification and recertification process opens .	Evaluation Configurators Evaluators	TEAM Training Registration and Information	Evaluator Credentials	Current Year (2024-25) Evaluation Implementation
June 21, 2024	Evaluation Flexibility Options Survey due	Directors of Schools Evaluation Configurators	Evaluation Flexibility Options Guidance		Current Year (2024-25) Evaluation Implementation
July 1, 2024 (projected)	2024-25 school year opens to assign district-level roles and permissions in TNCompass.	Directors of Schools Evaluation Configurators	TNCompass User Guide	Staff Assignments	Current Year (2024-25) Evaluation Implementation

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
- TNED.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

September 19, 10 a.m. CT	Entering Final Achievement Measure scores for 2023-24	Click here to join the meeting
October 17, 10 a.m. CT	LOE Data Preparation	Click here to join the meeting
No meetings in November or December		
January 16, 10 a.m. CT	Partial Year Exemptions and Staffing Updates	Click here to join the meeting
February 20, 10 a.m. CT	Observation Pacing	Click here to join the meeting
March 20, 10 a.m. CT	Growth and Achievement Selection	Click here to join the meeting
April 17, 10 a.m. CT	End of the Year Actions	Click here to join the meeting
May 15, 10 a.m. CT	Entering Scores	Click here to join the meeting

- Email TEAM.Questions@tn.gov

Thank You!

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