

# Evaluation Configurator Office Hour

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# Agenda

- Evaluation Flexibility Options
- LEA Contacts





# Evaluation Flexibility Options



# Evaluation Flexibility Options Timeline

**May 8-** Evaluation Flexibility Options **Open** in TNCompass

**June 13-** Evaluation Flexibility Options **Close**

## Upcoming Office Hours:

**May 8 at 10:00 a.m. CT-** End of Year Actions and review the Evaluation Flexibility Option submission in TNCompass

**May 22 and June 5 at 10:00 a.m. CT-** Q&A for districts (No formal presentation)

- [Click here to join the meeting](#)

# Evaluation Flexibility

Tennessee State Board of Education (SBE) Educator Evaluation Policy 5.201 allows districts and charters flexibility in use of:

- observation models
- growth for non-tested teachers
- school climate surveys
- administrator evaluations
- individual growth scores (4/5 Trump Rule)

# Observation Models

- Districts and charters must implement the TEAM model or another state board-approved observation model.
- For districts: the teacher evaluation options are limited to the following state-board approved observation models:
  - TEAM
  - TEM
  - Project COACH
  - Tiger
- For selections TEAM, TIGER, and TEM: TNCompass will configure TEAM as the administrator evaluation model.
- For selection of Project COACH: TNCompass will configure Project COACH as the administrator evaluation model.
- For charters: charter schools can use any of the above approved models or a specific State Board approved charter model.

# TEAM Options

1. Districts and charters have flexibility in pacing. The number of observations required for teachers (pacing) is based on the license type and either the previous year's LOE or the previous year's individual growth score.
  - Districts or charters using the TEAM rubric can set pacing using these two options:
    - Use the previous year's LOE to guide the number of observations for all teachers, or
    - For teachers with individual growth scores (TVAAS, portfolio, or alternative growth measure), use the previous year's individual growth score to guide the number of observations, **even if their LOE was higher.**
2. The option to use CLASS for pre-K observations is available. CLASS is a pre-K specific observation tool that districts implementing TEAM may opt to use for pre-K only. Information and observer certification can be obtained from [Misty.Moody@tn.gov](mailto:Misty.Moody@tn.gov).



# Growth Options for Non-Tested Teachers

- Per [T.C.A. § 49-1-302\(d\)\(2\)\(B\)\(ix\)](#) each district and charter **must** use at least one approved alternative growth measure (AGM) for non-tested teachers.
  
- AGM options are:
  - a student growth portfolio **or**
  - a state board-approved universal reading screener (AGM-URS). For a state board-approved universal screener to generate a growth score for teachers, it must be the same screener used to satisfy the requirements of the Tennessee Literacy Success Act. A list of SBE approved universal reading screeners can be found [here](#).

# Growth Options for Non-Tested Teachers

- If a district or charter will receive voluntary pre-K (VPK) funding in the 2025-26 school year under [T.C.A. §§ 49-6-103 – 49-6-110](#), the district or charter **must** implement a student growth portfolio or an alternative growth measure URS in grades pre-K and Kindergarten.
- These districts or charters may choose to add student growth portfolio models or AGM-URS growth measures for additional non-tested teachers in other grades/areas; however, **selections for pre-K and K are required.**

# Options for Non-tested Teacher Groups

| Grade/ Content Area | Options Available  |
|---------------------|--|
| Pre-K               | Portfolio<br>State Board approved universal reading screener |
| Kindergarten        | Portfolio<br>State Board approved universal reading screener |
| First Grade         | Portfolio<br>State Board approved universal reading screener |
| Second Grade        | Portfolio<br>State Board approved universal reading screener |
| Physical Education  | Portfolio  |
| Fine Arts           | Portfolio  |
| World Languages     | Portfolio  |

# School Climate Surveys

According to [State Board of Education Educator Evaluation Policy 5.201\(2\)](#), districts and charters may opt in to use student surveys as five percent of a teacher's level of effectiveness (LOE) score.

Currently approved surveys include:

- [Tennessee School Climate Survey](#)
- [Tripod Survey](#)
- [My Student Survey](#)
- [Panorama](#)

# Administrator Flexibility

There are two options for administrator evaluation flexibility in:

- enter **one summative score** for each indicator based on multiple observations throughout the school year
- enter **two scores** for each indicator, wherein fall scores constitute one-third of the average observation and spring scores constitute two-thirds of the average observation score

# 4/5 Trump Rule

[State Board of Education Rule 0520-02-01](#) allows local boards of education to adopt a policy that allows all teachers who score a level of 4 or 5 on the current year's **individual growth score** (TVAAS, portfolio, or alternative growth measure) to use their **individual score for the entirety of their level of overall effectiveness (LOE)**. Regardless of which is higher.





# LEA Contacts

# LEA Contacts

- Districts can list two people as contacts for each area except for Director of Schools/CMO Lead.

# LEA Contacts

|  |  |
|--|--|
| Director of Schools / CMO Lead                           | This role is the district superintendent or leader of a self-run charter or CMO.   |
| Superintendent Designee                                  | This role mimics the role of the superintendent in TNCompass and has access to the same permissions, reports, and charts.  |
| Evaluation Configurator                                  | This role is responsible for ensuring the evaluation data quality of the district/charter, including observation, achievement measure, and student growth data.  |
| Tennessee Academy for School Leaders (TASL) Configurator | This role is responsible for ensuring the TASL data quality of the district, including approving TASL credit and identifying TASL-mandated leaders.  |
| Testing Coordinator                                      | This role is responsible for training all personnel that will assist in the administration of all or any TCAP assessments including roster verification, oversight of all aspects of assessment administration, and adherence to state testing law and policies. |
| Educator Recognition Contact                             | This role is responsible for submitting nominations for district teacher, principal, and supervisor of the year along with other department-supported recognition programs. Participation in these programs is optional but strongly encouraged.                 |

# LEA Contacts

|  |   |
|--|---|
| Educator Licensure Contact                             | This role is a department contact for questions regarding educator licensure.   |
| Portfolio Lead Contact                                 | This role is a department contact for questions regarding portfolio implementation.   |
| Alternative Growth-Universal (AMG-URS) Lead Contact    | This role is a department contact for questions regarding AMG-URS implementation.   |
| Human Resources contact <b>(for districts only)</b>    | This role is a department contact for questions regarding vacancy data and other human resources data.                          |
| Differentiated Pay contact <b>(for districts only)</b> | This role is responsible for submitting and communicating with the department regarding the district's differentiated pay plan. |
| Educator Diversity Contact <b>(for districts only)</b> | This role is a department contact for questions regarding district educator diversity goals.                                    |

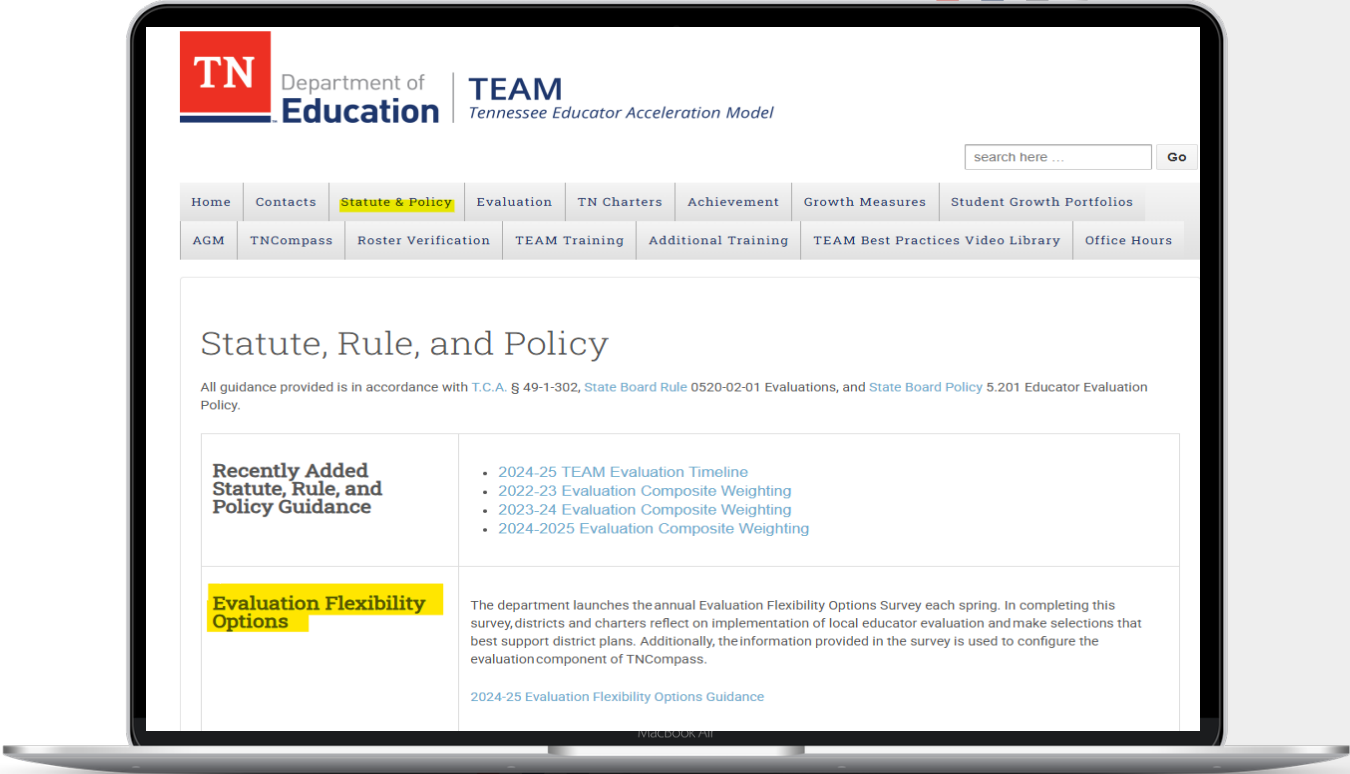
# Next Steps

- Discuss the options with decision makers before the options open in TNCompass on May 8.



# Resources

- Evaluation Flexibility Options Guidance





# Email Support

- [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov)
  - TNCompass
  - Observations
  - Growth Measures
    - TVAAS
    - Alternative Growth Measure –Universal Reading Screener
  - Achievement Measures
  - Evaluation Training
- [Portfolio.Questions@tn.gov](mailto:Portfolio.Questions@tn.gov)
  - Portfolio
- [RV.Questions@tn.gov](mailto:RV.Questions@tn.gov)
  - TVAAS Roster Verification



# Email Support

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





# Thank You!

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