

Evaluation Configurator Office Hour

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Support | Educator Effectiveness Team

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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 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


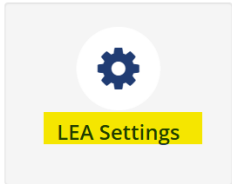
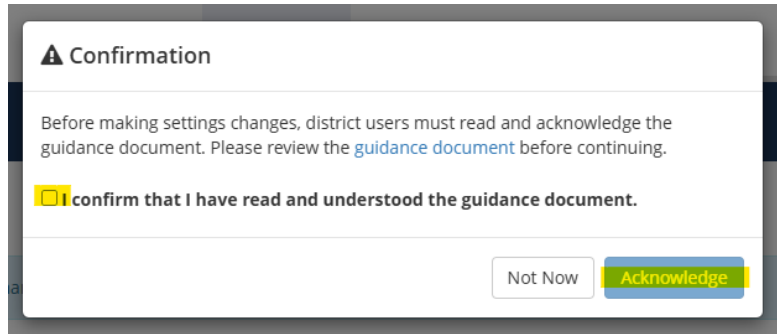


Tennessee State Board of Education (SBE) Educator Evaluation Policy 5.201 allows districts and charters flexibility in use of:

- 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.

Entering LEA Settings in TNCompass

1. 
2. 
3. 
4. 


Observation Models

Academic Year

2025-2026

Admin Rubric

N/A

- ☐ Use 4/5 Trump Rule for Tested Teachers
- ☐ Enabled for Evaluation Scoring
- ☐ Enabled for Data Imports
- ☐ Disable Scoring of Observation Average for Educators When Minimum Domain Not Met
- ☐ Enable Showing Individual Observation Indicator Score Averages
- ☐ Use Individual Growth Scores in Pacing Guide

Evaluation Model *

Select an evaluation model...

Select an evaluation model...

Charter Model (Vendor/Import)
Charter Model (Vendor/Import) w/Survey
No Evaluations
Project COACH
Project COACH w/ Survey
TEAM Model
TEAM Model (vendor/import)
TEAM Model w/Student Survey
TEM
Tiger Model
Tiger Model (vendor/import)

Note: Vendor/Import means a platform other than TNCompass is used to capture observation data. The final observation score is then imported by the district into TNCompass.

Observation Models

Academic Year

2025-2026

Admin Rubric

Project Coach Administrator Evaluation Rubric

☐ Use 4/5 Trump Rule for Tested Teachers

☐ Enabled for Evaluation Scoring

☐ Enabled for Data Imports

☐ Disable Scoring of Observation Average for Educators When Minimum Domain Not Met

☐ Enable Showing Individual Observation Indicator Score Averages

☐ Use Individual Growth Scores in Pacing Guide Calculations *

* If individual growth is not selected, LOE Score is used in the Pacing Guide calculation

☐ The window for entering in Observations is open

How will annual evaluator certification be conducted? Provide details such as when and how certification will occur.

* Text is required

0/500 characters

Evaluation Model *

Project COACH

Non-Tested Teacher Alternative Growth Measure Options

Every district and charter must select at least one of the following non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener. Choosing more than one of non-tested teacher groups is an evaluation flexibility option but not required. Districts/charters that receive funding are required to select both Pre-K and Kindergarten non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener.

Does your district/charter receive Voluntary Pre-K (VPK) funds?

Clear Selection

* A selection is required

☐ Yes

☐ No

Pre-K

Clear Selection

* A selection is required

☐ Student Growth Portfolio

☐ State-board approved universal reading screener

☐ Not Implementing Either Option

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.

TEAM Options

■ Pacing Options

- ☐ Use 4/5 Trump Rule for Tested Teachers
- ☐ Enabled for Evaluation Scoring
- ☐ Enabled for Data Imports
- ☐ Disable Scoring of Observation Average for Educators When Minimum Domain Not Met
- ☐ Enable Showing Individual Observation Indicator Score Averages
- ☐ Use Individual Growth Scores in Pacing Guide Calculations *
- ☐ The window for entering in Observations is open

* If individual growth is not selected, LOE Score is used in the Pacing Guide calculation

If you want to use the option, check the box.

TEAM Options

■ CLASS rubric

Academic Year

2025-2026

Evaluation Model *

TEAM Model

Admin Rubric

TEAM Administrator Evaluation

- ☐ Use 4/5 Trump Rule for Tested Teachers
- ☐ Enabled for Evaluation Scoring
- ☐ Enabled for Data Imports
- ☐ Disable Scoring of Observation Average for Educators When Minimum Domain Not Met
- ☐ Enable Showing Individual Observation Indicator Score Averages
- ☐ Use Individual Growth Scores in Pacing Guide Calculations *
* If individual growth is not selected, LOE Score is used in the Pacing Guide calculation
- ☐ The window for entering in Observations is open

- ☐ The district is using the CLASS rubric for all pre-K observations (CLASS observers must be certified through the CLASS observer certification process)

Non-Tested Teacher Alternative Grow Measure Options

Every district and charter must select at least one of the following non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener. Choosing more than one non-tested teacher groups is an evaluation flexibility option but not required. Districts/charters that receive funding are required to select both Pre-K and Kindergarten non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener.

Does your district/charter receive Voluntary Pre-K (VPK) funds?

* A selection is required

- ☐ Yes
- ☐ No

If you want to use CLASS rubric for pre-K observations, check the box.

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 State Board approved universal reading screener
Kindergarten	Portfolio State Board approved universal reading screener
First Grade	Portfolio State Board approved universal reading screener
Second Grade	Portfolio State Board approved universal reading screener
Physical Education	Portfolio
Fine Arts	Portfolio
World Languages	Portfolio

Options for Non-tested Teacher Groups

Non-Tested Teacher Alternative Growth Measure Options

Every district and charter must select at least one of the following non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener. Choosing more than one of the non-tested teacher groups is an evaluation flexibility option but not required. Districts/charters that receive VPK funding are required to select both Pre-K and Kindergarten non-tested teacher groups to implement either the student growth portfolio or a state board-approved universal reading screener.

Does your district/charter receive Voluntary Pre-K (VPK) funds? Clear Selection

- ☒ Yes
☐ No

Pre-K Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ State-board approved universal reading screener

Kindergarten Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ State-board approved universal reading screener

First Grade Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ State-board approved universal reading screener
☐ Not Implementing Either Option

Second Grade Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ State-board approved universal reading screener
☐ Not Implementing Either Option

Physical Education Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ Not Implementing Either Option

Fine Arts Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ Not Implementing Either Option

World Languages Clear Selection

* A selection is required

- ☐ Student Growth Portfolio
☐ Not Implementing Either Option

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](#)

School Climate Surveys

Evaluation Model *

Project COACH

Select an evaluation model...

Charter Model (Vendor/Import)

Charter Model (Vendor/Import) w/Survey

No Evaluations

Project COACH

Project COACH w/ Survey

TEAM Model

TEAM Model (vendor/import)

TEAM Model w/Student Survey

TEM

Tiger Model

Tiger Model (vendor/import)

Evaluation Model *

Project COACH w/ Survey

Survey Percentage

5

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

Administrator Flexibility

Administrative Evaluation Flexibility

Clear Selection

* A selection is required

- ☐ The district/charter will enter one summative score for each indicator based on multiple observations throughout the school year.
- ☐ The district/charter will 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) when it benefits the teacher.

4/5 Trump Rule

☐ Use 4/5 Trump Rule for Tested Teachers

- ☐ Enabled for Evaluation Scoring
- ☐ Enabled for Data Imports
- ☐ Disable Scoring of Observation Average for Educators When Minimum Domain Not Met
- ☐ Enable Showing Individual Observation Indicator Score Averages
- ☐ Use Individual Growth Scores in Pacing Guide Calculations *
 - * If individual growth is not selected, LOE Score is used in the Pacing Guide calculation
- ☐ The window for entering in Observations is open



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.


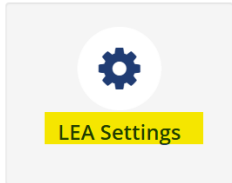
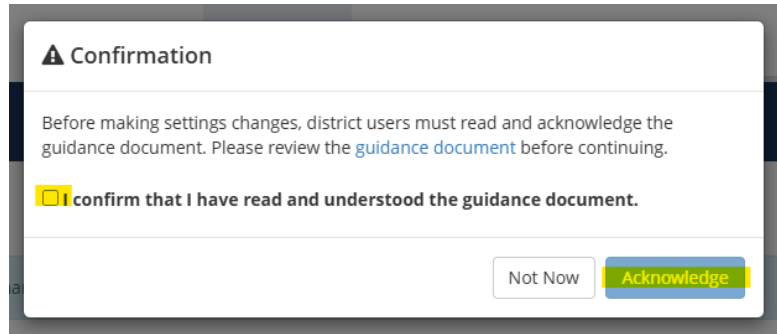


LEA Contacts

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 (for districts only)	This role is a department contact for questions regarding vacancy data and other human resources data.
Differentiated Pay contact (for districts only)	This role is responsible for submitting and communicating with the department regarding the district's differentiated pay plan.

Entering LEA Contacts in TNCompass











- Click on the **Administration** Tab.
- Scroll down the **Settings** section.
- Click on **LEA settings**.
- Complete **Acknowledgement**.
- Then Click on **Contacts**.

Entering LEA Contacts in TNCompass

1. 
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3. 
4. 


Entering LEA Contacts in TNCompass

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"/>	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"/>	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"/>	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"/>	Testing Coordinator	<input type="text" value="Email"/>	<input type="text" value="Phone Number"/> 

End of the Year

TEAM Evaluation

- Finalize partial year exemptions (PYE).
- Make sure all final observation scores and available achievement measure scores are entered in TNCompass.
- Upload all observation data managed outside of TNCompass (third party vendors).

Educator Effectiveness Team Survey

Educator Effectiveness Team Support

Feedback Survey

Please take a few moments to complete our [feedback survey](#). Your responses will help us identify areas of strength and opportunities for growth, ultimately enhancing the support we provide to you.

Additionally, we kindly ask you to forward the survey link to any other relevant stakeholders within your network. The more voices we hear, the better we can tailor our support to meet the diverse needs of our educational community.

Please complete the survey by **July 1, 2025**, to ensure that your feedback is included in our analysis and planning processes.

TEAM Training

TEAM Timeline

Evaluator Trainings Open for 2025-26

Evaluator certification and recertification for the 2025–26 school year will open on **June 2, 2025, at 8:00 a.m. CT**. All current certifications expire on **June 30, 2025**.

- **Reminder:** All educators must be observed by certified evaluators. Observations conducted by non-certified evaluators are subject to grievance. Evaluator certification is required annually.

Recertification

Evaluators certified during the 2024–25 school year are eligible for recertification and will receive an invitation on **June 2**.

If you do not receive your invitation by **June 3**, please contact TEAM.Questions@tn.gov.

Recertification Course Window:

June 2, 8:00 a.m. – September 3, 2025, 5:00 p.m. CT

Initial Certification

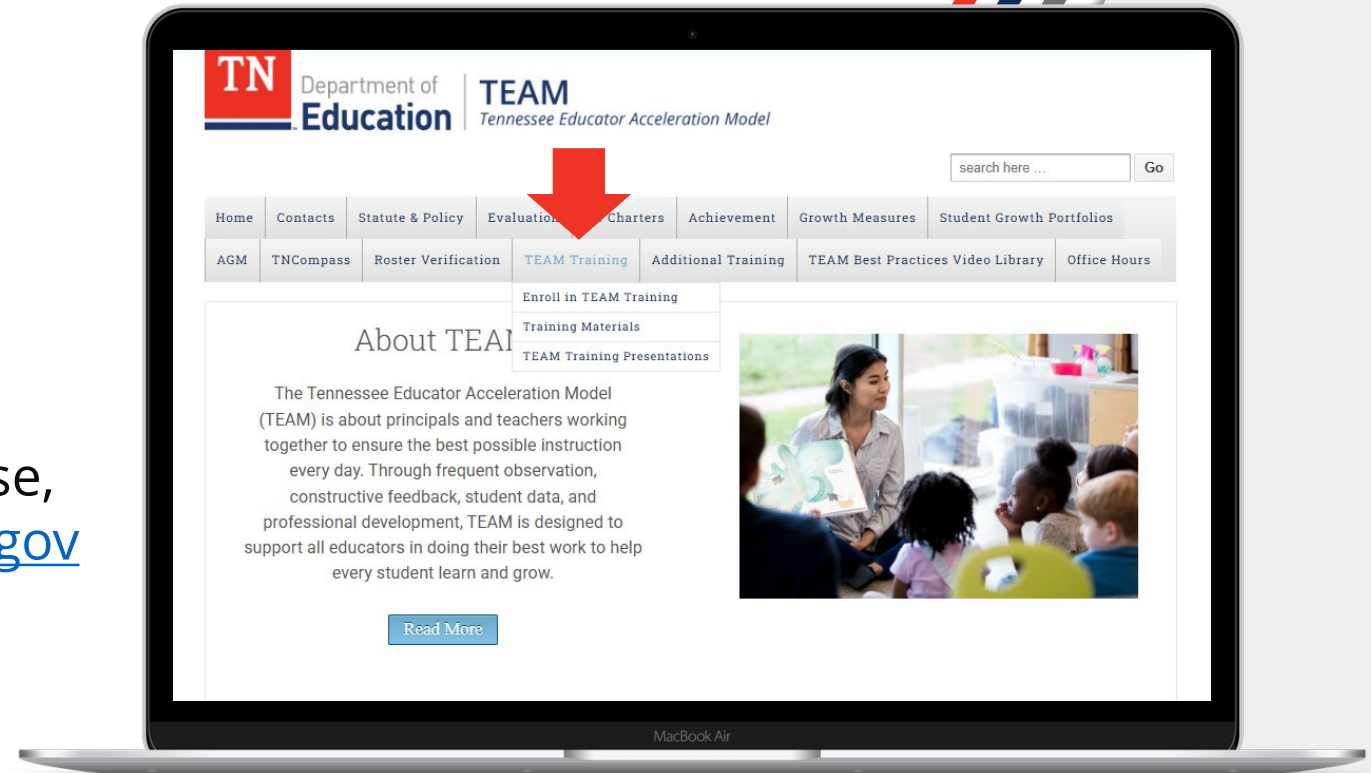
Initial Certification:

New evaluators can access the Initial TEAM Training via the TEAM-tn.org website under the TEAM Training tab.

Initial Certification Window:

June 2, 8:00 a.m. – March 31, 2026, 5:00 p.m. CT

If you have any issues enrolling in a course, please reach out to TEAM.Questions@tn.gov



CLASS Rubric

If you are a TEAM implementing district or charter school who is using the CLASS rubric to observe pre-K teachers for evaluations, please submit proof of CLASS certification [via this link](#).

Note: CLASS certifications in TNCompass expire **June 30** each year, regardless of the original completion date. **If certified before April 2025, you must complete certification for 2025–26.**

Email Chris.Whitehead@tn.gov to sign up for the TDOE led CLASS training.

Additional Trainings

SSP and LMS rubric Training:

Evaluators can access the School Services Personnel Evaluation Training and the Library Media Specialist Evaluation Training via the [TEAM-tn.org](https://team-tn.org) website under the Additional Training tab.

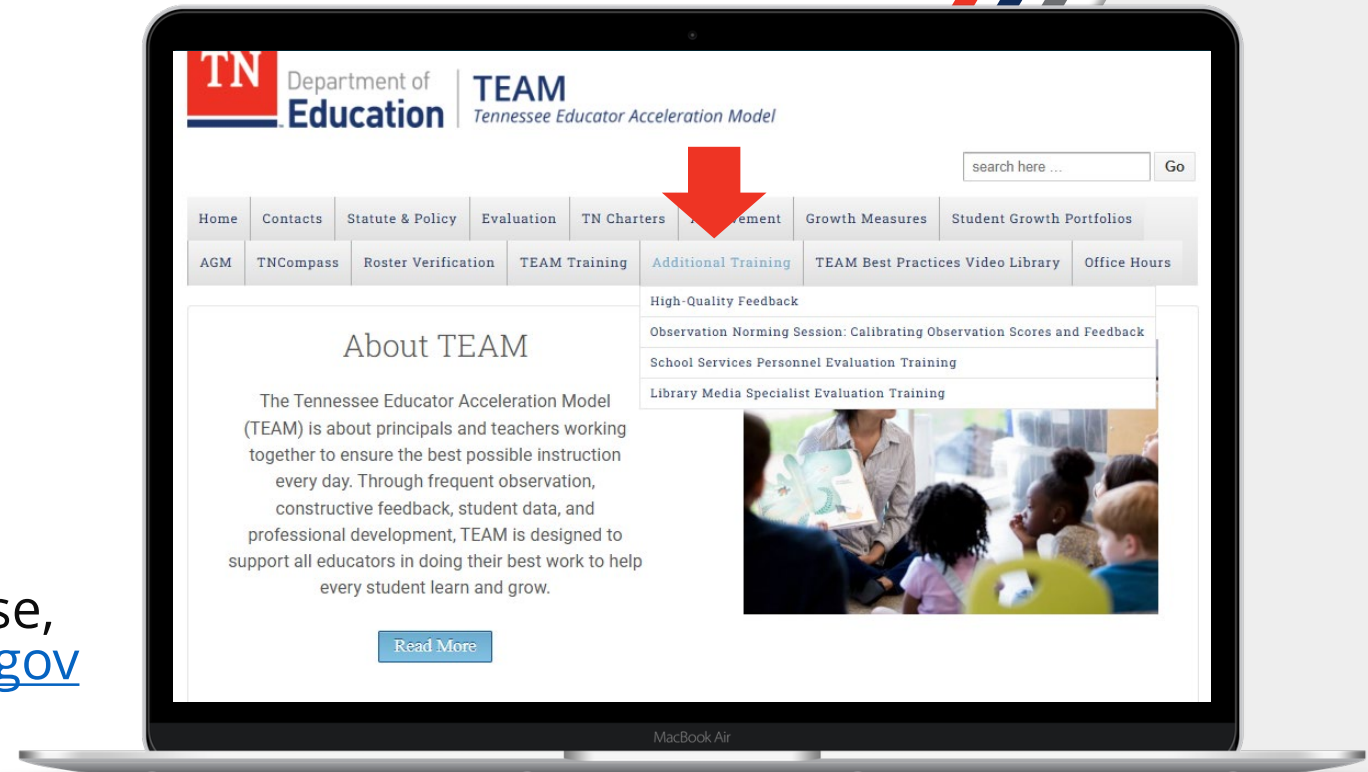
TASL Credits:

Each training is worth 7 TASL credits.

Training Window:

June 2, 8:00 a.m. – March 31, 2026, 5:00 p.m. CT

If you have any issues enrolling in a course, please reach out to TEAM.Questions@tn.gov

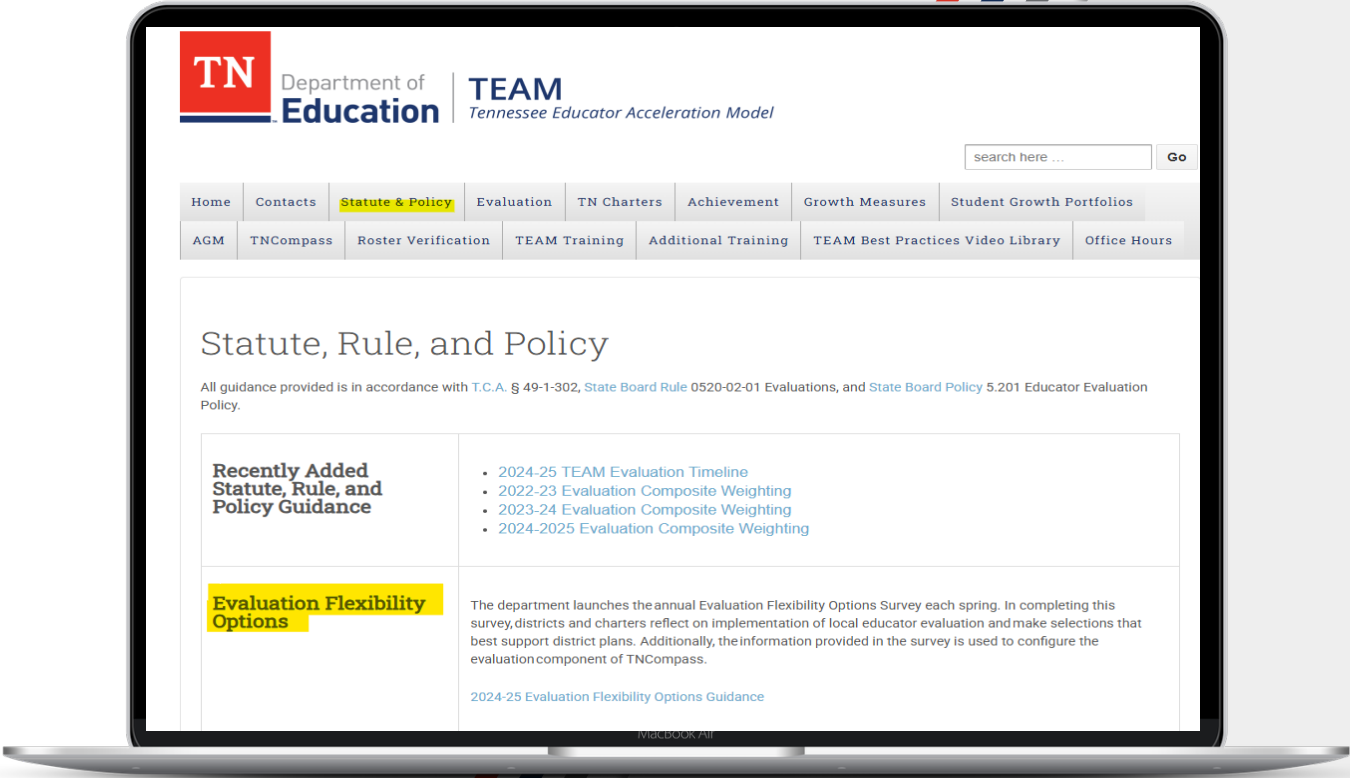


Next Steps

- Discuss the options with decision makers in your organization.
- Submit your district choices and contacts in TNCompass by June 13 at 5:00 p.m. CT.
- Complete the Educator Effectiveness Team Support Survey.
- Share TEAM Certification and Additional Training information with observers.

Resources

- Evaluation Flexibility Options Guidance



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



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





Thank You!

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