

Evaluation Flexibility Form Selection Guidance

Purpose

Each year, the department administers the Evaluation Flexibility Options Form to identify how districts and charters choose to operationalize the various components of the Tennessee Educator Acceleration Model (TEAM) teacher and leader evaluation system. Responses from the form dictate the configuration of TNCompass for districts and charters. Additionally, the department uses responses to inform and deploy appropriate support throughout the year.

Superintendents (directors of schools/superintendents/directors of charters) **must** confirm selections using their PIN.

The selected options represent a commitment.

Submissions should reflect the implementation of educator evaluation at the local level. We encourage school leaders to make selections that best align with district strategic priorities. With questions about any component, please contact TEAM.Questions@tn.gov.

Important Dates

TNCompass configuration includes transitioning data to the 2025-2026 school year. Please note the following dates:

June 13	Evaluation Flexibility Options form due to the department by 5 p.m. CT. <i>TNCompass configuration will not be complete until July 1 even if the form is submitted earlier.</i>
May 8, May 20, and June 1	Office Hours 10:00-11:00. District personnel may join to have questions answered. Click here to join the meeting
June 23 - 27	TNCompass Configuration occurs. All staffing assignments from 2024-25 will automatically roll over to 2025-26. During the rollover window, all staffing in TNCompass will be locked. As such, no staffing should be adjusted in TNCompass during this time.
July 1	TNCompass configured and open for the 2025-26 school year. An audit of district level staffing and permissions should be completed to ensure data security for the LEA or Charter. Custom permissions must be reassigned. Staffing for the school year may begin.

Contact Information

Two contacts can be entered for all roles except Director of Schools:

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.
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.

TNCompass Configuration

Observation Model

Districts and charters must implement the TEAM model or another state board-approved observation model as described in [Tennessee State Board of Education \(SBE\) Educator Evaluation Policy 5.201](#).

- **For districts:** the teacher evaluation options are limited to the following state-board approved observation models:

- TEAM
- TEM*
- Project COACH*
- Tiger*

*Administrator Evaluations:

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.

Districts using TEM, Project COACH, or TIGER are required to state how annual evaluator certification will be conducted. Provide details such as when and how this will occur.

- **For charters:** options include all state-board approved observation models, as listed above, plus additional state-board approved charter models found [here](#).
- **If TEAM is chosen as the observation model**, the district or charter has flexibility in pacing. Per state board policy, 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 and 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**.
- **If TEAM is chosen as the observation model:** 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.

Voluntary Pre-K

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

Growth Options for Non-Tested Teacher Groups

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. Implementation of pre-K/kindergarten portfolios or alternatives to portfolios meet the requirements of T.C.A. § 49-1-302(d)(2)(B)(ix), and *additional participation in the student growth portfolio model or AGMs is an evaluation flexibility option* for non-tested teachers.

Each district and charter must select at least one option for non-tested teacher groups—portfolio or state board-approved universal reading screener. 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](#).

Districts and charters receiving VPK funding **are required** to implement selections for pre-K and kindergarten (if both grades exist within the district/charter).

The following options are available for the selected 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

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 Evaluation Flexibility

There are two options for administrator evaluation flexibility:

- 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.

The 4/5 Trump Rule

According to [T.C.A. § 49-1-302\(d\)\(2\)\(B\)\(v\)](#) and [State Board of Education Rule 0520-02-01](#), local boards of education may adopt a policy allowing teachers whose individual student growth data demonstrates an effectiveness level of a 4 or 5 to use the individual student growth score as one hundred percent (100%) of the teacher's final evaluation score. Opting into the 4/5 Trump Rule 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). **Additionally, opting into the 4/5 Trump Rule dictates that individual teacher growth scores determine observation pacing for the following year instead of the LOE, regardless of which one is higher.**

Required for Submission: Director's Signature

Before submitting this form, a director's electronic signature is **required**.

- For districts: the director is staffed in the superintendent role.
- For charters *not part of a CMO*: the director is the executive director of the charter school and staffed in the superintendent role.
- For charters *who are part of a CMO*: the director is the CMO lead and staffed in the superintendent role.
- By entering their PIN, the director is agreeing to implementation of the options set forth on the form for the 2025-26 school year.