



TEAM Teacher Evaluator Certification Training Module 1





Learning Outcomes: Module 1 TEAM Teacher Evaluator Training



Participants will:

- Prepare to implement an accurate, fair, credible, rigorous, and transparent evaluation system by:
 - demonstrating knowledge of the TEAM evaluation process, and
 - utilizing resources to stay abreast of the policies that will contribute to teacher understanding of the evaluation process.
- Utilize TEAM resources to enhance evaluation and observation practices to improve outcomes for teachers and students.



Why Evaluate Instruction

"An investment in knowledge always pays the best interest."

-Benjamin Franklin



**Improved teaching
and learning**

**High-quality
actionable feedback**

**Improved leader
performance**

**Better outcomes
for students**



Norms

- Be open to learning.
- Approach this work through the lens of leadership.
- Be present and engaged.
 - Limit distractions.
 - Pause and return if necessary.
- Thoughtfully interact with the tasks.
- Consider how to integrate new learning with current practices.





Agenda



Module 1

- TEAM Introduction
- Evaluation Composites and Level of Overall Effectiveness (LOE)
- TEAM Resources

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TEAM: Tennessee Educator Acceleration Model



What is TEAM?



- TEAM, or Tennessee Educator Acceleration Model, is Tennessee's teacher and administrator evaluation system.
- It is authorized by [Tenn. Code Ann. § 49-1-302](#) and described in Tennessee State Board of Education (SBE) Policy [5.201](#) and [Evaluation Rule 0520-02-01](#).



Evaluation Rule Overview



SBE Evaluation Rule 0520-02-01 is divided into several parts:

- Definitions
- General Requirements for Evaluation
- Evaluation Components
- Observation Models
- Requirements for Evaluators
- Partial Year Exemptions
- Local Level Grievances



Key Components



Key components addressed in the General Requirements section include:

- Level of Overall Effectiveness (LOE) ratings
- LOE weightings for teachers and administrators
 - 3/4/5 Override Rule
 - 4/5 Trump Rule



Key Components



Key components addressed in the Evaluation Components section include:

- Student Growth Data (TVAAS)
- Non-tested Teacher Growth Measures
 - Portfolio
 - State Board Approved universal reading screener
- Achievement Measures
- Evaluation Pacing



Key Components



Key components addressed in the Observation Models section include:

- Available Observation Models
- Alternate Observation Models
 - Currently Available
 - Process to Propose or Pilot a New Model



Key Components



Key components addressed in the Evaluator Requirements section include:

- Requirement for Evaluator Certification
- Training of Evaluators
- Validity Period of Certification



Key Components



Key components addressed in the Partial Year Exemption and Local Level Grievance sections include:

- Partial Year Exemption Qualifications and Results
- Grievance Requirements and Processes



Policy Overview



TENNESSEE STATE BOARD OF EDUCATION	
EDUCATOR EVALUATION POLICY	5.201

Policy Sections:

- I. General Requirements
- II. Observation Pacing and Support.
- III. Alternate Observation Models

Policy 5.201

Observation Pacing and Support

Licensure Status	Previous Year Individual Growth or Level of Overall Effectiveness ²	Minimum Required Observations*	Minimum Required Observations per Domain*	Minimum Number of Minutes per School Year
Practitioner	Levels 1-4	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Level 5	One (1) formal observation covering all domains first semester; two walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes
Professional	Level 1	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Levels 2-4	All domains observed with a minimum of two (2) domains observed in each semester and a minimum of two (2) formal observations.	2 Instruction 1 Planning 1 Environment	60 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes



Policy 5.201: Alternate Observation Models



In lieu of the state observation model (TEAM), LEAs and state special schools may select an alternate observation model from a State Board-approved list pursuant to State Board Educator Evaluation Rule 0520-02-01.

- Teacher Instructional Growth for Effectiveness and Results (TIGER)
- Project COACH
- Teacher Effectiveness Model (TEM)
- Classroom Assessment Scoring System (CLASS) (for pre-K only)



Policy 5.201: Appendices



- Appendix A: Student Surveys
- Appendix B: Charter School Approved Alternate Observation Models
- Appendix C: Approved Achievement Measures
- Appendix D: Student Growth Portfolio Models
- Appendix E: Pre-K/Kindergarten Alternative Growth Measures



Visit the TEAM Website to learn more about [Statute and Policy](#)

- Statute, Rule and Policy Guidance
- Evaluation Flexibility Options
- Alternate Observation Models
- Partial Year Exemptions (PYE)
- Guidance on Grievances
- Pre-K Quality Act
- Tennessee Literacy Success Act
- Legislative State Board Announcements





The Importance of Evaluation Data



The Importance of Evaluation Data

- The primary purpose of annual teacher and school administrator evaluation is to **identify and support instruction** that will lead to **high levels of student achievement**.
- Evaluations may be a factor in **employment decisions**, including, but not necessarily limited to, promotion and retention.





The Importance of Evaluation Data

TEAM teacher evaluation data:

- reflects Tier I instruction,
- informs professional learning plans,
- signals strengths and areas of needed improvement,
- generates professional development points (PDPs) for license renewal, and
- in some cases, generates data for performance-based compensation.





The Importance of Evaluation Data

- Educator preparation programs (EPPs) receive aggregate TEAM evaluation scores for their graduates.
- This data is used to make programmatic decisions.



Expectations for School Administrators

Indicator	5	3
C1. Evaluation Implements and monitors a rigorous evaluation system using an approved Tennessee evaluation model and uses educator evaluation data to inform, assess, and adjust professional learning goals and plans	In addition to Level 3 descriptors: <ul style="list-style-type: none">• Builds and sustains a culture focused on continuous improvement, such that educators view the evaluation process as an opportunity for professional learning and growth• Holds self and others accountable for customizing supports for educators• Creates a school-wide plan for professional learning aligned to the school's vision for professional learning and growth• Accurately modifies school or grade-level professional learning goals and plans	<ul style="list-style-type: none">• Encourages educators to use the evaluation process for professional learning and growth• Adheres to all evaluation processes, which include:<ul style="list-style-type: none">◦ timelines for feedback◦ follow-up support◦ finalizing all required observations◦ conducting summative conferences• Ensures the classroom observation process includes:<ul style="list-style-type: none">◦ gathering evidence balancing educator and student actions related to teaching and learning◦ grounding all evidence coding and scoring to the rubric with accuracy to ensure fidelity of the process◦ using a preponderance of evidence to evaluate teaching◦ using the rubric to structure feedback to educators◦ offering specific, actionable feedback recommendations connected to improving student achievement◦ facilitating educator implementation of recommended improvement strategies• Uses evaluation data to determine trends and assess educator strengths and growth opportunities



Implementing TEAM



How should TEAM be implemented?



- **Accurately:** implemented with fidelity
- **Fairly:** free of bias or distortion
- **Credibly:** produced by sources that are knowledgeable and reliable with similar results expected in similar situations
- **Rigorously:** based on clear standards of instructional excellence (as evidenced in the TEAM rubric) that prioritize student learning
- **Transparently:** expectations and outcomes are clear



TEAM: Theory of Action



If TEAM is implemented:

- accurately,
- fairly,
- credibly,
- rigorously, and
- transparently,

then educators will believe in TEAM and utilize it to improve educational outcomes for all.



Evaluation Requirements



- Districts must ensure that:
 - all full-time, certified educators are evaluated, and
 - evaluations result in a level of overall effectiveness (LOE).
- Educators include:
 - teachers with individual TVAAS scores,
 - teachers implementing student growth portfolios or State Board approved URS,
 - teachers, librarians, counselors, and other certified school services personnel who receive a school-wide growth score, and
 - administrators.



Creating Level of Overall Effectiveness Scores



Level of Overall Effectiveness (LOE)



A LOE generates only when all evaluation components have been entered into TNCompass. These include:

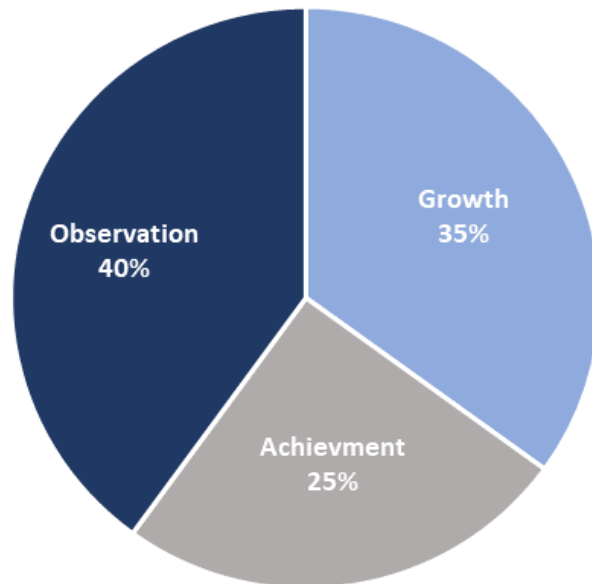
- All required observations
- Student growth scores
- Student achievement scores

Note: Some districts opt to use student surveys as an evaluation component.

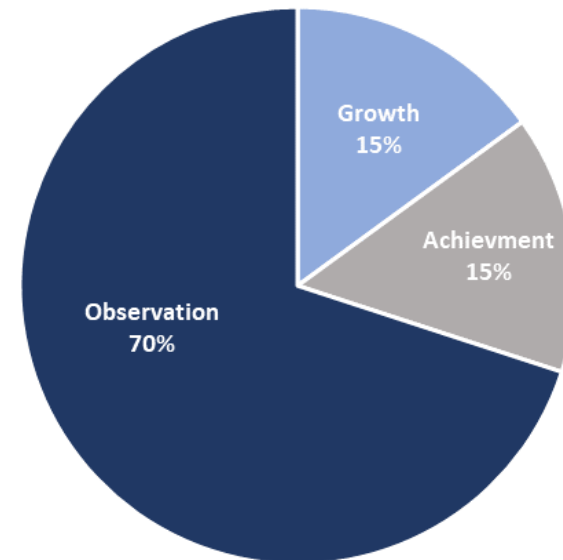
Evaluation Composite Weightings



Educators with an individual growth score (TVAAS, portfolio, alternative growth measure)



Educators who do **not** receive an individual growth score (TVAAS, portfolio, alternative growth measure)





Visit the TEAM Website to learn more about [Achievement Measures](#)

- Achievement Measure Selection Resources
- Using “Off the Shelf” Assessments as an Achievement Measure
- Choosing Achievement Measures for Teachers at Multiple Schools
- Using CTE Industry Certifications as an Achievement Measure
- Achievement Measure Mediation



Student Growth Portfolios



Portfolio Models
Pre-K
Kindergarten
First grade
Second grade
Fine Arts
World Languages
Physical Education



Alternative Growth Measures



State Board Approved Universal Screeners

Tennessee Universal Reading Screener (aimswebPlus)*

DIBELS, 8th edition

Easy CBM

FastBridge Suite*

iReady+ iReady Early Reading Tasks

Measures of Academic Progress Suite

STAR Early Literacy*

All measures may be used as an alternative growth measure (AGM) for all students in **grades K-2**. Starred measures may be used as an alternative growth measure (AGM) in **Pre-K**.



Visit the TEAM Website to learn more about [Growth Measures](#)

- [TVAAS](#)
- [Student Growth Portfolio Resources](#)
- [Alternative Growth Measures](#)



Visit the TEAM Website to learn more about [Roster Verification](#)

- Description
- Resources
- Additional Guidance




Implementation Resources



TEAM Website

The TEAM website, found at www.team-tn.org, is a valuable resource that can help you implement TEAM in your school.



Department of
Education


TEAM
Tennessee Educator Acceleration Model

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	

About TEAM

The Tennessee Educator Acceleration Model (TEAM) is about principals and teachers working together to ensure the best possible instruction every day. Through frequent observation, constructive feedback, student data, and professional development, TEAM is designed to support all educators in doing their best work to help every student learn and grow.

Read More



Upcoming Deadlines

Monthly Emails to
Evaluation Configurators

Recently Released





Visit the TEAM Website for [TEAM Training Resources](#)

- Register for TEAM Trainings
- Training Materials
- TEAM Training Presentations



Visit the TEAM Website for [Additional Training Resources](#)

- High-Quality Feedback
- Norming Sessions
- School Services Personnel
- Library Media Specialist



Visit the TEAM Website for the TEAM Best Practices Video Library

- General Educator
 - Instruction Rubric
 - Planning Rubric
- School Services Personnel
 - Delivery of Services Rubric



Visit the TEAM Website to learn more about [Evaluation](#)

- Teacher Evaluation
- Administrator Evaluation
- Instructional Supervisor Evaluation



Visit the TEAM Website to learn more about [TNCompass](#)

- Description
- TN Compass Resources
- TN Compass Updates
- TN Compass Support



Visit the TEAM Website for more information to Contact Us

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- Support@portfolium.com
- Support@tncompass.org
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Thank you for completing Module 1 of the TEAM Teacher Evaluator Training.

You may pause the training here, or you can continue to Module 2.

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