

The Tennessee Department of Education (TDOE) has received feedback from district and school-level stakeholders requesting support in efficiently scheduling educator observations across the academic year prior to the release of educators' Level of Overall Effectiveness (LOE) scores. In response, TDOE has developed this Observation Pacing Guide and accompanying Observation Pacing Calculator. These tools are designed to help school leaders strategically plan and distribute educator observations to ensure timely completion.

The teacher...	Prior to LOE generation/Fall Semester	Once LOE is generated/spring semester:
Option 1: Will generate an LOE from the previous year	Unannounced observation covering: <ul style="list-style-type: none">PlanningInstructionEnvironment	Practitioner Level 5: <ul style="list-style-type: none">Two walkthroughs
		Practitioner Levels 1-4: <ul style="list-style-type: none">One announced+ observation covering:<ul style="list-style-type: none">InstructionEnvironmentOne unannounced observation covering:<ul style="list-style-type: none">InstructionPlanning
		Professional Level 5: <ul style="list-style-type: none">Two walkthroughs
		Professional Levels 2-4: <ul style="list-style-type: none">One announced+ observation covering:<ul style="list-style-type: none">InstructionPlanning*<i>(note: this domain exceeds the minimum required threshold)</i>
		Professional Level 1: <ul style="list-style-type: none">One announced+ observation covering:<ul style="list-style-type: none">InstructionEnvironmentOne unannounced observation covering:<ul style="list-style-type: none">InstructionPlanning
Option 2: Will NOT generate an LOE from the previous year (new to teaching profession, new to TN, incomplete evaluation data from previous year, etc.)	Announced+ observation covering: <ul style="list-style-type: none">PlanningInstructionEnvironment	Practitioner or Professional: <ul style="list-style-type: none">One announced+ observation covering:<ul style="list-style-type: none">InstructionEnvironmentOne unannounced observation covering:<ul style="list-style-type: none">InstructionPlanning
Option 3: PYE from previous year	The number of required observations for educators who received a partial year exemption (PYE) in the previous year shall be determined by their performance level in the school year immediately preceding the PYE year. If none exists, utilize option 2.	
Legend: + announced observations require a pre-conference		