

## Professionalism Observation FAQ

The professionalism domain is intended to assess the interactions of the educator with the school and community. The four indicators in this domain focus on the teacher's professional growth, use of data, school and community involvement, and leadership.

**1. *When should the Professionalism domain be scored?***

The professionalism domain should be scored during the last six weeks of the school year by an evaluator that regularly interacts with the educator.

**2. *How are the Professionalism scores used as part of the overall evaluation score (LOE)?***

The professionalism indicators are averaged with the observation indicators from the other domains to determine the overall observation average.

**3. *What artifacts might be collected as evidence for the Professional Learning and Growth indicator?***

- The educator's self-reflection/self-scores from observations
- Application of next steps for areas of refinement
- Attendance at professional learning opportunities both internal and external
- Agendas from PLC meetings

**4. *What artifacts might be collected as evidence for the Use of Data indicator?***

- Use of formative assessments to inform planning
- Effective student differentiation plan
- Teacher reflection on effectiveness of instructional strategies on student learning
- Student work analysis both by the educator and/or in a PLC

**5. *What artifacts might be collected as evidence for the School and Community Involvement indicator?***

- Partnerships with community organizations
- Involvement and/or leadership in school and community events
- Participation in duties outside of the classroom to support school functions (e.g., bus duty, monitoring halls, committees)
- Adherence to the district and school's personnel policies

**6. *What artifacts might be collected as evidence for the Leadership indicator?***

- Planning with grade level/subject peers
- Participating on leadership teams
- Mentoring of inexperienced or struggling teachers
- Mentoring/coaching a student teacher or intern
- Leading professional learning opportunities

**7. *When should evidence be collected for Professionalism?***

Artifacts used for professionalism can be collected throughout the entire school year. For more information about scoring professionalism, please contact [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov).

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