

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.

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.

TNCompass configuration includes transitioning data to the 2026-27 school year. Please note the following dates:

Table 1: Important Dates

Date	Task
May 4	LEA Settings for 2026-27 open in TNCompass for Evaluation Flexibility Option Selections
June 12	LEA Settings for 2026-27 close in TNCompass for Evaluation Flexibility Options and must be signed by the Director of Schools.
May 28, June 4, and June 11	Evaluation Configurators may join office hours from 2:00-3:00 p.m. CT to have any questions answered. Click here to join the Evaluation Configurators meeting.
July 1	TNCompass configured and open for the 2026-27 school year. All staffing assignments from 2025-26 school year will automatically roll over to 2026-27. 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:

Table 2 LEA Contacts

Contact	Description
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 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 (AGM-URS) Lead Contact	This role is a department contact for questions regarding AGM-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.
CLASS Contact (for districts implementing the TEAM model only)	This role is a department contact for questions regarding CLASS observations for Pre-K teachers.
SIS Coordinator Contact	This role is a department contact for questions regarding educator Single Sign On accounts and AGM-URS teacher rosters pulled from TEDs.

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.

For charters: Options include all State Board-approved observation models, as listed above, plus additional State Board-approved charter models found in [Tennessee State Board of Education Educator Evaluation Policy 5.201](#).

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.

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. For support with CLASS certification or best practices for using the CLASS rubric, contact Chris.Whitehead@tn.gov.

Voluntary Pre-K

If a district or charter will receive voluntary pre-K (VPK) funding per [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 Kindergarten are required.

Growth Options for Non-Tested Teacher Groups

Per [T.C.A. § 49-1-302\(d\)\(2\)\(B\)\(ix\)](#), **each district and charter** that administers a state-board approved universal reading screener to Pre-K students must provide the Pre-K teachers with the option to use the results of the universal reading screener as an approved alternative growth model or the Pre-K portfolio growth model to generate an individual growth score as part of their final evaluation score.

Each district and charter must select at least one option (portfolio or State Board-approved universal reading screener) for non-tested teacher groups. 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.

The following options are available for the selected non-tested teacher groups:

Table 3 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

According to [Tennessee State Board of Education Educator Evaluation Policy 5.201.](#), 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).

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 agrees to implementation of the options set forth on the form for the 2026-27 school year.

Instructional Supervisor Rubric- Available to all LEAs using TEAM observation model

This optional rubric is available for use for educators staffed as instructional supervisors. Districts and charters may elect to use scoring and/or feedback in TNCompass for instructional supervisor observations. Districts and charters may use all or selected portions of the observation rubric. The district/charter determines how scores generated from the supervisor rubric are used. Average observation scores are for local use only. This process does not result in an LOE, as no growth or achievement measures are selected in TNCompass.

Districts and charters may elect to not use instructional supervisor observation rubric.