



UPDATE ON TEACHER EFFECTIVENESS MEASURE (TEM) FOR 2013-14

Context for TEM Model Updates



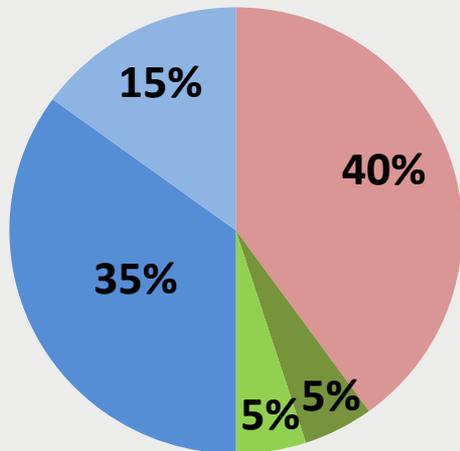
- Memphis City Schools and Shelby County Schools will operate as a single unified school district in the 2013-14 school year
- We sought to create a single teacher evaluation model that
 - incorporates best practice and learnings from the existing models of both districts
 - highlights recommendations from our Transition Planning Commission

In 2011-12, both MCS and SCS teacher evaluations used multiple measures

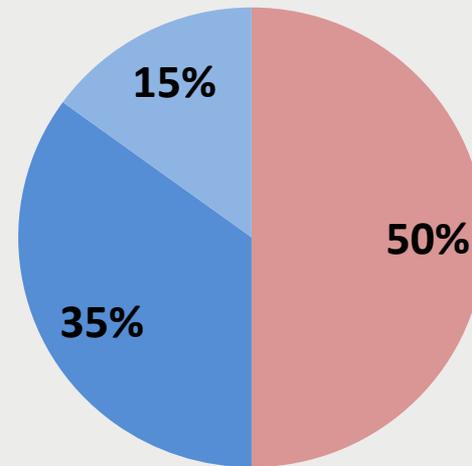


MCS includes two additional measures, Student Perceptions and Teacher Knowledge

MCS TEM



TEAM (State Model)



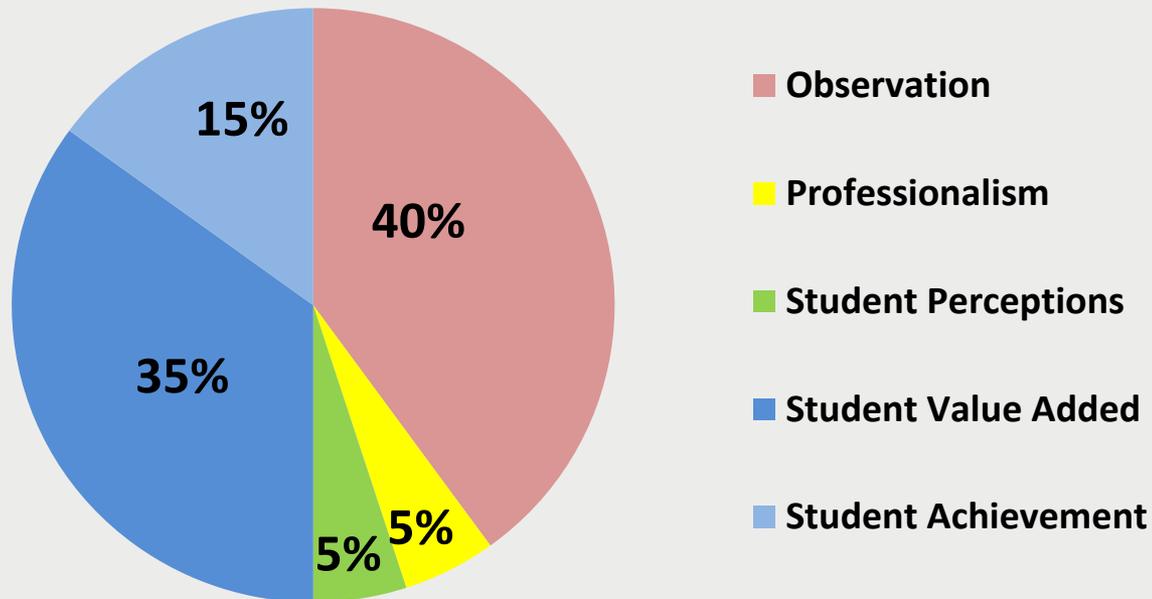
- Observation
- Student Perceptions
- Student Achievement
- Knowledge
- Student Growth

- Observation
- Student Value Added
- Value Added/Alternative Performance Data

Teacher Effectiveness Measure - TEM 3.0



TEM 3.0 represents the joint effort of MCS and SCS teachers



Student Growth and Achievement: 50%



Student Growth (35%)

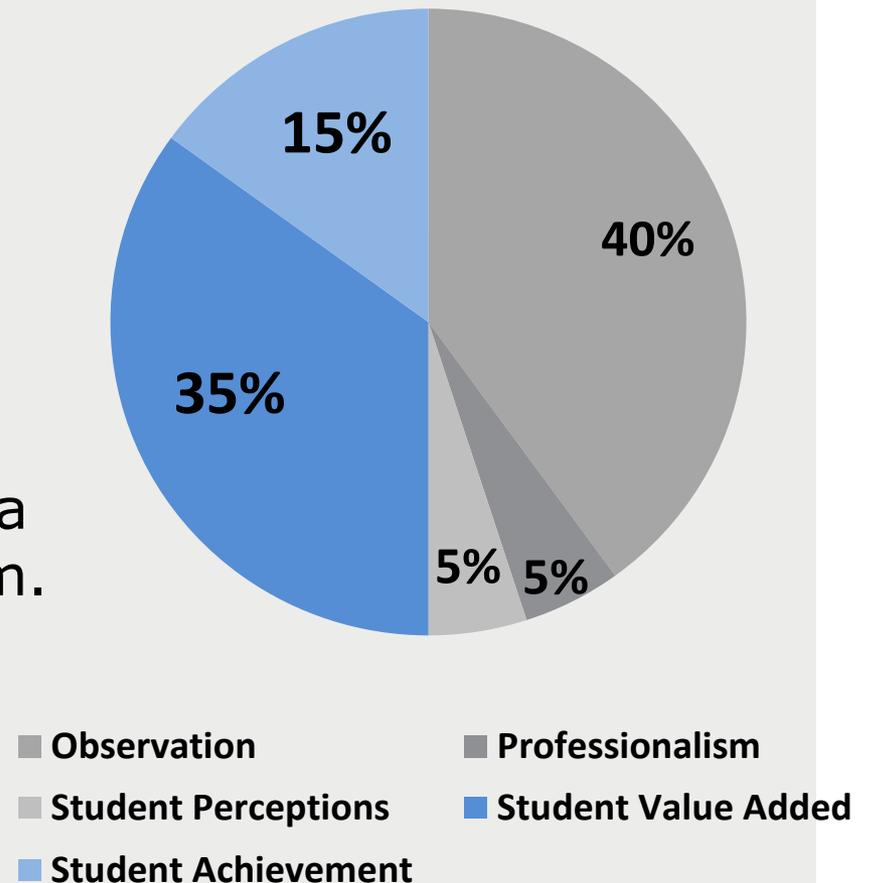
As required by state policy:

- Individual TVAAS, school level TVAAS, or approved alternate measure of student growth

Student Achievement (15%)

Per state policy, there will be a menu of options to select from.

- Data source to be selected by principals and teachers together.



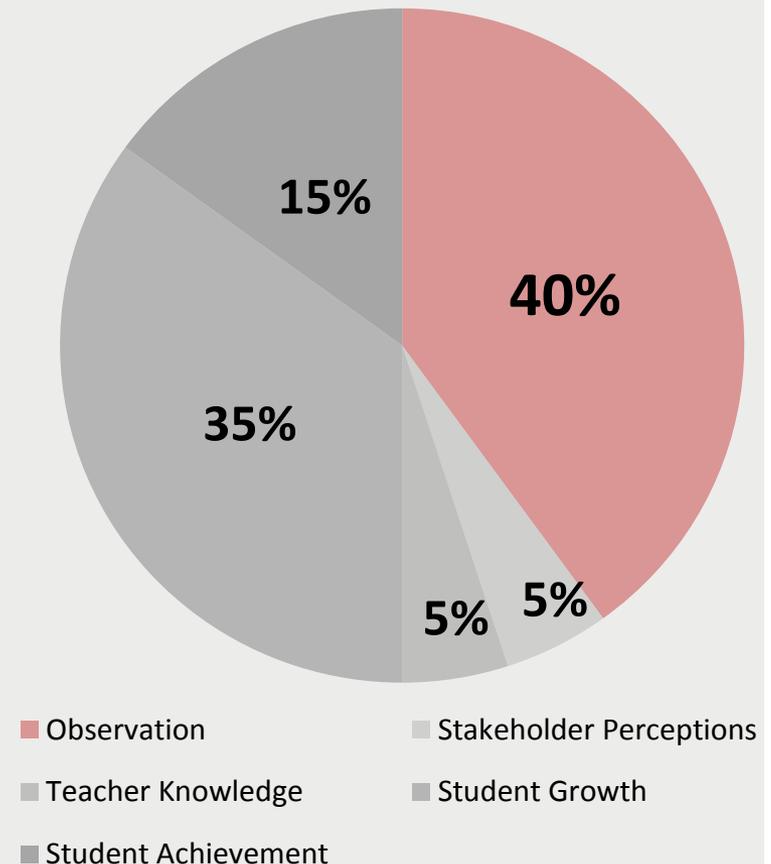
Classroom Observation: 40%



Observations

- Measured via the Teach and Cultivating Learning Environment domains of the TEM Teaching and Learning Framework

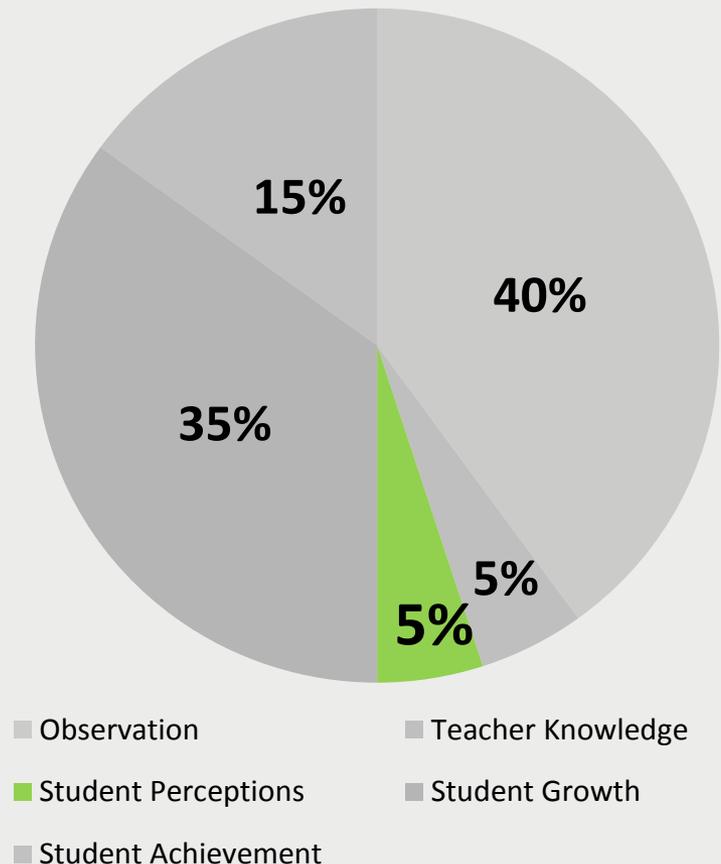
Number of Observations reduced for teachers who had either a TEM 5 or an individual TVAAS Evaluation Composite of 5



Student Perceptions: 5%

Student Perceptions

- All schools will administer the TRIPOD Student Perceptions Survey 2 times during the school year
- Scores from both Fall and Spring will be used for the TEM Summative Report
- Using Normal Curve Equivalent Scores (NCEs) – like percentile rank

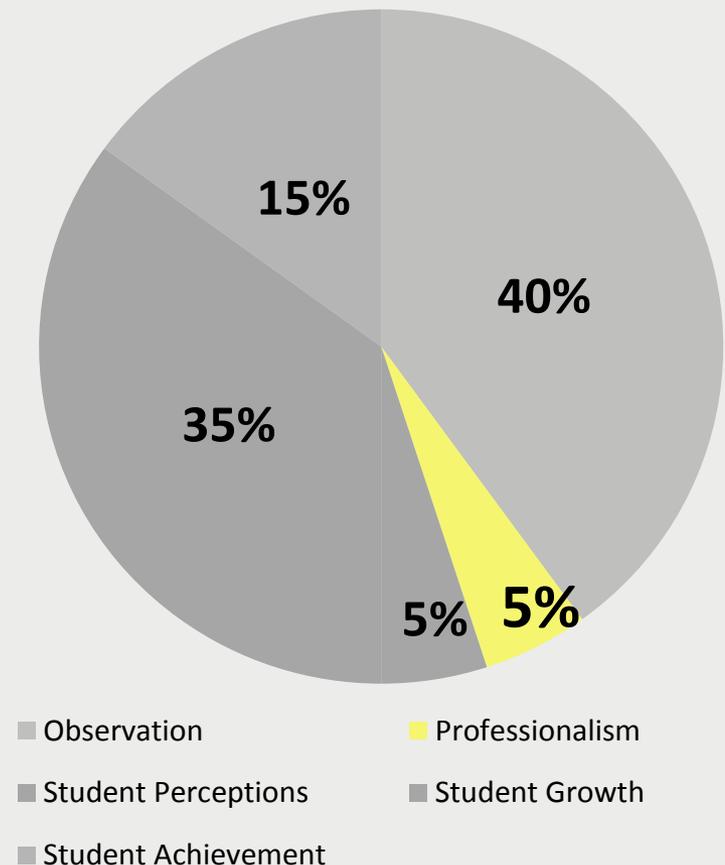


Professionalism: 5%

Professionalism

Measured using modified TEAM Professionalism rubric. Teachers provide evidence of the following:

- Professional Growth and Learning
- Use of Data
- School and Community Involvement
- Leadership



MCS and SCS Teacher Evaluation Team Accomplishments



- ✓ Formed with 25 teachers, principals & administrators from MCS and SCS in October 2012
- ✓ Worked in subcommittees to clarify language of indicators included on the TEM framework
- ✓ Recommended adjustments to the observation process based on best practices in both districts
- ✓ Reviewed the use of Professionalism for 5% of the evaluation model
- ✓ Recommended a revised TEM 3.0 observation rubric and process that is currently being piloted with a sample of teachers in 50 MCS and SCS schools

Appendix: TPC Recommendations 36 – 41 address teacher evaluation:



- **TPC 36**, Approved: Adopt a single framework (observation rubric) for effective teaching
- **TPC 37**, Approved: Include results from the Tripod Student Perception survey twice annually
- **TPC 38**, Approved: Shift teacher knowledge from an evaluation measure to a professional development piece
- **TPC 39 - 40**, Approved: Adopt state requirements for Student Growth & Achievement components
- **TPC 41**, Approved: Revisit and refine teacher evaluation components and model annually