
Teacher & Administrator Evaluation Policy 5.201

The Background:

Several elements of this policy had proposed changes on first reading in July 2018 as detailed in the section below.

Evaluation Guidance and Weightings for 2017-18

While evaluation weightings for the 2017-18 school year have remained as communicated in fall 2017, legislation passed by the General Assembly during the 2018 Legislative Session requires that educators have no adverse action taken against them as a result of 2017-18 TNReady administration. This addition to policy provides guidance to educators who have an option to nullify their level of overall effectiveness (LOE) as a result.

Second Grade TEAM Student Growth Portfolio Model

In order to provide groups of educators who do not have individual TVAAS scores with a classroom-level measure of student growth, the Department developed student growth portfolio models that have been shown capable of generating an individual student growth measure. The Board has approved the use of portfolio growth models for a number of traditionally non-tested grades and subjects. This has included fine arts, world languages, physical education, and pre-K, Kindergarten, and first grade. The Department conducted a year-long pilot of the second grade TEAM Student Growth Portfolio Model. The inclusion of this model will increase the number of teachers who have access to an individual growth measure and provide districts with a way to measure student growth in every grade level.

Achievement Measure Worksheet

The 15 percent Achievement Measure allows an educator and the educator's evaluator to select a measure closely aligned to an educator's assignment from a list of options shown capable to measure student achievement of grade/content area expectations. The selected measure and scoring scale provides educators with the opportunity to use specific achievement targets to guide their practice throughout the year. The proposed worksheet includes assessments included in the Department's recommended pre-K curricula.

TEAM Portfolio

Based on what the Department has learned about strong portfolio implementation through scaling statewide, additional detail has been added to policy to ensure its continued success.

Since first reading, language has been added to reflect legislation that requires the use of an alternative growth model in all local education agencies (LEAs) by 2019-2020, as well as a slight adjustment to the Achievement Measure Worksheet in Appendix C was made to ensure alignment to the available assessments for the 2018-19 school year.

The Fiscal Analysis Impact:

T.C.A. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education. This item has no financial impact on an LEA.

The Recommendation:

The Department of Education recommends approval of this item on final reading. The SBE staff concurs with this recommendation.