

Annual Performance Goals (2021-22)

Context for Performance Goals and Measures

T.C.A. § 49-1-602 requires the State Board of Education, in conjunction with the commissioner, to establish appropriate performance goals and measures for schools and LEAs.

Annual performance goals and measures, known to our schools as Annual Measurable Objectives (AMOs), provide schools and districts with targets which help interpret current performance and prioritize future efforts. Unlike other states, Tennessee sets each of these targets individually for each school, district, and student group, using the most recent accurate measure of performance as the starting point for each goal.

Calculation Methodology

AMO targets are yearly targets for improving performance based on prior years' results. School and district AMO targets expect schools and districts to decrease by half the percent of students whose performance does not meet the standard over the course of eight years. AMO targets are rounded one decimal place. "Double" AMO targets show the percent of students not meeting the standard to decrease by half in four years. The department only sets AMO targets when a school or district has 30 or more valid student records in the prior year.

These targets align with the requirements of federal accountability in the Every Student Succeeds Act (ESSA) and provide measurements for all student groups, which include economically disadvantaged students, students from major racial and ethnic groups, children with disabilities, and English learners.

Maintaining Targets for 2021-2022

Due to COVID-19 school disruptions in the prior two school years and its varying impacts across Tennessee schools, the most recent year of data does not accurately represent a starting point for goal setting for each school. Additionally, because of school closures and waived accountability and reporting in the 2019-2020 school year and the enactment of Public Chapter 2 of the 2021 special legislative session, it would not meet the intent of the purpose of AMOs, nor would it be fair to establish new performance targets without accounting for the gaps in data and their causes experienced by Tennessee districts.

Therefore, the Tennessee Department of Education will maintain targets already approved by the State Board and provided to schools and LEAs for the 2021-2022 school year. All of these targets were approved by the Board in [November 2020](#) and are already available for LEA to access. This approach allows districts to know of their final AMO targets before the school year, which has not happened since 2016.

Since two measures—*Ready Graduate* rate and Graduation Rate—found in Tennessee’s accountability system are annually lagged data, the data for students graduating during the 2018-2019 school year are recorded in the 2019-2020 accountability data. Thus the 2019-2020 data represent the same 2018-2019 data as the rest of the AMOs, making all of the performance goals and measures based on data collected from the 2018-19 school year which is prior to COVID-19 school disruptions of the past two years.

Table 1: Most Recent Pre-Covid Accountability Data Used for Setting 2021-22 AMOs

| Indicator | 2019-2020 Data Used | 2018-2019 Data Used |
|---|---------------------|---------------------|
| Achievement | | √ |
| Chronic Absenteeism | | √ |
| English Language Proficiency Assessment (ELPA) | | √ |
| Graduation Rate (lagged) | √ (2019 Cohort) | |
| Ready Graduate (lagged) | √ (2019 Cohort) | |

Table 2: 2021-2022 AMOs Available for Districts and Schools

| Indicator | District | School |
|---|----------|--------|
| Achievement | √ | √ |
| Chronic Absenteeism | √ | √ |
| English Language Proficiency Assessment (ELPA) | √ | |
| Graduation Rate (lagged) | √ | √ |
| Ready Graduate (lagged) | | √ |