

TENNESSEE STATE BOARD OF EDUCATION

EDUCATOR EVALUATION POLICY

5.201

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I. General Requirements

- (1) Local boards of education and charter schools shall implement annual evaluations for educators in accordance with T.C.A. § 49-1-302, State Board Rules 0520-02-01 Evaluations, and this policy. This policy serves to further define State Board Rules 0520-02-01 Evaluations.¹ The primary purpose of educator evaluation is to identify and support instruction through feedback and transparency that will lead to high levels of student achievement.
- (2) Evaluations shall be a factor in employment decisions, including, but not limited to, individual and group professional development plans, hiring, assignment, attainment of tenure status, promotion, retention, termination/dismissal, and compensation.

II. Observation Pacing and Support

- (1) Observation pacing for teachers, school services personnel, and library media specialists shall meet the requirements included in the chart below:

¹ Definitions contained in State Board Rule 0520-02-01 Evaluations also apply to this policy.

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Licensure Status	Previous Year Individual Growth or Level of Overall Effectiveness ²	Minimum Required Observations*	Minimum Required Observations per Domain*	Minimum Number of Minutes per School Year
Practitioner	Levels 1-4	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes
Professional	Level 1	All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations.	3 Instruction 2 Planning 2 Environment	90 minutes
	Levels 2-4	All domains observed with a minimum of two (2) domains observed in each semester and a minimum of two (2) formal observations.	2 Instruction 1 Planning 1 Environment	60 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes

¹LEAs may elect to base pacing on a teacher's previous year individual growth or on level of overall effectiveness, pursuant to local policy.

- (2) An LEA or charter school using the TEAM model may choose to allow observers to combine domains during classroom observations provided the requisite minimum time, semester, distribution, and notice (announced versus unannounced) are met.
- (3) The number of required observations for educators who received a partial year exemption (PYE) in the previous year, shall be determined by their performance level in the school year immediately preceding the PYE year.
- (4) Any non-PYE educator without an LOE in the previous year shall have the maximum number of observations conducted based on the educator's license type.
- (5) School administrators shall have at least two (2) onsite observations annually, conducted by the director of schools or designee. The evaluation process for school administrators shall align to the Tennessee Instructional Leadership Standards Policy 5.106 including, but

not limited to a review of the quality of the school administrators' implementation of teacher evaluations, and school climate and/or teaching and learning conditions surveys.

The Department of Education shall monitor observation scores each year and ensure consistent application of observation standards across districts pursuant to State Board Evaluations Rule 0520-02-01. In the event that the average of all teacher observation scores assigned by an observer differs by three (3) or more from the average student growth score for the same group of teachers, those results may be considered outside the acceptable range of alignment for observers. The top ten percent (10%) of schools with observers whose observation trends fall outside the acceptable range of results may be required to participate in additional training and support as determined by the Department. Training and support provided by the Department shall not require or imply that individual observation results must align with TVAAS growth data.

III. Alternate Observation Models

- (1) In lieu of the state observation model (TEAM), LEAs and state special schools may select an alternate observation model from a State Board-approved list pursuant to State Board Educator Evaluation Rule 0520-02-01. Public charter schools or charter management organizations, if applicable, may select the state observation model, an alternate observation model approved by the State Board for LEAs, or a charter school alternate observation model from a State Board-approved list (Appendix A) pursuant to State Board Evaluations Rule 0520-02-01.
- (2) The list of currently approved alternate observation models for LEAs, state special schools, and charter schools includes:
 - (a) The Teacher Instructional Growth for Effectiveness and Results (TIGER)
 - (b) Project COACH
 - (c) Teacher Effectiveness Model(TEM)
 - (d) Classroom Assessment Scoring System (CLASS) (for pre-K only)
- (3) The list of currently approved alternate school administrator observation models includes:
 - (a) Project COACH Administrator

- (4) Any evaluation model from which results will be counted as professional development points for purposes of licensure renewal or advancement shall be approved by the State Board.

IV. Student Surveys

- (1) LEAs and charter schools may use a State Board-approved student survey instrument weighted in accordance with the approved observation model.
- (2) Currently approved student survey instruments are:
 - (a) Tennessee School Climate Survey
 - (b) Tripod Survey
 - (c) My Student Survey
 - (d) Panorama

- (3) Additional surveys instruments may be granted approval by the State Board for use as part of an approved evaluation model via the following process:

Step 1: Potential vendor secures an LEA to pilot their instrument.

Step 2: Vendor works with the Department of Education to determine the appropriate number of survey administrations and/or pilot participants.

Step 3: Vendor shares data generated from the pilot with the Department of Education for analysis.

Step 4: Vendor proposes rating scale based on pilot data.

Step 5: The Department of Education reviews the instrument, rating scale, and analyzes pilot data.

Step 6: The Department of Education recommends survey vendors to State Board of Education for final approval.

Step 7: LEAs may use the survey instrument for evaluative purpose in the following school year.

V. Approved Achievement Measures

- (1) Appendix B contains a list of approved achievement measures.
- (2) Teachers assigned to two (2) schools may select the appropriate school-wide score for the school at which they spend the majority of their time. Teachers assigned to three (3) or more schools may select system-wide state assessment measures or system wide overall TVAAS measures. A feeder/custom option is available for all overall TVAAS measures.
- (3) For classroom, grade, or school-level state assessments, teachers assigned to two (2) schools may select the appropriate school-wide score for the school at which they spend the majority of their time. Teachers assigned to multiple schools may also select system-wide overall TVAAS measures. A feeder/Custom option is available for these measures.
- (4) All early grades TVAAS composites include grade 3 TVAAS data and are available in districts that have administered the grade 2 assessment to their current third (3rd) grade students. Additionally, districts shall continue to administer the optional second (2nd) grade assessment to their current second (2nd) grade students in order to generate an early grades composite in any given year.
- (5) For any off the shelf measure used for pre-K, the district should at least measure the standards that are aligned to TN-ELDS. It is suggested that standards in each math cluster and all ELA standards be measured.
- (6) Achievement measure choices for specific grade levels and/or content are dependent upon the assessments given each year.
- (7) For high school level TVAAS composites, Teachers may select the appropriate school- or system-wide measure.

VI. Alternative Growth Models

- (1) Pursuant to T.C.A. § 49-1-302 and State Board Evaluations Rule 0520-02-01-.03, for teachers and other educators who do not have individual TVAAS scores, LEAs may choose from an alternative student growth model approved by the State Board of Education in accordance with this policy.
- (2) In order to implement one of the TEAM student growth portfolio models, LEAs shall:

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- (a) Assign a district TEAM portfolio lead to maintain accurate teacher rosters, distribute portfolio-related information and resources, monitor and support timely portfolio submissions for all teachers, and ensure portfolio peer reviewing;
 - (b) Assign a technology lead to provide local platform support;
 - (c) Select and provide TEAM portfolio reviewers in each content area; and
 - (d) Ensure all TEAM portfolio reviewers are trained and certified by the Department to assess student growth according to the portfolio model.
- (3) Failure to submit a portfolio shall result in an incomplete evaluation record for the school year, and no level of overall effectiveness (LOE) shall be calculated.
- (4) The following portfolio models have been approved for use by LEAs:
- (a) Fine Arts TEAM Portfolio Model
 - (b) World Languages TEAM Portfolio Model
 - (c) Physical Education TEAM Portfolio Model
 - (d) Pre-K/Kindergarten TEAM Portfolio Model
 - (e) First grade TEAM Portfolio Model
 - (f) Second grade TEAM Portfolio Model
- (5) Pursuant to T.C.A. § 49-6-105(e)(1) and State Board Rule 0520-02-01-.03, LEAs that receive pre- Kindergarten program approval under T.C.A. §§ 49-6-103 - 49-6-110 shall utilize the pre- K/Kindergarten growth portfolio model approved by the State Board of Education, or a comparable alternative measure of student growth approved by the State Board of Education and adopted by the LEA, in the evaluation of pre-Kindergarten and Kindergarten teachers.
- (6) Pursuant to Chapter 1 and Chapter 3 of the Public Acts of 2021 (1st Extraordinary Session), LEAs and public charter schools may establish a policy or procedure to authorize teachers in non-tested grades in pre-Kindergarten through grade two (Pre-K-2) to use the results of the Tennessee universal reading screener, Tennessee universal math screener, or a universal reading screener approved by the State Board as an approved alternative growth model to generate individual growth scores for teachers.

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- (7) In order for an alternative growth measure for pre- Kindergarten and/or Kindergarten to be considered for conditional approval by the Commissioner, the measure shall:
- (a) Be nationally normed;
 - (b) Be evidence-based;
 - (c) Be available in both mathematics and/or English language arts;
 - (d) Have the ability to evaluate all students in pre-Kindergarten and/or Kindergarten;
 - (e) Produce results that represent student growth, not student achievement; and
 - (f) Produce results that can be scaled to differentiate performance into five (5) effectiveness groups in accordance with the guidelines developed by the Department.
- (8) In addition to the requirements under paragraph (2), each proposed alternative student growth measure shall, at a minimum, be evaluated by the Department for:
- (a) Purpose or intended use;
 - (b) Alignment to the Tennessee academic standards;
 - (c) Frequency of administration during a school year; and
 - (d) Modality.
- (9) Following the one-year pilot, the Commissioner may recommend to the State Board that the alternate growth measure be approved for continued use. Such recommendation shall be based on the expectations for alternate growth measures set out in paragraphs (2) and (3) of this section.

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Appendix A: Charter School Approved Alternate Observation Models

Approved Model	Charter Management Organization(s) or	First Implementation Year
Aspire Tennessee Teacher Observation Model	Aspire Public Schools	2019-20
College Ready Teaching Framework	Green Dot	2019-20
Commitment to Continuous Growth (CCG)	Valor Collegiate Academies	2019-20
Compass Community Schools Teacher Observation Model	Compass Community Schools	2019-20
Cornerstone Prep Teacher Observation Model	Cornerstone Prep	2019-20
EET Teacher Development Model	East End Preparatory School	2019-20
Explore Community Schools Observation Model	Explore Community Schools	2019-20
Framework for Effective Instruction and Practice (FEIP)	STEM Prep Academy	2019-20
Freedom Prep Teacher Observation Framework	Freedom Prep	2019-20
GCS Instructional Essentials	Gestalt Community Schools	2019-20
High Quality Teaching Initiative (HQTI)	Pathways in Education	2019-20
Intrepid Teacher Observation Model	Intrepid College Prep	2019-20
KIPP Nashville Instructional Excellence Model	KIPP Nashville	2019-20
Nashville Classical Teacher Observation Model	Nashville Classical	2019-20
Purpose Preparatory Evaluation Rubric	Purpose Preparatory Academy	2019-20
RePublic Educator Evaluation System (REES)	RePublic Schools	2019-20
Revolutionary Teaching	Soulsville Charter	2019-20
Rocketship Public Schools Teaching Performance Rubrics	Rocketship Public Schools	2019-20
Strive Teacher Observation Model	Strive Collegiate Academy	2019-20
The New Teacher Project (TNTP) Observation Rubric	Memphis Scholars	2019-20
Teacher Development and Evaluation	Emerald Charter Schools	2020-21
GCS Leverage Leadership Principal Evaluation Rubric	Gestalt Community Schools	2020-21

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Green Dot Public Schools TN School Leader Evaluation	Green Dot	2020-21
Principal Evaluation Framework	Freedom Preparatory Charter Schools	2020-21
Capstone Education Observation Model	Capstone	2020-21
Teacher Feedback and Evaluation Tool	Noble Education Initiative	2021-22
Teacher Evaluation Rubric (TNTP Core Teaching Rubric)	Green Dot Charter Schools	2022-23
Grizzlies Prep Administrator Evaluation Rubric	Grizzlies Prep	2022-23

Appendix B:

Approved Achievement Measures

Additional guidance regarding the achievement measure selection process can be found on the TEAM website. The Department shall continually monitor and make recommendations to the State Board for revising the menu of achievement measures based on increasing availability of higher quality measures of performance.

Elementary and Middle School Teachers (pre-K–8)*State Assessments: Classroom, Grade, or School-level*

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate *
- EOC Biology Success Rate*
- EOC English I or II Success Rate*
- EOC Geometry Success Rate*
- EOC Integrated Math I, II, or III Success Rate*
- EOC Success Rate*
- EOC U.S. History Success Rate*
- Grade 2 ELA Success Rate
- Grade 2 Math Success Rate
- Grade 2 Success Rate
- Grades 3-8 ELA Success Rate*
- Grades 3-8 Math Success Rate*
- Grades 3-8 Science Success Rate*
- Grades 3-8 Social Studies Success Rate*
- Grades 3-8 Success Rate *
- Mock Interim Assessment
- TCAP Alternative Assessment ELA & Math
- TCAP Alternative Assessment Grade 2, Science & Social Studies

TVAAS Composites: School Level

- Early Grades (Grade 3) Literacy
- Early Grades (Grade 3) Literacy and Numeracy
- Early Grades (Grade 3) Numeracy
- Early Grades (Grade 3) Overall
- EOC Numeracy
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8) Literacy

- TCAP (Grades 4 – 8) Literacy and Numeracy
- TCAP (Grades 4 – 8) Numeracy
- TCAP (Grades 4 – 8) Overall
- TCAP (Grades 4 – 8) Science**
- TCAP (Grades 4 – 8) Social Studies***
- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4 – 8)/EOC Overall
- TCAP (Grades 4 – 8)***/EOC Social Studies
- TCAP (Grades 4 -8)**/EOC Science

Off-the-Shelf Assessments

- ACT Aspire
- AIMSweb
- DIBELS
- EasyCBM
- Educational Learning Solutions (ELS)
- Fastbridge Suite/FAST
- GOLD Assessment
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Early Literacy
- STAR Math
- STAR Reading

Achievement Measure Selections: High School Teachers (9-12)

State Assessments: Classroom, Grade, or School-Level

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate*
- EOC Biology Success Rate*
- EOC English I or II Success Rate*
- EOC Geometry I Success Rate*
- EOC Integrated Math I, II, or III Success Rate*
- EOC US History Success Rate*
- TCAP Alternative Assessment ELA & Math
- Mock Interim Assessment

TVAAS Composites: School-level

- CTE Concentrator Literacy
- CTE Concentrator Literacy and Numeracy
- CTE Concentrator Numeracy

- CTE Concentrator Overall
- CTE Concentrator Science
- CTE Concentrator Social Studies
- CTE Students Literacy
- CTE Students Literacy and Numeracy
- CTE Students Numeracy
- CTE Students Overall
- CTE Students Science
- CTE Students Social Studies
- EOC Literacy
- EOC Literacy and Numeracy
- EOC Numeracy
- EOC Overall
- EOC Science
- EOC Social Studies
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8)***/EOC Social Studies
- TCAP (Grades 4 – 8)**/EOC Science
- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4-8)/EOC Overall

Off-the-Shelf Assessments

- ACT Aspire
- Educational Solutions (ELS)
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Math
- STAR Reading

*Graduation Rate**ACT/SAT Suite of Assessments*

- ACT
- SAT

Early Post-Secondary Exams

- AP Assessment

- Cambridge
- IB Assessment
- Local Dual Credit
- Statewide Dual Credit

Industry Certifications by Career Cluster*Advanced Manufacturing*

- AWS Certified Welder
- AWS Sense Advanced
- AWS Sense Entry-Level
- Certified Production Technician 4.0 (CPT 4.0)
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- FANUC Robotics
- Lean Six Sigma
- NC3 Festo Certified Industry 4.0 Associate - Fundamentals
- NC3 Festo Fundamentals of Electricity - AC/DC
- NC3 Festo Fundamentals of Fluid Power - Hydraulics
- NC3 Festo Fundamentals of Fluid Power - Pneumatics
- NC3 Festo Fundamentals of Industry 4.0
- NC3 Festo Fundamentals of Mechanical Systems
- NC3 Festo Fundamentals of PLC / Allen Bradley and Siemens
- NC3 Festo Fundamentals of Robotics
- NC3 Festo Introduction to Mechatronics
- NC3 Lincoln Electric - Flux Cored Arc Welding (FCAW) Level I
- NC3 Lincoln Electric - Gas Metal Arc Welding (GMAW) Level I
- NC3 Lincoln Electric - Gas Tungsten Arc Welding (GTAW) Level I
- NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I
- NC3 Snap-On Precision Measurements Instruments Certification
- NCCER Core Curriculum
- NCCER Welding Level One
- NCCER Welding Level Two
- NIMS Machining Level I - Measurement, Materials, and Safety Certifications
- RAPIDS Apprenticeship Certificate
- Siemens Level 1 Certified Mechatronic System Assistant
- Tennessee Certified Pre-Apprenticeship

Agriculture, Food, and Natural Resources

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- AWS Certified Welder
- BASF Plant Science Certification
- Briggs and Stratton Basic Small Engine Certification

- Briggs and Stratton Master Service Technician
- Center for Financial Responsibility Personal Financial Literacy Certification
- Certified Veterinary Assistant
- Commercial Applicators Certification – C03 Ornamental and Turf
- Ducks Unlimited Ecology Conservation & Management Certification
- EETC Principles of Small Engine Technology Certification
- Elanco Fundamentals of Animal Science Certification
- Elanco Veterinary Medical Applications Certification
- FAA Part 107
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NCLCA Principles of Livestock Selection & Evaluation Certification
- NHJTCA Equine Management & Evaluation Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tennessee Forest Worker Certification
- Tennessee Specific Industry Certification - Animal Science
- Tennessee Specific Industry Certification – Horticulture

Architecture and Construction

- AutoCAD Certified User
- Autodesk Revit Certified User
- Certified Solidworks Associate (CSWA) Academic
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- Home Builders Institute Pre Apprentice Certificate Training (HBI-PACT)
- HVAC Excellence Employment Ready Certifications
- HVAC Excellence, Heating, Electrical, Air Conditioning Technology (HEAT)
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NC3 Trane Building Automation Systems
- NC3 Trane Residential HVAC - Airflow
- NC3 Trane Residential HVAC - Air-to-Air Heat Pumps
- NC3 Trane Residential HVAC - Refrigeration Diagnostics
- NC3 Trane Residential HVAC - Variable Speed Motors
- NCCER Carpentry Level One
- NCCER Carpentry Level Two
- NCCER Construction Technology
- NCCER Core Curriculum
- NCCER Electrical Level One
- NCCER HVAC Level One
- NCCER HVAC Level Two
- NCCER Plumbing Level One

- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Arts and A/V

- Adobe Certified Associate – After Effects
- Adobe Certified Associate – Animate
- Adobe Certified Associate – Dreamweaver
- Adobe Certified Associate – Illustrator
- Adobe Certified Associate – InDesign
- Adobe Certified Associate – Photoshop
- Adobe Certified Associate – Premier Pro
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Business Management and Administration

- Express Employment Professionals Business Office Technology Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Access Expert Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- MOS OneNote Certification
- MOS Outlook Associate Certification
- MOS PowerPoint Associate Certification
- MOS Word Associate Certification
- MOS Word Expert Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

Education and Training

- CDA – Child Development
- Associate
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- TECTA High School Equivalency Center-based Orientation Certificate
- Tennessee Certified Pre-Apprenticeship

Finance

- Center for Financial Responsibility Personal Financial Literacy Certification
- Intuit Certified Bookkeeping Professional
- Intuit QuickBooks Certified User
- Lean Six Sigma
- MOS Excel Associate Certification

- MOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Government & Public Administration

- RAPIDS Apprenticeship Certificate
- Lean Six Sigma
- Tennessee Certified Pre-Apprenticeship

Health Science

- Central Sterile Processing and Distribution Technician
- Certified Clinical Medical Assistant
- Certified Dental Assistant
- Certified EKG Technician
- Certified Nursing Assistant
- Certified Patient Care Technician
- Certified Personal Trainer
- Certified Pharmacy Technician
- Certified Phlebotomy Technician
- Emergency Medical Responder (First Responder)
- Lean Six Sigma
- National Basic 9-1-1 Dispatch Certification
- Physical Therapist Aide
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Hospitality and Tourism

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Certified Fundamentals Cook (CFC)
- Certified Hospitality & Tourism Professional
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- ServSafe Manager Certification
- Tennessee Certified Pre-Apprenticeship

Human Services

- Certified Feeding Assistant
- Hair Braider Registration
- Lean Six Sigma
- Natural Hair Stylist License
- RAPIDS Apprenticeship Certificate
- Registered Behavior Technician
- ServSafe Food Handler
- Tennessee Certified Pre-Apprenticeship

- Tennessee Specific Industry Certification - Human and Social Science
- Tennessee Specific Industry Certification -Dietetics and Nutrition
- TN Board of Cosmetology & Barbering - TN Cosmetology 1010
- TN Board of Cosmetology & Barbering - TN Master Barber 1010

Information Technology

- Associate of ISC2 in Cloud Security
- Associate of ISC2 in Cybersecurity Strategy and Implementation
- Associate of ISC2 in Healthcare Security & Privacy
- Associate of ISC2 in IT/ICT Security Administration
- Associate of ISC2 in Secure Software Life Cycle Professional
- Associate of ISC2 in Security Assessment and Authorization
- Cisco Certified Network Associate (CCNA)
- CIW Advanced HTML5/CSS3
- CIW JavaScript Specialist
- CIW Web Design Specialist
- CIW Web Foundation
- CompTIA A+
- CompTIA IT Fundamentals
- CompTIA Network +
- CompTIA Security +
- C-Tech Networking Cabling – Cooper Based Systems
- C-Tech Network Cabling Fiber Based Systems
- C-Tech Telecommunications Technologies
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

Law, Public Safety Corrections, & Security

- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship
- Unarmed Security Guard

Marketing

- Certified Logistics Associate (CLA)
- Certified Logistics Technician (CLT)
- Hootsuite Platform Certification
- Hootsuite Social Marketing Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate

- Tennessee Certified Pre-Apprenticeship

STEM

- Autodesk Inventor Certified User
- BACE-Biotechnician Assistant Credentialing Exam
- Certified Solidworks Associate (CSWA) Academic
- Certified Yaskawa Robot Operator
- Certified Yaskawa Robot Programmer
- Data Analytics 1 - Harnessing the Power of Data
- FANUC Robotics
- Lean Six Sigma
- Pre-Engineering Industry Certification
- RAPIDS Apprenticeship Certificate
- Robotics Industry Certification
- Tennessee Certified Pre-Apprenticeship

Transportation, Distribution, and Logistics

- Automotive Service Excellence Entry-Level Certification: Maintenance and Light Repair Certification
- Automotive Service Excellence Entry-Level Certification: Nonstructural Analysis/Repair
- Automotive Service Excellence Entry-Level Certification: Painting and Refinishing
- FAA Part 107
- ICAR Non-Structural Technician ProLevel 1
- ICAR Refinish Technician ProLevel 1
- Lean Six Sigma
- Private Pilot Knowledge Exam
- Private Pilot License
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

* This achievement measure can be scaled using AMO; a feeder/custom option also available for these state assessments.

** TCAP (Grades 4-8) Science includes growth from grades 5-8 only.

*** TCAP (Grades 4-8) Social Studies includes growth from grades 6-8 only.