2023-24 Annual Performance Goals/Annual Measurable Objectives (AMOs)

The Background:

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. The performance goals and measures must include, at a minimum, student achievement, student growth, and other appropriate indicators of performance.

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

AMO targets are yearly targets for improving performance based on prior-year results. School AMO targets expect schools to decrease the percentage of students whose performance does not meet the standard (less than met expectations) by half over the course of eight years. Double AMO targets expect the percent of students not meeting the standard (less than met expectations) to decrease by half in four years. AMO targets are rounded to one decimal place.

The AMO targets formula for Achievement, Graduation Rate, and Ready Graduate is presented below:

$$\text{AMO target } = \frac{100 - \text{prior performance}}{8*2} + \text{prior performance}$$

$$\text{Double AMO target } = \frac{100 - \text{prior performance}}{4*2} + \text{prior performance}$$

The formula for calculating the chronically out of school AMO reduction target is outlined below:

$$\text{AMO reducation target } = \text{prior performance} - \frac{\text{prior performance}}{8*2}$$

$$\text{Double AMO reduction target } = \text{prior performance} - \frac{\text{prior performance}}{4*2}$$

For example, a school with a success rate of 25 percent would calculate its AMO target and double AMO targets as follows:

$$\text{AMO target } = \frac{100 - 25}{8*2} + 25 = \frac{75}{16} + 25 = 29.6875 \approx 29.7$$

$$\text{Double AMO target } = \frac{100 - 25}{4*2} + 25 = \frac{75}{8} + 25 = 34.375 \approx 34.4$$

The Department only sets AMO targets when a school has 30 or more valid tests or students in the prior year. The table below provides a snapshot of the AMOs used for school and district accountability by performance indicator.

Indicator	School	District
Achievement	✓	✓
Chronic Absenteeism	✓	✓
English Language Proficiency Assessment		✓

Indicator	School	District
Graduation Rate	✓	✓
Ready Graduate	✓	

The AMO 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, students with disabilities, and English learners.

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 first and final reading. The SBE staff concurs with this recommendation.