

## Detailed teacher evaluation guidance for 2017-18

Tennessee's multi-measure teacher evaluation system is a central part of the state's accountability work and a key reason for our success. Since the implementation of the state's current teacher evaluation system in 2011-12, teachers have provided feedback on the annual Tennessee Educator Survey about its usefulness in improving their instruction. Each year, more and more teachers have noted how teacher evaluation assists them in making adjustments and improvements – in fact, in 2017, 74% of educators felt that Tennessee's teacher evaluation system and the feedback they received helped them improve their own teaching.

We have sought to ensure we protect our accountability system as we make a monumental and historic transition to higher standards and an online assessment while making adjustments to account for these changes. To prepare for this transition, the department proposed and the General Assembly passed the Tennessee Teaching Evaluation Enhancement Act of 2015 (T.C.A. § 49-1-302), which adjusted the growth component of teacher evaluation for a multi-year period and, where possible, provides educators with the best possible option for calculating their level of overall effectiveness (LOE).

As the result of the challenges that occurred with TNReady online administration, as well as the legislation passed by the General Assembly during the 2018 Legislative Session, educators who have 2017-18 TNReady data included in their score will have **the ability to nullify their entire LOE score this year if they choose.** (See more on the legislation [here](#).)

Below, we outline what evaluation will look like in 2017-18 for various scenarios.

### What is included in teacher evaluation generally?

There are many factors that go into a teacher's overall evaluation. One of those, the individual growth component (in gray in the charts in this document), is typically based on a three-year TVAAS measure if data is available. However, for the phase-in period there are two key items to note for the growth component:

- If the current single-year year growth score – in this case, 2017-18 data – provides the educator with a higher overall composite, it will be used as the full growth score.
- Additionally, if a teacher has 2017-18 TNReady data included in any part of their evaluation, they will be able to nullify their entire LOE this year.

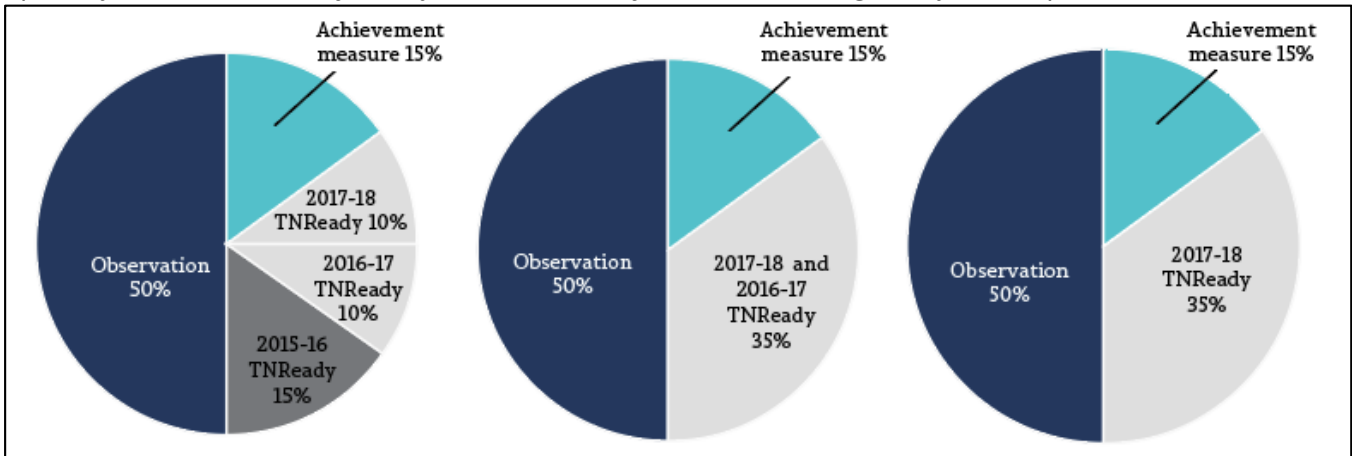
### What is included in teacher evaluation in 2017-18 for a teacher with 3 years of TVAAS data?

There are three composite options for this teacher:

- *Option 1:* TVAAS data from 2017-18 will be factored in at 10%, TVAAS data from 2016-17 will be factored in at 10% and TVAAS data from 2015-16 will be factored in at 15% if it benefits the teacher.
- *Option 2:* TVAAS data from 2017-18 and 2016-17 will be factored in at 35%.
- *Option 3:* TVAAS data from 2017-18 will be factored in at 35%.

The option that results in the highest LOE for the teacher will be automatically applied. Since 2017-18 TNReady data is included in this calculation, this teacher may nullify his or her entire LOE this year.

Options for a teacher with 3 years of TVAAS data – they will receive the highest of the composites below

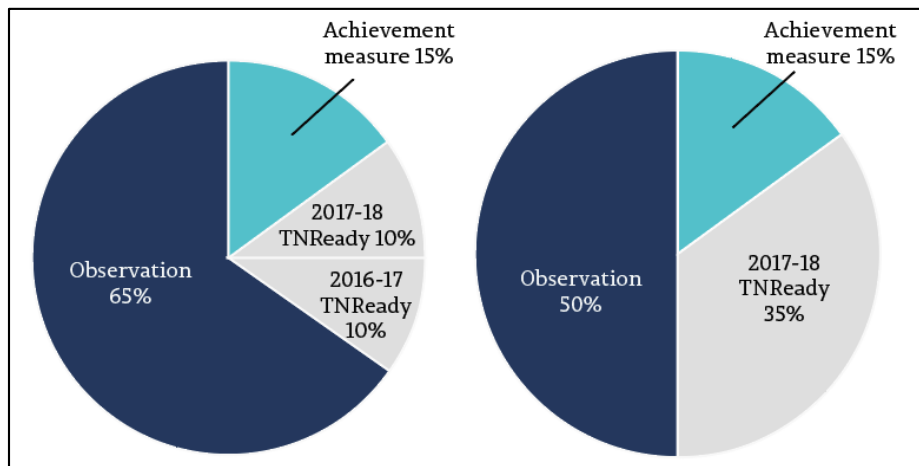


**What is included in teacher evaluation for a teacher who only has 2016-17 and 2017-18 TVAAS data?**

There are two options for this teacher:

- *Option 1:* TVAAS data from 2017-18 will be factored in at 10%, TNReady data from 2016-17 will be factored in at 10%, and the observation component will be increased to 65%.
- *Option 2:* TNReady data from 2017-18 will be factored in at 35%, and the observation component will remain at 50%.

The option that results in the highest LOE for the teacher will be automatically applied. Since 2017-18 TNReady data is included in this calculation, this teacher may nullify his or her entire LOE this year.



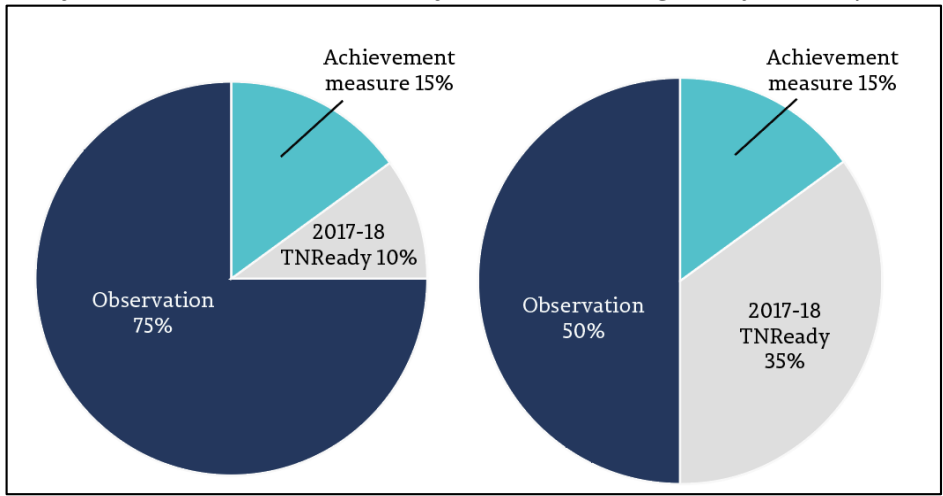
**What is included in teacher evaluation for a teacher who only has 2017-18 TVAAS data?**

There are two options for this teacher:

- *Option 1:* TVAAS data from 2017-18 will be factored in at 10%, and the observation component will be increased to 75%.
- *Option 2:* TVAAS data from 2017-18 will be factored in at 35%, and the observation component will remain at 50%.

The option that results in the highest LOE for the teacher will be automatically applied. Since 2017-18 TNReady data is included in this calculation, this teacher may nullify his or her entire LOE this year.

Teacher only has 2017-18 TVAAS data – they will receive the highest of the composites below

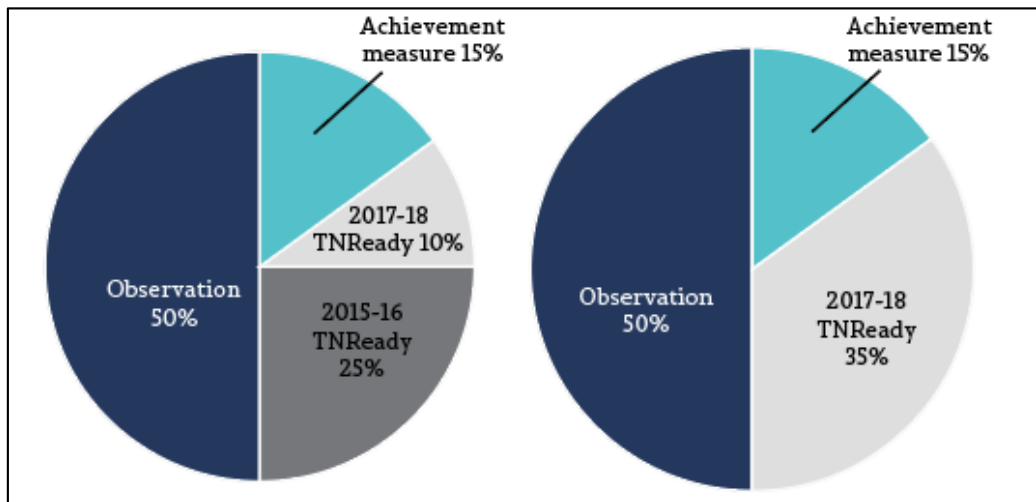


**What is included in teacher evaluation for a teacher who only has TVAAS data from 2015-16 and 2017-18?**

There are two options for this teacher:

- *Option 1:* TVAAS data from 2017-18 will be factored in at 10%, and TVAAS data from 2015-16 will be factored in at 25% if it benefits the teacher.
- *Option 2:* TVAAS data from 2017-18 will be factored in at 35%.

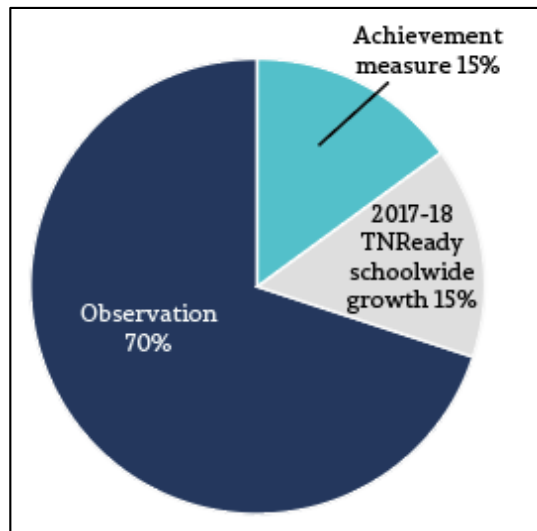
The option that results in the highest LOE for the teacher will be automatically applied. Since 2017-18 TNReady data is included in this calculation, this teacher may nullify his or her entire LOE this year.



**What is included in teacher evaluation for those who do not have individual growth data (non-tested teachers)?**

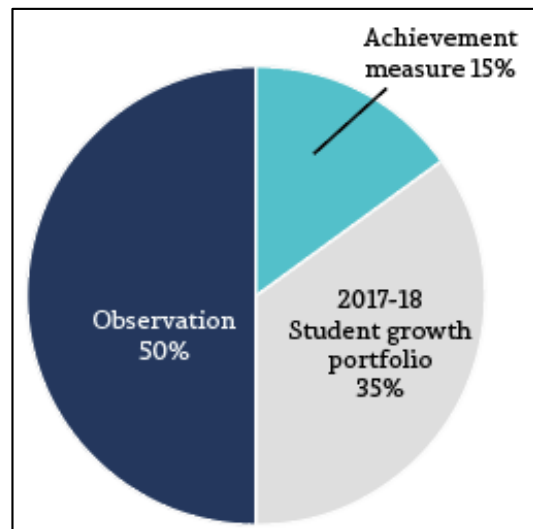
For teachers who do not generate an individual TVAAS, their schoolwide TVAAS score will be factored in at 15%. Since 2017-18 TNReady data is included in this calculation, this teacher may nullify his or her entire LOE this year.

*Non-tested teachers*



**What is included in teacher evaluation for educators utilizing a portfolio model?**

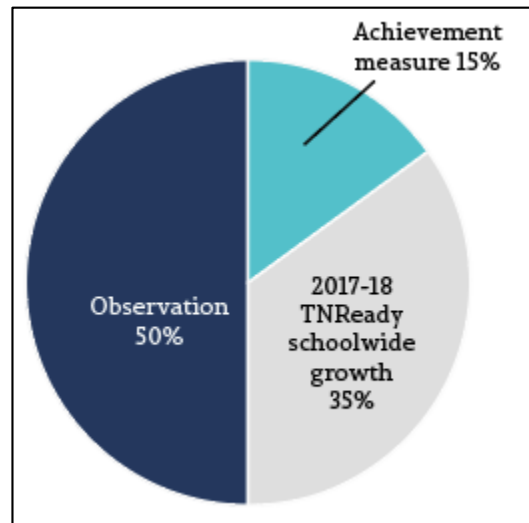
Teachers utilizing one of the student growth portfolios – world languages, fine arts, PE, pre-k, kindergarten, and first grade – will generate an individual growth score that will be factored in at 35%. If the teacher has data from 2017-18 TNReady included in their achievement measure, he or she may nullify their entire LOE this year.



**What does educator evaluation look like for school administrators?**

School administrators will have a schoolwide TVAAS score factored in at 35%. Because this score will be based on 2017-18 TNReady data, the educator may nullify his or her entire LOE this year.

*School administrators*



**How does a teacher with 2017-18 TNReady data nullify his or her evaluation LOE this year?**

The department will provide more guidance on this process in the coming weeks.

**What weighting and flexibility options are available to benefit educators?**

Pursuant to the Tennessee Teaching Evaluation and Enhancement Act of 2015, a teacher can use TNReady assessment data from 2017-18 for their full growth score (35%) if it results in a higher score for the teacher, and data from 2015-16 will only be included in an educator’s evaluation score if it benefits the teacher.

Additionally, teachers and principals with a student growth score of 3, 4, or 5 may use that score in lieu of the achievement measure if it results in a higher LOE. Teachers with 15-16 data will have multiple multi-year composite options that alternatively include and exclude 15-16 data as illustrated above, in accordance with state law. The educator will receive the composite that results in the highest possible score.

**Is data from the fall and spring block included in evaluation for this year?**

Yes. In each of the scenarios above data from the 2017-18 fall and spring block are included in the calculations. Even if a teacher only has 2017-18 TNReady data from the fall block, he or she will have the option to nullify their LOE this year.

**Can a teacher select a new achievement measure to be included in his or her evaluation?**

No. If an educator chose an achievement measure not based on 2017-18 TNReady data, such as graduation rate, ACT, an off-the-shelf assessment, early postsecondary exam, or industry certification, those scores will remain as the achievement measure in the LOE.

If an educator chose an achievement measure based on 2017-18 TNReady data, that data will remain as the achievement measure unless the teacher chooses to nullify his or her LOE.