



Teacher and Principal Evaluation Field Test

The Teacher and Principal Evaluation Field Test will generate feedback from Tennessee educators that will inform the development and implementation of a statewide system of evaluation for teachers and principals. It will inform the following:

- Strategies associated with successfully performing multiple observations annually for all teachers, special groups, and school-based administrators
- The process for putting teacher evaluation components together to determine a summative teacher effectiveness rating or measure
- The resources at the state and district level that will be needed to implement and manage aspects of the evaluation system
- How evaluation results can be aligned with a variety of professional development strategies/offerings
- How the state **might** recommend that evaluation results be included as a factor in human capital decisions
- The process for developing innovative growth measures (35%)
- The process for collecting student achievement measures (15%)

The State Department of Education Field Test

- **The Tennessee Department of Education will field test the TAP observation instrument for teachers**
 - The TAP instrument is informed by the work of Charlotte Danielson
 - Classroom observational scores are positively and significantly correlated with student achievement growth
 - The instrument has been tested and refined over the last decade
 - Includes 19 indicators for classroom observation
- **The Tennessee Department of Education will field test a modified version of the Tennessee Instructional Leadership Standards (TILS) rubric for Principals**
- **School Field Test Teams for Teacher Evaluations**
 - School field test teams will include two to five school members including principals (required), assistant principal, instructional coaches, grade or department chairs, at least one teacher per school who will be observed/evaluated (required), district supervisors and other observers.
- **Teacher Observation Requirements for Field Test**
 - Minimum of four observations per teacher (two per semester)
 - At least 50 percent of required observations are unannounced
 - Pre-conference required for announced observations
 - Post-conference required for ALL observations (some informal)
- **Four Domains of the TAP Rubric**
 - Instruction
 - The Learning Environment
 - Designing and Planning Instruction
 - Professional Responsibilities