



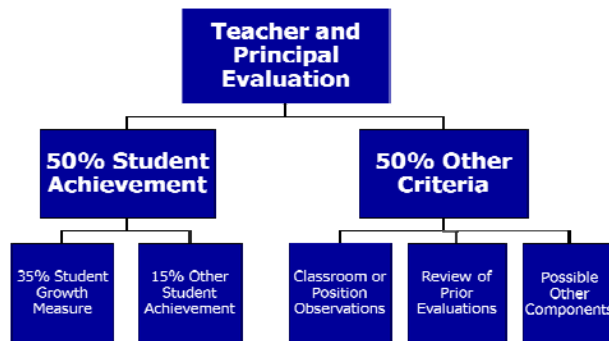
## Educators Guide: Evaluation Policy Recommendations and Field Test

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### The Teacher Evaluation Advisory Committee has voted on an initial policy recommendation. What does that mean for educators?

The Teacher Evaluation Advisory Committee (TEAC) voted September 2 on a set of initial policy recommendations for educator evaluations. A first reading of these policy recommendations will be presented to the State Board of Education in October. This initial policy is in keeping with the law passed last January, and will continue to be informed by the work of the Tennessee Department of Education as it field tests components that may be included in the new evaluation. The TEAC will continue to meet through the Spring of 2011 to refine recommendations on the policy and model plan for implementing the evaluation. The State Board will adopt the final policy in late Spring of 2011 for implementation in the 2011-2012 school year.

### The following is a diagram of the new evaluation system, with details of the initial policy and components to be recommended to the State Board of Education and tested in the coming months:



- For the 50 percent achievement and 50 percent other components, educators will receive a rating based on a 5-point system developed by the Department of Education.
- Annual evaluations will differentiate performance into five effectiveness groups according to the individual educator's evaluation results: significantly above expectations, above expectations, at expectations, below expectations and significantly below expectations.
- All educators will have a minimum of four observations, with at least two observations each semester, for a minimum total of at least 60 minutes each school year. At least half of all observations will be unannounced. Apprentice teachers will have at least six observations, with three in each semester, for a minimum total of at least 90 minutes each school year.
- The Department of Education will work to develop valid and reliable student growth measures for those areas that do not currently have them.
- In lieu of the availability of growth measures for all educators without TVAAS scores, school-level value-added scores will be the standard student growth measure while other growth measures are in development.
- Principals and teachers in the top three quintiles for student growth may elect to use their growth scores for fifty percent of their evaluation in lieu of selecting another achievement measure for the fifteen percent.

For the full policy recommendations, please visit <http://tn.gov/firsttothetop/programs-committee.html>.



## What exactly is the purpose of the field test period?

The goals of the field test are:

- To inform the Teacher Evaluation Advisory Committee and the Department of Education in developing policy and tools
- To test possible teacher and principal performance rubrics along with support training materials
- To gather information that will assist in developing innovative student growth measures
- To test data collection and data analysis tools needed to generate teacher effectiveness measures
- To inform statewide implementation decisions including:
  - Training and support needed for evaluators and teachers
  - Resources at state and/or district level to implement and manage the system

## Who will participate in the field test?

The Commissioner of Education invited all school districts in the state to participate in the field test. The Department is still in the process of selecting schools for the field test, but the list of participating schools should be available late this month. Schools that agree to participate in the Department's field test will send a team of administrators and teachers to take part in evaluation training sessions. Educators at all field test schools will also provide extensive feedback to the state, including surveys, focus groups, and other evaluation activities. Schools that are not participating in the field test will continue to utilize the current Framework for Evaluation and Professional Growth (<http://tennessee.gov/education/frameval/index.shtml>) during the 2010-11 school year. The Department will also gather data from work being done in Memphis City Schools, Hamilton County Schools, and others district to field test additional or alternative evaluation components.

## How will the results of the new evaluation system be used?

- The primary purpose of the annual teacher and principal evaluations is to identify and support instruction that will lead to high levels of student achievement.
- The state will make recommendation to LEA's on how results will inform support services for educators, as well as staffing and compensation decisions, but in keeping with the law, these decisions will be determined at the local level.
- No human capital decisions will be made based on field test evaluation results. The new system of educator evaluation will be implemented statewide beginning in the 2011-12 school year.

## How can I stay informed about the new evaluation and Tennessee First to the Top?

The success of Tennessee First to the Top will depend on the involvement of educators, parents and other education stakeholders across the state and nation. The Department of Education launched a dedicated First to the Top website where you can sign up and receive updates at [www.tn.gov/firsttothetop](http://www.tn.gov/firsttothetop). We have also established a teacher email listserv to distribute timely information to all educators about First to the Top. If you have not signed up, please do.