



Teacher and Principal Evaluation

2011-2012

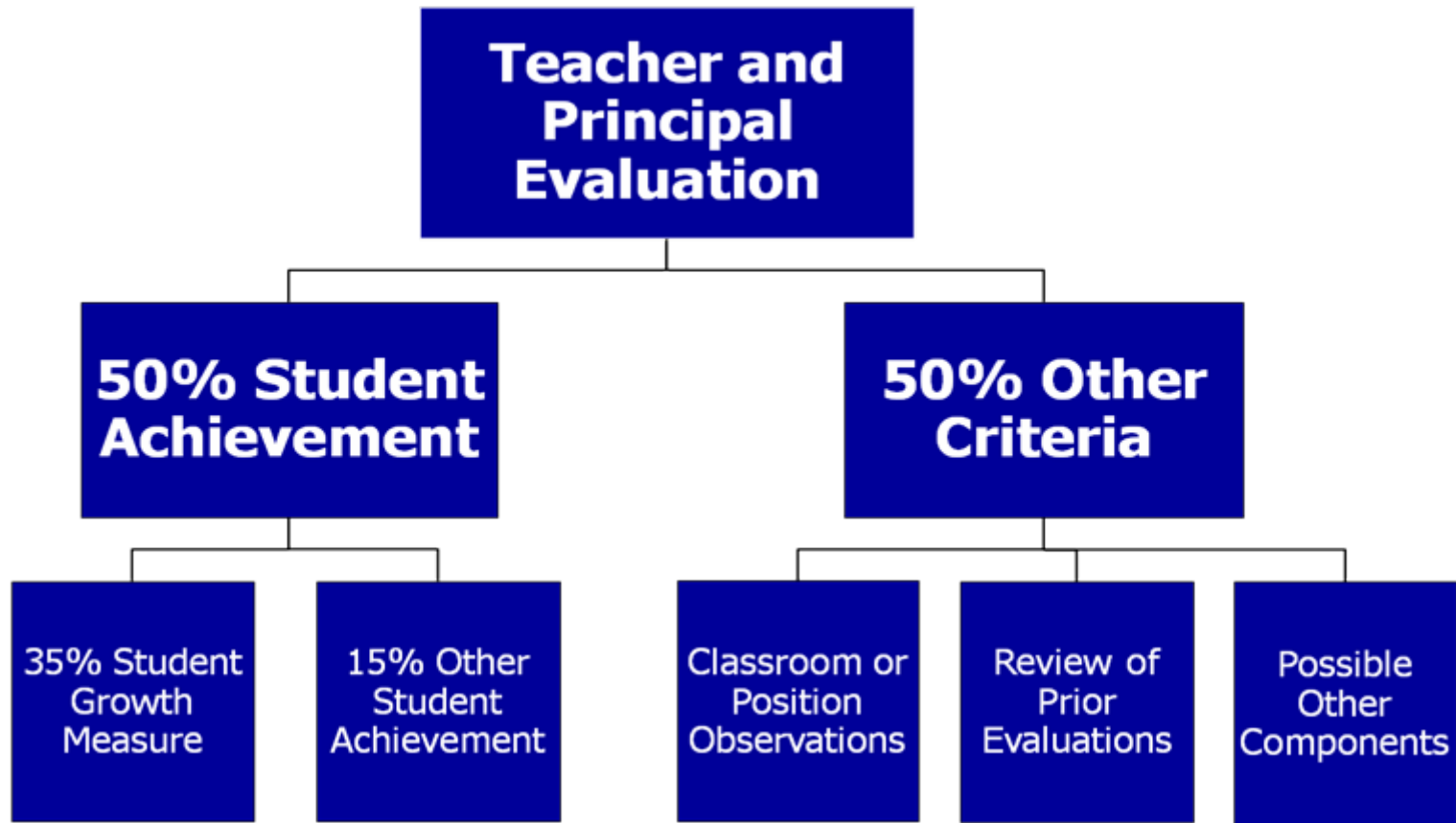
Overview

What is the purpose of the evaluation?

- Improve Instruction
- Collaboration
- Communication
- Assistance
- Recognition
- Gauging effectiveness

First to the Top Law Evaluation Requirements

Requires annual evaluation of all teachers and principals.



First to the Top Law

Evaluation Requirements

- 50% based on student achievement data:
 - 35% TVAAS where available, 15% other objective measures
- 50% other qualitative data
 - Other criteria include:
 - Review of prior evaluations
 - Personal conferences re: strengths, weaknesses and remediation
 - For teachers, classroom or position observation followed by written assessment
 - For principals, additional criteria pursuant to their employment contract

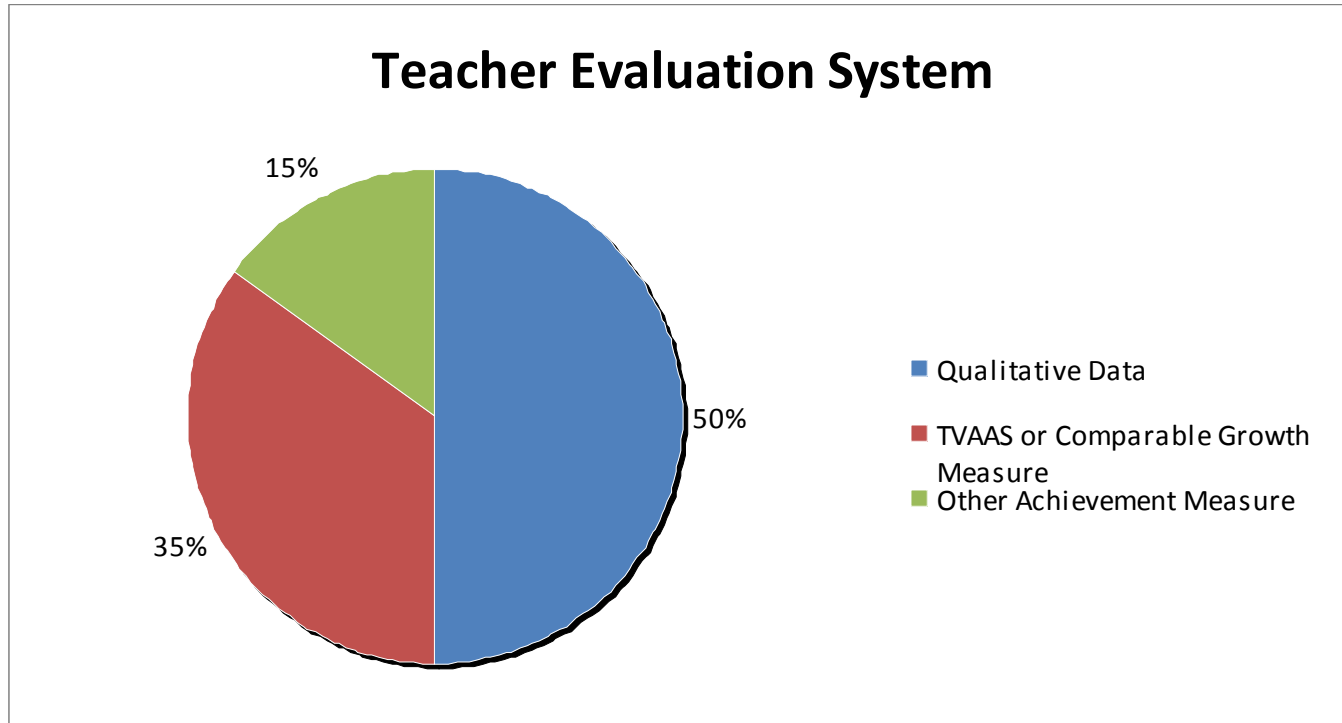
Who is the TEAC?

The Teacher Evaluation Advisory Committee (TEAC) was established under the First to the Top act to develop a new teacher and principal evaluation framework to be adopted by the State Board of Education. The new evaluation system will enable more effective methods of supporting and enhancing instruction

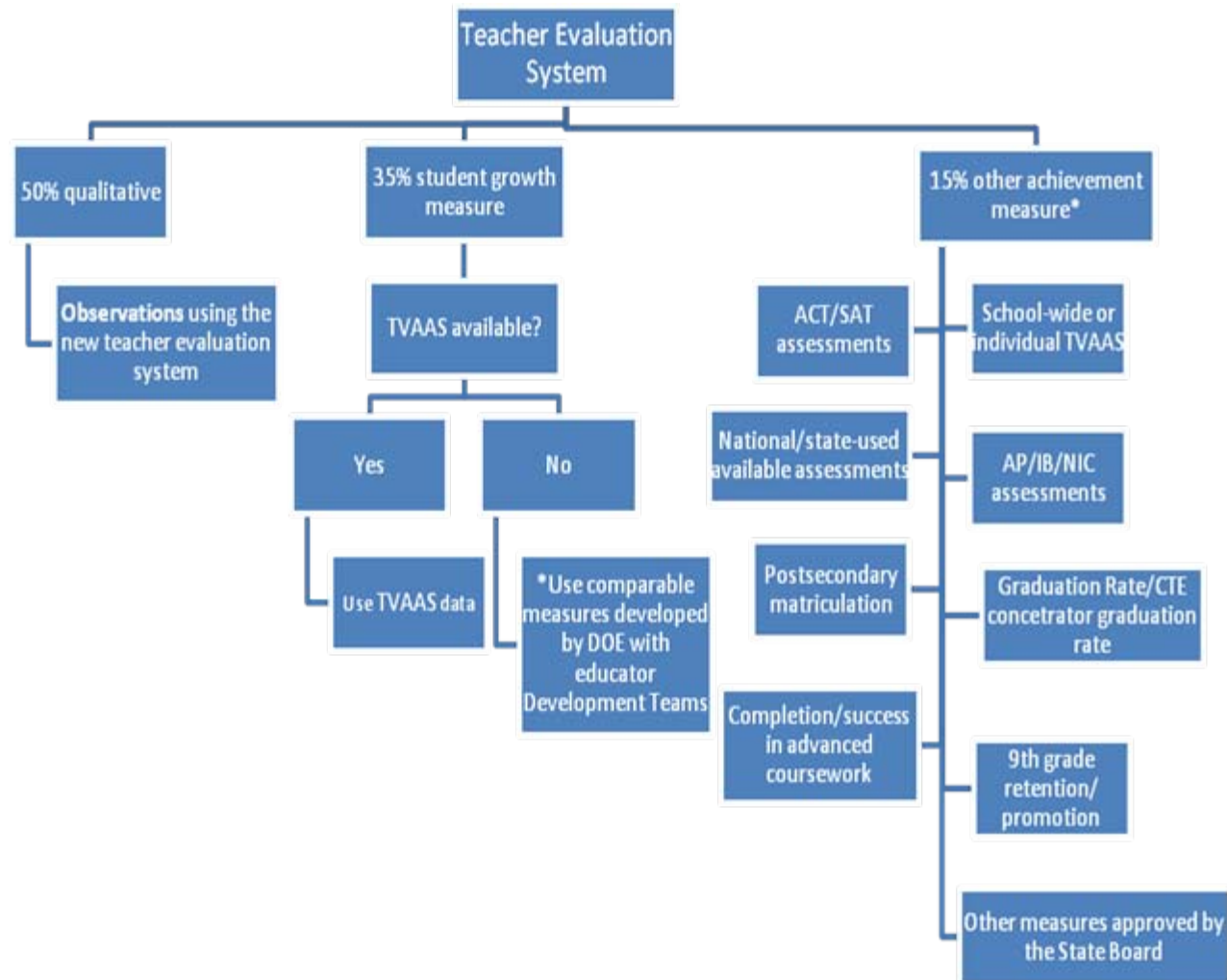
The TEAC members are:

- 2 principals
- 2 elementary teachers
- 2 high school teachers
- 1 superintendent
- 1 school board member
- 3 legislators (one of whom is a teacher)
- 2 businessmen
- Commissioner of Education
- Executive Director, State Board

How will I be evaluated under the new evaluation system ?

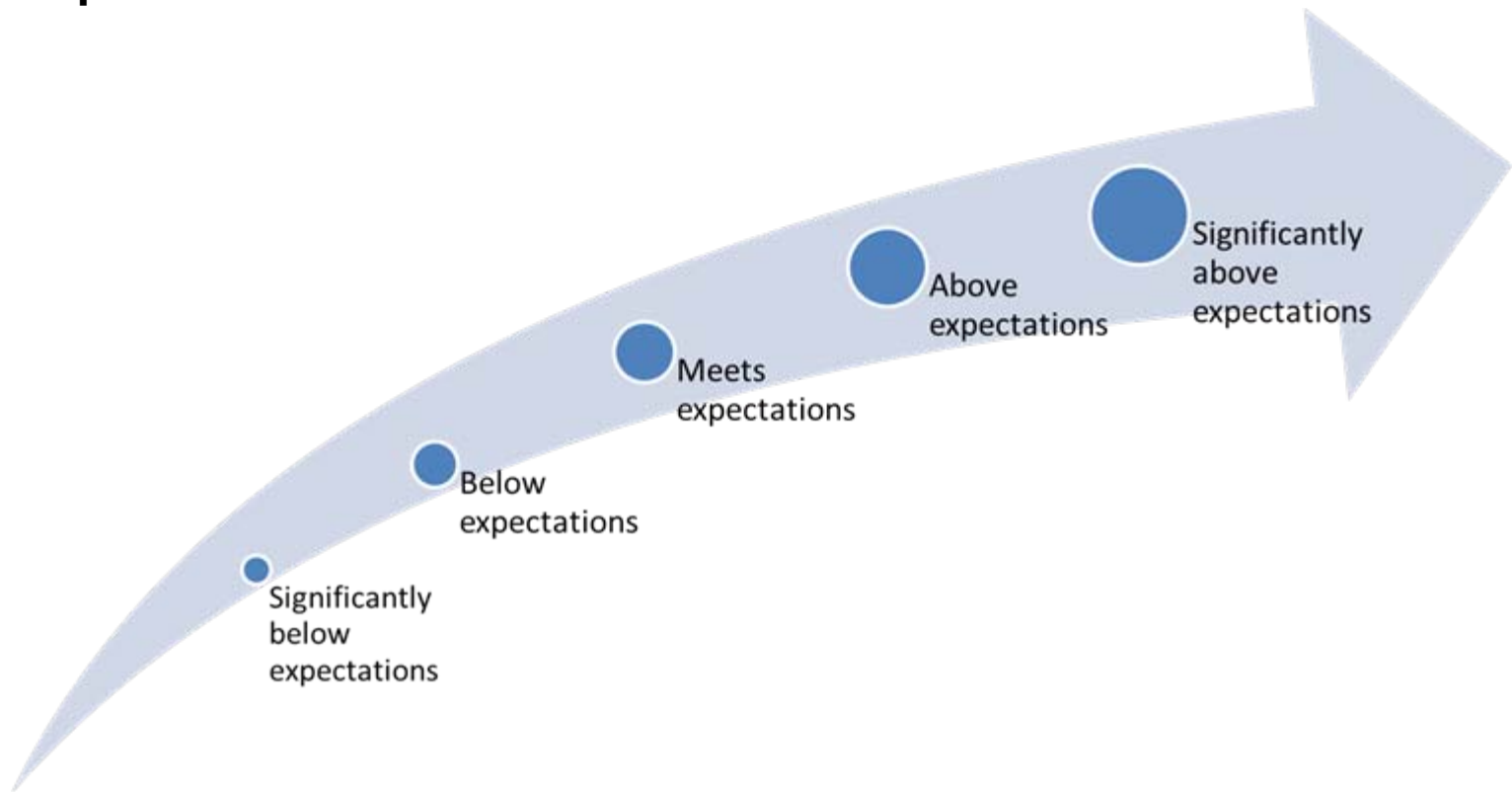


How will I be evaluated under the new evaluation system ?



TEAC policy recommendations

- Evaluations will differentiate teachers and principals into **five effectiveness groups**:



Categories of Educators

There are many different categories of educators and work is ongoing about how to evaluate each:

- Teachers with TVAAS data
- Teachers without TVAAS data:
 - Pre-K – Grade 3
 - Fine Arts
 - Computer Technology
 - Educators with caseloads
 - Library Media Specialists
 - Physical education/Health/Wellness
 - Career and Technical Education
 - World Languages
 - English Language Learner
 - Special Education
 - High School Courses in English, Math, Science and Social studies without state tests
 - Academic Interventionists
- Principals
 - Assistant principals
- Currently central office staff is not included in the new evaluation

Guidelines for evaluation

Educator Category	35% Student Growth	15% Student Achievement	50% Other Mandatory Criteria (Minimums)
Teachers with TVAAS	Individual TVAAS score	Menu of options; top 3 quintiles may use TVAAS score	Multiple sources; 4 observations, 2/semester, 60 minutes annually; at least half unannounced
Teachers without TVAAS	TVAAS composite; other identified or developed measures	Menu of options; top 3 quintiles may use TVAAS or growth score	
Apprentice Teachers	Individual TVAAS scores ; TVAAS composite; other identified or developed measures	Menu of options; top 3 quintiles may use TVAAS or growth score	Multiple sources; 6 observations, 3/semester, 90 minutes annually
Principals, Assistant Principals	School value-added	Menu of options; top 3 quintiles may use TVAAS score	Multiple sources; 2 onsite observations; qualitative appraisal based on TILS, review of teacher evaluations; surveys

Guidelines for evaluation:

Growth measures (35%)

- Tennessee has convened educator work groups in the 12 areas of non-tested subjects and grades.
- Teams are currently meeting individually to provide recommendations to the Department by the end of February 2011.
- All recommendations will be vetted by the Department and through a technical advisory committee to determine validity, reliability and feasibility.
- Per statute, until such measures are available, educators in non-tested subjects and grades may be evaluated using a TVAAS composite score for the growth component.

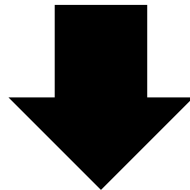
Guidelines for evaluation: Achievement measures (15%)

- 15% student achievement menu of options includes:

	State assessments (discipline-specific/TCAP)	School-wide TVAAS or individual TVAAS for teachers in top 3 quintiles	ACT suite of assessments/SAT suite of assessments	National/State-used "off the shelf" assessments based on criteria developed by the TDOE	AP/IB/INL suites of assessments	Graduation rate / CTE concentrator graduation rate	Postsecondary matriculation/persistence/ placement as defined by TDOE and THEC	Completion/success in advanced coursework, including dual credit and dual enrollment	9 th grade promotion to the 10 th grade/9 th grade retention rate
Teachers with TVAAS (4-8)	X	X	X	X				X	
Teachers with TVAAS (9-12)	X	X	X	X	X	X	X	X	X
Principals/ Assistant Principals	X	X	X	X	X	X	X	X	X
PK-3	X	X		X					
Fine Arts	X	X	X	X	X	X	X	X	X
Middle/High School non-assessed courses	X	X	X	X	X	X	X	X	X
World Languages	X	X	X	X	X	X	X	X	X
Computer Technology	X	X	X	X	X	X	X	X	X
Academic Interventionists	X	X	X	X		X	X	X	X
Library Media Specialists	X	X	X	X		X	X	X	X
English Language Learner Specialists	X	X	X	X	X	X	X	X	X
Special Education Specialists	X	X	X	X	X	X	X	X	X
CTE	X	X	X	X	X	X	X	X	X
Caseload Educators	X	X	X	X		X	X	X	X
PE and Health Educators	X	X	X	X		X	X	X	X

Guidelines for evaluation: Qualitative measures (50%)

- Multiple sources for other 50% criteria:
 - Observations
 - Review of prior evaluations
 - Conferences
 - Surveys (principals and assistant principals)
 - Additional sources of qualitative data (in future years)



Evaluators will use a predetermined qualitative appraisal instrument to determine ratings.

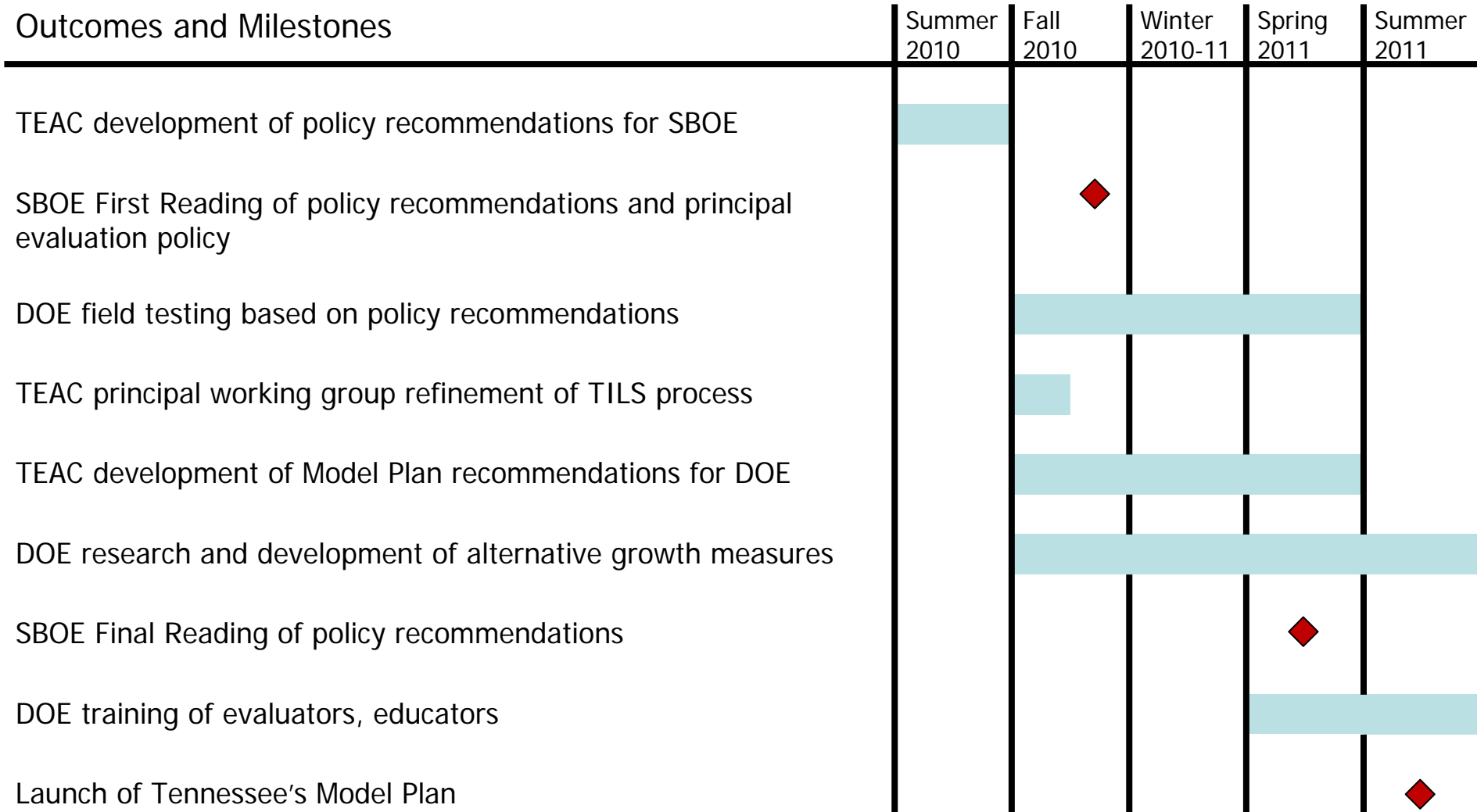
Guidelines for evaluation: Qualitative measures (50%)

- Qualitative appraisal instruments must address the following domains:
 - Planning
 - Environment
 - Professionalism
 - Instruction
- Principals and assistant principals evaluated using a qualitative appraisal instrument based on the Tennessee Instructional Leadership Standards (TILS) and approved by the DOE
- The Department is currently directing field tests of the TAP rubric.

Guidelines for evaluation: Putting it all together

- DOE to provide user-friendly, manageable forms to document observations and personal conferences
- Ultimate goal: all forms and data entry will be done electronically
- Feedback from observation visits:
 - Detailed feedback, highlighting areas of strength and areas for development
 - Written feedback within a week
 - In-person debrief scheduled within a week

Current evaluation timeline





Questions ?