

## 2019 Tennessee Educator Survey Evaluation Teacher Module

The first three questions only go to teachers with  $\leq 3$  years experience.

TM\_E01. \*Which option below best describes your teacher preparation program?

- a. A traditional certification program within Tennessee
- b. An alternative certification program within Tennessee (Skip TM\_E03)
- c. A program outside of Tennessee (Skip the next two questions)

TM\_E02. To what extent was training on TEAM or another state-approved observation system embedded within your teacher preparation program? (Select one option)

- a. The observation system was not covered within my preparation program.
- b. There was some cursory discussion/coverage of the observation system.
- c. There was a moderate amount of discussion/coverage of the observation system.
- d. There was a significant amount of discussion/coverage of the observation system.

TM\_E03. Think about your student teaching/clinical experience. To what extent was training on TEAM or another state-approved observation system embedded within your student teaching/clinical experience? (Select one option)

- a. The observation system was not really a part of my student teaching/clinical experience.
- b. I was exposed to the observation system within my student teaching/clinical experience but not in any substantial way.
- c. I had significant exposure to the observation system within my student teaching/clinical experience.

All teachers in the module receive these.

TM\_E04. Please rate the extent to which your school has supported your participation within the teacher evaluation system this school year by providing each of the following resources.

	No Support	A Little Support	Some Support	Significant Support
a. Information and communication about the teacher evaluation process (Select one option)	1	2	3	4
b. Time (such as planning or release time to complete evaluation materials) (Select one option)	1	2	3	4
c. Materials (such as guidelines to facilitate the process) (Select one option)	1	2	3	4
d. Access to staff with specific expertise (such as instructional coaches) within and/or outside of my school (Select one option)	1	2	3	4

TM\_E05. Please report on your view of the burden of the teacher evaluation process. (Select one option)

Low Burden 1	2	3	4	High Burden 5
-----------------	---	---	---	------------------

TM\_E06. During your MOST RECENT observation as part of the teacher evaluation process, did you have a...?  
INTELLIMATRIX with next question

	Yes	No	I don't recall
a. Pre-conference?	1	2	3
b. Post-conference?	1	2	3

TM\_E07. Think about your MOST RECENT observation cycle. How long did each of the conferences last?

INTELLIMATRIX with previous question

	Less than 5 minutes	5-15 minutes	15-30 minutes	More than 30 minutes
a. Pre-conference?	1	2	3	4
b. Post-conference?	1	2	3	4

TM\_E08. Think about your MOST RECENT post-conference. When did your last post-observation conference occur? (Select one option)

- a. On the same day as my observation
- b. The day after my observation
- c. Within a few days of my last observation
- d. More than a few days after my last observation
- e. I do not recall
- f. I have not yet had a post-conference this year (Skip the next two questions)

TM\_E09. What were the major topics of conversation you had with your observer during your last post-conference? (Select all that apply).

- a. Pedagogical strategies (e.g., questioning, problem solving, student grouping)
- b. Instructional tasks, activities and materials
- c. Student behavior
- d. Analyzing data
- e. Routines and procedures
- f. Student learning objectives
- g. Student work and assessment
- h. Professionalism
- i. Other (Please specify):

TM\_E10. Feedback can either be targeted to address specific areas from the lesson and/or more general teaching advice. How would you characterize the feedback received during your last post-conference?

General teaching advice 1	2	3	4	Specific strategies pertinent to my lesson 5

TM\_E11. Please indicate the extent to which you agree or disagree with the following statements about your MOST RECENT observation.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The scores I received for this observation reflect my performance during this observation.	1	2	3	4



b. When my observer gave me feedback in my last post-conference, my observer used evidence and/or data to support it.	1	2	3	4
c. My observer prompted me to reflect on my current practice.	1	2	3	4
d. The conference was a two-way conversation.	1	2	3	4
e. I will be able to use the feedback I received in this post-conference to improve the quality of my instruction.	1	2	3	4
f. I have access to professional development that will help me implement suggestions based on the received feedback.	1	2	3	4

TM\_E12. Please indicate the extent to which you agree or disagree with the following statements about the observation process.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The individual(s) who observes my classroom has the expertise to evaluate my practice. (Select one option)	1	2	3	4
b. Indicators from the teacher observation rubric are often referenced in formal meetings where teaching is discussed. (Select one option)	1	2	3	4
c. I have access to someone with relevant expertise at my school (e.g., principal, coach, colleagues) who will help me make improvements based on the received feedback. (Select one option)	1	2	3	4

TM\_E13. How often is your evaluation conducted by an observer who possesses a background in your subject area?

- a. Never
- b. Occasionally
- c. Often
- d. Always
- e. I'm not sure

TM\_E14. Think about the achievement measure (the 15% measure) that is included in the teacher evaluation process used in your school. Which option(s) from the list below would you support being used as the 15% input into your overall evaluation? (Select all that apply)

- a. The current achievement measure in use (status quo)
- b. Increase the weight of the observation score
- c. Increase the weight of the growth measure
- d. Use results from student surveys
- e. Other: \_\_\_\_\_

TM\_E15. What improvements might you suggest to the current teacher evaluation process? (Select up to Two options) [Randomize Responses]

- a. Fewer observations



- b. Observations that are shorter and more frequent
- c. Additional training for evaluators
- d. Having more individuals do my observations than who currently completes them
- e. Having fewer individuals do my observations than who currently completes them
- f. Incorporating results from student surveys
- g. Other (Please Specify): \_\_\_\_\_

TM\_E16. The observation process was implemented in 2011-12 and significantly revised several times since then. We invite you to reflect on the evaluation process seven years in. Is it still relevant and impactful?  
[Open-Ended]