

2018 Tennessee Educator Survey Evaluation Teacher Module

TM_E01. At the beginning of the year, did your principal, instructional coach, or another member of your school's leadership team review your evaluation data from last year to give you feedback? (Select one option)

- a. Yes, I received feedback based on my evaluation last year.
- b. I was evaluated last year but did not receive feedback this year. (Skip the next question)
- c. I was not evaluated last year. (Skip the next question)

TM_E02. How much action did you take this year as a result of that feedback? (Select one option)

- a. No action
- b. Some action
- c. Major action

TM_E03. How do you receive information about your teacher evaluation score? (Mark all that apply)

- a. I receive a hard copy of my evaluation information from my principal.
- b. I access it myself through TNCompass.
- c. I access my growth information through the SAS website.
- d. I access through a district-provided database.
- e. I do not have access to information about my teacher evaluation score.
- f. I am a new teacher and have never received a teacher evaluation score.
- g. Other (Please specify): _____

TM_E04. Please indicate the extent to which you agree or disagree with the following statements about the teacher evaluation process. My experiences with the teacher evaluation process

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. Focuses on the aspects of my work that will affect student learning (Select one option)	1	2	3	4
b. Helps me to identify areas where my teaching is strong. (Select one option)	1	2	3	4
c. Provides me with clear expectations for my teaching. (Select one option)	1	2	3	4
d. Helps me plan instruction and develop lesson plans. (Select one option)	1	2	3	4
e. Helps me to identify areas where I need to improve.	1	2	3	4

TM_E05. Please indicate the extent to which you agree or disagree with the following statements regarding the teacher evaluation system in your school district.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The evaluation criteria are applied equally to all teachers, regardless of their background or level of experience. (Select one option)	1	2	3	4
b. The system is effective in identifying outstanding teachers. (Select one option)	1	2	3	4
c. The system is effective in identifying teachers who are struggling. (Select one option)	1	2	3	4
d. I believe I am held to a similar standard to other teachers in my school in the teacher evaluation process. (Select one option)	1	2	3	4
e. I receive very detailed feedback on my strengths and weaknesses through the evaluation process. (Select one option)	1	2	3	4
f. The individual(s) who observes my classroom has the expertise to evaluate my practice. (Select one option)	1	2	3	4
g. Indicators from the teacher observation rubric are often referenced in informal discussions between teachers. (Select one option)	1	2	3	4
h. Indicators from the teacher observation rubric are often referenced in formal meetings where teaching is discussed. (Select one option)	1	2	3	4

TM_E06. Think about the achievement measure (the 15% measure) that is included in the teacher evaluation process used in your school. How strongly do you agree or disagree with each of the following statements about this measure?

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I made changes to my instruction based on results from my achievement measure. (Select one option)	1	2	3	4
b. I believe that the achievement measure included in my overall effectiveness rating accurately reflects my contribution to student learning. (Select one option)	1	2	3	4
c. The achievement measure included in my teacher evaluation provides useful information about my professional performance. (Select one option)	1	2	3	4
d. The process of choosing my achievement measure was fair. (Select one option)	1	2	3	4

TM_E07. 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	Some Support	Adequate Support	Strong 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_E08. 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
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TM_E09. What improvements might you suggest to the current teacher evaluation process? (Select up to Two) [Randomize Responses]

- a. Fewer observations
- b. Shorter, more frequent observations
- 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_E10. Think about your most recent post-conference. When did your last post-observation conference occur?

- a. Within a few days of my last observation.
- b. Within 1-2 weeks of my last observation.
- c. More than 2 weeks after my last observation.
- d. I did not have a post-observation conference after my last observation. **(Skip the next three questions)**

TM_E11. Did anyone other than the person who conducted your observation attend your last post-conference? If so please write the position of that person here (e.g. Instructional Coach, Assistant Principal). If not then leave this blank.

TM_E12. How long did your last post-conference last?

- a. Less than 15 minutes
- b. 15 to 30 minutes
- c. 31 to 45 minutes
- d. More than 45 minutes

TM_E13. What were two or three of the major topics of conversation you had with your observer during your last post-conference?

TM_E14. When were you first evaluated this year as part of the teacher evaluation system in your district?

- a. Early fall semester (Aug – Oct).
- b. Late fall semester (Nov – Dec).
- c. Early spring semester (Jan – Feb).
- d. Late spring semester (March or later).
- e. I have not yet been evaluated this year.

TM_E15. How much time elapsed between your first and second classroom observations as part of the teacher evaluation system?

- a. Less than one week.
- b. About a month.
- c. 2-3 months.
- d. More than 3 months.
- e. I have not yet been observed a second time.

TM_E16. How closely do the scores you have received from classroom observers this year correspond to the scores you would have given yourself?

- a. About the same
- b. Scores I have received are lower.
- c. Scores I have received are higher.

TM_E17. Please indicate the extent to which you agree or disagree with the following statements regarding your school.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The individual planning time provided for teachers in my school is insufficient. (Select one option)	1	2	3	4
b. I do not like the way things are run at this school. (Select one option)	1	2	3	4