
Teacher & Administrator Evaluation Policy 5.201

The Background:

To establish consistency in charter schools' compliance with state law regarding educator evaluation while maintaining the flexibility charter schools have to implement instructional programs, this item proposes the following adjustments to Policy 5.201 to clearly define the process for ensuring charter operators and schools conduct observations using an instrument that is high quality and that also meets the needs of their local context:

- Addition of language that outlines a process for public charter schools or charter management organizations to use an alternate observation model
- Addition of Appendix B, which will house approved alternate observation models for charters
- Clarification on observation pacing for teachers without previous levels of overall effectiveness
- Additional minor edits for clarity and formatting

Changes from first reading include:

- P. 3: Clarifying that all teachers who are observed multiple times based on state policy should have a minimum of one announced observation
- P. 7-10: Updating the local level grievance procedures

The Fiscal Analysis Impact:

Tenn. Code Ann. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule, or regulation proposed to the State Board of Education. This item has no financial impact on an LEA.

Recommendation:

The Department of Education recommends adoption of this item on final reading. The SBE staff concurs with this recommendation.