

Policy Sections:

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**I. General Requirements**

- (1) Local boards of education and charter schools shall implement annual evaluations for educators in accordance with T.C.A. § 49-1-302, State Board Rules 0520-02-01 Evaluations, and this policy. This policy serves to further define State Board Rules 0520-02-01 Evaluations.<sup>1</sup> The primary purpose of educator evaluation is to identify and support instruction through feedback and transparency that will lead to high levels of student achievement.
- (2) Evaluations shall be a factor in employment decisions, including, but not limited to, individual and group professional development plans, hiring, assignment, attainment of tenure status, promotion, retention, termination/dismissal, and compensation.

**II. Observation Pacing and Support**

- (1) Observation pacing for teachers, school services personnel, and library media specialists shall meet the requirements included in the chart below:

| Licensure Status | Previous Year Individual Growth or Level of Overall Effectiveness <sup>2</sup> | Minimum Required Observations*                                                                                                      | Minimum Required Observations per Domain*    | Minimum Number of Minutes per School Year |
|------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------------------------|
| Practitioner     | Levels 1-4                                                                     | All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations. | 3 Instruction<br>2 Planning<br>2 Environment | 90 minutes                                |

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|              | Level 5    | One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.                              | 1 Instruction<br>1 Planning<br>1 Environment | 60 minutes |
| Professional | Level 1    | All domains observed, with a minimum of three (3) domains observed in each semester and a minimum of three (3) formal observations. | 3 Instruction<br>2 Planning<br>2 Environment | 90 minutes |
|              | Levels 2-4 | All domains observed with a minimum of two (2) domains observed in each semester and a minimum of two (2) formal observations.      | 2 Instruction<br>1 Planning<br>1 Environment | 60 minutes |
|              | Level 5    | One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.                              | 1 Instruction<br>1 Planning<br>1 Environment | 60 minutes |

<sup>1</sup>LEAs may elect to base pacing on a teacher’s previous year individual growth or on level of overall effectiveness, pursuant to local policy.

- (2) An LEA or charter school using the TEAM model may choose to allow observers to combine domains during classroom observations provided the requisite minimum time, semester, distribution, and notice (announced versus unannounced) are met.
- (3) The number of required observations for educators who received a partial year exemption (PYE) in the previous year, shall be determined by their performance level in the school year immediately preceding the PYE year.
- (4) Any non-PYE educator without an LOE in the previous year shall have the maximum number of observations conducted based on the educator’s license type.
- (5) School administrators shall have at least two (2) onsite observations annually, conducted by the director of schools or designee. The evaluation process for school administrators shall align to the Tennessee Instructional Leadership Standards Policy 5.106 including, but not limited to a review of the quality of the school administrators’ implementation of teacher evaluations, and school climate and/or teaching and learning conditions surveys.

The Department of Education shall monitor observation scores each year and ensure consistent application of observation standards across districts pursuant to State Board Evaluations Rule 0520-02-01. In the event that the average of all teacher observation scores assigned by an observer differs by three (3) or more from the average student growth score for the same group of teachers, those results may be considered outside the acceptable range of alignment for observers. The top ten percent (10%) of schools with observers whose observation trends fall outside the acceptable range of results may

be required to participate in additional training and support as determined by the Department. Training and support provided by the Department shall not require or imply that individual observation results must align with TVAAS growth data.

### III. Alternate Observation Models

- (1) In lieu of the state observation model (TEAM), LEAs and state special schools may select an alternate observation model from a State Board-approved list pursuant to State Board Educator Evaluation Rule 0520-02-01. Public charter schools or charter management organizations, if applicable, may select the state observation model, an alternate observation model approved by the State Board for LEAs, or a charter school alternate observation model from a State Board-approved list (Appendix A) pursuant to State Board Evaluations Rule 0520-02-01.
- (2) The list of currently approved alternate observation models for LEAs, state special schools, and charter schools includes:
  - (a) The Teacher Instructional Growth for Effectiveness and Results (TIGER)
  - (b) Project COACH
  - (c) Teacher Effectiveness Model(TEM)
  - (d) Classroom Assessment Scoring System (CLASS) (for pre-K only)
- (3) The list of currently approved alternate school administrator observation models includes:
  - (a) Project COACH Administrator
- (4) Any evaluation model from which results will be counted as professional development points for purposes of licensure renewal or advancement shall be approved by the State Board.

### IV. Student Surveys

- (1) LEAs and charter schools may use a State Board-approved student survey instrument weighted in accordance with the approved observation model.
- (2) Currently approved student survey instruments are:

- (a) Tennessee School Climate Survey
  - (b) Tripod Survey
  - (c) My Student Survey
  - (d) Panorama
- (3) Additional surveys instruments may be granted approval by the State Board for use as part of an approved evaluation model via the following process:

**Step 1:** Potential vendor secures an LEA to pilot their instrument.

**Step 2:** Vendor works with the Department of Education to determine the appropriate number of survey administrations and/or pilot participants.

**Step 3:** Vendor shares data generated from the pilot with the Department of Education for analysis.

**Step 4:** Vendor proposes rating scale based on pilot data.

**Step 5:** The Department of Education reviews the instrument, rating scale, and analyzes pilot data.

**Step 6:** The Department of Education recommends survey vendors to State Board of Education for final approval.

**Step 7:** LEAs may use the survey instrument for evaluative purpose in the following school year.

**V. Approved Achievement Measures**

- (1) Appendix B contains a list of approved achievement measures.
- (2) Teachers assigned to two (2) schools may select the appropriate school-wide score for the school at which they spend the majority of their time. Teachers assigned to three (3) or more schools may select system- wide state assessment measures or system wide overall TVAAS measures. A feeder/custom option is available for all overall TVAAS measures.
- (3) For classroom, grade, or school-level state assessments, teachers assigned to two (2) schools may select the appropriate school-wide score for the school at which they spend

the majority of their time. Teachers assigned to multiple schools may also select system-wide overall TVAAS measures. A feeder/Custom option is available for these measures.

- (4) All early grades TVAAS composites include grade 3 TVAAS data and are available in districts that have administered the grade 2 assessment to their current third (3<sup>rd</sup>) grade students. Additionally, districts shall continue to administer the optional second (2<sup>nd</sup>) grade assessment to their current second (2<sup>nd</sup>) grade students in order to generate an early grades composite in any given year.
- (5) For any off the shelf measure used for pre-K, the district should at least measure the standards that are aligned to TN-ELDS. It is suggested that standards in each math cluster and all ELA standards be measured.
- (6) Achievement measure choices for specific grade levels and/or content are dependent upon the assessments given each year.
- (7) For high school level TVAAS composites, Teachers may select the appropriate school- or system-wide measure.

**VI. Alternative Growth Models**

- (1) Pursuant to T.C.A. § 49-1-302 and State Board Evaluations Rule 0520-02-01-.03, for teachers and other educators who do not have individual TVAAS scores, LEAs may choose from an alternative student growth model approved by the State Board of Education in accordance with this policy.
- (2) In order to implement one of the TEAM student growth portfolio models, LEAs shall:
  - (a) Assign a district TEAM portfolio lead to maintain accurate teacher rosters, distribute portfolio-related information and resources, monitor and support timely portfolio submissions for all teachers, and ensure portfolio peer reviewing;
  - (b) Assign a technology lead to provide local platform support;
  - (c) Select and provide TEAM portfolio reviewers in each content area; and
  - (d) Ensure all TEAM portfolio reviewers are trained and certified by the Department to assess student growth according to the portfolio model.
- (3) Failure to submit a portfolio shall result in an incomplete evaluation record for the school year, and no level of overall effectiveness (LOE) shall be calculated.

- (4) The following portfolio models have been approved for use by LEAs:
  - (a) Fine Arts TEAM Portfolio Model
  - (b) World Languages TEAM Portfolio Model
  - (c) Physical Education TEAM Portfolio Model
  - (d) Pre-K/Kindergarten TEAM Portfolio Model
  - (e) First grade TEAM Portfolio Model
  - (f) Second grade TEAM Portfolio Model
- (5) Pursuant to T.C.A. § 49-6-105(e)(1) and State Board Rule 0520-02-01-.03, LEAs that receive pre- Kindergarten program approval under T.C.A. §§ 49-6-103 - 49-6-110 shall utilize the pre- K/Kindergarten growth portfolio model approved by the State Board of Education, or a comparable alternative measure of student growth approved by the State Board of Education and adopted by the LEA, in the evaluation of pre-Kindergarten and Kindergarten teachers.
- (6) Pursuant to Chapter 1 and Chapter 3 of the Public Acts of 2021 (1<sup>st</sup> Extraordinary Session), LEAs and public charter schools may establish a policy or procedure to authorize teachers in non-tested grades in pre-Kindergarten through grade two (Pre-K-2) to use the results of the Tennessee universal reading screener, Tennessee universal math screener, or a universal reading screener approved by the State Board as an approved alternative growth model to generate individual growth scores for teachers.
- (7) In order for an alternative growth measure for pre- Kindergarten and/or Kindergarten to be considered for conditional approval by the Commissioner, the measure shall:
  - (a) Be nationally normed;
  - (b) Be evidence-based;
  - (c) Be available in both mathematics and/or English language arts;
  - (d) Have the ability to evaluate all students in pre-Kindergarten and/or Kindergarten;
  - (e) Produce results that represent student growth, not student achievement; and

- (f) Produce results that can be scaled to differentiate performance into five (5) effectiveness groups in accordance with the guidelines developed by the Department.
  
- (8) In addition to the requirements under paragraph (2), each proposed alternative student growth measure shall, at a minimum, be evaluated by the Department for:
  - (a) Purpose or intended use;
  - (b) Alignment to the Tennessee academic standards;
  - (c) Frequency of administration during a school year; and
  - (d) Modality.
  
- (9) Following the one-year pilot, the Commissioner may recommend to the State Board that the alternate growth measure be approved for continued use. Such recommendation shall be based on the expectations for alternate growth measures set out in paragraphs (2) and (3) of this section.

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**Appendix A: Charter School Approved Alternate Observation Models**

| <b>Approved Model</b>                                   | <b>Charter Management Organization(s) or</b> | <b>First Implementation Year</b> |
|---------------------------------------------------------|----------------------------------------------|----------------------------------|
| Aspire Tennessee Teacher Observation Model              | Aspire Public Schools                        | 2019-20                          |
| College Ready Teaching Framework                        | Green Dot                                    | 2019-20                          |
| Commitment to Continuous Growth (CCG)                   | Valor Collegiate Academies                   | 2019-20                          |
| Compass Community Schools Teacher Observation Model     | Compass Community Schools                    | 2019-20                          |
| Cornerstone Prep Teacher Observation Model              | Cornerstone Prep                             | 2019-20                          |
| EEP Teacher Development Model                           | East End Preparatory School                  | 2019-20                          |
| Explore Community Schools Observation Model             | Explore Community Schools                    | 2019-20                          |
| Framework for Effective Instruction and Practice (FEIP) | STEM Prep Academy                            | 2019-20                          |
| Freedom Prep Teacher Observation Framework              | Freedom Prep                                 | 2019-20                          |
| GCS Instructional Essentials                            | Gestalt Community Schools                    | 2019-20                          |
| High Quality Teaching Initiative (HQTI)                 | Pathways in Education                        | 2019-20                          |
| Intrepid Teacher Observation Model                      | Intrepid College Prep                        | 2019-20                          |
| KIPP Nashville Instructional Excellence Model           | KIPP Nashville                               | 2019-20                          |
| Nashville Classical Teacher Observation Model           | Nashville Classical                          | 2019-20                          |
| Purpose Preparatory Evaluation Rubric                   | Purpose Preparatory Academy                  | 2019-20                          |
| RePublic Educator Evaluation System (REES)              | RePublic Schools                             | 2019-20                          |
| Revolutionary Teaching                                  | Soulsville Charter                           | 2019-20                          |
| Rocketship Public Schools Teaching Performance Rubrics  | Rocketship Public Schools                    | 2019-20                          |
| Strive Teacher Observation Model                        | Strive Collegiate Academy                    | 2019-20                          |
| The New Teacher Project (TNTP) Observation Rubric       | Memphis Scholars                             | 2019-20                          |
| Teacher Development and Evaluation                      | Emerald Charter Schools                      | 2020-21                          |
| GCS Leverage Leadership Principal Evaluation Rubric     | Gestalt Community Schools                    | 2020-21                          |



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| <b>Approved Model</b>                                 | <b>Charter Management Organization(s) or</b> | <b>First Implementation Year</b> |
|-------------------------------------------------------|----------------------------------------------|----------------------------------|
| Green Dot Public Schools TN School Leader Evaluation  | Green Dot                                    | 2020-21                          |
| Principal Evaluation Framework                        | Freedom Preparatory Charter Schools          | 2020-21                          |
| Capstone Education Observation Model                  | Capstone                                     | 2020-21                          |
| Teacher Feedback and Evaluation Tool                  | Noble Education Initiative                   | 2021-22                          |
| Teacher Evaluation Rubric (TNTP Core Teaching Rubric) | Green Dot Charter Schools                    | 2022-23                          |
| Grizzlies Prep Administrator Evaluation Rubric        | Grizzlies Prep                               | 2022-23                          |

## Appendix B:

## Approved Achievement Measures

Additional guidance regarding the achievement measure selection process can be found on the TEAM website. The Department shall continually monitor and make recommendations to the State Board for revising the menu of achievement measures based on increasing availability of higher quality measures of performance.

**Elementary and Middle School Teachers (pre-K–8)***State Assessments: Classroom, Grade, or School-level*

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate \*
- EOC Biology Success Rate\*
- EOC English I or II Success Rate\*
- EOC Geometry Success Rate\*
- EOC Integrated Math I, II, or III Success Rate\*
- EOC Success Rate\*
- EOC U.S. History Success Rate\*
- Grade 2 ELA Success Rate
- Grade 2 Math Success Rate
- Grade 2 Success Rate
- Grades 3-8 ELA Success Rate\*
- Grades 3-8 Math Success Rate\*
- Grades 3-8 Science Success Rate\*
- Grades 3-8 Social Studies Success Rate\*
- Grades 3-8 Success Rate \*
- Mock Interim Assessment
- TCAP Alternative Assessment ELA & Math
- TCAP Alternative Assessment Grade 2, Science & Social Studies

*TVAAS Composites: School Level*

- Early Grades (Grade 3) Literacy
- Early Grades (Grade 3) Literacy and Numeracy
- Early Grades (Grade 3) Numeracy
- Early Grades (Grade 3) Overall
- EOC Numeracy
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8) Literacy

- TCAP (Grades 4 – 8) Literacy and Numeracy
- TCAP (Grades 4 – 8) Numeracy
- TCAP (Grades 4 – 8) Overall
- TCAP (Grades 4 – 8) Science\*\*
- TCAP (Grades 4 – 8) Social Studies\*\*\*
- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4 – 8)/EOC Overall
- TCAP (Grades 4 – 8)\*\*\*/EOC Social Studies
- TCAP (Grades 4 -8)\*\*/EOC Science

*Off-the-Shelf Assessments*

- ACT Aspire
- AIMSweb
- DIBELS
- EasyCBM
- Educational Learning Solutions (ELS)
- Fastbridge Suite/FAST
- GOLD Assessment
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Early Literacy
- STAR Math
- STAR Reading

**Achievement Measure Selections: High School Teachers (9-12)**

*State Assessments: Classroom, Grade, or School-Level*

- English Learner Proficiency Assessment
- EOC Algebra I or II Success Rate\*
- EOC Biology Success Rate\*
- EOC English I or II Success Rate\*
- EOC Geometry I Success Rate\*
- EOC Integrated Math I, II, or III Success Rate\*
- EOC US History Success Rate\*
- TCAP Alternative Assessment ELA & Math
- Mock Interim Assessment

*TVAAS Composites: School-level*

- CTE Concentrator Literacy
- CTE Concentrator Literacy and Numeracy
- CTE Concentrator Numeracy

- CTE Concentrator Overall
- CTE Concentrator Science
- CTE Concentrator Social Studies
- CTE Students Literacy
- CTE Students Literacy and Numeracy
- CTE Students Numeracy
- CTE Students Overall
- CTE Students Science
- CTE Students Social Studies
- EOC Literacy
- EOC Literacy and Numeracy
- EOC Numeracy
- EOC Overall
- EOC Science
- EOC Social Studies
- Literacy
- Literacy and Numeracy
- Numeracy
- Overall
- Science
- Social Studies
- TCAP (Grades 4 – 8)\*\*\*/EOC Social Studies
- TCAP (Grades 4 – 8)\*\*/EOC Science
- TCAP (Grades 4 – 8)/EOC Literacy
- TCAP (Grades 4 – 8)/EOC Literacy and Numeracy
- TCAP (Grades 4 – 8)/EOC Numeracy
- TCAP (Grades 4-8)/EOC Overall

*Off-the-Shelf Assessments*

- ACT Aspire
- Educational Solutions (ELS)
- iReady
- MAP
- Mastery View Predictive Assessment
- STAR Math
- STAR Reading

*Graduation Rate**ACT/SAT Suite of Assessments*

- ACT
- SAT

*Early Post-Secondary Exams*

- AP Assessment

- Cambridge
- IB Assessment
- Local Dual Credit
- Statewide Dual Credit

**Industry Certifications by Career Cluster***Advanced Manufacturing*

- AWS Certified Welder
- AWS Sense Advanced
- AWS Sense Entry-Level
- Certified Production Technician 4.0 (CPT 4.0)
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- FANUC Robotics
- Lean Six Sigma
- NC3 Festo Certified Industry 4.0 Associate - Fundamentals
- NC3 Festo Fundamentals of Electricity - AC/DC
- NC3 Festo Fundamentals of Fluid Power - Hydraulics
- NC3 Festo Fundamentals of Fluid Power - Pneumatics
- NC3 Festo Fundamentals of Industry 4.0
- NC3 Festo Fundamentals of Mechanical Systems
- NC3 Festo Fundamentals of PLC / Allen Bradley and Siemens
- NC3 Festo Fundamentals of Robotics
- NC3 Festo Introduction to Mechatronics
- NC3 Lincoln Electric - Flux Cored Arc Welding (FCAW) Level I
- NC3 Lincoln Electric - Gas Metal Arc Welding (GMAW) Level I
- NC3 Lincoln Electric - Gas Tungsten Arc Welding (GTAW) Level I
- NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I
- NC3 Snap-On Precision Measurements Instruments Certification
- NCCER Core Curriculum
- NCCER Welding Level One
- NCCER Welding Level Two
- NIMS Machining Level I - Measurement, Materials, and Safety Certifications
- RAPIDS Apprenticeship Certificate
- Siemens Level 1 Certified Mechatronic System Assistant
- Tennessee Certified Pre-Apprenticeship

*Agriculture, Food, and Natural Resources*

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- AWS Certified Welder
- BASF Plant Science Certification
- Briggs and Stratton Basic Small Engine Certification

- Briggs and Stratton Master Service Technician
- Center for Financial Responsibility Personal Financial Literacy Certification
- Certified Veterinary Assistant
- Commercial Applicators Certification – C03 Ornamental and Turf
- Ducks Unlimited Ecology Conservation & Management Certification
- EETC Principles of Small Engine Technology Certification
- Elanco Fundamentals of Animal Science Certification
- Elanco Veterinary Medical Applications Certification
- FAA Part 107
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NCLCA Principles of Livestock Selection & Evaluation Certification
- NHJTCA Equine Management & Evaluation Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tennessee Forest Worker Certification
- Tennessee Specific Industry Certification - Animal Science
- Tennessee Specific Industry Certification – Horticulture

*Architecture and Construction*

- AutoCAD Certified User
- Autodesk Revit Certified User
- Certified Solidworks Associate (CSWA) Academic
- ETA Customer Service Specialist
- ETA Electronics Module 1 DC (EM1)
- Home Builders Institute Pre Apprentice Certificate Training (HBI-PACT)
- HVAC Excellence Employment Ready Certifications
- HVAC Excellence, Heating, Electrical, Air Conditioning Technology (HEAT)
- Lean Six Sigma
- NC3 Snap-On Precision Measurements Instruments Certification
- NC3 Trane Building Automation Systems
- NC3 Trane Residential HVAC - Airflow
- NC3 Trane Residential HVAC - Air-to-Air Heat Pumps
- NC3 Trane Residential HVAC - Refrigeration Diagnostics
- NC3 Trane Residential HVAC - Variable Speed Motors
- NCCER Carpentry Level One
- NCCER Carpentry Level Two
- NCCER Construction Technology
- NCCER Core Curriculum
- NCCER Electrical Level One
- NCCER HVAC Level One
- NCCER HVAC Level Two
- NCCER Plumbing Level One

- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

*Arts and A/V*

- Adobe Certified Associate – After Effects
- Adobe Certified Associate – Animate
- Adobe Certified Associate – Dreamweaver
- Adobe Certified Associate – Illustrator
- Adobe Certified Associate – InDesign
- Adobe Certified Associate – Photoshop
- Adobe Certified Associate – Premier Pro
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

*Business Management and Administration*

- Express Employment Professionals Business Office Technology Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Access Expert Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification
- MOS OneNote Certification
- MOS Outlook Associate Certification
- MOS PowerPoint Associate Certification
- MOS Word Associate Certification
- MOS Word Expert Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

*Education and Training*

- CDA – Child Development
- Associate
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- TECTA High School Equivalency Center-based Orientation Certificate
- Tennessee Certified Pre-Apprenticeship

*Finance*

- Center for Financial Responsibility Personal Financial Literacy Certification
- Intuit Certified Bookkeeping Professional
- Intuit QuickBooks Certified User
- Lean Six Sigma
- MOS Excel Associate Certification

- MOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

*Government & Public Administration*

- RAPIDS Apprenticeship Certificate
- Lean Six Sigma
- Tennessee Certified Pre-Apprenticeship

*Health Science*

- Central Sterile Processing and Distribution Technician
- Certified Clinical Medical Assistant
- Certified Dental Assistant
- Certified EKG Technician
- Certified Nursing Assistant
- Certified Patient Care Technician
- Certified Personal Trainer
- Certified Pharmacy Technician
- Certified Phlebotomy Technician
- Emergency Medical Responder (First Responder)
- Lean Six Sigma
- National Basic 9-1-1 Dispatch Certification
- Physical Therapist Aide
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

*Hospitality and Tourism*

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Certified Fundamentals Cook (CFC)
- Certified Hospitality & Tourism Professional
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- ServSafe Manager Certification
- Tennessee Certified Pre-Apprenticeship

*Human Services*

- Certified Feeding Assistant
- Hair Braider Registration
- Lean Six Sigma
- Natural Hair Stylist License
- RAPIDS Apprenticeship Certificate
- Registered Behavior Technician
- ServSafe Food Handler
- Tennessee Certified Pre-Apprenticeship



- Tennessee Specific Industry Certification - Human and Social Science
- Tennessee Specific Industry Certification -Dietetics and Nutrition
- TN Board of Cosmetology & Barbering - TN Cosmetology 1010
- TN Board of Cosmetology & Barbering - TN Master Barber 1010

*Information Technology*

- Associate of ISC2 in Cloud Security
- Associate of ISC2 in Cybersecurity Strategy and Implementation
- Associate of ISC2 in Healthcare Security & Privacy
- Associate of ISC2 in IT/ICT Security Administration
- Associate of ISC2 in Secure Software Life Cycle Professional
- Associate of ISC2 in Security Assessment and Authorization
- Cisco Certified Network Associate (CCNA)
- CIW Advanced HTML5/CSS3
- CIW JavaScript Specialist
- CIW Web Design Specialist
- CIW Web Foundation
- CompTIA A+
- CompTIA IT Fundamentals
- CompTIA Network +
- CompTIA Security +
- C-Tech Networking Cabling – Cooper Based Systems
- C-Tech Network Cabling Fiber Based Systems
- C-Tech Telecommunications Technologies
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

*Law, Public Safety Corrections, & Security*

- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship
- Unarmed Security Guard

*Marketing*

- Certified Logistics Associate (CLA)
- Certified Logistics Technician (CLT)
- Hootsuite Platform Certification
- Hootsuite Social Marketing Certification
- Lean Six Sigma
- Microsoft Office Specialist Certification
- MOS Excel Associate Certification
- MOS Excel Expert Certification

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- Tennessee Certified Pre-Apprenticeship

### *STEM*

- Autodesk Inventor Certified User
- BACE-Biotechnician Assistant Credentialing Exam
- Certified Solidworks Associate (CSWA) Academic
- Certified Yaskawa Robot Operator
- Certified Yaskawa Robot Programmer
- Data Analytics 1 - Harnessing the Power of Data
- FANUC Robotics
- Lean Six Sigma
- Pre-Engineering Industry Certification
- RAPIDS Apprenticeship Certificate
- Robotics Industry Certification
- Tennessee Certified Pre-Apprenticeship

### *Transportation, Distribution, and Logistics*

- Automotive Service Excellence Entry-Level Certification: Maintenance and Light Repair Certification
- Automotive Service Excellence Entry-Level Certification: Nonstructural Analysis/Repair
- Automotive Service Excellence Entry-Level Certification: Painting and Refinishing
- FAA Part 107
- ICAR Non-Structural Technician ProLevel 1
- ICAR Refinish Technician ProLevel 1
- Lean Six Sigma
- Private Pilot Knowledge Exam
- Private Pilot License
- RAPIDS Apprenticeship Certificate
- Tennessee Certified Pre-Apprenticeship

\* This achievement measure can be scaled using AMO; a feeder/custom option also available for these state assessments.

\*\* TCAP (Grades 4-8) Science includes growth from grades 5-8 only.

\*\*\* TCAP (Grades 4-8) Social Studies includes growth from grades 6-8 only.