

**TENNESSEE STATE BOARD OF EDUCATION**

**EDUCATOR EVALUATION POLICY**

**5.201**

**POLICY SECTIONS:**

- I. General Requirements**
- II. Observation Pacing and Support**
- III. Alternate Observation Models**
- IV. Student Surveys**
- V. Approved Achievement Measures**
- VI. Alternative Growth Models**

**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:

<b>Licensure Status</b>	<b>Previous Year Individual Growth or Level of Overall Effectiveness <sup>2</sup></b>	<b>Minimum Required Observations*</b>	<b>Minimum Required Observations per Domain*</b>	<b>Minimum Number of Minutes per School Year</b>
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 2 Planning 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 1 Planning 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 2 Planning 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 1 Planning 1 Environment	60 minutes
	Level 5	One (1) formal observation covering all domains first semester; two (2) walk-throughs second semester.	1 Instruction 1 Planning 1 Environment	60 minutes

<sup>2</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) LEAs and public charter schools shall comply with T.C.A. § 49-1-302(d)(2)(B) and T.C.A. § 49-6-1508(d) regarding the use of the results of the Tennessee universal reading screener or a universal reading screener approved by the State Board as an approved alternative growth model to generate individual growth scores for teachers in non-tested grades in pre-Kindergarten through grade two (Pre-K-2).
- (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)</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 (HQTl)	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
Springs Public Schools Tennessee Teacher Evaluation Rubric	Springs Public Schools Tennessee	2026-2027

## 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
- MSAA
- 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 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
- College Level Examination Program (CLEP)

**Tier 2 or Tier 3 Industry Certifications by Career Cluster***Advanced Manufacturing*

- ACE Machining I
- Autodesk Certified Professional: Revit for Architectural Design
- Autodesk Certified Professional: Revit for Mechanical Design
- Autodesk Certified Professional: Revit for Electrical Design
- Autodesk Inventor Certified User
- AWS Certified Welder
- AWS Sense Advanced
- AWS Sense Entry-Level
- Certified Additive Manufacturing Fundamentals (CAMF)
- Certified Automation Specialist
- Certified Fluid Power Specialist
- Certified Industry 4.0 Specialist
- Certified Mechanical Specialist
- Certified Manufacturing Associate (CMfgA)
- Certified Production Technician 4.0 (CPT 4.0)
- Certified SolidWorks Associate (CSWA) Academic
- Certified Yaskawa Robot Operator
- Certified Yaskawa Robot Programmer
- Electrical Interim Credential
- Electric Vehicle Fundamentals (EVF) Certification
- ETA Electronics Module 1 DC (EM1)
- FANUC Robotics
- Google Data Analytics Certificate
- IC3 Digital Literacy Master Certification
- Lean Six Sigma

- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- 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 Fundamentals of Sensor Technology
- NC3 Festo Introduction to Exploring Electricity
- NC3 Festo Introduction to Exploring Electronics
- NC3 Festo Introduction to Mechatronics
- NC3 Festo Introduction to Process Engineering
- NC3 Greenlee Basic Electrical Installation
- 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 Lincoln Electric Thermal Cutting
- NC3 Lincoln Electric: Fabrication I
- NC3 Snap-On Precision Measurements Instruments Certification
- NC3 Trane Data Analytics 1 Harnessing the Power of Data
- NC3 Trane Data Analytics II – Optimizing Energy and Sustainability with Data Analytics
- NC3 Trane Building Automation System
- NCCER Core Curriculum
- NCCER Welding Level One
- NCCER Welding Level Two
- NIMS Electrical Systems Specialist
- NIMS Electronic Control Systems Specialist
- NIMS Hydraulic Systems Specialist
- NIMS Industry 4.0 Smart Production Specialist
- NIMS Job Planning, Benchwork and Layout
- NIMS Machining Level I - Measurement, Materials, and Safety Certifications
- NIMS Maintenance Operations Specialist
- NIMS Mechanical Systems Specialist
- NIMS Pneumatic Systems Specialist
- Pre-Engineering Industry Certification

- RAPIDS Apprenticeship Certificate
- Robotics in Manufacturing Fundamentals (RMF)
- Robotics Industry Certification
- Siemens Level 1 Certified Mechatronic System Assistant
- Smart Automation Certification Alliance (SACA) C-103 Certified Industry 4.0 Associate – Robot System Operations
- Smart Automation Certification Alliance (SACA) C-104 Certified Industry 4.0 Associate – IIoT, Networking and Data Analytics
- Smart Automation Certification Alliance (SACA) Certified Microcredentials Bundle
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Titans of CNC Expert Building Blocks Certification
- Titans of CNC Rocket Certification
- Titans of CNC Expert 5-Axis Certification

#### *Agriculture*

- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Artificial Insemination (AI) Certification
- Autodesk Certified Professional: Revit for Architectural Design
- AWS Certified Welder
- BACE- Biotechnology Aptitude and Competency Exam
- BASF Plant Science Certification
- Beef Quality Assurance (BQA)
- Briggs and Stratton Basic Small Engine: Intermediate
- Briggs and Stratton Small Engine: Advanced
- 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
- Principles of Small Engine Technology Certification
- Elanco Fundamentals of Animal Science Certification
- Elanco Veterinary Medical Applications Certification
- FAA Part 107
- FAA Part 107/108 Drone/UAS
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- Master Small Ruminant Producer
- National Career Readiness: Gold
- National Career Readiness: Platinum

- National Work Readiness Level 4
- National Work Readiness Level 5
- NC3 Kubota Certifications Bundle
- NC3 Snap-On Precision Measurements Instruments Certification
- NC3 Trane Data Analytics II – Optimizing Energy and Sustainability with Data Analytics
- NCCER Core Curriculum
- NCLCA Principles of Livestock Selection & Evaluation Certification
- NHJTCA Equine Management & Evaluation Certification
- NRCS Fundamentals of Conservation & Sustainability in Agriculture Certification
- RAPIDS Apprenticeship Certificate
- SFMA Turfgrass Science Certification
- Small Unmanned Aircraft Systems Safety Level 1: Fundamentals of Remotely Piloted Aircraft Systems
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tennessee Forest Worker Certification
- Tennessee Master Beef Producer Program
- Visual Line-of-Sight (VLOS) System Operations: Flight (VSO Flight)
- Visual Line-of-Sight (VLOS) System Operations: Ground

*Energy and Sustainable Resources*

- Ducks Unlimited Ecology Conservation & Management Certification
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness; Level 5
- NRCS Fundamentals of Conservation & Sustainability in Agriculture Certification
- Rapids Apprenticeship Certification
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tennessee Forest Worker Certification

*Construction*

- AutoCAD Certified User
- Autodesk Certified Professional: Revit for Architectural Design
- Autodesk Certified Professional: Revit for Electrical Design
- Autodesk Certified Professional: Revit for Mechanical Design
- Autodesk Certified Professional: Revit for Structural Design
- Autodesk Inventor Certified User

- Autodesk Revit Certified User
- Certified Solidworks Associate (CSWA) Academic
- Electrical Interim Credential
- 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)
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- NC3 Greenlee Basic Electrical
- NC3 Festo Fundamentals of Electricity- AC/DC
- NC3 Festo Introduction to Exploring Electricity
- 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
- NC3 RIDGID Diagnostic and Camera Inspection
- NC3 RIDGID Manual and Hand-Held Power Threading
- NC3 RIDGID Power Machine Threading
- NC3 RIDGID Pressing for HVAC & Plumbing
- 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
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

*Arts, Entertainment, and Design*

- Adobe Certified Professional – After Effects
- Adobe Certified Professional – Animate
- Adobe Certified Professional – Dreamweaver
- Adobe Certified Professional – Illustrator
- Adobe Certified Professional – InDesign
- Adobe Certified Professional – Photoshop
- Adobe Certified Professional – Premier Pro
- Apple Final Cut Pro
- AutoCAD Certified User
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness: Level 4
- National Work Readiness: Level 5
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

*Management and Entrepreneurship*

- Canva
- Center for Financial Responsibility Personal Financial Literacy Certification
- Entrepreneurship and Small Business Certification
- Express Employment Professionals Business Office Technology Certification
- How to Use Hootsuite
- Hootsuite Social Marketing Certification
- HubSpot Social Media Marketing
- IC3 Digital Literacy Master Certification
- Intuit Certified Bookkeeping Professional
- Intuit Design for Delight Innovator Certification
- Intuit QuickBooks Certified User
- Lean Six Sigma
- Microsoft Associate Specialist Certification: Associate
- Microsoft 365 Fundamentals (MS-900)
- Microsoft Dynamics 365 Fundamentals (CRM) (MB-910)
- Microsoft Dynamics 365 Fundamentals (CRM) (MB-920)
- Microsoft Office Specialist Certification: Expert
- Microsoft Office Power Platform Fundamentals (PL-900)
- Microsoft Security, Compliance, and Identity Fundamentals (SC-900)
- MOS Access Expert Certification

- MOS Excel Associate Certification
- MOS Excel Expert Certification
- MOS Outlook Associate Certification
- MOS PowerPoint Associate Certification
- MOS Word Associate Certification
- MOS Word Expert Certification
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness: Level 4
- National Work Readiness: Level 5
- Project Management Ready (PMI)
- RAPIDS Apprenticeship Certificate
- RISE Up Business of Retail: Operations and Profit
- RISE Up Customer Service & Sales
- RISE Up Retail Industry Fundamentals
- Southwest Airlines Professional Communications Certification
- Student Entrepreneurship
- Tennessee Certified Pre-Apprenticeship
- Tosa DigComp
- Tosa Google Docs
- Tosa Google Sheets
- Tosa Google Slides

#### *Education*

- CDA – Child Development Associate
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- TN ALL Corps Professional Literacy Certificate
- Tennessee Certified Pre-Apprenticeship

#### *Financial Services*

- Center for Financial Responsibility Personal Financial Literacy Certification
- **Entrepreneurship and Small Business Certification**
- National Career Readiness: Gold
- National Career Readiness: Platinum

- National Work Readiness Level 4
- National Work Readiness Level 5
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- MOS Excel Associate CertificationMOS Excel Expert Certification
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

*Health Care and Human Services*

- Aesthetician License
- Autodesk Inventor Certified User
- BACE-Biotechnology Appititude and Competency Exam
- Basic Life Support
- Central Sterile Processing and Distribution Technician
- Certified Clinical Medical Assistant
- Certified Dental Assistant
- Certified EKG Technician
- Certified Feeding Assistant
- Certified Nursing Assistant
- Certified Patient Care Technician
- Certified Personal Trainer
- Certified Pharmacy Technician
- Certified Phlebotomy Technician
- Certified SolidWorks Associate (CSWA) Academic
- Emergency Medical Responder (First Responder)
- Emergency Medical Technician (EMT)
- FEMA IS-700B
- FEMA IS-800.d
- Hair Braider Registration
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- National Basic 9-1-1 Dispatch Certification
- Natural Hair Stylist License
- Physical Therapist Aide
- RAPIDS Apprenticeship Certificate
- Registered Behavior Technician
- ServSafe Food Handler
- ServSafe Manager Certification
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

# TENNESSEE STATE BOARD OF EDUCATION

## EDUCATOR EVALUATION POLICY

5.201

- TN Board of Cosmetology & Barbering – TN Cosmetology 1010
- TN Board of Cosmetology & Barbering – TN Master Barber 1010
- TN Board of Cosmetology & Barbering - Manicurist

### *Hospitality and Events*

- AHLEI Certified Guest Service Gold Tourism
- AHLEI Hospitality and Tourism Specialist
- AMSA Food Safety & Science Certification
- AMSA Meat Evaluation Certification
- Basic Life Support
- Certified Fundamentals Cook (CFC)
- Certified Hospitality & Tourism Professional
- IC3 Digital Literacy Master Certification
- Lean Six Sigma
- RAPIDS Apprenticeship Certificate
- RISE UP Customer Service & Sales
- ServSafe Food Handler
- ServSafe Manager Certification
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

### *Digital Technology*

- App Development with Swift Associate
- Associate of ISC2 Cybersecurity Professional
- Associate of ISC2 Certified Information Systems Security Professional (CISSP)
- Associate of ISC2 in Healthcare Security & Privacy
- Associate of ISC2 Systems Security Certified Practitioner (SSCP)
- Associate of ISC2 in Secure Software Life Cycle Professional
- Associate of ISC2 Governance, Risk, and Compliance (CGRC)
- Certified Entry-Level Python Programmer (PCEP)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Support Technician: Cybersecurity
- Cisco Certified Support Technician: IT Support
- Cisco Certified Support Technician: Networking
- CIW Advanced HTML5/CSS3
- CIW JavaScript Specialist
- CIW Web Design Specialist
- CIW Web Foundation
- Competency in Networking
- Competency in Technology Fundamentals
- CompTIA A+

- CompTIA IT Fundamentals
- CompTIA Network +
- CompTIA Security +
- CompTIA Tech+
- C-Tech Networking Cabling – Cooper Based Systems
- C-Tech Network Cabling Fiber Based Systems
- C-Tech Telecommunications Technologies
- Generative AI Foundations
- IC3 Digital Literacy Master Certification
- Information Technology Specialist
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Tosa Python
- Unity Certified User
- WOW Certified Web Designer Apprentice (CWDSA-apprentice)

*Civics, Public Service, & Safety*

- Association of Public-Safety Communications Officials Public Safety Telecommunicator
- FAA Part 107
- FEMA IS-700B
- FEMA IS-800.d
- Firefighter 1, HazMat Awareness, HazMat Operations
- IC3 Digital Literacy Master Certification
- JROTC Leadership and Employability Skills: National Occupational Competency Testing Institute (NOCTI)
- Lean Six Sigma
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Law Enforcement Certification
- National Work Readiness Level 4
- National Work Readiness Level 5
- RAPIDS Apprenticeship Certificate
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Unarmed Security Guard

*Marketing & Sales*

- Content Creation & Marketing Using Adobe Express
- Entrepreneurship and Small Business Certification
- How to Use Hootsuite
- Hootsuite Social Marketing Certification
- HubSpot Social Media Marketing
- IC3 Digital Literacy Master Certification
- Intuit Design for Delight Innovator Certification
- Lean Six Sigma
- Microsoft Office Specialist: Associate
- Microsoft Office Specialist Certification: Expert
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- RAPIDS Apprenticeship Certificate
- RISE Up Business Retail: Operations and Profit
- **RISE Up Customer Service & Sales**
- RISE Up Retail Industry Fundamentals
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship

*Supply Chain & Transportation*

- Automotive Service Excellence: Automobile A-Series
- 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
- Automotive Service Excellence: Automobile Certification (A Series)
- Certified Logistics Associate (CLA)
- Certified Logistics Technician
- Certified Production Technician 4.0 (CPT 4.0)
- Electric Vehicle Fundamentals (EVF) Certification
- Entrepreneurship and Small Business Certification
- FAA Part 107
- FAA Part 107/108 Drone/UAS
- Google Data Analytics
- IC3 Digital Literacy Master Certification
- ICAR Non-Structural Technician ProLevel 1
- ICAR Refinish Technician ProLevel 1
- Intuit Design for Delight Innovator Certification

# TENNESSEE STATE BOARD OF EDUCATION

## EDUCATOR EVALUATION POLICY

5.201

- Lean Six Sigma
- MOS Excel Associate
- MOS Excel Expert
- NC3 Snap-On Precision Measurement Instruments
- NC3 Tran Data Analytics 1: Harnessing the Power of Data
- National Career Readiness: Gold
- National Career Readiness: Platinum
- National Work Readiness Level 4
- National Work Readiness Level 5
- Private Pilot Knowledge Exam
- Private Pilot License
- RAPIDS Apprenticeship Certificate
- RISE Up Supply Chain, Inventory & Logistics
- Small Unmanned Aircraft Systems Safety Level 1: Fundamentals of Remotely Piloted Aircraft Systems
- Southwest Airlines Professional Communications Certification
- Tennessee Certified Pre-Apprenticeship
- Visual Line-of-Sight (VLOS) System Operations: Flight (VSO Flight)
- Visual Line-of-Sight (VLOS) System Operations: Ground

\* 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.