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## Teacher and Principal Evaluation Policy 5.201

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### The Background:

**This item presents several revisions to the teacher and principal evaluation policy.**

#### Tennessee Teaching Evaluation Enhancement Act

The Tennessee Teaching Evaluation Enhancement Act of 2015 [T.C.A. 49-1-302] adjusts the weighting relative to the individual growth score component of teacher evaluations during the transition to new state assessments and lowers the weight of student growth data for teachers in non-tested grades and subjects. The addition of an introductory paragraph and an appendix incorporates these changes into policy.

#### Achievement Measure Selections

T.C.A. 49-1-302(d)(2)(B)(iii) provides teachers with the final selection of the student achievement measure to be included in their overall evaluation score. Removing the table of achievement measure selections and instead directing educators to the Achievement Measures Worksheet will provide more current and updated information as teachers make their final achievement measure selections.

#### Student Surveys

The State Board of Education has previously approved the use of student surveys as an optional qualitative component of teacher evaluation. The proposed revisions better clarify this option for districts and outlines the criteria for State Board approval of a student survey instrument.

#### Pre-K/Kindergarten Portfolio Model

The Board has approved the use of portfolio growth models for a number of traditionally non-tested grades and subjects. This has included fine arts, world languages, and physical education. In an effort to provide more portfolio options to districts the department conducted a year-long pilot of a Pre-K/Kindergarten Portfolio Model. The inclusion of the Pre-K/Kindergarten Portfolio Model will increase the number of teachers who have access to an individual growth measure.

Below is a summary of the changes:

- **Page 2:** Provides an introductory paragraph and Appendix A for weighting adjustments for the next three years.
- **Page 2 (section 1.a.1):** Adds "Pre-K/Kindergarten Portfolio Model".
- **Page 3 (section 1.a.3):** Clarifies the option to allow teachers who score a level 4 or 5 on individual growth to use their individual growth score for the entirety of their overall level of effectiveness.
- **Page 3 (table):** Removes table and lists of achievement measures
- **Page 3 (section 2.a):** Clarifies the optional use of student surveys.

- **Appendix A:** Explanation of weighting changes from the Tennessee Teacher Evaluation Enhancement Act.
- **Appendix B:** Criteria for State Board approval for a student survey instrument.
- **Appendix C:** Full list of achievement measure options is included with the Achievement Measure Worksheet

**The Fiscal Analysis Impact:**

This item has no financial impact on an LEA.

**The Recommendation:**

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