
Evaluation and Grievance Rules

The Background:

The First to the Top Legislation passed in the Extraordinary Session of 2010 calls for teachers and principals to be evaluated annually. The legislation established a Teacher Evaluation Advisory Council (TEAC) and charged it with the responsibility to develop and recommend to the criteria and guidelines for teacher and principal evaluations for the Board to consider. The legislation also charged the TEAC to recommend to the Board a grievance procedure for LEAs to implement regarding the accuracy of the data and the fidelity to the process used to evaluate teachers and principals.

This item proposes rule changes needed to implement the criteria and guidelines recommended by the TEAC.

The Master Plan Connection:

This item supports the State Board's Master Plan to improve the quality of teachers and leaders in Tennessee's schools.

The Race to the Top Connection:

This item supports the requirement of the First to the Top legislation to evaluate teachers and principals annually.

The Recommendation:

The SBE staff recommends this item be adopted on final reading.

Proposed Rule Change

Rule 0520-02-01-.01 General Requirements for Evaluations is amended by deleting the present language in its entirety and replacing it with the following:

GENERAL REQUIREMENTS FOR EVALUATIONS.

- (1) The Department of Education shall adopt a model plan for teacher evaluation developed in accordance with these rules and the guidelines and criteria adopted by the State Board of Education.
- (2) Local boards of education shall use either the model plan for teacher evaluation or evaluation models that have been adopted by the local board of education and approved by the State Board of Education.
 - a. Prior to review by the State Board of Education, locally adopted evaluation models must:
 - i. Be reviewed by the Commissioner of the Department of Education for compliance with the guidelines and criteria adopted by the State Board of Education, and;
 - ii. Following conditional approval by the commissioner, have been implemented for a one year pilot in a Tennessee LEA.
 - b. Following the pilot year, shall be reviewed by the Commissioner and submitted to the State Board of Education for final approval.
 - c. Evaluation models approved by the State Board of Education may, with local board approval, be used in any LEA.
- (3) Annual evaluation shall be made of all educators in the state.
- (4) Local boards of education shall develop a local-level evaluation grievance procedure that complies with the State Board of Education's "Teacher Evaluation Policy. This procedure shall provide a means for evaluated teachers and principals to challenge only the accuracy of the data used in the evaluation and the adherence to the evaluation policies adopted by the State Board of Education.

Authority: T.C.A. §§ 49-1-301; 49-5-5205; 49-1-201.

Rule 0520-02-01-.02 Local Evaluations is amended by deleting the present language in its entirety and replacing it with the following:

Procedures for Approval and Monitoring of Local Evaluations

- (1) Prior to the beginning of the 2011-2012 school year, each LEA shall submit the evaluation system that has been approved by the local board of education to the Commissioner of Education.

- (2) The Commissioner of Education shall verify that each LEA's evaluation system complies with the State Board approved guidelines and criteria no later than September 1 of each year. Changes made in a locally developed evaluation system shall be submitted to the Commissioner of Education by July 1 prior to the proposed implementation year.
 - a. By May 15 annually, LEAs' evaluation plans and recommendations of all apprentice teachers who are in their final apprentice year shall be submitted for state review and approval.
 - b. Evaluation deadlines for first and second year apprentice teachers and professionally licensed teachers may be determined by the local school system, but must occur no later than May 15.
- (3) The Department of Education shall collect data from each LEA on approved teacher evaluation models and shall make an annual report to the State Board of Education. Such data shall include but not be limited to the following: the evaluation model being implemented, the relationship between the principal's rating and student achievement, the percentage of licensed staff trained as evaluators, the percentage of licensed staff grieving the evaluation, and the distribution of teachers by effectiveness group.
- (4) Training of Evaluators. Anyone conducting an evaluation and/or observation must complete a training process approved by the Department of Education. The approved training process must be conducted by a trainer certified by the Department of Education. Local boards of education that choose an alternative evaluation plan shall present their training plans to the Department of Education by August 15 of each year.

Rule 0520-02-01-.03 Evaluation of Third Year Apprentice Educators is amended by deleting the present language in its entirety.