
Teacher and Principal Evaluation Policy 5.201

The Background:

This final read item presents several revisions to the Teacher and Principal Evaluation Policy: Alternate Evaluation Models: In lieu of the state evaluation model (Tennessee Educator Acceleration Model (TEAM)), LEAs may select to implement an alternate evaluation model from a State Board of Education approved list. The updated policy outlines the process for submission of these models.

Student Growth/Achievement Measure: Thirty-five percent of principal and teacher evaluation is represented by the Tennessee Value-Added Assessment System (TVAAS) or a comparable measure. This addition clarifies the use of student growth in lieu of an additional measure when student growth demonstrates proficiency or above and is higher than that additional measure.

Student Surveys: The State Board of Education has approved the use of student surveys as an optional qualitative component of teacher evaluation. The updated policy provides guidance around instrument flexibility.

Below is a summary of key changes approved on first reading. The only changes since first reading are formatting changes. The page numbers refer to the version of the policy without tracked changes:

- **Page 3:** Clarifies student growth measures for principals and teachers scoring in the top three quintiles.
- **Page 4: (section 2):** Clarifies the language around evaluation and removes references to alternate models. A separate alternate model section is added later in the policy.
- **Page 6:** Adds a section describing the alternate evaluation model approval process to provide greater clarity to the policy.
- **Page 13:** Add list of student survey instruments and provides additional guidance.
- **Page 14:** Removes link to Approved Achievement Measure Matrix.
- **Page 16:** Removes WIDA Access from “Off the Shelf”.

The Fiscal Analysis Impact:

Tenn. Code Ann. § 49-1-212 requires that the Department of Education 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.

The Recommendation:

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