TENNESSEE STATE BOARD OF EDUCATION

EDUCATOR EVALUATION POLICY	5.201

Policy Sections:

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.[1] 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:

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[1] Definitions contained in State Board Rule 0520-02-01 Evaluations also apply to this policy.

Licensure Status	Previous Year Individual Growth or Level of Overall Effectiveness [2]	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 2 Planning 2 Environment	90 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
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

[2] 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. Educators who choose to nullify their LOE score for the 2020-21 school year may use their most recently available LOE score for the purposes of determining observation pacing for the 2021-22 school year only.

(5)   Educators who receive an LOE score for the 2020-21 school year shall receive the maximum number of professional development points (PDPs) available to educators at the assigned school for the 2020-21 school year only, regardless of whether an educator chooses to nullify their 2020-21 LOE score. PDPs for these educators shall be assigned as follows:

(a)   Educators employed in a non-priority or non-focus school for the 2020-21 school year shall receive 20 PDPs.

(b)   Educators employed in a priority or focus school for the 2020-21 school year shall receive 25 PDPs.

(6)   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 schoolyear.

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 (3rd) grade students. Additionally, districts must continue to administer the optional second (2nd) grade assessment to their current second (2nd) 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 (1st 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 must:

    (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.

Appendix A: Charter School Approved Alternate Observation Models

Approved Model	Charter Management Organization(s) or	First Implementation Year
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
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

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			
Grade 2 Success Rate	Grade 2 ELA Success Rate	Grade 2 Math Success Rate	Grades 3-8 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*
EOC Success Rate*	EOC Algebra I or II Success Rate *	EOC Geometry Success Rate*	EOC Integrated Math I, II, or III Success Rate*
EOC English I or II Success Rate	MSAA	TCAP-Alt	WIDA ACCESS
TVAAS Composites: School Level			
Overall	Literacy	Literacy and Numeracy	Numeracy
Social Studies	Science	EOC Numeracy	Early Grades (Grade 3) Overall
Early Grades (Grade 3) Literacy	Early Grades (Grade 3) Literacy and Numeracy	Early Grades (Grade 3) Numeracy	Early Grades (Grade 3) Science
Early Grades (Grade 3) Social Studies	TCAP (Grades 4 – 8) Overall	TCAP (Grades 4 – 8) Literacy	TCAP (Grades 4 – 8) Literacy and Numeracy
TCAP (Grades 4 – 8) Numeracy	TCAP (Grades 4 – 8) Science	TCAP (Grades 4 – 8) Social Studies	TCAP (Grades 4 – 8)/EOC Overall
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 Social Studies
Off-the-Shelf Assessments			
ACT As[ore	AIMSweb	Children's Progress Academic Assessment	Classworks
Connect 4 Learning– Formative Assessment[2]	Developmental Reading Assessment (DRA)	DIBELS	Discovery Ed/ThinkLink
EasyCBM Fast	Fountas-Pinell	GOLD Assessment	Houghton Mifflin Harcourt Early Childhood Inventory (Big Day)
iReady	iStation	Kindergarten Readiness	Learning.com
Lexia® RAPID™ Assessment – Core5, Grades PreK-5	Limelight	Linguafolio	MAP
Michigan Model	NOELLA	Oregon Project	PowerSchool
Reading Recovery: Observation Survey of Early Literacy Achievement	Scholastic Suite of Assessments	STAMP	STAR Early Literacy
STAR Math	STAR Reading	Study Island	Terranova
Achievement Measure Selections: High School Teachers (9-12)			
State Assessments: Classroom, Grade, or School-Level			
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*	MSAA	TCAP-Alt

WIDA Access			
TVAAS Composites: School-level			
Overall	Literacy	Literacy and Numeracy	Numeracy
Social Studies	Science	CTE Concentrator Overall	CTE Concentrator Literacy
CTE Concentrator Literacy and Numeracy	CTE Concentrator Numeracy	CTE Concentrator Social Studies	CTE Students Overall
CTE Students Literacy	CTE Students Literacy and Numeracy	CTE Students Numeracy	CTE Students Social Studies
EOC Overall	EOC Literacy	EOC Literacy and Numeracy	EOC Numeracy
EOC Social Studies	EOC Science	TCAP (Grades 4 – 8)/EOC Overall	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 Social Studies	TCAP (Grades 4 – 8)/EOC Science
Off-the-Shelf Assessments			
ACT Aspire	iReady	MAP	National French Exam
National Greek Exam	National Latin Exam	National Spanish Exam	Precision Measurement Instruments (PMI)
STAR Math	STAR Reading		
Graduation Rate			
ACT/SAT Suite of Assessments			
ACT	PSAT	SAT	
Early Post-Secondary Exams			
AP Assessment	Cambridge	CLEP	IB Assessment
Local Dual Credit	Statewide Dual Credit		
Industry Certifications by Career Cluster			
Advanced Manufacturing			
Certified Additive Manufacturing Fundamentals (CAM-F)	NC3 Festo Fundamentals of Mechanical Systems	NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I	Smart Automation Certification Alliance (SACA) Certified Industry 4.0 Associate
Certified Production Technician 4.0 (CPT 4.0)	NC3 Festo Fundamentals of PLC / Allen Bradley and Siemens	NC3 Lincoln Electric - Welding Safety	ETA Customer Service Specialist
FANUC Robotics	NC3 Festo Fundamentals of Robotics	NC3 Snap-On Electronic and Mechanical Torque	ETA Electronics Module 1 DC (EM1)
NC3 Festo Certified Industry 4.0 Associate - Fundamentals	NC3 Festo Introduction to Mechatronics	NC3 Snap-On Multimeter Certification	NCCER Core Curriculum
NC3 Festo Fundamentals of Electricity - AC/DC	NC3 Lincoln Electric - Flux Cored Arc Welding (FCAW) Level I	NC3 Snap-On Precision Measurements Instruments Certification	OSHA 10 General Industry
NC3 Festo Fundamentals of Fluid Power - Hydraulics	NC3 Lincoln Electric - Gas Metal Arc Welding (GMAW) Level I	NIMS Machining Level I - Measurement, Materials, and Safety Certifications	OSHA 30 General Industry
NC3 Festo Fundamentals of Fluid Power - Pneumatics	NC3 Lincoln Electric - Gas Tungsten Arc Welding (GTAW) Level I	S/P2-Welding	Siemens Level 1 Certified Mechatronic System Assistant
NC3 Festo Fundamentals of Industry 4.0	NC3 Lincoln Electric - Principles of Welding		
Agriculture, Food, and Natural Resources			

NC3 Lincoln Electric - Principles of Welding	NC3 Lincoln Electric - Welding Safety	NC3 Snap-On Multimeter Certification	S/P2-Welding
NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I	NC3 Snap-On Electronic and Mechanical Torque	NC3 Snap-On Precision Measurements Instruments Certification	NC3 Greenlee Basic Conduit Bending
NC3 Snap-On Battery Starting and Charging	NC3 Snap-On TPMS Certification	ProCut NC3	S/P2 Safety and Pollution Prevention Certification
Commercial Applicators Certification – C03 Ornamental and Turf	Elanco Fundamentals of Animal Science Certification	NHJTCA Equine Management & Evaluation Certification	Southwest Airlines Professional Communications Certification
Ducks Unlimited Ecology Conservation & Management Certification	Elanco Veterinary Medical Applications Certification	Tennessee Specific Industry Certification - Animal Science	FAA Part 107
EETC Principles of Small Engine Technology Certification	NCLCA Principles of Livestock Selection & Evaluation Certification	Tennessee Specific Industry Certification - Horticulture	OSHA 10 General Industry
OSHA 30 General Industry			
Architecture and Construction			
AutoCAD Certified User	Certified Solidworks Associate (CSWA) Academic	EPA Section 608	ETA Customer Service Specialist
ETA Electronics Module 1 DC (EM1)	FAA Part 107	Home Builders Institute Pre Apprentice Certificate Training (HBI-PACT)	HVAC Excellence Employment Ready Certifications
HVAC Excellence, Heating, Electrical, Air Conditioning Technology (HEAT)	NC3 Greenlee 3-Phase Sequencing and Motor Rotation	NC3 Greenlee Advanced Conduit Bending	NC3 Greenlee Basic Conduit Bending
NC3 Greenlee Electrical Branch/Series & Service Level Wire Termination	NC3 Greenlee Fishing Conduits/ Raceways and Cable Pulling	NC3 Greenlee Hand Bending	NC3 Greenlee Fishing Conduits/ Raceways and Cable Pulling
NC3 Greenlee Wire Pathways	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	NC3 Trane Residential HVAC - Variable Speed Motors
S/P2 Safety and Pollution Prevention Certification	NCCER Carpentry Level Two	NCCER Construction Technology	NCCER Construction Technology
NCCER Construction Technology	NCCER Core Curriculum	NCCER Electrical Level One	NCCER Plumbing Level One
OSHA 10 Construction	OSHA 30 Construction	S/P2-Construction	Tormach - XS-Tech Router
Universal R - 410A	NC3 Lincoln Electric - Principles of Welding	NC3 Lincoln Electric - Welding Safety	NC3 Snap-On Multimeter Certification
S/P2-Welding	NC3 Lincoln Electric - Shielded Metal Arc Welding (SMAW) Level I	NC3 Snap-On Electronic and Mechanical Torque	NC3 Snap-On Precision Measurements Instruments Certification

OSHA 10 General Industry	OSHA 30 General Industry		
Arts and A/V			
Voice, Data, Video Test and Termination	OSHA 10 General Industry	OSHA 30 General Industry	
Business Management and Administration			
Microsoft Office Specialist Certification	MOS PowerPoint Associate Certification	MOS Excel Expert Certification	Southwest Airlines Professional Communications Certification
MOS Access Expert Certification	MOS SharePoint Certification	MOS OneNote Certification	MOS Word Expert Certification
MOS Excel Associate Certification	MOS Word Associate Certification	MOS Outlook Associate Certification	S/P2-Human Resources
S/P2-Soft Skills	OSHA 10 General Industry	OSHA 30 General Industry	
Education and Training			
CDA – Child Development Associate	OSHA 10 General Industry	OSHA 30 General Industry	
Finance			
Intuit QuickBooks Certified User	Center for Financial Responsibility Personal Financial Literacy Certification	OSHA 10 General Industry	OSHA 30 General Industry
Health Science			
3M: Head, Eye and Face Protection	Certified Nursing Assistant	IS-100.C : Introduction to the Incident Command System	OSHA 10 General Industry
3M: Hearing and Noise Protection	Certified Patient Care Technician	IS-200.C: Basic Incident Command System for Initial Response	OSHA 30 General Industry
3M: Respiratory Protection	Certified Personal Trainer	IS-5.A: An Introduction to Hazardous Materials	Certified EKG Technician
Certified Clinical Medical Assistant	Certified Pharmacy Technician	Physical Therapist Aide	IS-0703.B: NIMS Resource Management
Certified Dental Assistant	Emergency Medical Responder (First Responder)	S/P2-Cosmetology	Police, Fire, and Ambulance Dispatcher
Hospitality and Tourism			
Certified Fundamentals Cook (CFC)	OSHA 10 General Industry	OSHA 30 General Industry	S/P2-Culinary
AMSA Culinary Meat Selection & Cookery Certification	Certified Hospitality & Tourism Professional	ServSafe Manager Certification	Center for Financial Responsibility Personal Financial Literacy Certification
Human Services			
Hair Braider Registration	Tennessee Specific Industry Certification - Human and Social Science	TN Board of Cosmetology & Barbering - TN Master Barber 1010	TN Board of Cosmetology & Barbering - TN Cosmetology 1010
Natural Hair Stylist License	Tennessee Specific Industry Certification -Dietetics and Nutrition	Registered Behavior Technician	OSHA 10 General Industry
OSHA 30 General Industry	S/P2-Cosmetology		

Information Technology			
American Academy of Family and Consumer Sciences- Pre-PAC Education Fundamentals	Autodesk Inventor Certified User	CIW Web Foundation	Dell TechDirect Client Foundations
Associate of ISC2 in Cloud Security	Cisco Certified Network Associate (CCNA)	CIW Web Security Associate	Dremel - Idea Builder 3D Printing
Associate of ISC2 in Cybersecurity Strategy and Implementation (Note: Teacher must be ISC2 certified)	Cisco IT Essentials PC Hardware & Software Certification	CompTIA A+	Dremel - LC40 Laser Cutter
Associate of ISC2 in Healthcare Security & Privacy	CIW Advanced HTML5/CSS3	CompTIA IT Fundamentals	Fiber OTDR Theory and Proper Operation
Associate of ISC2 in IT/ICT Security Administration	CIW JavaScript Specialist	CompTIA Network +	Fiber Testing and Troubleshooting
Associate of ISC2 in Secure Software Development	CIW Network Technology Associate	CompTIA Security +	Internet Business Associate
Associate of ISC2 in Security Assessment and Authorization	CIW Site Development Associate	Cybersecurity Level 1 Certification	Java Level 1 Certification
Autodesk Fusion360 Certified User	CIW Web Design Specialist	Dell TechDirect	JavaScript Level 1 Certification
Microsoft Technology Associate 98-381: Introduction to Programming	Python Level 1 Certification	Web Design Level 1 Certification	Microsoft Technology Associate Infrastructure
Voice, Data, Video Test and Termination	Tormach - XS-Tech Router	FANUC Robotics	OSHA 10 General Industry
OSHA 30 General Industry			
Law, Public Safety Corrections, & Security			
Firefighter I	Police, Fire, and Ambulance Dispatcher	Unarmed Security Guard	OSHA 10 General Industry
IS-0703.B: NIMS Resource Management	IS-200.C: Basic Incident Command System for Initial Response	IS-5.A: An Introduction to Hazardous Materials	OSHA 30 General Industry
IS-100.C : Introduction to the Incident Command System			
Marketing			
Hootsuite Platform Certification	Hootsuite Social Marketing Certification	MOS Excel Associate Certification	MOS Excel Expert Certification
OSHA 10 General Industry	OSHA 30 General Industry		
STEM			
American Academy of Family and Consumer Sciences- Pre-PAC Education Fundamentals	Autodesk Inventor Certified User	CIW Web Foundation	Dell TechDirect Client Foundations
Associate of ISC2 in Cloud Security	Cisco Certified Network Associate (CCNA)	CIW Web Security Associate	Dremel - Idea Builder 3D Printing
Associate of ISC2 in Cybersecurity Strategy and Implementation (Note: Teacher must be ISC2 certified)	Cisco IT Essentials PC Hardware & Software Certification	CompTIA A+	Dremel - LC40 Laser Cutter

Associate of ISC2 in Healthcare Security & Privacy	CIW Advanced HTML5/CSS3	CompTIA IT Fundamentals	Fiber OTDR Theory and Proper Operation
Associate of ISC2 in IT/ICT Security Administration	CIW JavaScript Specialist	CompTIA Network +	Fiber Testing and Troubleshooting
Associate of ISC2 in Secure Software Development	CIW Network Technology Associate	CompTIA Security +	Internet Business Associate
Associate of ISC2 in Security Assessment and Authorization	CIW Site Development Associate	Cybersecurity Level 1 Certification	Java Level 1 Certification
Autodesk Fusion360 Certified User	CIW Web Design Specialist	Dell TechDirect	JavaScript Level 1 Certification
Microsoft Technology Associate 98-381: Introduction to Programming	Python Level 1 Certification	FANUC Robotics	Voice, Data, Video Test and Termination
Microsoft Technology Associate Infrastructure	Web Design Level 1 Certification	Certified Solidworks Associate (CSWA) Academic	Tormach - XS-Tech Router
Certified Solidworks Associate (CSWA) Academic	NC3 Snap-On Electronic and Mechanical Torque	NC3 Snap-On Multimeter Certification	NC3 Snap-On Precision Measurements Instruments Certification
OSHA 10 General Industry	OSHA 30 General Industry		
Transportation, Distribution, and Logistics			
Automotive Service Excellence Entry-Level Certification: Maintenance and Light Repair Certification	ICAR Refinish Technician ProLevel 1	S/P2- Automotive	Certified Solidworks Associate (CSWA) Academic
Automotive Service Excellence Entry-Level Certification: Nonstructural Analysis/Repair	NC3 Snap-On Battery Starting and Charging	S/P2 Safety and Pollution Prevention Certification	FAA Part 107
Automotive Service Excellence Entry-Level Certification: Painting and Refinishing	NC3 Snap-On TPMS Certification	Briggs and Stratton Basic Small Engine Certification	NC3 Greenlee Basic Conduit Bending
ICAR Non-Structural Technician ProLevel 1	ProCut NC3	Briggs and Stratton Master Service Technician	Tormach - XS-Tech Router
OSHA 10 General Industry	OSHA 30 General Industry		

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