

## 2016-17 Evaluation Options for Educators

Updated: May 10, 2017

The *Tennessee Teaching Evaluation Enhancement Act of 2015* created a phase-in of TNReady in a teacher's evaluation score to acknowledge the state's move to a new assessment, fully aligned to Tennessee state standards, with new types of test questions. Under that law, TNReady data would be weighted at 20 percent for the 2016-17 year.

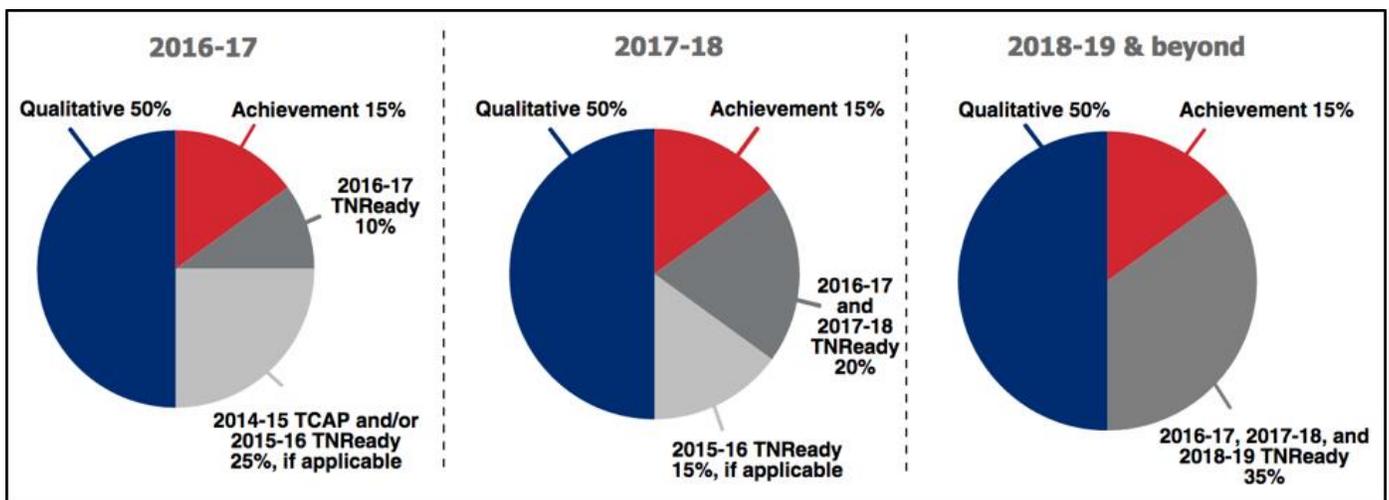
However, to ensure all teachers are able to benefit from the spirit of the *Teaching Evaluation Enhancement Act*, the department proposed and the General Assembly approved legislation that resets the phase-in of student growth scores from TNReady assessments to 10 percent for this year. Additionally, moving forward, the most recent year's growth score will be used for a teacher's entire growth component if such use results in a higher evaluation score for the teacher.

This document walks through the options available for educators this year and outlines how growth scores from all TCAP assessments, including TNReady, will phase in over time. As the department announced last year, if ever the 2015-16 individual growth score negatively impacts an educator's overall evaluation, it will be excluded.

*Note for these charts: Student growth data is generated from all TCAP assessments, regardless of subject or grade, including TNReady. The student growth data that factors into the score for a specific educator would come from the results of that teacher's students, in whichever grade(s)/subject(s) that educator taught them. These weightings assume stability in the number of tested students per teacher year to year.*

### 1. Generally, how will individual TVAAS scores from TNReady factor into evaluation over time?

The new legislation resets the weighting of TNReady scores at 10 percent for the 2016-17 school year, 20 percent for the 2017-18 school year; and 35 percent for the 2018-19 school year and thereafter. Additionally, 2015-16 growth will only be used if it benefits the educator. If it does not, or if the educator does not have scores from the 2015-16 year, the qualitative component of the evaluation composite will increase.



## 2. What is included in my evaluation if I am a

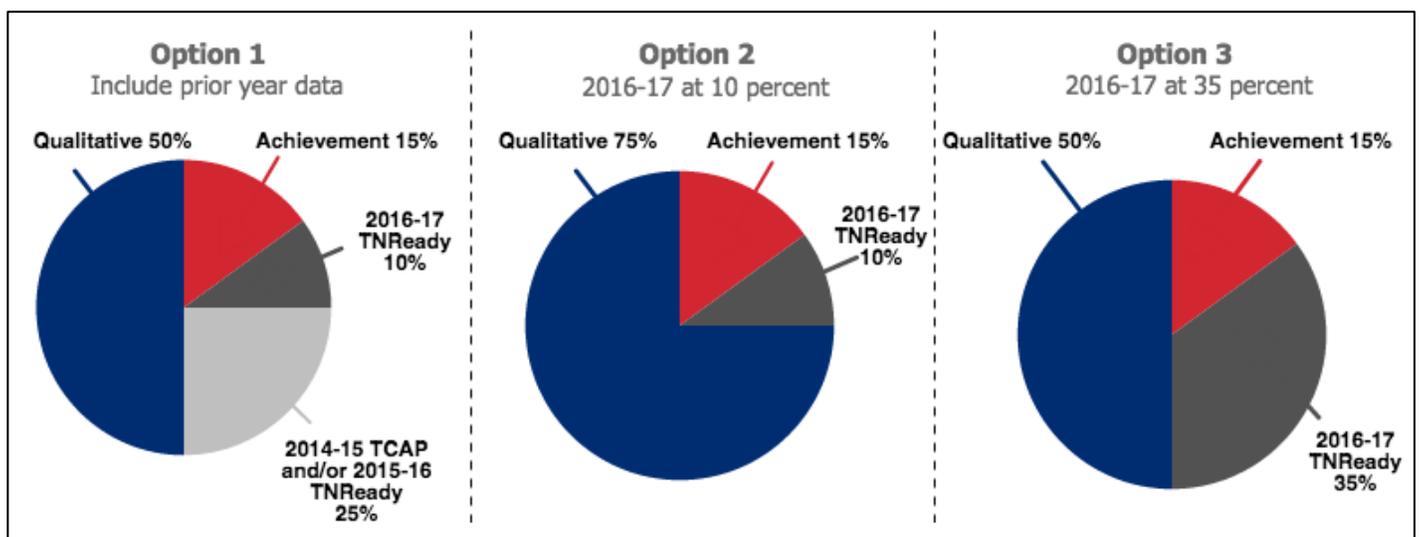
- a. What is included in my evaluation if I am a high school teacher for a tested course?
- b. What is included in my evaluation if I teach grades 5–8 for a tested grade or subject (excluding social studies)?
- c. What is included in my evaluation if I am a fourth grade teacher?
- d. Second or What is included in my evaluation if I am a second or third grade teacher?
- e. What is included in my evaluation if I am a social studies teacher in grades 3–8?
- f. What is included in my evaluation if I am a new teacher or do not have prior TVAAS data?
- g. What is included in my evaluation if my students took the TCAP-Alt or MSAA (special education), or WIDA ACCESS (English Learners)?
- h. What is included in my evaluation if I am a teacher in a non-tested grade or subject?
- i. What is included in my evaluation if I am a teacher who is evaluated by a portfolio model?
- j. What is included in my evaluation if I am an administrator?
- k. Teacher or leader in a school that does not generate a schoolwide TVAAS score due to the suspension of TNReady last year?

## 3. (Click to skip ahead) What else does this legislation do?

### a. What is included in my evaluation if I am a high school teacher for a tested course?

High school teachers will have the following options for how their evaluations could be calculated. The teacher will automatically receive the highest option.

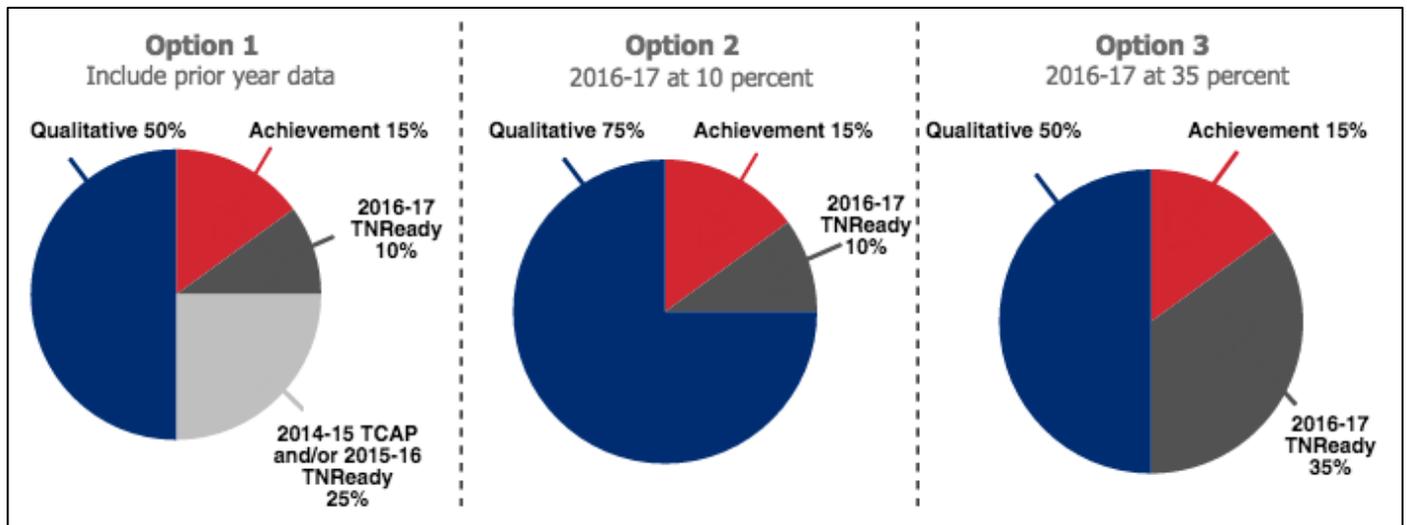
- Option 1: Include prior year data
  - If a teacher has 2014-15 and 2015-16 TVAAS data, both years will comprise 25 percent portion of the student growth component if this calculation benefits the teacher. If the 2015-16 TVAAS data does not benefit the teacher, the 2014-15 data will comprise the entire 25 percent.
  - If a teacher only has 2015-16 TVAAS data, this score will comprise the entirety of the 25 percent portion *if it benefits the teacher to do so*.
- Option 2: 2016-17 at 10 percent
  - If a teacher does not have 2014-15 TVAAS data, and if the 2015-16 TVAAS score does not benefit the teacher or is not available, the qualitative component of the evaluation will increase.
- Option 3: 2016-17 at 35 percent
  - The most recent year's student growth score will count for the full 35 percent student growth component if this results in the highest overall evaluation score for the teacher.



**b. What is included in my evaluation if I teach grades 5–8 for a tested grade or subject (excluding social studies)?**

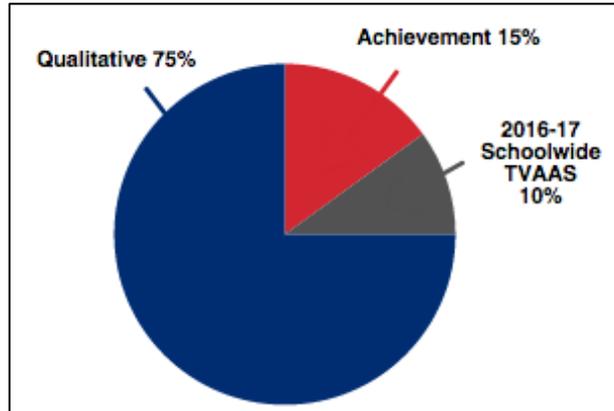
Teachers in grades 5–8 will have the following options for how their evaluations could be calculated. The teacher will automatically receive the highest option based on available data.

- Option 1: Include prior year data
  - If a teacher has 2014-15 and 2015-16 TVAAS data, both years will comprise the 25 percent portion of the student growth component if this calculation benefits the teacher. If the 2015-16 TVAAS data does not benefit the teacher or does not exist, the 2014-15 data will comprise the entire 25 percent prior year growth portion.
    - Most teachers in grades 5–8 will not have 2015-16 data due to the suspension of TNReady. However, some middle school teachers who teach End-of-Course exams, like Algebra I, will have TVAAS scores from 2015-16.
  - If a teacher only has 2015-16 TVAAS data, this score will factor in for the entirety of the 25 percent portion *if it benefits the teacher to do so*.
- Option 2: 2016-17 at 10 percent
  - If the teacher does not have 2014-15 TVAAS data and the 2015-16 score does not benefit the teacher or does not exist, the qualitative component of the evaluation will increase.
- Option 3: 2016-17 at 35 percent
  - The most recent year's student growth score will count for the full 35 percent student growth component if this results in the highest overall evaluation score for the teacher.



**c. What is included in my evaluation if I am a fourth grade teacher?**

Because TNReady was not administered to students in grades 3–8 last year, we are unable to generate individual TVAAS for all fourth grade teachers this year. Therefore, these teachers will have the same evaluation composite as teachers in non-tested grades and subjects.



**d. What is included in my evaluation if I am a second or third grade teacher?**

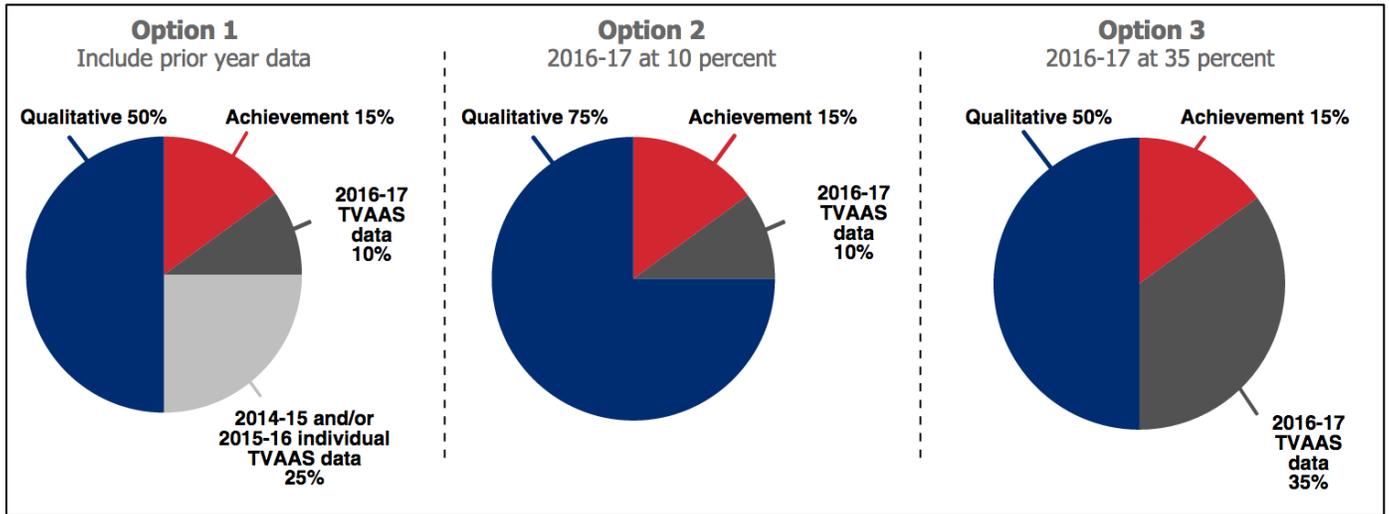
Historically, we have provided second and third grade teachers with individual TVAAS data if their students have taken the optional assessments administered in grades 1 and 2. This year, the old K-2 assessment (SAT-10) has been replaced with a new, Tennessee-specific grade 2 assessment. We will provide TVAAS for teachers whose district administered both the SAT-10 in 2015-16 and the new grade 2 assessment this year.

This means:

- TVAAS data for second grade teachers will be available this year in districts that previously administered the K-2 assessment to their current second grade students when they were in first grade and that also administer the optional grade 2 assessment in 2016-17.
- TVAAS data for third grade teachers will be available this year in districts whose current third grade students previously took the K-2 assessment as second graders and that also administer the grade 2 assessment this year.

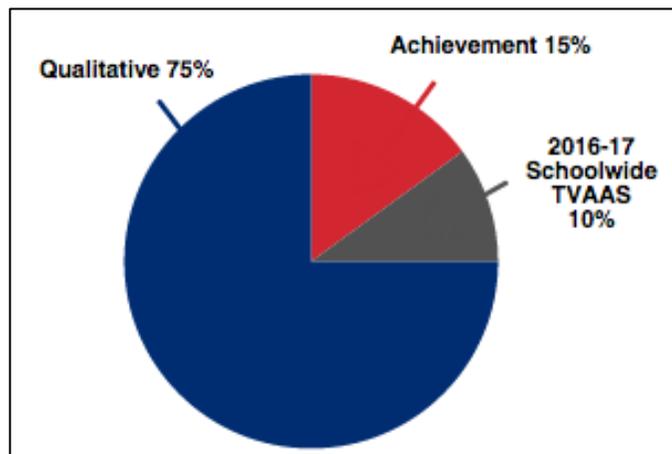
These teachers are also able to benefit from the three year phase-in provided by the new legislation, so their options for 2016-17 are as follows. The option that generates the highest score for the educator will be automatically selected. (See charts on the next page.)

- Option 1: Include prior year data
  - If a teacher has 2014-15 and 2015-16 TVAAS data, both years will comprise the 25 percent portion of the student growth component if this calculation benefits the teacher.
  - If the 2015-16 TVAAS data does not benefit the teacher or does not exist, the 2014-15 data will comprise the entire 25 percent prior year growth portion.
  - If a teacher only has 2015-16 TVAAS data, this score will factor in for the entirety of the 25 percent portion *if it benefits the teacher to do so.*
- Option 2: 2016-17 at 10 percent
  - If the teacher does not have 2014-15 TVAAS data and the 2015-16 score does not benefit the teacher, the qualitative component of the evaluation will increase.
- Option 3: 2016-17 at 35 percent
  - The most recent year's student growth score can count for the full 35 percent growth component if this results in the highest overall evaluation score for the educator.



**e. What is included in my evaluation if I am a social studies teacher in grades 3–8?**

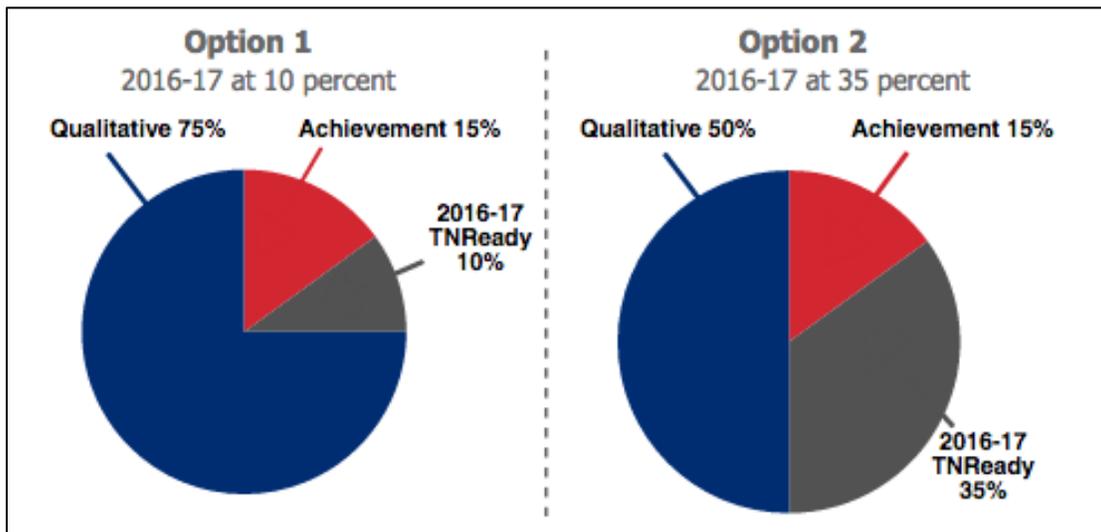
Due to various situations, we do not have individual TVAAS data from our social studies test in grades 3–8 for 2014-15 or 2015-16. Additionally, in 2016-17, TVAAS data will not be generated due to the field test in those grades. While many social studies educators in grades 3–8 are likely to have prior or current year TVAAS data from teaching other subjects, we recognize that some educators, particularly in middle schools, exclusively teach social studies and therefore will not have any individual student growth data from the past three years. These educators are treated as non-tested teachers and will have one evaluation composite this year. Starting in 2017-18, individual TVAAS for grades 3–8 social studies will be available.



**f. What is included in my evaluation if I am a new teacher or do not have prior TVAAS data?**

Teachers who are new and/or who do not have prior TVAAS data will have the following options in 2016-17. The educator will automatically receive the highest score. (See charts on the next page.)

- Option 1: 2016-17 at 10 percent
  - Growth scores from 2016-17 TCAP exams, including TNReady, will factor in at 10 percent.
- Option 2: 2016-17 at 35 percent
  - The most recent year's student growth score will count for the full 35 percent student growth component if this results in the higher overall evaluation score for the educator.

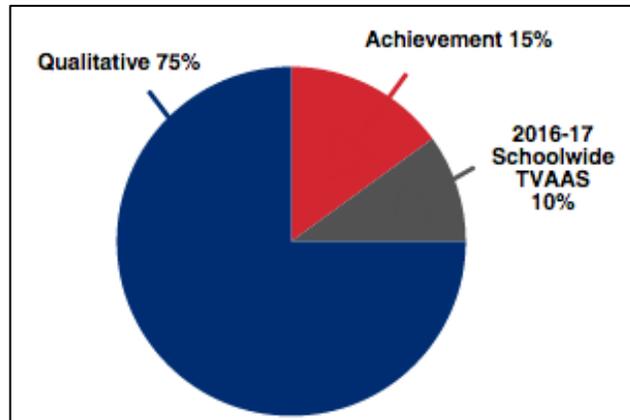


**g. What is included in my evaluation if my students took the TCAP-Alt or MSAA (special education), or WIDA ACCESS (English Learners)?**

There is no TVAAS data generated from TCAP-Alt, MSAA, or WIDA ACCESS. Instead, these educators will be classified as non-tested teachers for evaluation purposes.

**h. What is included in my evaluation if I am a teacher in a non-tested grade or subject?**

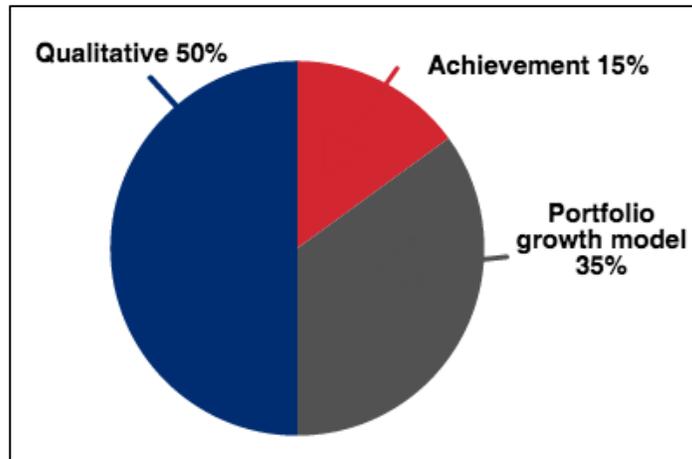
Teachers in non-tested grades or subjects also benefit from this legislation by having a reduced weight for the schoolwide TVAAS measure. In 2016-17, this will factor in at 10 percent of a teacher’s overall evaluation composite.



**i. What is included in my evaluation if I am a teacher who is evaluated by a portfolio model?**

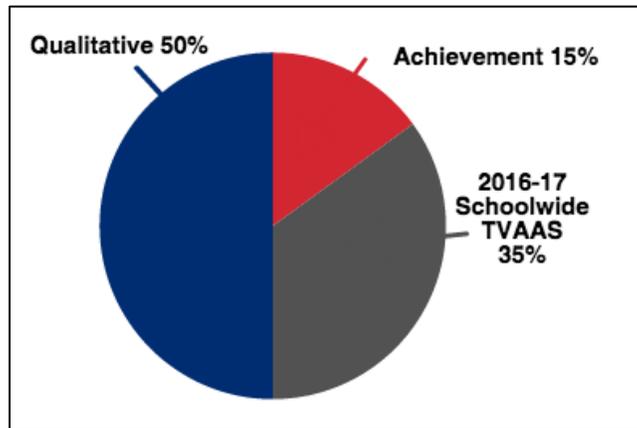
Nothing has changed with evaluations for teachers who are evaluated by student growth portfolio models.

Teachers who receive an individual growth score from an approved student growth portfolio growth model (i.e., fine arts, physical education, world languages, first grade, or pre-K/kindergarten) will continue to use the same weighting as in prior years. The weighting for these teachers will continue to be 35 percent individual growth from the portfolio growth model, 15 percent from the achievement measure, and 50 percent from qualitative measures. (See chart on the following page.)



**j. What is included in my evaluation if I am an administrator?**

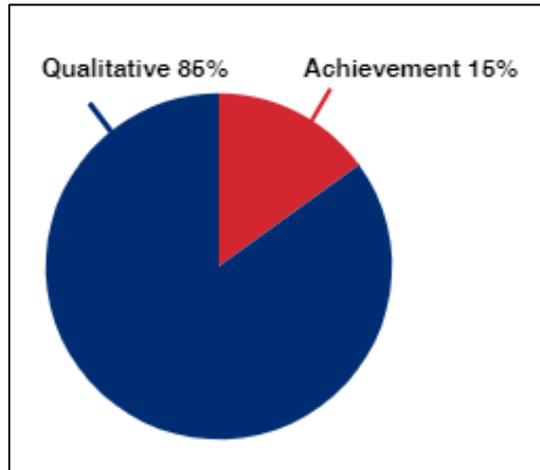
Nothing has changed with evaluations for administrators. Schoolwide TVAAS will still factor in at 35 percent, as follows.



**k. What is included in my evaluation if I am a teacher or leader in a school that does not generate a schoolwide TVAAS score due to the suspension of TNReady last year?**

Teachers and leaders in any school that does not receive a schoolwide TVAAS score due to the suspension of TNReady during the 2015-16 school year (e.g., a K-4 school without fourth grade data in 2016-17) and who do not have another growth option (e.g., portfolios) would have an evaluation calculation of 85 percent qualitative and 15 percent achievement. (See chart on the following page.) Teachers and leaders in these schools who selected a schoolwide TVAAS score as their achievement measure must reselect a valid measure in TNCompass by May 31, 2017.

Note this option is not available for teachers who generate individual growth scores or have portfolio scores; please refer to the applicable category in this document. Teachers in schools that do not receive a schoolwide TVAAS score for any other reason than the suspension of TNReady must utilize the evaluation methodology used in past years.



### **3. What else does this legislation do?**

This legislation also includes more flexibility for students in this transition to a new assessment by phasing in TNReady's weight in students' final grades: 10 percent for the 2016-17 school year; 15 percent for the 2017-18 school year; and between 15 percent and 25 percent, based on local board decision, for the 2018-19 school year and beyond.

Pursuant to Chapter 256 of the Public Acts of 2015, districts may still choose to exclude a student's TCAP scores from the student's final grades if scores are not received at least five instructional days before the end of the school year. For 2016-17, we anticipate we will have this data available by late May.

Finally, this legislation will permit teacher effect scores to be used for research purposes only. Individual teacher effect results will not be made public. This provision will allow for deeper research on the effectiveness of Tennessee's evaluation model.

### **4. Will teachers know what their score would have been for all composite options that were available to them?**

Yes. Through [TNCompass](#), educators will not only be able to see their evaluation composite scores, they will also see what their scores would have been for every composite option that was available to them. The highest score will be automatically chosen for each educator's evaluation score.

## **5. How long does a student need to be in a teacher's classroom in order to be included when calculating a teacher's TVAAS data?**

As in past years, only students who are available for instruction for at least 150 days (as defined by local policy) will be included when calculating TVAAS scores. [Click here](#) for more information about this and other elements of the teacher-student claiming process.

## **6. Will the 3, 4, 5 override and the 4/5 trump rule still apply?**

Yes. If a school leader receives a 3, 4, or 5 student growth score and that score is higher than the achievement score, the growth score will be used in lieu of the achievement score. If a teacher scores a 3, 4, or 5 in individual student growth and that score is higher than the achievement score, the individual student growth score will be used in lieu of the achievement score.

If a district opted into the 4/5 trump rule, it will apply as well. If a teacher's individual growth score is a 4 or 5 and that score is higher than the level of overall effectiveness, the individual growth score will trump the level of overall effectiveness.

## **7. What individual TVAAS composites will be provided for the 2016-17 school year?**

Where applicable, teachers can receive up to three individual TVAAS composites this year in support of the flexibility options described in this document:

1. Single-year composite: includes only individual TVAAS data from the 2016-17 school year.
2. Multi-year composite **with** 2015-16 data: weights individual TVAAS data from the 2016-17 school year at 10 percent and any available 2014-15 and/or 2015-16 data at 25 percent.
3. Multi-year composite **without** 2015-16 data: weights individual TVAAS data from the 2016-17 school year at 10 percent and any available 2014-15 data at 25 percent.

As described in previous questions, the applicable composite that results in the highest overall level of effectiveness for the educator will automatically be used.

## **8. Will TVAAS be stable during these transitions?**

Yes. TVAAS always looks at relative growth from year to year, not absolute test scores. Because students' performance will be compared relative to the performance of their peers, because their peers are making the transition at the same time, any drops in statewide proficiency rates resulting from increased rigor of the new assessments will have no impact on the ability of teachers, schools, and districts to earn strong TVAAS scores. While there is no set distribution of scores that TVAAS can be expected to produce, we expect to see a relatively stable and balanced distribution of scores through the transition.