

# TEACHER EVALUATION POLICY IN TENNESSEE:

Where is Tennessee in implementing teacher effectiveness policies?

#### THE NATIONAL PICTURE

# STATE TEACHER EVALUATION POLICIES (2015)

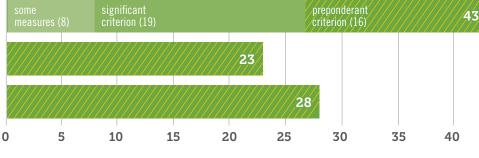
Annual evaluations for all teachers



Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness



## TENNESSEE'S IMPLEMENTATION TIMELINE

JULY 2010 College and career-ready standards adopted

#### FEBRUARY 2012

ESEA waiver granted

2010	2011	2012	2013	2014	2015	2016	2017	2018
JANUARY 2010		2011-12		2013-14		2015-16		2017-18
First to the Top		Full implementation of		First-year ratings		State implements new TN		State tests count
Act passed		teacher evaluations;		must inform		Ready assessments, test		for 35% of teacher
		ratings during thi	s school	personnel decisions		based student growth scaled		evaluation rating
		year are not facto	red into	back during transition		sition		
		tenure decisions						

## TENNESSEE'S EVALUATION SYSTEM REQUIREMENTS

<b>EVALUATION SYSTEM</b>	REQUIREMENTS			
Evaluation System Structure	Presumptive state evaluation model for districts with possible opt-out: Tennessee Educator Acceleration Model (TEAM).			
Use of achievement data/student growth in teacher evaluations	The state requires that fifty percent of evaluations must be based on student achievement data. Thirty-five percent of a teacher's yearly evaluation must rely on student growth data from the Tennessee Value-Added Assessment System (TVAAS) or another comparable growth measure. The remaining fifteen percent must be based on other measures of student achievement.			
Observations	Classroom observations are required.			
Tenure Policy	Tennessee's probationary period for new teachers is five years. To earn tenure, probationary teachers must receive an overall performance effectiveness rating of above expectations or significantly above expectations during the last two years of the probationary period. A tenured teacher who receives two consecutive overall ratings of below expectations or significantly below expectations may be reverted to probationary status until they receive two consecutive ratings of above expectations or significantly above expectations.			
Dismissal Policy	Tennessee defines inefficiency, which is grounds for dismissal, as having evaluations demonstrating an overall performance effectiveness level that is below expectation' or significantly below expectations.  The timeline for dismissal is unclear.			

#### DOES TENNESSEE CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Tennessee is making strong efforts to "connect the dots" — including growth and student achievement as significant factors in objective, meaningful and measurable evaluations of teacher effectiveness and using teacher evaluation results to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information
about Tennessee
and other states' teacher
effectiveness policies, NCTQ's
2015 Tennessee State Teacher
Policy Yearbook is immediately
available for free download at:
www.nctq.org/statepolicy