TENNESSEE
SNAPSHOT

| State requires objective student growth as part of teacher evaluation system. | YES |
| Teachers must meet student growth goals or be rated at least effective on the student growth portion to be rated overall effective. | NO |

CHARACTERISTICS

| Weight of student growth: | Tested teachers: 50%  
- 35% based on TVAAS from 3-8 TCAP and high school EOC; and  
- 15% based on achievement from one of the following: state assessments, schoolwide/systemwide TVAAS, ACT/SAT, “off the shelf” assessments, AP/IB/NIC suites of assessments, industry certifications and graduation rates.  
Nontested teachers: 30%,  
- 30% is comprised of student achievement data, with half based on growth as represented by TVAAS.  
Tested teachers without prior data: 15-50% |
| Role of student growth in overall score: | To be rated at expectations (effective), a teacher must earn between 275 and 349.99 points, which are calculated by multiplying the score (1-5) by each component’s weight within the total evaluation. If a teacher earns a top score on the observation component, that translates to 250 points (5 points X 50 percentile points). If that same teacher earned just 1 point on the student growth and achievement measure (1 point by 35 percentile points and 1 point by 15 percentile points), the total evaluation score would come to 300 points. This would allow a teacher with the lowest student growth scores to be rated at expectations. A teacher can also be rated above expectations (highly effective) if s/he receives below expectations on both the TVAAS and achievement components. |

CITATIONS
Teacher and Principal Evaluation Policy 5.201

STATE RESPONSE
Tennessee was helpful in providing NCTQ with the facts necessary for this analysis.