Tennessee Educator Acceleration Model (TEAM)
Frequently Asked Questions:
Growth and Achievement

1. **How do I stay updated on evaluation processes, practices, and updates?**
   The TEAM Update is a weekly newsletter for district and school level evaluators and other interested educators. Please subscribe to stay up-to-date on evaluation guidance, timelines, policy, and processes.

2. **What can be used for a growth score?**
   For teachers with individual value-added scores, the student growth measures shall be comprised of TVAAS scores. For teachers, librarians, counselors and other groups of educators who do not have individual TVAAS scores, districts will choose from a list of options that have been shown capable of measuring student growth. The list of options is approved by the state board of education prior to the start of each school year. Find these options and guidance on the TEAM website here: https://team-tn.org/data/growth-measures/.

3. **When should I expect the growth measure guidance to be released?**
   The timeline for releasing guidance documents is dependent upon several stakeholder bodies including the state board of education, the assessment and accountability teams, and the educator effectiveness team. After governing decisions have been finalized, the educator effectiveness team immediately constructs guidance in relation to changes and implications in the policy. To ensure accuracy and relativeness of the document, the guidance then goes through an extensive, collaborative revision process before it is released. While the department is aware of the urgent need of this reaction to state board policy, it is also imperative that any guidance published is accurately operationalizes the state board intent. The guidance document release is announced it the TEAM Update.

4. **Growth scores are missing or incorrect. Who should I contact?**
   As growth scores are generated from a variety of sources, please contact TEAM.Questions@tn.gov with your TLN. The department will work to reconcile missing scores.

5. **My portfolio score is missing or incorrect. Who should I contact?**
   First, contact your district portfolio lead for assistance. Then, reach out to Portfolium by utilizing the chat feature on the platform. Ensure that collections are complete and scored. Finally, please contact Portfolio.Questions@tn.gov for resolution. Be sure to include your name, email, and teacher license number (TLN) in the email.

6. **I need assistance with claiming. Who should I contact?**
   First, contact your district evaluation configurator. For further support, contact Claiming.Questions@tn.gov.
7. **Who selects the achievement measure?**

The educator selects the achievement measure; the evaluator sets the scale for the measure. According to **Tenn. Code Ann. §49-1-302**, the educator must mutually agree with the evaluator on which achievement measure is employed as part of the level of overall effectiveness (LOE). This measure must be aligned as closely as possible to the teaching assignment of individual teachers and duty assignments of each individual administrator.

In cases where there is a disagreement, the educator being evaluated chooses the evaluation measures; however, the department will verify alignment when requested.

8. **How do we determine which achievement measures are most appropriate for a given educator?**

Per T.C.A. § 49-1-302(b)(2)(B)(ii) and state board policy 5.201, the achievement measure selected by the educator and agreed upon by the evaluator, “shall be a measure aligned as closely as possible to the educator's primary teaching assignment.”

In order to support compliance with this provision, there is now a list of achievement measures according to two grade bands: pre-K through grade 8, and grades 9-12. It is the responsibility of educators and evaluators to select a closely aligned measure from within those lists. Find guidance and the list of achievement measures on the TEAM website [here](#).

9. **How is the achievement measure scale determined?**

The process for setting achievement measure criteria is a local-level decision. Administrators and teachers should discuss these targets to ensure that they are specific, measurable, and attainable within one year. As a reminder, level 3 should be “At Expectations” for one year of performance.

It remains the responsibility of educators and their evaluator to determine an appropriate scale for their achievement measure selection that aligns to the TEAM Performance Level Guide.

Evaluators should enter the criteria for each of the performance levels, 1 through 5, in TNCompass when the measure selection is entered, with the exception of TVAAS measure selections that do not need a scale. The department will monitor the submission of scales and provide feedback to districts regarding completion of entry. Please see the updated achievement measure list and worksheet [here](#).

10. **When should I expect the achievement measure guidance documents to be released?**

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11. **Why are achievement scores missing for my teachers?**
   Achievement scores, other than those generated by state tests, are managed at the school/district level. Please contact your district configurator for support with this process. Instructions for importing data in TNCompass may be found here.

12. **Can tested grade teachers select the off the shelf assessments?**
   Teachers in tested grades can select off the shelf assessments for achievement. Please find more information here.

13. **How do I recommend an achievement measure to be approved for selection?**
   The department continually monitors and makes recommendations to the state board of education for revising the menu of achievement measures that may be used at the 15% achievement measure component of educator evaluation based on increasing availability of higher quality measures of performance. Districts interested in submitting assessments for review for next school year may do so by **Jan. 15**. For more information about the approval process, click here.

14. **I have questions that have not been answered here. Who can I contact?**

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