Selection of Achievement Measures
Fall 2019

At the May 2019 State Board meeting, revisions were made to Tennessee State Board of Education policy 5.201 that update the selection of achievement measures for teacher and leader evaluations, effective for the 2019-20 school year. Please find below a summary of the changes, a detailed section regarding each change, and the new achievement measure list and worksheet.

Summary of Changes to the Achievement Measure

1. Achievement measure options are now constrained by grade band and level of work assignment.
2. Educators choosing an industry certification as their achievement measure will now be able to incorporate multiple types of certifications instead of selecting one.
3. Scales should be reported in TNCompass upon measure selection with the exception of the selection of a TVAAS composite for achievement measure.

Available Measures

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 (see list below). It is the responsibility of educators and evaluators to select a closely aligned measure from within those lists.

Additionally, the selected measure must align with the level of the educator’s work assignment. If the educator’s primary assignment is classroom instruction in one school, the selected measure will be at the classroom or school level. If the educator splits their time across multiple schools, they will indicate a primary school assignment in TNCompass and select a measure for that school, or be staffed at the “system-wide (0000)” location and select a district-wide measure. School administrators will select a school-level measure.

In this first year of implementation, TNCompass will not be configured to constrain the measure selections available to educators. During the 2019-20 school year, the department will monitor implementation and provide feedback to districts to ensure all measure selections comply with statute and policy.

Industry Certifications

To improve the meaningfulness of industry certifications as an achievement measure, educators will now be able to incorporate multiple types of certifications from the approved list into their measure selection rather than the limitation of selecting one certification. Should an educator choose this option, the achievement measure submitted is the applicable career cluster, and the selected certifications should be entered as part of the scale information. Educators may not select more than one career cluster, but they may select any
certifications within a cluster and work with their evaluator to determine an appropriate way to scale their selection. Currently, this option is the least utilized achievement measure; the department hopes these changes will provide a more comprehensive option for CTE educators that ties more directly to their teaching assignment.

**Reporting Scales**

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. In previous years, it has been optional to report achievement score scales for each educator. Beginning school year 2019-20, 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. This allows the department to continue researching the implementation and effectiveness of the achievement measure. 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.

If you have questions, please email TEAM.Questions@tn.gov.