



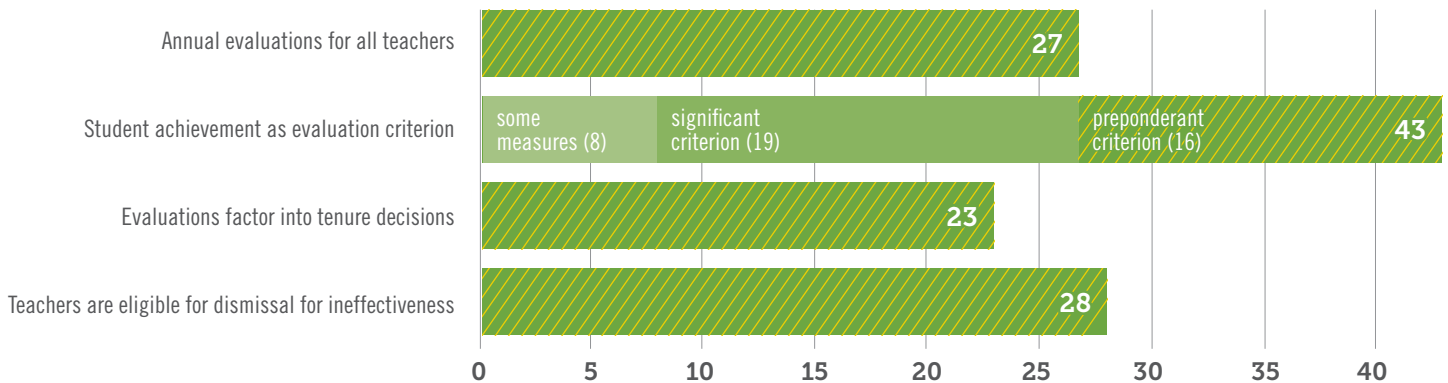
TEACHER EVALUATION POLICY IN TENNESSEE:

Where is Tennessee in implementing teacher effectiveness policies?

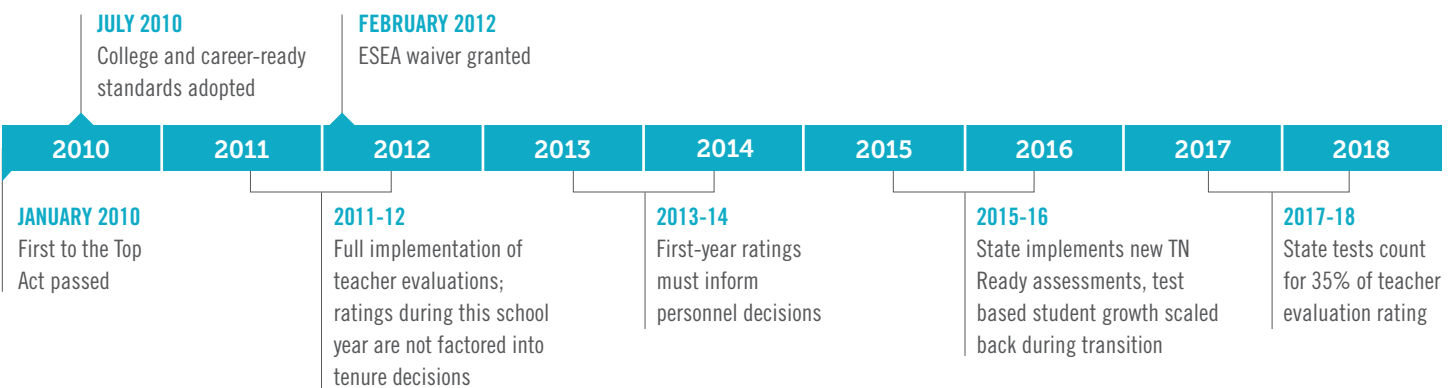
THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

TENNESSEE



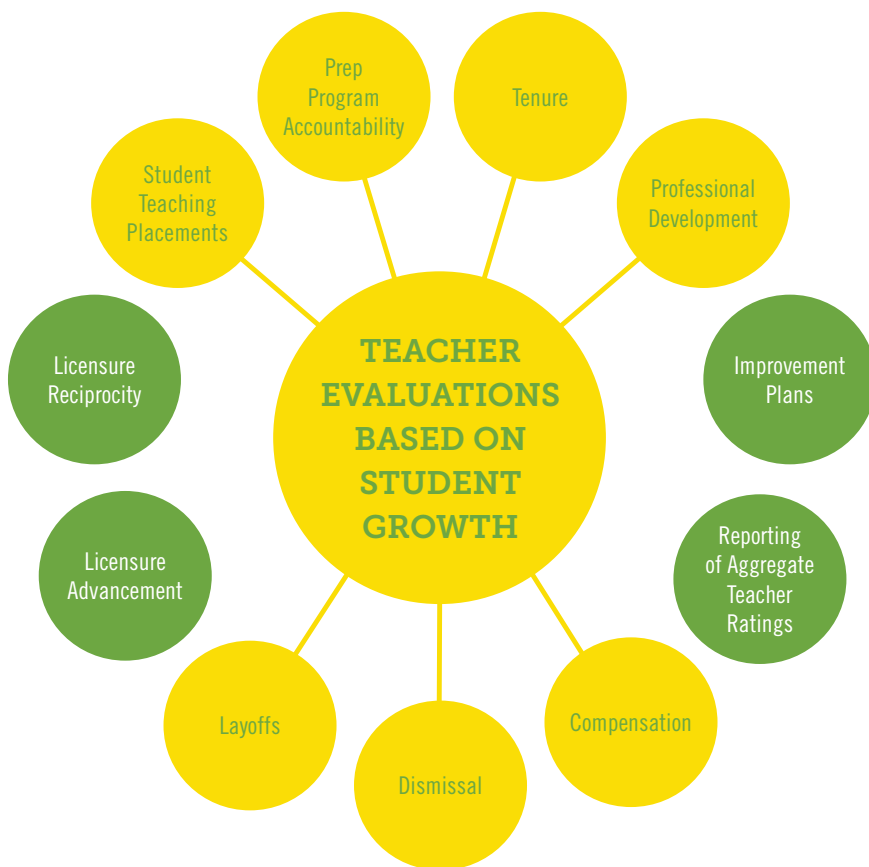
TENNESSEE'S IMPLEMENTATION TIMELINE



TENNESSEE'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	Presumptive state evaluation model for districts with possible opt-out: <i>Tennessee Educator Acceleration Model (TEAM)</i> .
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