



# Accountability

## 2020-21 Accountability Teacher Evaluation FAQs

Chapter \_\_\_ of the Public Acts of 2021 (PC\_\_\_), passed during the 1st Extraordinary Session of the 112th General Assembly, revised laws regarding educator, student, school, and school district accountability. This document outlines how the new law specifically impacts teacher evaluations. The new law provides that data generated by statewide assessments, the pre-k/kindergarten growth portfolio model, and alternative growth models administered in the 2020-2021 school year, must be excluded from an educator’s evaluation unless including the data results in a higher Level of Overall effectiveness (LOE) score for the educator. The LOE, also referred to as the final evaluation score, is the evaluation score for an educator that combines qualitative measures, growth measures, and achievement measures. The result of the new law is that educators will be able to select the LOE score that most benefits them if multiple LOE options are available or nullify the LOE.

### General Questions:

**0. Will this document be updated?**

Yes. The department will compile questions and update the FAQ each Friday.

### Nullification Questions:

**1. What does it mean to nullify an LOE score?**


Nullifying an LOE score means an educator will have no evaluation data for the 2020-21 school year.

**2. What are the implications of nullification?**

Nullification means that, due to the lack of an LOE score, there will be no data on which to base professional development points or observation pacing for the following school year. It differs from partial year exemption (PYE) in that it does not impact an educator’s experience record.

**3. Does nullification impact a teacher’s eligibility for tenure this year?**

Yes, but only if a teacher nullifies an LOE score of "above expectations" or "significantly above expectations" (4 or 5). To be eligible for tenure, teachers must complete the following requirements:

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- Complete a probationary period of five (5) school years or not less than forty- five (45) months within the last seven-year period, the last two (2) years being employed in a regular teaching position rather than an interim teaching position; and
  - Receive evaluations demonstrating an LOE of "above expectations" or "significantly above expectations" as provided in the evaluation guidelines and rules adopted by the state board of education pursuant to § 49-1-302, during the last two (2) years of the probationary period; provided, however, that a teacher who has met all other requirements for tenure eligibility but has not acquired an official evaluation score during the last one (1) or two (2) years of the probationary period due to an approved extended leave; transfer to another school or position within the school district; unavailable data due to the cancellation of TCAP tests as a result of the COVID-19 pandemic; or invalidated data due to a successful local level evaluation grievance pursuant to § 49-1-302(d)(2)(A) may utilize the most recent two (2) years of available evaluation scores achieved during the probationary period to meet the provisions of this subdivision (4).

**4. How will educators indicate the decision to nullify their 2020-21 LOE score?**

TNCompass will display the options for each educator as defined by the 2020-21 Teacher Evaluation Guidance: Growth and Achievement Scores document found on the [TEAM website](#). The option used to generate the LOE score that most benefits the educator will be indicated in TNCompass. To nullify that score, the educator will select the nullification option on the evaluation record page. This will require the educator's personal identification number (PIN) as a signature. Technical guidance on this process will be issued prior to the nullification window.

**5. What is the deadline to select nullification for 2020-21 LOE scores?**

Nullification cannot be selected until LOE scores are generated. Nullification deadlines will be included in the TEAM timeline released in the fall.

**6. How will nullification impact an educator's experience record?**


Nullification will not impact an educator's experience record.

**7. Will a teacher be able to see the LOE score before choosing nullification?**

Yes, LOE scores must be generated prior to providing the option to nullify.

**8. NEW 2/19 What is the impact on PDPs and observation pacing if an educator chooses to nullify their LOE?**

Nullification means that, due to the lack of an LOE score, there will be no data on which to base



professional development points (PDPs) or observation pacing for the following school year. Teachers electing to nullify will not receive LOE based PDPs for 2020-21 and will have observation pacing based on state board policy 5.201 which states any non-PYE educator without an LOE in the previous year shall have the maximum number of observations conducted based on the educator's license type.

Nullification differs from partial year exemption (PYE) in that it does not impact an educator's experience record.

## Growth Score Questions:

**9. Which student growth portfolio and alternative growth measure models have become optional for district implementation?**

PC \_\_\_ removes the requirement for districts to implement any student growth portfolio or alternative growth measure models but allows each district to continue implementation for any previously selected model if they elect to do so.

**10. If a district elects to implement student growth portfolios or alternate growth measure models, is an educator required to keep the resulting LOE?**

All educators will have the option to nullify their 2020-21 LOE, as described above in #5.

**11. If a district elects to implement student growth portfolios or alternate growth measure models, may teachers in that district choose a different growth measure such as a school-wide measure?**

The decision to implement student growth portfolios or alternate growth model measures is made at the district level. Impacted teachers may not make an alternate decision but will have the option to nullify an LOE score including this data, as described in above in #5.

**12. What TVAAS data may be included in an individual growth score?**

For 2020-21 LOE score generation, individual growth scores will include 2018-19 data when that data is available. 2020-21 data will be used only if it results in a higher LOE for the teacher. (No data is available for any teacher for 2019-20 because the state assessment was not administered.)

**13. What comprises a composite or a school-wide score?**

Please see the [Selection of Student Growth Measures: Fall 2020](#) for information on what data is used in composite or school-wide scores.



## Achievement Score Questions:

**14. If an educator selected a state test success rate or a post-secondary readiness measure as an achievement measure, may that educator make an alternate selection?**

An educator that selected an achievement measure based on a state success rate (TCAP test) or a post-secondary readiness score (SAT, ACT, EPSO, or Industry Certification), will be allowed to make a change to that selection. This question will be updated once the window has been determined.

**15. How do I make a change to my achievement measure selection and by when must that decision be made?**

The department will provide detailed technical guidance for making achievement measure selection changes to each district's evaluation configurator, including timelines for measure selection completion.

## PreK/K Portfolio Questions

This section addresses PreK/K portfolio questions should districts continue with portfolio implementation:

**16. Who is doing the scoring?**

As in past years, peer reviewers will be utilized for scoring.

**17. Where will the scoring take place?**

Peer review occurs in the Portfolium platform.

**18. Do districts have to provide a number of required peer reviewers?**

In recent years, the department has moved away from requiring districts to provide a minimum number of scorers. Our current target is one peer reviewer per district per content area of district implementation.

**19. How many portfolios will the peer reviewers be expected to score?**

The ratio of collections to scorers will be determined by the number of teachers submitting portfolios and the number of reviewers with whom the department contracts.



**20. Who pays the peer reviewers for scoring?**

The department contracts with scorers and pays the reviewers pursuant to the terms of the department's contract with the vendor.

**21. Is there still compensation for reviewers?**

Yes. Peer reviewers will be compensated.

**22. NEW 2/19 Will VPK funding approval be impacted if an LEA or public charter school chooses not to evaluate its pre-kindergarten and kindergarten teachers, for the 2020-2021 school year using the prek/kindergarten growth portfolio model approved by the state board of education, or a comparable alternative measure of student growth approved by the state board of education and adopted by the LEA or public charter school?**

No, for the 2020-21 school year, VPK funding will not be impacted if an LEA or public charter school chooses not to use portfolios or alternatives to portfolios to evaluate its pre-kindergarten and kindergarten teachers.

Process Questions:

**23. How will educators know which LOE option is better?**

TNCompass will display the options for each educator as defined by the 2020-21 Teacher Evaluation Guidance: Growth and Achievement Scores document which will be posted on the [TEAM website](#). The option used to generate the LOE score that most benefits the educator will be indicated in TNCompass.

**24. On what score will observation pacing be based?**

Nullification means there will be no data on which to base observation pacing for the following school year. The department is working with the state board of education to develop pacing guidance for teachers that have no LOE score as a result of nullification.

**25. What is the difference between growth and achievement?**

Growth scores track students' progress over time. Achievement scores are a single score indicating mastery at a given point in time. Please see the [TEAM website](#) for more information on growth and achievement.



**26. Are school districts required to complete observations for 2020-21?**

Yes. No changes were made to the law regarding observation requirements. Observations must be completed for the 2020-21 school year.

**TDOE Contact Information:**

For additional information, please contact [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov).