



TEA Tuesday Report

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Look for Evaluation Changes in 2012-13 School Year

As teachers return to school for the 2012-13 school year, among the changes you can expect to see are revisions to the annual evaluation system in Year Two of implementation.

Many districts granted flexibility

A total of 45 school districts applied for - and were granted - flexibility in implementing the state's TEAM evaluation model. Approved changes include, among other things, changing the number of observations, the number of unannounced vs. announced observations, and who is authorized to conduct observations.

As the approved flexibility varies from district to district, you should expect to hear from your building or district leadership about what changes in the evaluation process you will experience this year.

If you do not receive this information from your district leadership at the beginning of the school year, contact your [TEA UniServ coordinator](#), who can advise you on what evaluation flexibility, if any, was approved by the State Department of Education (SDE) for your district.

Changes to state evaluation policy considered

Despite TEA reservations about some of the proposed changes, at its July 27 meeting the State Board of Education approved on first reading numerous [changes to the state evaluation policy](#). These changes will be considered on final reading in mid-August and, if approved, will be in effect for the 2012-13 school year.

- 1. Number of observations:** Any educator, regardless of licensure status, who has earned a 5 on individual student growth or overall evaluation score, would be required to have a minimum of one formal observation covering three domains in the first semester and two informal walk-through observations during the second semester. Further, any educator on a professional license who earned a 1 on individual student growth or overall evaluation score would be required to have the same number of observations as an educator with an apprentice license.
- 2. 15 percent options:** Choices for the 15 percent Academic Achievement component are being reduced to eliminate those options involving data unavailable until after the start of the following academic year.
- 3. Alternative growth measures:** Additional alternate growth measures for groups of educators currently without individual TVAAS scores are recommended, specifically for grades PK-3, career-technical education, English as a second language and fine arts. SDE expects 75 percent of educators will have individual value-added scores over the next two-to-three years.
- 4. Acceptable range of results:** SDE will continue to monitor consistent application of evaluation standards across districts looking for an acceptable relationship between value-added and observation scores. SDE believes scores should be within one performance level. Commissioner Huffman cited specific concerns with the high performance records of educators being evaluated using the Project COACH model. Hamilton County educators should expect more rigorous application of the rubric during 2012-13. Schools and districts with the highest levels of discrepancy will be targeted for additional

recertification training and support during the summer of 2013.

5. **Professionalism rubric:** The TEAM professionalism rubric is being reduced from 10 indicators to four in an effort to reduce redundancies. This reduces the weighting of the rubric for all educators.
6. **Knox County administrators** will be evaluated using an alternate model based upon McREL's Principal Evaluation System.

What do these changes mean for you?

When you return to school, listen closely to determine what, if any, changes you can expect to how your evaluation will be conducted this year. Did your district request flexibility from the state in implementing observations this year? If so, what changes will you see?

Were you one of the many teachers required to use school-wide data for your 35 percent growth measure this year? If so, was an alternate measure authorized for you (see item #3 above) and is your district planning to use that alternate measure?

The more you learn now about what to expect, the better prepared you can be for your evaluation.

Stay tuned

Continue to check your emails on Tuesdays for future editions of the *TEA Tuesday Report* as TEA uses this vehicle to keep members updated about new developments and decisions relative to the annual evaluation system.

If you have questions . . .

. . . about the evaluation system to which you'd like to receive a personal reply, send your question(s) to AskTEA@tea.nea.org. TEA staff members will answer your questions as quickly as they can be researched.

The TEA Tuesday Report is edited by Carol K. Schmoock, TEA Assistant Executive Director.