

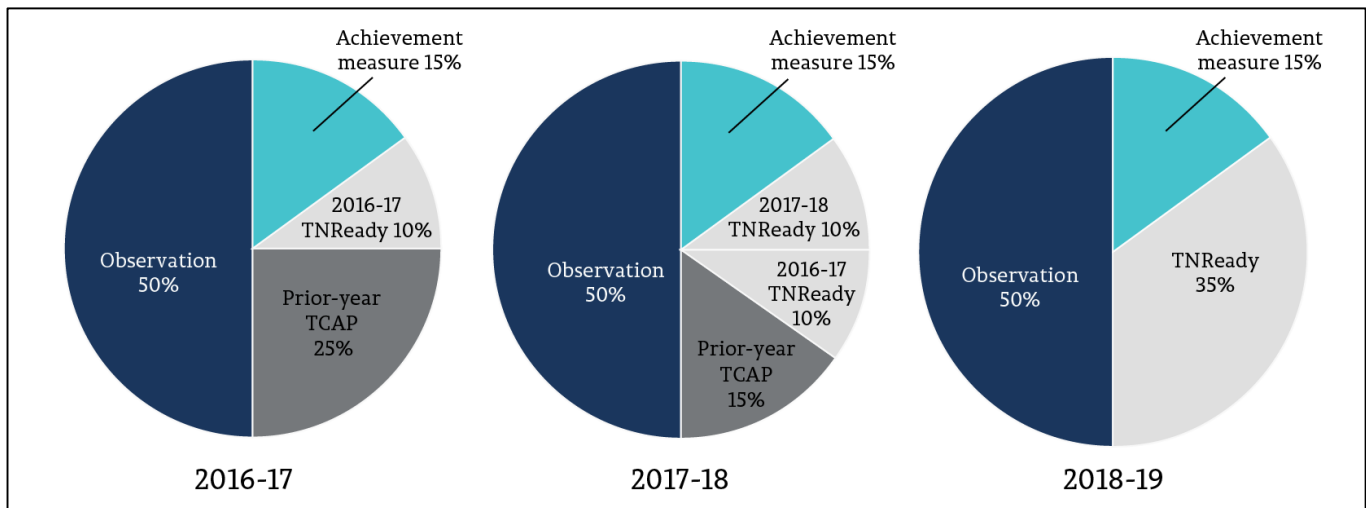
## What evaluation looks like in 2017-18 for teachers in tested grades and subjects

The transition to higher standards and an online assessment is a monumental and historic one for Tennessee. That's why we have taken steps to adjust teacher evaluation over a multi-year period.

Additionally, last week, the general assembly passed legislation that says for the 2017-18 school year, **school districts shall not base termination and compensation decisions for teachers on data generated by statewide assessments administered in the 2017-18 school year, which would include TNReady.** This law complements the *Tennessee Teaching Evaluation Enhancement Act*, which adjusted the weighting of student growth data in an educator's evaluation to lessen impact of TNReady for multiple years, including this year, as we transition to online testing.

### **Components of teacher evaluation scores**

There are many factors that go into a teacher's overall evaluation. One of those, the individual growth component (in gray in the charts below), is based on a three-year measure if data is available. TNReady data from 2017-18 will count for 10% of a teacher's overall evaluation score. TNReady data from 2016-17 will also count for 10% of a teacher's overall evaluation score, and data from 2015-16 will only be used if it benefits the teacher. Additionally, a teacher can use data from 2017-18 for their full growth score if it results in a higher score for the teacher.



The *Evaluation Enhancement Act* also included multiple options for the calculation of TVAAS, which has resulted in about 10% more teachers earning a growth score of level 3, 4 or 5. And, districts may adopt a policy to allow teachers that earn a level 4 or 5 TVAAS score to use that score as their entire evaluation score.

### **A note about student test completion**

We know that some students experienced challenges finishing their test during the online issues, and as a result, educators are concerned that those scores may negatively impact them. We hear this concern.

In many cases, students were able to complete their subpart without interruption and either submit in the moment or successfully submit later. However, there are some instances in which students faced unanticipated and insurmountable difficulties in completing a subpart of their TNReady assessment online. **If the school or district believes that a student's test responses do not reflect what he or she knows due**

**to the online challenges, they may submit a Report of Irregularity (RI) through Nextera, marking the student's response as an "Irregular Administration."** If the district chooses to file an RI, the entire student test for that content area will be nullified. The student scores and responses will be suppressed, their scores will not be reported or count in any way, and no feedback will be provided to educators or parents about how the student performed. We shared guidance with directors of schools and district leaders last week on this process.

### ***Reminder about how TVAAS is used***

Tennessee's teacher evaluation system is based on multiple measures, including observation, achievement, and growth, which is represented by TVAAS.

TVAAS has been used in Tennessee for over 20 years and is focused on the progress of students over time rather than their achievement level. TVAAS looks at how a student performs over the course of a year based on academically similar peers. If he performed better than those peers, he would be considered to have higher growth. If he did not perform as well as them, he would have had less growth. All students are able to show growth, including those who are lower performing and those who are high achieving.

We also have a number of checks within the TVAAS process to ensure it is fair. For example, student assessment scores are reviewed each year to determine if any scores are outliers. The statistical process that is used is a conservative one, and a lower score would be considered an outlier before a higher score would be. Additionally, all assessment data is checked for reliability and reasonableness. Psychometricians view reliability as the idea that students would receive similar scores if they took the assessment multiple times. If there is any question about the reliability of the data, it will not be used to generate a TVAAS score.

### ***Additional context on last week's legislation***

In short, last week's legislation ensures that the data from this year's test cannot be used in making termination or compensation decisions. It also provides complete flexibility to districts in determining how TNReady results will factor into students' grades – to use or not to use and at what weighting – for grades 3-8 this spring, regardless of whether students are testing online or with paper and pencil tests. On Friday, the state board passed a companion policy for grades 9-12 that provides the same flexibility for high school this spring. Additionally, the legislation excludes data generated from 2017-18 TNReady from being used in identifying Priority schools or in assigning a school an overall or summative letter grade of A-F.

However, it doesn't mean that TNReady results do not matter. The results always matter. They provide key feedback on how students are growing, and they provide a big-picture check on how well they are mastering our state academic expectations. They help parents and teachers know a student's specific areas of strength and weakness. They are incredibly helpful for our schools, districts, and state leaders to determine where we need to focus our support and where we can learn from, and they provide detailed feedback to teachers that helps them adjust and improve. They also serve as accountability for the millions of taxpayer dollars that are invested into public education each year – a key check on Tennessee citizens' return on investment.

Students, parents and teachers will still receive scores, data, and reports from the exam this year, as will schools, districts, and the public. The legislation updates state law, and we must still comply with all requirements in ESSA, the federal K-12 education law. We are still working on guidance that will help support our districts and schools, including on questions we have received about both educator compensation and accountability more broadly, and will be doing so later this week.

It's important that we continue the conversation about how we can best support our teachers and students through this important and monumental transition in our state to online testing. We will continue to seek feedback on how we can do just that.