

## Menus of Options for 15% Component of Teacher and Principal Evaluations

|                                               | State assessments<br>(discipline-specific/TCAP) | School-wide TVAAS or individual<br>TVAAS for teachers in top 3<br>quintiles | ACT suite of assessments/SAT<br>suite of assessments | National/State-used "off the<br>shelf" assessments based on<br>criteria developed by the TDOE | AP/IB/NIC suites of assessments | Graduation rate /<br>CTE concentrator graduation rate | Postsecondary<br>matriculation/persistence/<br>placement as defined by TDOE<br>and THEC | Completion/success in advanced<br>coursework, including dual<br>credit and dual enrollment | 9 <sup>th</sup> grade promotion to the 10 <sup>th</sup><br>grade/ 9 <sup>th</sup> grade retention rate |
|-----------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Teachers with<br>TVAAS (4-8)                  | X                                               | X                                                                           | X                                                    | X                                                                                             |                                 |                                                       |                                                                                         | X                                                                                          |                                                                                                        |
| Teachers with<br>TVAAS (9-12)                 | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Principals/ Assistant<br>Principals           | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| PK-3                                          | X                                               | X                                                                           |                                                      | X                                                                                             |                                 |                                                       |                                                                                         |                                                                                            |                                                                                                        |
| Fine Arts                                     | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Middle/High School<br>non-assessed<br>courses | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| World Languages                               | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Computer<br>Technology                        | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Academic<br>Interventionists                  | X                                               | X                                                                           | X                                                    | X                                                                                             |                                 | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Library Media<br>Specialists                  | X                                               | X                                                                           | X                                                    | X                                                                                             |                                 | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| English Language<br>Learner Specialists       | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Special Education<br>Specialists              | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| CTE                                           | X                                               | X                                                                           | X                                                    | X                                                                                             | X                               | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| Caseload Educators                            | X                                               | X                                                                           | X                                                    | X                                                                                             |                                 | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |
| PE and Health<br>Educators                    | X                                               | X                                                                           | X                                                    | X                                                                                             |                                 | X                                                     | X                                                                                       | X                                                                                          | X                                                                                                      |

State assessments (discipline-specific/TCAP): Includes, TCAP Achievement (all forms, grades 3-8), TCAP EOC (secondary), TCAP ELDA (K-12 ELL), TCAP Writing (Grades 5, 8, 11), TCAP Constructed Response (Grades 3 and 7), TCAP Alt (SpEd), TCAP MAAS (SpEd)

TVAAS: School-wide value added composite, Individual Teacher Effect composite for teachers in the top 3 quintiles

National/State "off the shelf" tests: PreK-12 diagnostic or achievement/attainment assessments (e.g. SAT 10, Dibels, DRA, Kindergarten-readiness, end of course, etc.) DOE will develop standard criteria for approval of tests submitted by LEAs.

AP/IB/NIC suites of assessments: Courses designed for Advanced Placement (AP), International Baccalaureate (IB), National Industry Certification (NIC) assessments

Graduation Rate/CTE Concentrator Graduation Rate: School level calculated secondary rates or CTE concentrator rates

Postsecondary matriculation/persistence/placement as determined by the TDOE and THEC: School rates as calculated for each instance

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Participation in advanced coursework: School level calculated secondary rates (e.g. Honors, AP, IB, NIC, college/high school dual enrollment and dual credit) according to SBE uniform grading policy.

9<sup>th</sup> grade Promotion and Retention Rate: School level calculated rates

**NOTE:** Per policy, like tested teachers, principals and non-tested educators will also have the option to choose their growth data for the 15%. As currently drafted, this would be educators whose growth score is in the top 3 quintiles.