



# Tennessee Educator Acceleration Model

Highlights from Y2 Report on Implementation  
SBE/THEC Joint Meeting

Sara Heyburn  
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# TEAM: A report on Y2 Implementation

## Overview:

- Brief background and context for the report
- Recap of 2012-13
- Changes for 2013-14
- Looking ahead

# Initial Milestones

- FTTT Act of 2010
  - State commitment to design, field test and implement annual evaluation of teachers and leaders
  - Multiple measures, focus on student growth
- First year of implementation was 2011-12
- Y1 report released summer of 2012
- Feedback and analysis of the system continues – Y2 report

# Changes to TEAM for 2012-13

- Change to school-wide growth scores
- Inclusion of students with disabilities in teacher growth scores
- New option for teachers who receive highest growth scores
- Time spent observing teachers based on prior performance
- Increased flexibility for districts to customize state model

# Implementation in 2012-13

- Educators' perceptions of the system improved
- Observation scores had a stronger relationship with student achievement indicators
- ~20% more teachers received individual growth scores
- Struggling observers improved with coaching and support
- Extensive piloting of student surveys (Tripod)
- ~40 districts made modifications under flexibility plans

# Changes made for 2013-14

- More rigorous and comprehensive certification test
- More regional TEAM coaches to support implementation
- Revised instructional rubric to reflect Common Core language and shifts
- New growth measure approved for World Language teachers
- More districts using student surveys (Tripod)

# Looking Ahead

- Video technology
- Student surveys
- 15% component
- Non-differentiating observers
- Administrator evaluation
- Additional research and study
- Connecting data and practice back to preparation programs

# Contacts and Resources

- Sara Heyburn, Assistant Commissioner, Teachers and Leaders:  
[sara.heyburn@tn.gov](mailto:sara.heyburn@tn.gov)
- Luke Kohlmoos, Director of Teacher Evaluation:  
[luke.kohlmoos@tn.gov](mailto:luke.kohlmoos@tn.gov)
- Link to full Y2 report:  
[http://www.tn.gov/education/doc/yr\\_2\\_tchr\\_eval\\_rpt.pdf](http://www.tn.gov/education/doc/yr_2_tchr_eval_rpt.pdf)