Excellence in Action
National Summit

November 27, 2012
TN’s teacher evaluation system includes multiple measures and differentiated performance levels.

**Components**
- 50% Qualitative Component
- 35% Growth Measure
- 15% Achievement Measure

**Levels**
1. Significantly below expectations
2. Below expectations
3. At expectations
4. Above expectations
5. Significantly above expectations
In our first year of evaluation, we saw a significant mismatch between observation scores and TVAAS.

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<th>1</th>
<th>2</th>
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<th>5</th>
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</thead>
<tbody>
<tr>
<td><strong>TVAAS</strong></td>
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<tr>
<td><strong>Individual</strong></td>
<td>16.5%</td>
<td>8.1%</td>
<td>24.5%</td>
<td>11.9%</td>
<td>39.1%</td>
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<td><strong>Teacher Effect</strong></td>
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<tr>
<td><strong>Observation</strong></td>
<td>0.2%</td>
<td>2.2%</td>
<td>21.5%</td>
<td>53.0%</td>
<td>23.2%</td>
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Evaluation led to many, many more meaningful conversations about instruction across the state.

295,000 observations and conversations took place in the 2011-12 school year.