



# Accountability

## 2020-21 Measure Selection Guidance

### *for Districts*

Chapter 2 of the Public Acts of 2021 (PC 2) was passed during the 1st Extraordinary Session of the 112th General Assembly. PC 2 revised laws regarding educator, student, school, and school district accountability. This document outlines how PC 2 specifically impacts teacher evaluations. PC 2 provides that data generated by statewide assessments must be excluded from an educator's evaluation unless including the data results in a higher Level of Overall Effectiveness (LOE) score for the educator. The LOE, also referred to as the final evaluation score, is the evaluation score for an educator that combines qualitative measures, growth measures, and achievement measures. The result of the new law is that **educators may elect to select an achievement measure that is not based on state test data or post-secondary readiness assessments**. Please see the [2020-21 Achievement Measure Worksheet](#) for information on which achievement measures are available for 2020-21. School leaders will find technical assistance for uploading changes to TNCompass in the Technical Support portion of this document.

PC 2 removes the requirement for districts to implement any student growth portfolio or alternative growth measure models but allows each district to continue implementation for any previously selected model if they elect to do so. Districts that elect to **discontinue** implementation of a 2020-21 student growth portfolio or alternative growth measure model **must** ensure every teacher that was previously involved in student growth portfolio or alternative growth measure model implementation has a school-wide composite growth measure selection. Please see the [Selection of Student Growth Measures: Fall 2020](#) guidance document for information on which growth measures are available for 2020-21.

The following guidance is designed to assist school leaders in updating educator measure selections to ensure every educator has all data necessary to generate a Level of Overall Effectiveness (LOE) score for 2020-21. Frequently asked questions are included on pages 2. Technical assistance begins on page 3.

All measure selection updates must be completed by **5 p.m. CST on April 15, 2021**. At that time, district measure selection access in TNCompass will close.



## Growth Measure Selection

### 1. Will all educators need to make a new growth measure selection?

No. Most educators will have a viable growth measure selection that was made earlier in the year. This is an opportunity for districts to review growth measure selections and identify potential problems or missing measure selections.

### 2. Are teachers in districts that are discontinuing the implementation of student growth portfolio or alternative growth measure models required to have a school-wide composite growth measure selection?

Districts that elect to **discontinue** implementation of a 2020-21 student growth portfolio model or alternative growth measure model **must** ensure every teacher that was previously involved in student growth portfolio or alternative growth measure model implementation has a school-wide composite growth measure selection. **This selection should have been made during the initial measure selection window but should be confirmed.**

### 3. May an educator nullify a growth score?

Nullification is based on the LOE, not a component score. An educator may elect to nullify an LOE if that LOE does not benefit the teacher. Please see the [2020-21 Educator Evaluation Guidance: Frequently Asked Questions](#) for more information on nullification.

## Achievement Measure Selection

### 4. Which educators are eligible to make a new achievement measure selection?

Any educator that selected a state assessment, TVAAS composite, or Early Postsecondary exam to generate the achievement measure component of the LOE **may choose, but is not required**, to change that selection.

### 5. What measures are available that are not based on state assessments, TVAAS composites, or Early Postsecondary exams?

Off-the-Shelf Measures and graduation rate are not based on state assessments, TVAAS composites, or Early Postsecondary exams.

### 6. May an educator that originally selected an off-the-shelf measure or graduation rate for an achievement measure score change that selection?

No, those measure selections were not impacted by PC 2 and are not eligible to be changed.

### 7. May an educator nullify an achievement score?

Nullification is based on the LOE, not a component score. An educator may elect to nullify an LOE if that LOE does not benefit the teacher. Please see the [2020-21 Educator Evaluation Guidance: Frequently Asked Questions](#) for more information on nullification.



## Technical Assistance: Measure Selection Updates

The following actions will help school leaders ensure all educators in a district receive an LOE. Please see the [Growth and Achievement Measure Import Instructions](#) for assistance with screenshots captured from TNCompass.

- I. **Generate** the Growth and Achievement Measure Import template.
  - a. From the **Administration** tab select the **Data Management Import Wizard**.
  - b. Under **Evaluation Data**, select **Growth and Achievement Measures**.
  - c. Select the **2020-21** academic year and click continue.
  - d. **Generate** the template. (*Note: the second tab of the template includes a list of all available measures.*)
  - e. Review **columns G and H**, ensuring an appropriate **growth measure TNCompass ID** and **growth measure selection** have been made for **every** educator. (Please see the [Selection of Student Growth Measures](#) document for more information on 2020 growth measures.)
    - i. Ensure that **no Early Grades (Grade 3)** composite measure has been chosen for an educator. (*This measure will not generate as there are no test scores from 2019-20 on which to generate this score.*)
    - ii. Leaders in schools with **only non-tested grades** or grades with no baseline measure, such as PK-4 schools that did not administer the optional grade 2 test in 2018-19, that do not generate a school-wide score should select a **custom/feeder growth measure** for their educators. Custom/feeder measures must be uploaded by the school/district. Please see the [Selection of Student Growth Measures](#) document for guidance on selecting a custom/feeder measure.
    - iii. **Individual growth** scores will **not** generate for **grade 3**, so leaders should ensure those teachers have a **school-wide composite** growth measure selection.
    - iv. If the district administered the **optional grade 2 assessment in 2018-19**, **individual growth** scores **will** generate for **grade 4**.
      - o Leaders in districts that **did not implement the optional grade 2 assessment** should ensure those teachers have a **school-wide composite** growth measure selection.



- v. Ensure that all educators have a growth measure score selection that is **grade band appropriate**.
- f. Review **columns I, J, and K** and ensure every educator has an **achievement measure category, TNCompass ID, and type**.
  - i. Identify educators with **achievement** measures based on a **state assessment, TVAAS composite, or Early Postsecondary exam**.
  - i. Contact each educator that has selected an achievement measure based on a state assessment, TVAAS composite, or Early Postsecondary exam and provide them the opportunity to select another measure. You may find the [Achievement Measure Worksheet](#) helpful in supporting educators with possible measure selection updates. *Educators are not required to change this selection.*
  - ii. Update **columns I, J, and K** to reflect any changes requested by eligible educators.
  - iii. Update **columns M, N, O, P and Q** (achievement criteria) **as needed** based on educator requested changes.
- II. **Save** the template.
- III. **Import, validate** and **process** the template.

With questions, please contact [TEAM.Questions@tn.gov](mailto:TEAM.Questions@tn.gov).