

Teacher Evaluation FAQs
Nullification Questions
(2020-21 Accountability Teacher Evaluation FAQs as of 2-19-21)

What does it mean to nullify an LOE score?

Nullifying an LOE score means an educator will have no evaluation data for the 2020-21 school year.

What are the implications of nullification?

Nullification means that, due to the lack of an LOE score, there will be no data on which to base professional development points or observation pacing for the following school year. It differs from partial year exemption (PYE) in that it does not impact an educator's experience record.

Does nullification impact a teacher's eligibility for tenure this year?

Yes, but only if a teacher nullifies an LOE score of "above expectations" or "significantly above expectations" (4 or 5). To be eligible for tenure, teachers must complete the following requirements:

Complete a probationary period of five (5) school years or not less than forty- five (45) months within the last seven-year period, the last two (2) years being employed in a regular teaching position rather than an interim teaching position; *and*

Receive evaluations demonstrating an LOE of "above expectations" or "significantly above expectations" as provided in the evaluation guidelines and rules adopted by the state board of education pursuant to § 49-1-302, during the last two (2) years of the probationary period; provided, however, that a teacher who has met all other requirements for tenure eligibility but has not acquired an official evaluation score during the last one (1) or two (2) years of the probationary period due to an approved extended leave; transfer to another school or position within the school district; unavailable data due to the cancellation of TCAP tests as a result of the COVID-19 pandemic; or invalidated data due to a successful local level evaluation grievance pursuant to § 49-1-302(d)(2)(A) may utilize the most recent two (2) years of available evaluation scores achieved during the probationary period to meet the provisions of this subdivision (4).

How will educators indicate the decision to nullify their 2020-21 LOE score?

TNCompass will display the options for each educator as defined by the 2020-21 Teacher Evaluation Guidance: Growth and Achievement Scores document found on the TEAM website. The option used to generate the LOE score that most benefits the educator will be indicated in TNCompass. To nullify that score, the educator will select the nullification option on the evaluation record page. This will require the educator's personal identification number (PIN) as a signature. Technical guidance on this process will be issued prior to the nullification window.

What is the deadline to select nullification for 2020-21 LOE scores?

Nullification cannot be selected until LOE scores are generated. Nullification deadlines will be included in the TEAM timeline released in the fall. (*Deadlines still pending as of 9-20-21.*)

How will nullification impact an educator's experience record?

Nullification will not impact an educator's experience record.

Will a teacher be able to see the LOE score before choosing nullification?

Yes, LOE scores must be generated prior to providing the option to nullify.

What is the impact on PDPs and observation pacing if an educator chooses to nullify their LOE?

Teachers electing to nullify will have observation pacing based on state board policy 5.201 which states any non-PYE educator without an LOE in the previous year shall have the maximum number of observations conducted based on the educator's license type. Nullification differs from partial year exemption (PYE) in that it does not impact an educator's experience record.

***Any non-PYE educator without an LOE in the previous year shall have the maximum number of observations conducted based on the educator's license type. Educators who choose to nullify their LOE score for the 2020-21 school year may use their most recently available LOE score for the purposes of determining observation pacing for the 2021-22 school year only. (Refer to the *BCS TEAM Observation Pacing Schedules, 2021-22 School Year* document.)

***Educators who receive an LOE score for the 2020-21 school year shall receive the maximum number of professional development points (PDPs) available to educators at the assigned school for the 2020-21 school year only, regardless of whether an educator chooses to nullify their 2020-21 LOE score. PDPs for these educators shall be assigned as follows:

1. (a) Educators employed in a non-priority or non-focus school for the 2020-21 school year shall receive 20 PDPs.
2. (b) Educators employed in a priority or focus school for the 2020-21 school year shall receive 25 PDPs.

***Retrieved from Tennessee State Board of Education, *Educator Evaluation Policy 5.201*

Adopted: 09/29/1994 Revised: 07/23/2021