2019-2020 Educator Effectiveness Labels

T-TESS

The T-TESS system is comprised of two components: Classroom Observations, and Professional Development, Self-Assessment, & Goal Setting.

This process seeks to develop habits of continuous improvement using evidence-based feedback and professional development decisions based on that feedback.

The Initial Annual Appraisal Rating is complete during the End of Year conference. This includes the T-TESS Observation Summative Score & the PD/Goal Attainment Score. This score is then used in the TEEM Effectiveness rating shown below.

T-TESS Rating	Score Range
Improvement Needed	1.00 - 1.80
Developing	1.81 - 2.60
Proficient	2.61 - 3.40
Accomplished	3.41 - 4.20
Distinguished	4.21 - 5.00

Please note that the numerical score is used to inform your TEEM Effectiveness Rating. A rating of Distinguished on your appraisal does not always translate into a Highly Effective rating as it is only one component.

The TEEM Effectiveness Rating is a calculation that combines the T-TESS Summative Appraisal Score and the Student Learning Objective Score. The overall Effectiveness Rating is determined by the intersection of these two scores on the chart below.

T-TESS

Classroom Evaluation	1	2	3	4	5
5	Developing	Developing	Effective	Highly Effective	Highly Effective
4	Developing	Developing	Effective	Effective	Highly Effective
3	Developing	Developing	Effective	Effective	Effective
2	Ineffective	Developing	Developing	Developing	Developing
1	Ineffective	Ineffective	Developing	Developing	Developing

Classroom Academic Growth

If a teacher has a T-TESS rating of "Accomplished", they earn an Index Score of 4.

T-TESS Rating	Score Range	Index Score
Improvement Needed	1.00 - 1.80	1
Developing	1.81 - 2.60	2
Proficient	2.61 - 3.40	3
Accomplished	3.41 - 4.20	4
Distinguished	4.21 - 5.00	5

Student growth is based on SLO scores and can be found in TEEMS. SLO scores are determined by the percent growth that students show from their pre- to post-assessment, as indicated in the chart below.

SLO Descriptive Rating	SLO Score	Growth Target
Greatly Exceeds the Target	5	80% Growth
Exceeds Target	4	60% Growth
Meets Target	3	40% Growth
Approaching Target	2	1-39% Growth
Does Not Meet Target	1	No Growth

Teachers with students who demonstrate 80% growth, earn an SLO score of 5. Crossing the 4 for Evaluation and the 5 for SLOs, results in an Effectiveness Rating of "Highly Effective".

TIA

A goal of the Teacher Incentive Allotment (TIA) is to ensure that teachers have a realistic path to a $100,000 annual salary. Key tenets of TIA include attracting and retaining effective teachers through systems that identify these educators, then provide incentives to teach at the most challenging campuses to increase the equitable distribution of effective educators.

TIA uses designations to provide incentives to teachers. These designations use scores from two specific domains in the observation component of T-TESS and student growth scores. Teachers must meet both requirements to be eligible for a TIA designation.

Recognized	3.70-3.89 on T-TESS identified domains and at least 3 on all T-TESS identified dimensions	55% of students met growth on SLOs
Exemplary	3.90-4.49 on T-TESS identified domains and at least 3 on all T-TESS identified dimensions	60% of students met growth on SLOs
Master	4.50-5.00 on T-TESS identified domains and at least 3 on all T-TESS identified dimensions	70% of students met growth on SLOS