

ACCOUNTABILITY HOLD HARMLESS ACT

SUMMARY FOR SCHOOLS

FIRST EXTRAORDINARY SESSION OF THE 112TH GENERAL FIRST
EXTRAORDINARY SESSION OF 112TH GENERAL ASSEMBLY ON JANUARY 22, 2021

ACCOUNTABILITY HOLD HARMLESS ACT

SB7001/HB7003

The new law provides that

- data generated by statewide assessments,
- the pre-k/kindergarten growth portfolio model, and
- alternative growth models administered in the 2020-2021 school year,

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.

Educators will be able to select the LOE score that most benefits them if multiple LOE options are available or they may elect to nullify the LOE.

OPTIONS FOR 2020-2021 LOE CALCULATIONS

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TESTED TEACHERS WITH 2020-2021 DATA ONLY

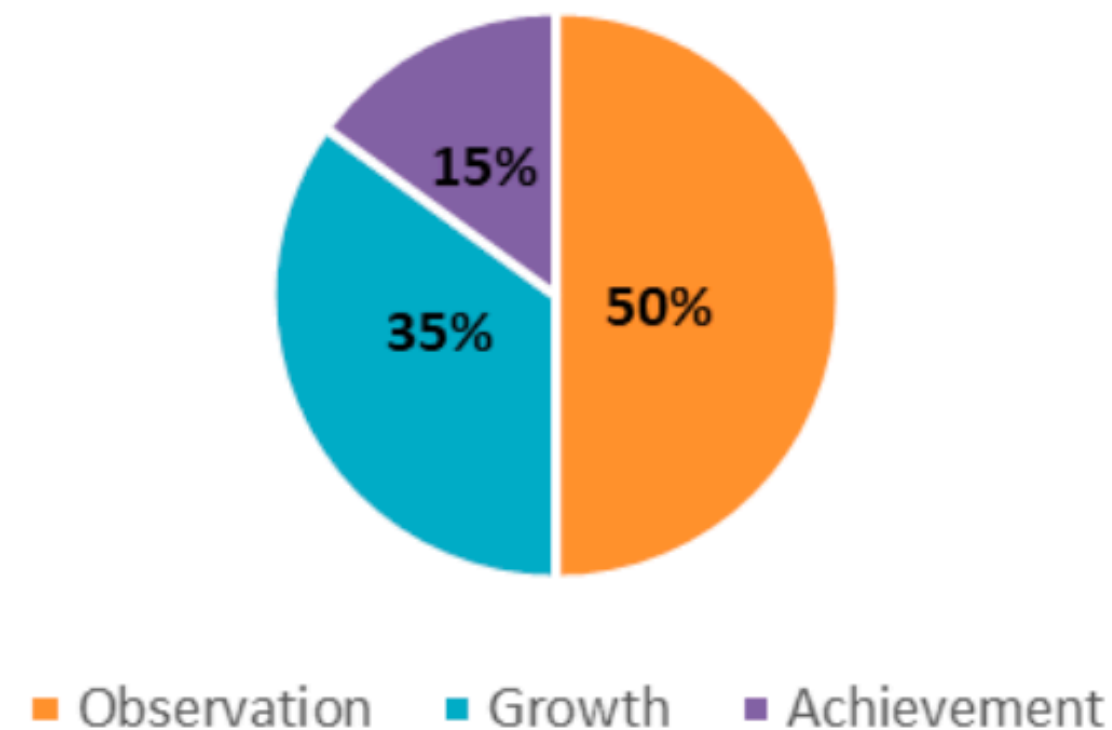
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Tested Teachers with 2020-21 Data Only

These teachers will have two options:

- *Option 1:* TVAAS data (individual growth scores) from 2020-21 will be factored in the LOE at 35%.
- *Option 2:* Nullification of the LOE

Tested Teachers with 2020-21 Data Only



2 Options:

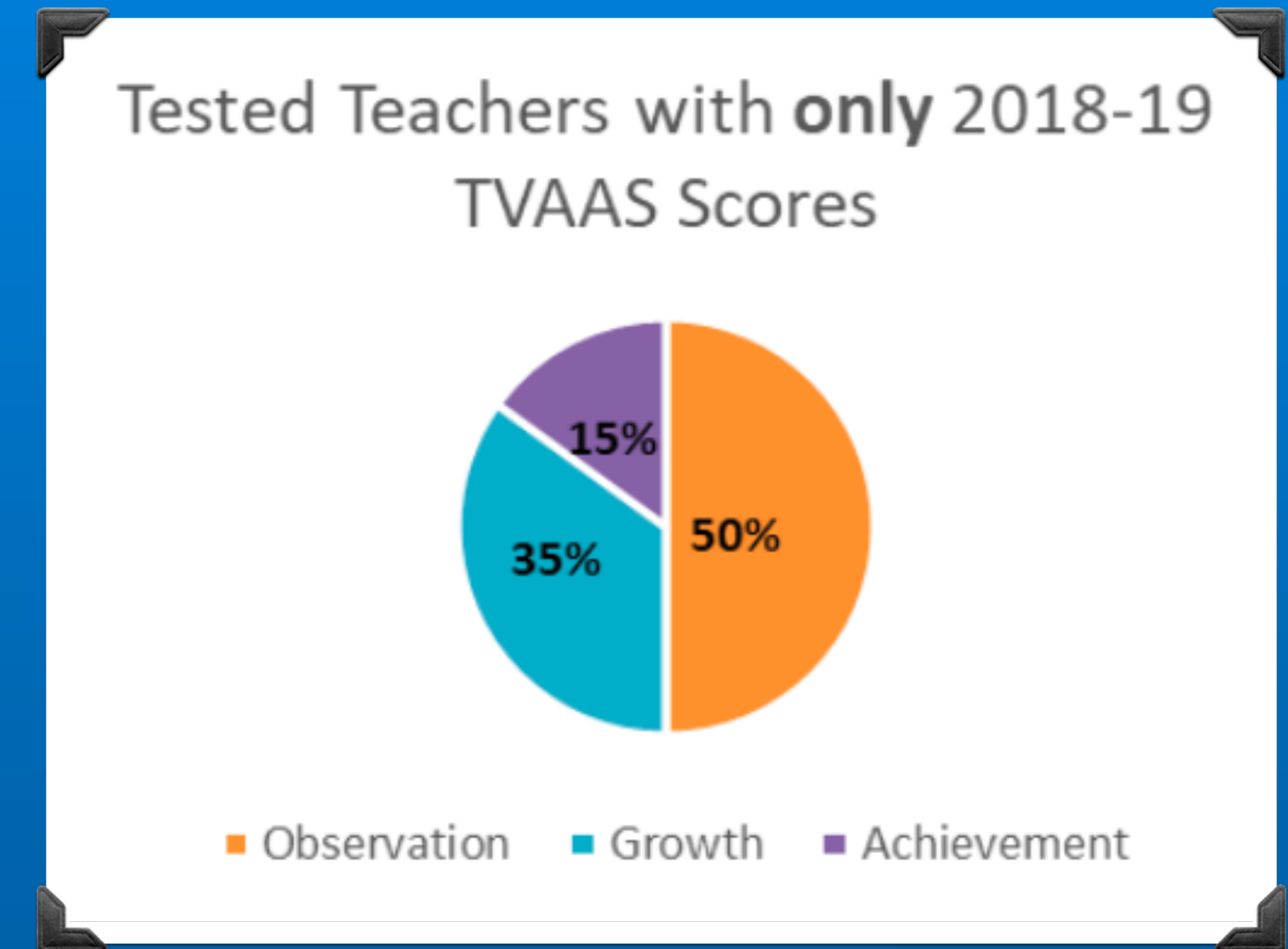
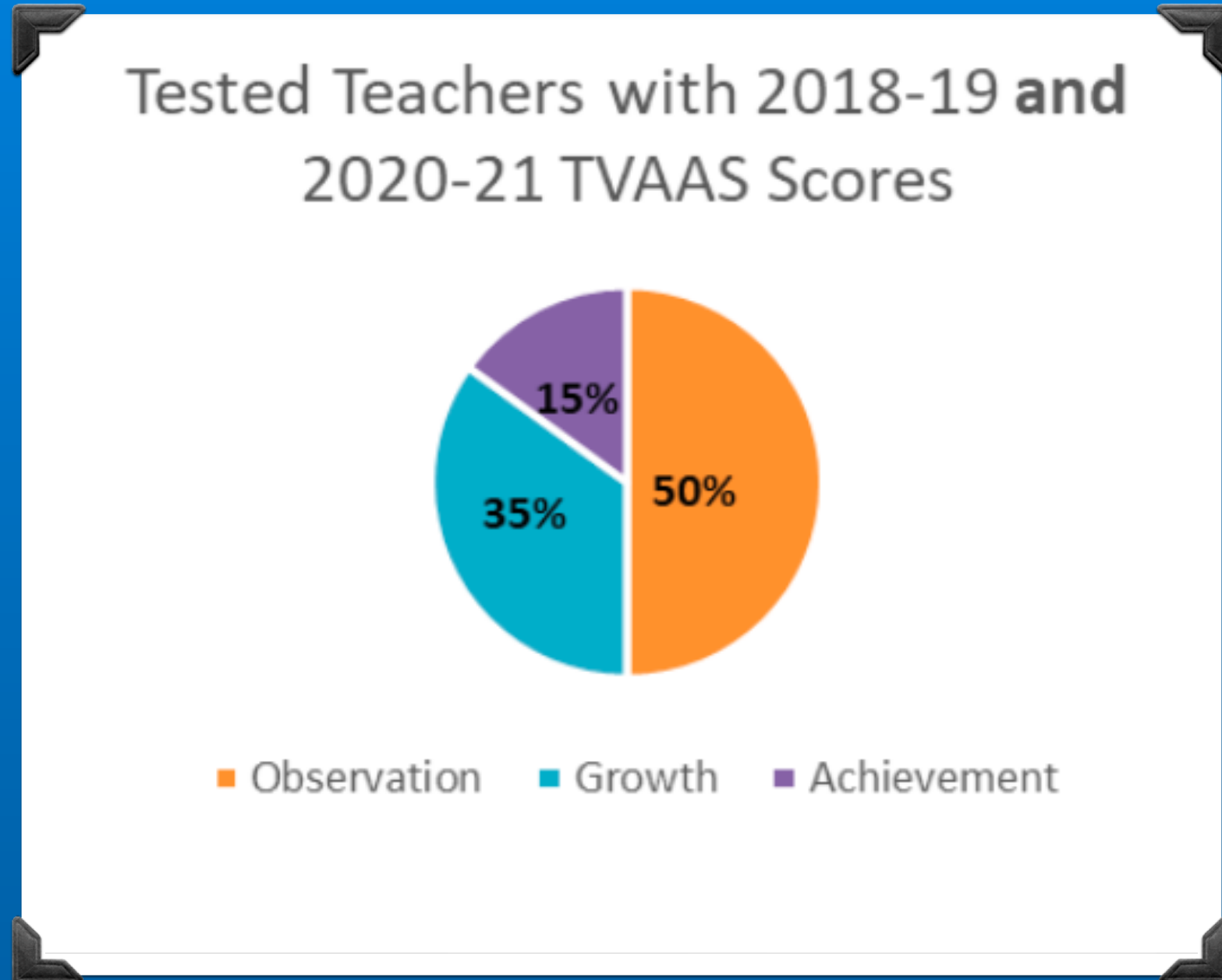
1. TVAAS data (individual growth scores) from 2020-21 will be factored in the LOE at 35%.
2. Nullification of the LOE

TESTED TEACHERS WITH 2018-2019 AND 2020-2021 DATA

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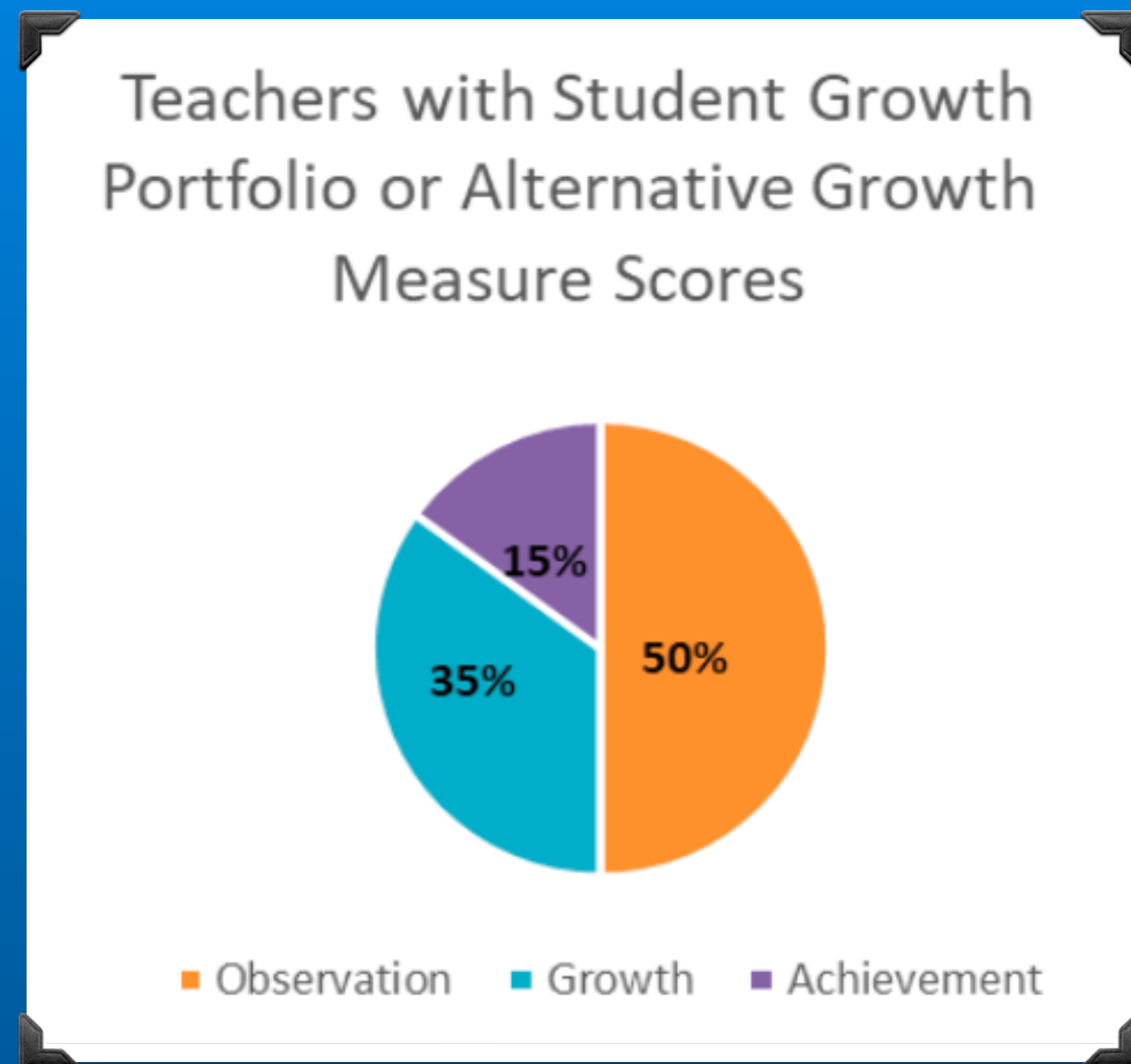
3 Options:

1. TVAAS data (individual growth scores) from 2018-19 and 2020-21 will be factored in the LOE at 35%.
2. TVAAS data (individual growth scores) from 2018-19 only will be factored in the LOE at 35%.
3. Nullification of the LOE



TEACHERS IMPLEMENTING STUDENT GROWTH PORTFOLIOS OR ALTERNATE GROWTH MEASURES

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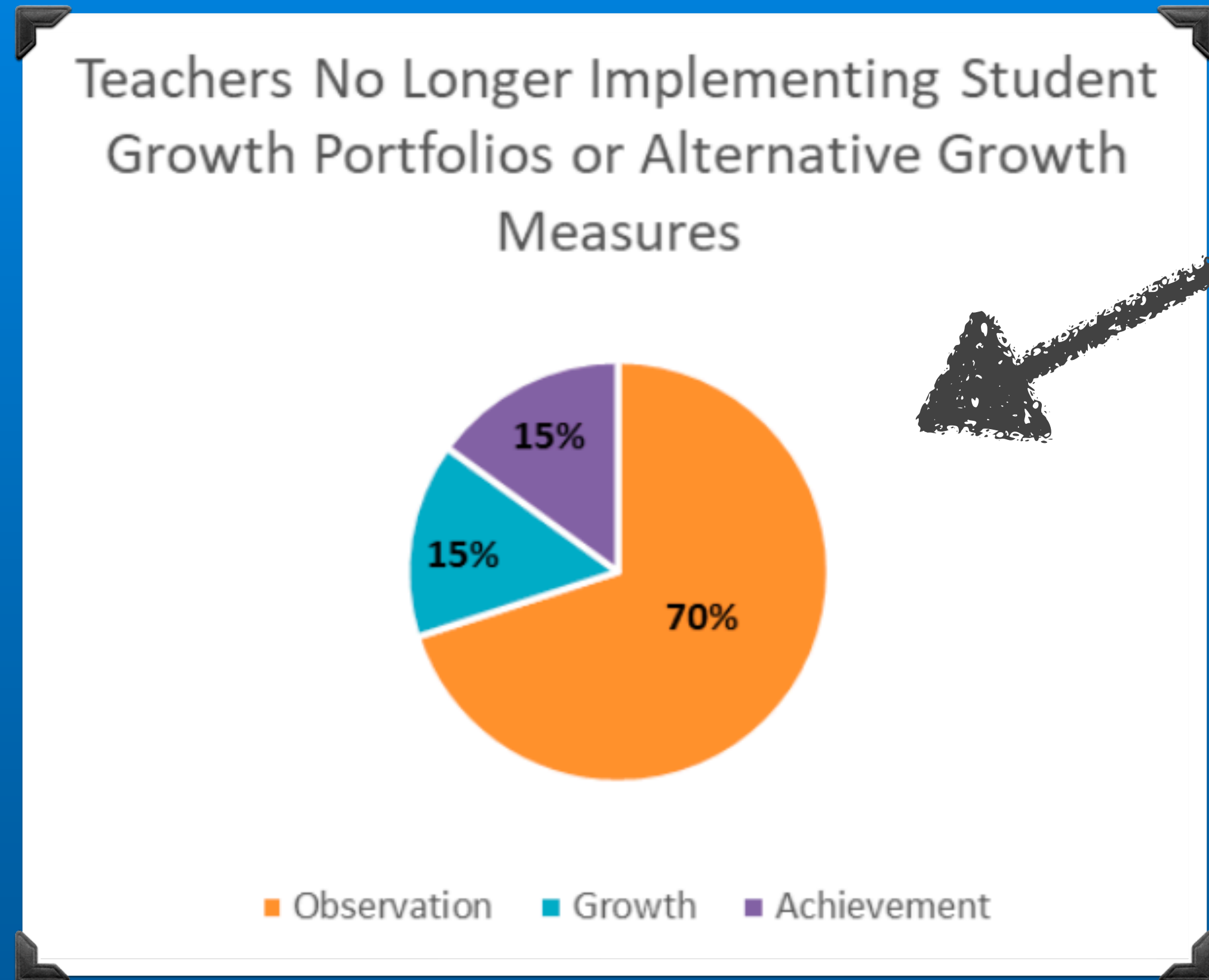
2 Options:

1. Student Growth Portfolio or Alternate Growth Measure will be factored in the LOE at 35%.
2. Nullification of the LOE

TEACHERS NO LONGER IMPLEMENTING STUDENT GROWTH PORTFOLIOS OR ALTERNATE GROWTH MEASURES

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When a district elects to **discontinue** student growth portfolio or alternative growth measure

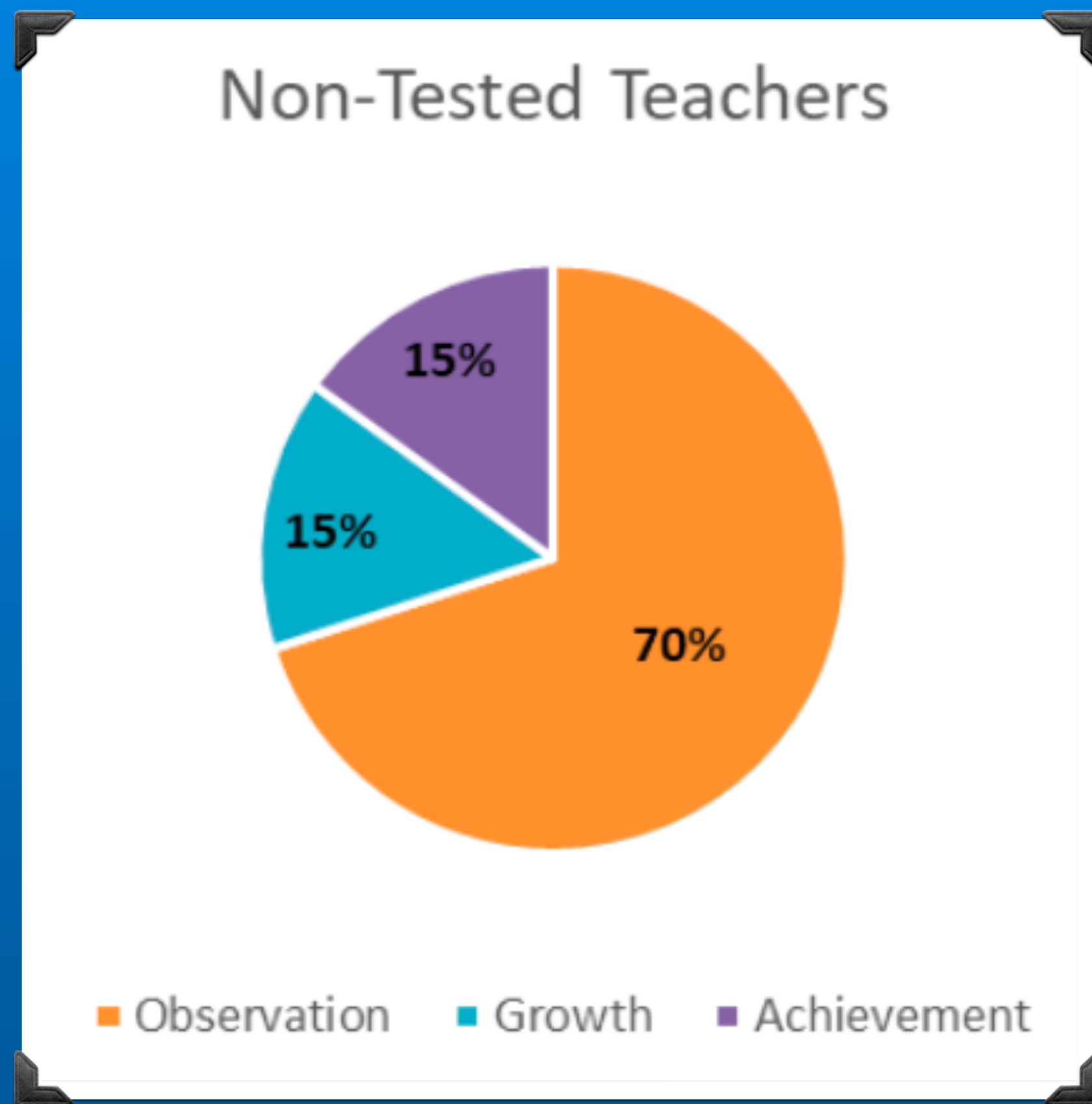


2 Options:

1. Student TVAAS data from a 2020-21 composite (school-wide) measure will be factored in the LOE at 15% (as for non-tested teachers).
2. Nullification of the LOE

NON TESTED TEACHERS

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2 Options:

1. Student TVAAS data from a 2020-21 composite (school-wide) measure will be factored in the LOE at 15% (as for non-tested teachers).
2. Nullification of the LOE

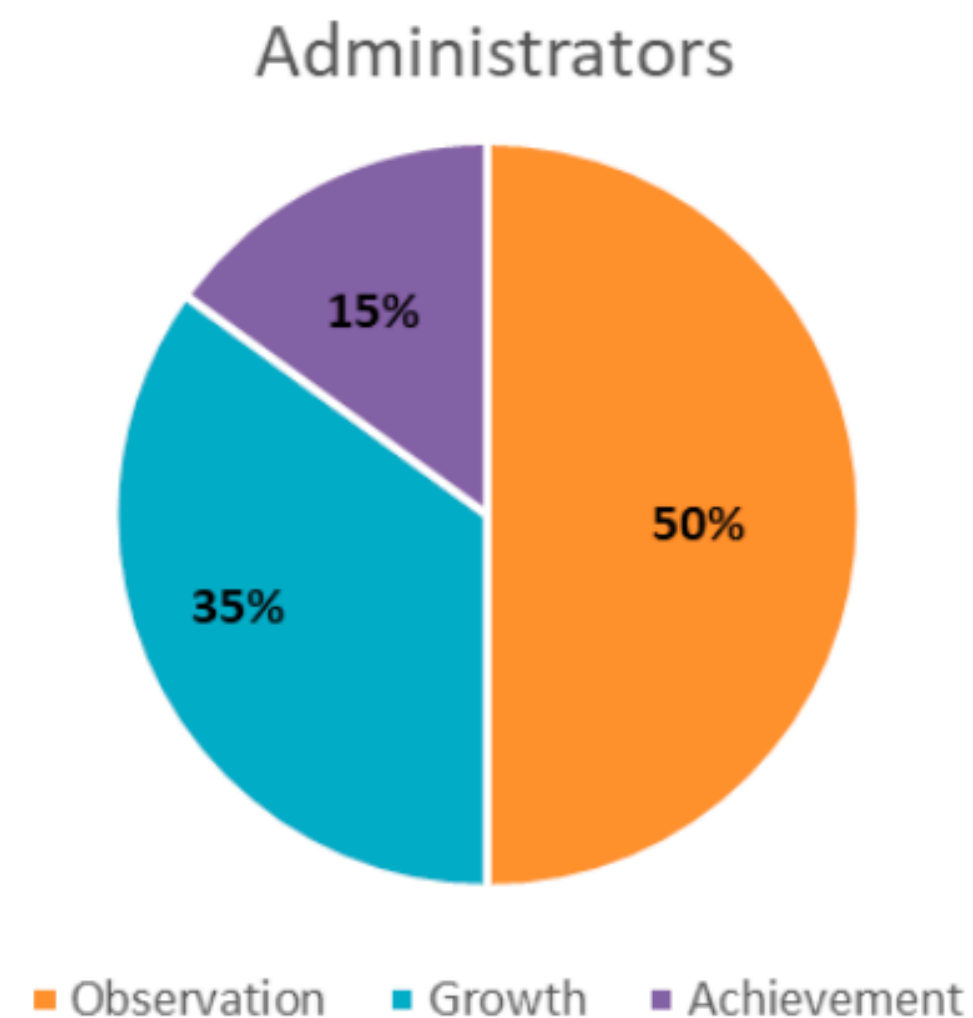
ADMINISTRATORS

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Administrators

Administrators will have two options:

- *Option 1:* TVAAS data from a 2020-21 composite (school-wide or system-wide) measure will be factored in the LOE at 35%.
- *Option 2:* Nullification of the LOE



2 Options:

1. TVAAS data (individual growth scores) from 2020-21 will be factored in the LOE at 35%.
2. Nullification of the LOE

EDUCATORS WITH A POST-SECONDARY READINESS OR STATE TEST ACHIEVEMENT MEASURE SELECTION

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Administrators and teachers that have selected an achievement score (15%) based on:

- post-secondary readiness measure or
- state TCAP test

will be allowed to select a different achievement measure prior to LOE calculation.

Achievement measures will continue to be factored into the LOE at 15% for all educator categories.

A FEW FAQs

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FAQS

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- **What does it mean to nullify an LOE score?**

Nullifying an LOE score means an educator will have no final 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.

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

TNCompass will display the options for each educator. 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.

FAQS

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

Teachers electing to nullify will not receive LOE based PDPs for 2020-21 and 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.

-If an educator selected a state test success rate or a post-secondary readiness measure as an achievement measure, may that educator make an alternate selection?

An educator that selected an achievement measure based on a state success rate (TCAP test) or a post-secondary readiness score (SAT, ACT, EPSO, or Industry Certification), will be allowed to make a change to that selection.

-Are school districts required to complete observations for 2020-21?

Yes. No changes were made to the law regarding observation requirements. Observations must be completed for the 2020-21 school year.

FAQS

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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:

- * have the maximum number of observations conducted based on the educator's license type. 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).