

Tennessee Educator Acceleration Model (TEAM)

Frequently Asked Questions: Observation

1. How do I stay updated on evaluation processes, practices, and updates?

The TEAM Update is a weekly newsletter for district and school level evaluators and other interested educators. Please [subscribe](#) to stay up-to-date on evaluation guidance, timelines, policy, and processes.

2. Which rubric is appropriate for the various educator roles in my school?

Role	TEAM Rubric
Classroom teacher	General educator
Alternative educator	General educator
Special education teachers	General educator
Online teachers	General educator
Interventionist	General educator
Audiologist	School services personnel
Counselor	School services personnel
Psychologist	School services personnel
Social worker	School services personnel
Speech language pathologist	School services personnel
Vision specialist	School services personnel
Library media specialist	Library media specialist
Principal	Administrator evaluation
Assistant principal	Administrator evaluation

The rubrics can be found on the TEAM website [here](#) and [here](#). Guidance around these documents can be found [here](#).

3. How many observations is an educator required to have?

Observation pacing is determined by a combination of licensure status (practitioner or professional) and previous year's LOE. **In the absence of previous year's LOE, the maximum number of observations based on licensure status is required.** All teachers are required to have at least 1 instruction, 1 planning, and 1 environment observation. Guidance can be found [here](#).

4. Are teachers teaching on a permit/interim teachers required to be evaluated?

All teachers in classrooms should be evaluated and given feedback in TNCompass. Interim teachers should be evaluated in TNCompass. An interim teacher who does not meet the 120 day minimum service requirement will be given partial year exemption (PYE) status. Details on PYE status and potential implications may be found [here](#).

5. What if an educator disagrees with an observation score?

Evaluation scores are not grievable. Only a breach in evaluation process is grievable. Statute and state board of education policy require districts to implement local-level grievance procedures to provide a means for evaluated teachers and principals to challenge the accuracy of the data used in the evaluation and adherence to the evaluation policies adopted by the state board of education. For more details on handling grievances related to evaluation, click here: [Guidance on Grievances](#).

6. I have questions that have not been answered here. Who can I contact?

Evaluation questions	TEAM.Questions@tn.gov	https://team-tn.org/non-tested-grades-subjects/portfolio-resources-2/
Portfolium technical support	Support@portfolium.com	https://portfolium.com/
Portfolio content support	Portfolio.Questions@tn.gov	https://team-tn.org/non-tested-grades-subjects/portfolio-resources-2/
TNCompass technical support	Support@tncompass.org	https://tncompass.org/
Licensure, PDPs, and experience	Educator.Licensure@tn.gov	https://www.tn.gov/education/licensing.html
TVAAS technical support		https://tvaas.sas.com/contact.html
Claiming questions	Claiming.Questions@tn.gov	https://team-tn.org/data/claiming-guidance/
Assessments	tned.assessment@tn.gov	https://www.tn.gov/education/assessment.html