

2019-20 Achievement Measure Worksheet

The first page of this document should be completed, signed, and kept on file at the district level.

Educator Name	School Name	Position

Section I: To be completed and selected in TNCompass¹ by Oct. 15

Chosen Achievement Measure	Rationale

Achievement Score	Measurable Criteria to Determine Effectiveness Rating ²
1	
2	
3	
4	
5	

Educator signature _____ Date _____

Evaluator signature _____ Date _____

Section II: To be completed prior to summative conference

Achievement rating (for evaluator use only)

Achievement Measure Outcome	Final Achievement Score ³

Educator signature _____ Date _____

Evaluator signature _____ Date _____

¹ Achievement measure selections must be entered in [TNCompass](#). This can be done through direct individual entry, or multiple selections may be imported. See instructions and more information on the TEAM website [here](#).

² Data for the selected achievement measure must be quantifiable. For additional guidance on setting achievement criteria, see attached guidance documents (also on the TEAM website [here](#)).

³ Per T.C.A. §49-1-302, when current year data is released, an educator's growth score of a 3, 4, or 5 that is higher than the achievement score, the individual growth score will automatically replace the achievement score when final scores are submitted.

Achievement Measure Selection Guidance

The TEAM evaluation system is built upon multiple measures of student learning. One of those measures is achievement, a 15 percent component of an educator’s level of overall effectiveness (LOE). Achievement is a point-in-time measure that evaluates how well students perform against standards. Because achievement is critical to students’ access to opportunities, districts should be proactive in providing guidance in selecting achievement measures and setting measurable criteria.

The State Board of Education approves student assessment options that can provide student achievement data in relation to the Tennessee Academic Standards. Districts have discretion to determine the measures offered to educators and to establish criteria. Districts are encouraged to use the achievement measures as a means to align academic achievement goals relative to local context and district/school goals. Evaluators should meet with educators early in the school year to identify the measure most closely aligned to their job assignment and to establish measurable criteria.

For instructions for district leaders on batch-uploading achievement measures and criteria into TNCompass, click here: [Growth & Achievement Measure Import Instructions](#).

Achievement Measure Categories

Overall TVAAS is a one-year measure based on school- or system-wide TVAAS composites. TVAAS measures the amount of academic progress students make year to year with a district, school, or teacher. Note: For 2019-20, it will be possible to calculate third grade TVAAS if the district administered the optional second grade assessment in 2018-19. For more information, refer to the TVAAS technical documentation online [here](#) under the *Resources* tab.

The tables below outline what is included in each overall TVAAS measure in 2019-20.

Full Composites (TCAP, EOC, Early Grades Combined)

Measure Name	Test Subjects Included for 2019-20
Composite	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math, English Language Arts (grades 3 and 4-8)
Literacy	English I, English II, TNReady English Language Arts (grades 3 and 4-8)
Numeracy	Algebra I, Algebra II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math (grades 3 and 4-8)
Literacy & Numeracy	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math and English Language Arts (grades 3 and 4-8)

TCAP/EOC Composites

Measure Name	Test Subjects Included for 2019-20
Composite	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math, English Language Arts (grades 4-8)
Literacy	English I, English II, TNReady English Language Arts (grades 4-8)
Numeracy	Algebra I, Algebra II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math (grades 4-8)
Literacy & Numeracy	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III, TNReady Math, English Language Arts (grades 4-8)

TCAP (Grades 4-8) Composites

Measure Name	Test Subjects Included for 2019-20
Composite	TNReady Math and English Language Arts (grades 4-8)
Literacy	TNReady English Language Arts (grades 4-8)
Numeracy	TNReady Math (grades 4-8)
Literacy & Numeracy	TNReady Math and English Language Arts (grades 4-8)

EOC Composites, CTE Students, or CTE Concentrators*

Measure Name	Test Subjects Included for 2019-20
Composite	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III
Literacy	English I, English II
Numeracy	Algebra I, Algebra II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III
Literacy & Numeracy	Algebra I, Algebra II, English I, English II, Geometry, Integrated Math I, Integrated Math II, Integrated Math III

*Note: Each of the named measures can be selected for EOC for the full school, EOC for CTE students, or EOC for CTE concentrators. CTE students composites include students who took one or more CTE course in the current year. CTE concentrators composites include students who have completed three or more courses in a single CTE program of study.

Early Grades (Grade 3) Composites**

Measure Name	Test Subjects Included for 2019-20
Composite	TNReady Math and English Language Arts (grade 3)
Literacy	TNReady English Language Arts (grade 3)
Numeracy	TNReady Math (grade 3)
Literacy & Numeracy	TNReady Math and English Language Arts (grade 3)

**District/school must participate in the optional grade 2 assessment to select these options.

Any measure selected from the categories below require the school or district leader to provide guidance on the appropriate scaling of the measure.

State assessments, or the Tennessee Comprehensive Assessment Program (TCAP), include TNReady assessments in math, English language arts, social studies, and science. They also include alternative assessments, like the MSAA and TCAP-Alt, for students with special needs. These assessments measure mastery of the Tennessee Academic Standards. More information about state assessments is available [here](#).

Off-the-shelf assessments are intended to provide a measure of achievement for teachers in non-tested grades and subjects for evaluation purposes. As with all achievement measures, the goal is to utilize assessments that measure the full breadth and rigor of the academic standards for the grade/content area. The use of screeners that solely assess skills is not recommended for selection for the 15 percent measure.

Graduation rate is an appropriate measure for high school educators. The absolute performance pathway measures the percent of students in a graduation cohort who graduated within four years and one summer. The annual measurable objectives (AMO) target pathway is a target to increase the percent of students who graduate within four years and a summer. For more information on 2018 graduation rates, click [here](#).

ACT/SAT suite of assessments is an appropriate measure for high school educators. It is a required postsecondary readiness assessment, and is used to prepare students with knowledge and skills valued by both employers and postsecondary educators. ACT/SAT composites are factored into school and district accountability measures as a Ready Graduate indicator as part of the Every Student Succeeds Act (ESSA). More information is available [here](#).

Early postsecondary exams provide the opportunity for students to earn postsecondary credit while in high school. Early postsecondary opportunities (EPSOs) are factored into school and district accountability measures as a Ready Graduate indicator as part of the Every Student Succeeds Act (ESSA). More information on EPSOs is available [here](#).

Industry certifications are earned through secondary and postsecondary career and technical education programs and courses. They are part of nationally recognized career clusters that the department promotes and are appropriate for educators teaching courses in the related programs of study. Industry certifications are factored into school and district accountability measures as a "Ready Graduate" indicator as a part of the Every Student Succeeds Act (ESSA). More information on industry certification is available [here](#).

Achievement Measure Approval Process

The department continually monitors and makes recommendations to the State Board of Education for revising the menu of achievement measures based on increasing availability of higher quality measures of performance. Districts interested in submitting assessments for review for next school year may do so by **Jan. 15**. For more information about the approval process, [click here](#).

Setting Achievement Measure Criteria

The process for setting achievement measure criteria is a local-level decision and administrators and teachers should discuss these targets to ensure that they are specific, measurable, and attainable within one year. As a reminder, level 3 should be “At Expectations” for one year of performance. Below are two examples of scaling.

Example 1 – Criteria using graduation rate:

Score	Description	Equation
1	Graduation rate decreased by more than 3 points.	$\text{Grad rate diff} < -3$
2	Graduation rate decreased by more than 1 point and less than 3 points.	$-3 \leq \text{grad rate diff} < -1$
3	Graduation rate increased by no more than 1 point or decreased by no more than 1 point.	$-1 \leq \text{grad rate diff} \leq 1$
4	Graduation rate increased by more than 1 point and no more than 3 points.	$1 < \text{grad rate diff} \leq 3$
5	Graduation rate increased by more than 3 points.	$\text{Grad rate diff} > 3$

Annual measurable objectives (AMOs) are yearly targets for improving performance based on prior year results. Available at the grade, school, or district level, these targets are based on the expectation that the percent of students not meeting the standard to decrease by half in four years. AMO targets are rounded to one decimal place. Double AMO targets are based on the expectation that the percent of students not meeting the standard to decrease by half in four year.

Example 2 – Criteria when scaling around success rates using AMO targets:

Score	Description
1	Regressed or no change
2	Improved but didn't hit target
3	Target with the confidence interval met
4	AMO target reached
5	Double AMO target reached

Achievement Measure Mediation

According to T.C.A. §49-1-302, an educator being evaluated must mutually agree with the evaluator on which achievement measure is employed as part of the level of overall effectiveness (LOE). This measure must be aligned as closely as possible to the teaching assignment of individual teachers and duty assignments of each individual administrator. In cases where there is a disagreement, the educator being evaluated chooses the evaluation measures; however, the department will verify alignment.

Achievement Measure Selections: Elementary and Middle School Teachers (pre-K–8)

State Assessments

Classroom, Grade, or School Level⁴

- Grade 2 Composite
- Grade 2 ELA
- Grade 2 Math
- Grades 3-8 ELA*
- Grades 3-8 Math*
- Grades 3-8 Science*
- Grades 6-8 Social Studies*
- EOC English I or II
- EOC Algebra I, II, or Geometry*
- EOC Integrated Math I, II, or III*
- MSAA
- TCAP Alt
- TCAP Composite
- WIDA ACCESS

Overall TVAAS⁵

School Level⁶

- Composite
- Literacy
- Literacy and Numeracy
- Numeracy
- EOC Literacy
- EOC Numeracy
- EOC Literacy & Numeracy
- Early Grades (Grade 3)⁷ Composite
- Early Grades (Grade 3) Literacy
- Early Grades (Grade 3) Literacy and Numeracy
- Early Grades (Grade 3) Numeracy
- TCAP (Grades 4-8) Composite
- TCAP (Grades 4-8) Literacy
- TCAP (Grades 4-8) Literacy and Numeracy
- TCAP (Grades 4-8) Numeracy
- TCAP/EOC Composite
- TCAP/EOC Literacy
- TCAP/EOC Literacy and Numeracy
- TCAP/EOC Numeracy

Off-the-Shelf

- ACT Aspire
- AIMSweb
- Children’s Progress Academic Assessment
- Classworks
- Connect 4 Learning-Formative Assessment⁸
- Developmental Reading Assessment (DRA)
- DIBELS
- Discovery Ed/ThinkLink
- easy CBM
- FAST
- Fountas-Pinell
- GOLD Assessment
- Houghton Mifflin Harcourt Early Childhood Inventory (Big Day)
- iReady
- Istation
- Kindergarten Readiness
- Learning.com
- Limelight
- Linguafolio
- MAP
- Michigan Model
- NOELLA
- Oregon Project
- PowerSchool
- Reading Recovery: Observation Survey of Early Literacy Achievement
- Scholastic Suite of Assessments
- STAMP
- STAR Early Literacy
- STAR Math
- STAR Reading
- Study Island
- Terranova
- Voyager

⁴ Teachers assigned to two schools may select the appropriate schoolwide score for the school at which they spend the majority of their time. Teachers assigned to three or more schools may select state assessment measures at the system level.

* This achievement measure can be scaled using AMO; feeder/custom option also available for these state assessments.

⁵ Feeder/custom option available for all overall TVAAS measures.

⁶ Teachers assigned to two schools may select the appropriate schoolwide score for the school at which they spend the majority of their time. Teachers assigned to multiple schools may also select overall TVAAS measures at the system level. A *Feeder/Custom* option is available for these measures.

⁷ All early grades composites include grade 3 TVAAS data and are available in districts that have administered the grade 2 assessment to their current third grade students.

⁸ The district should *at least* measure the standards that are aligned to [TN-ELDS](#). It is suggested that standards in each math cluster and *all* ELA standards be measured.

Achievement Measure Selections: High School Teachers (9-12)

State Assessments

Classroom, Grade, or School Level⁹

- EOC Algebra I, II, or Geometry*
- EOC Biology*
- EOC English I or II*
- EOC Integrated Math I, II, or III*
- EOC US History*
- MSAA
- TCAP Alt
- TCAP Composite
- WIDA ACCESS

Overall TVAAS

School Level¹⁰

- Composite
- Literacy
- Literacy and Numeracy
- Numeracy
- CTE Concentrator
- CTE Concentrator Literacy
- CTE Concentrator Literacy and Numeracy
- CTE Concentrator Numeracy
- CTE Students
- CTE Students Literacy
- CTE Students Literacy and Numeracy
- CTE Students Numeracy
- EOC Composite
- EOC Literacy
- EOC Literacy and Numeracy
- EOC Numeracy
- Grades 4-8/EOC Composite
- Grades 4-8/EOC Literacy
- Grades 4-8/EOC Literacy and Numeracy
- Grades 4-8/EOC Numeracy

Off-the-Shelf

- ACT Aspire
- iReady
- MAP
- National French Exam
- National Greek Exam
- National Latin Exam
- National Spanish Exam
- Precision Measurement Instruments (PMI)
- STAR Early Literacy
- STAR Math
- STAR Reading

Graduation Rate¹¹

ACT/SAT Suite of Assessments

- ACT
- PSAT
- SAT

Early Postsecondary Exams

- AP Assessment
- Cambridge
- CLEP
- IB Assessment
- Local Dual Credit
- Statewide Dual Credit

⁹ Teachers assigned to two schools may select the appropriate schoolwide score for the school at which they spend the majority of their time. Teachers assigned to three or more schools may select state assessment measures at the system level.

¹⁰ Teachers assigned to two schools may select the appropriate schoolwide score for the school at which they spend the majority of their time. Teachers assigned to multiple schools may also select overall TVAAS measures at the system level. A *Feeder/Custom* option is available for these measures.

* This achievement measure can be scaled using AMO; feeder/custom option also available for these state assessments.

¹¹ This can be selected at the school or system level.

Industry Certifications

CTE educators will **select a career cluster** as an achievement measure. The comprehensive list of certifications is below; educators are able to report the number and names of certifications and set criteria based on their goals for the year. For more information on industry certifications, visit the department’s website [here](#), or see the list of certifications [here](#).

Career Clusters

- Advanced Manufacturing
- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Arts and A/V
- Business Management and Administration
- Education and Training
- Finance
- Health Science
- Hospitality and Tourism
- Human Services
- Information Technology
- Marketing
- STEM
- Transportation, Distribution, and Logistics

Certifications in Each Cluster

Advanced Manufacturing

- American Welding Society Certified Welder
- AWS SENSE – Advanced Level Welder
- AWS SENSE – Entry Level Welder
- FANUC
- Level I Siemens Certified Mechatronic Systems Assistant
- Machining Level I – Measurement, Materials, and Safety Certification (NIMS)
- NCCER Core Curriculum
- OSHA 10
- OSHA 30 General Industry
- Precision Measurement Instruments Certification (includes all subtests)
- Production Certification (CPT)

Agriculture, Food, and Natural Resources

- Briggs and Stratton Basic Small Engine Certification
- Briggs and Stratton Master Service Technician
- Commercial Pesticide Certification – Core (03)
(Note: Must be 18 years old)
- OSHA 10
- OSHA 30 General Industry
- Precision Measurement Instruments Certification (includes all subtests)
- Tennessee Specific Industry Certification – Animal Science
- Tennessee Specific Industry Certification – Horticulture

Architecture and Construction

- AutoCAD
- Certified Solidworks Associate
- EPA Section 608 Universal
- HVAC Excellence Employment Ready Certifications
- HVAC Excellence, Heating, Electrical, Air Conditioning Technology (H.E.A.T.)
- NCCER Carpentry Level One
- NCCER Carpentry Level Two
- NCCER Construction Technology
- NCCER Core Curriculum
- NCCER Electrical Level One
- NCCER Plumbing Level One
- OSHA 10
- OSHA 30 Construction
- Precision Measurement Instruments Certification (includes all subtests)
- Precision Measurement Instruments Certification (includes all subtests)
- Universal R-410A

Arts and A/V

- Adobe Certified Associate

Business Management and Administration

- Microsoft Office Expert (pass the two-part Expert Exam in Excel)
- Microsoft Office Expert (pass the two-part Expert Exam in Word)
- Microsoft Office Master – Track 1 (Word Expert + Excel Core + Elective)
- Microsoft Office Master – Track 2 (Excel Expert + Word Core + Elective)
- Microsoft Office Master – Track 3 (Word Expert + Excel Expert)
- Microsoft Office Specialist (Excel)
- Microsoft Office Specialist (PowerPoint)
- Microsoft Office Specialist (Word)

Education and Training

- CDA – Child Development Associate

Finance

- Intuit QuickBooks Certified User

Health Science

- Certified Clinical Medical Assistant
- Certified EKG Technician
- Certified Nursing Assistant
- Certified Patient Care Technician
- Certified Personal Trainer
- Certified Pharmacy Technician
- Emergency Medical Responder (First Responder)
- National Entry Level Dental Assistant
- OSHA 10 Health Care

Hospitality and Tourism

- Certified Fundamentals Cook (CFC)
- Certified Hospitality & Tourism Professional
- ServSafe Food Manager

Human Services

- Tennessee Specific Industry Certification – Dietetics & Nutrition
- Tennessee Specific Industry Certification – Social Health Services
- TN Board of Cosmetology & Barbering – TN Cosmetology 1010
- TN Board of Cosmetology & Barbering – TN Master Barber 1010

Information Technology

- Advanced HTML5/CSS3
- Associate of ISC2 (Note: Teacher must be ISC2 certified.)
- CCNA Cisco Certified Network Associate
- Cisco Certified Entry Network Tech (CCENT)
- Cisco IT Essentials PC Hardware & Software Certification
- CIW Web Design Specialist
- CIW Web Foundation
- CompTIA A+
- CompTIA IT Fundamentals
- CompTIA Network+
- CompTIA Security+
- JavaScript Specialist
- Microsoft Technology Associate Infrastructure
- Microsoft Technology Associate Software Development Fundamentals

Marketing

- Certified Logistics Technician
- Hootsuite Platform Certification
- Hootsuite Social Media Certification
- Microsoft Office Specialist (Excel)

STEM

- Autodesk Inventor Certified User
- Certified Solidworks Associate (CSWA) – Academic
- FANUC
- Precision Measurement Instruments Certification (includes all subtests)

Transportation, Distribution, and Logistics

- Automotive Service Excellence Certification: Painting and Refinishing
- Automotive Service Excellence Student Certification: Maintenance & Light Repair Certification
- Automotive Service Excellence Student Certification: Nonstructural Analysis/Repair
- Automotive Service Excellence Student Certification: Structural Analysis/Repair
- I-CAR Refinish Technician ProLevel 1 or I-CAR Non-Structural Technician ProLevel 1
- Precision Measurement Instruments Certification (includes all subtests)