



TEM Observation and Evaluation Updates 2016-2017



- Due to the delay in receiving testing data we had to amend our implementation of the observation pacing guide
- After much deliberation, recommendations have been reviewed and approved by the Tennessee Department of Education
- Three (3) observation tracks are being loaded into OASYS and PLZ (for pilot schools).





New Hires

One **(1)**
announced
observation

Three **(3)**
unannounced
observations

Teachers w/ICCs

One **(1)**
announced
observation

Two **(2)**
Unannounced
observations

All Other Teachers

One **(1)**
announced
observation

One **(1)**
Unannounced
observation



Observation: Pacing Guide – New Hires

GenEd New Hires

ALL GENED NEW HIRE (Teachers)

Observation	Indicators Observed	
Announced Observation #1	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work	Teach 4: Content Engagement Teach 7: Instructional Time
Unannounced Observation #1	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work	Teach 4: Content Engagement Teach 7: Instructional Time
Unannounced Observation #2	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work Teach 4: Content Engagement	Teach 5: Higher-Level Thinking Skills Teach 6: Check for Understanding
Unannounced Observation #3	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work Teach 4: Content Engagement	Teach 5: Higher-Level Thinking Skills Teach 6: Check for Understanding



Data used to identify teachers warranting additional support

ICC Criteria	# of Teachers
Observations <3	510
<ul style="list-style-type: none">• Observations <3 AND Tripod <3	72
<ul style="list-style-type: none">• Observations <3, Tripod <3, AND Professionalism <3	47
Portfolio <3	164
Total	674



Observation: Pacing Guide -Teachers w/ICCs

Teachers with Initial Coaching Conversations (ICCs)

TEACHERS w/INITIAL COACHING CONVERSATIONS (ICCS)

Observation	Indicators Observed	
Announced Observation #1 <i>(required)</i>	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work	Teach 4: Content Engagement Teach 7: Instructional Time
Unannounced Observation #1 <i>(required)</i>	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work Teach 4: Content Engagement	Teach 5: Higher-Level Thinking Skills Teach 6: Check for Understanding Teach 7: Instructional Time
Unannounced Observation #2 <i>(required)</i>	Teach 1: Objective Driven Lessons Teach 2: Explain Content Teach 3: Appropriately Challenging Work Teach 4: Content Engagement	Teach 5: Higher-Level Thinking Skills Teach 6: Check for Understanding Teach 7: Instructional Time



Observations: Pacing Guide – All other teachers

Returning Teachers (No ICC)

RETURNING TEACHERS (No ICC)

Announced Observation #1
(required)

Teach 1: Objective Driven Lessons
Teach 2: Explain Content
Teach 3: Appropriately Challenging Work

Teach 4: Content Engagement
Teach 7: Instructional Time

Unannounced Observation #1
(required)

Teach 1: Objective Driven Lessons
Teach 2: Explain Content
Teach 3: Appropriately Challenging Work
Teach 4: Content Engagement

Teach 5: Higher-Level Thinking Skills
Teach 6: Check for Understanding
Teach 7: Instructional Time

Unannounced Observation #2
(OPTIONAL - criteria must be met)

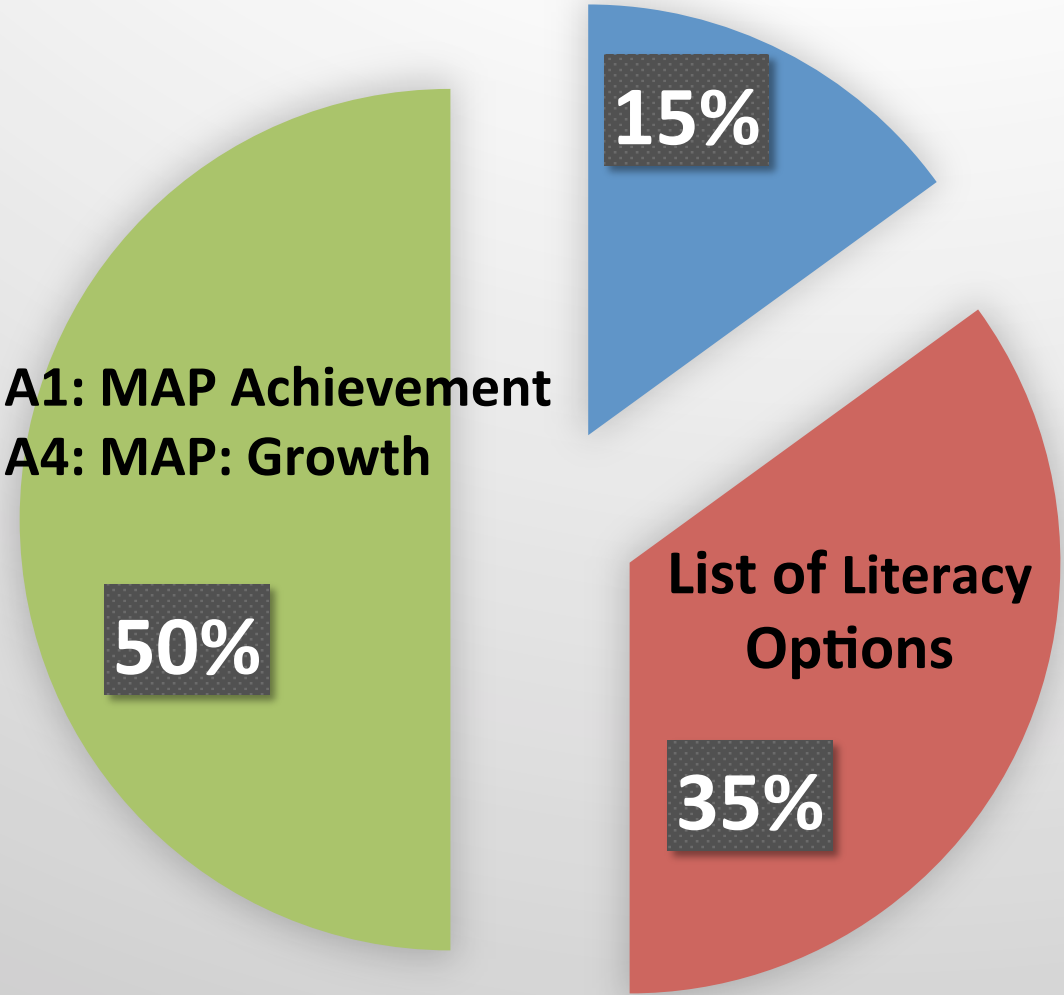
Teach 1: Objective Driven Lessons
Teach 2: Explain Content
Teach 3: Appropriately Challenging Work
Teach 4: Content Engagement

Teach 5: Higher-Level Thinking Skills
Teach 6: Check for Understanding
Teach 7: Instructional Time

Only applicable if teacher qualifies for a Professional Learning Plan (two or more indicators <3). May be requested by teacher or principal only if the criteria is met. Does not override first unannounced observation. Included in overall calculation.



Educators selects from a menu of options most aligned with primary responsibility



- Achievment
- Growth
- Observation of Practice



TEAM – Principals' Growth Measure Selections

Growth Measure	Availability
Early Grades Literacy (school level)	Elementary only
Early Grades Literacy and Numeracy (school level)	Elementary only
EOC Literacy (school level)	High Schools only
EOC Literacy and Numeracy (school level)	High Schools only
Literacy (school level)	All Schools
Literacy and Numeracy (school level)	All Schools
TCAP Literacy (school level)	Elementary/Middle
TCAP Literacy and Numeracy (school level)	Elementary/Middle
TCAP/EOC Literacy and Numeracy (school level)	Only Middle Schools with Algebra I



- Teacher observations available in OASYS now. PLZ system will be available ASAP for pilot schools.
- Growth and achievement forms for all TEM/TEAM educators available in OASYS and PLZ no later than **Monday, October 24, 2016**
- All questions regarding OASYS or PLZ systems answered via HELP DESK managed by IT and HR: **http://www.scsk12.org/hr/plz_helpdesk/**