



TEACHER EVALUATIONS

FREQUENTLY ASKED QUESTIONS

Q: Will teachers be formally evaluated this year, SY2020-21.

A: Yes. Per the State of Tennessee, state board policy and education statutes, we will proceed with the state mandated evaluations. As such, student growth portfolio implementation and all other educator evaluation practices will be maintained unless otherwise dictated by the state of Tennessee legislature. If we receive updates from the state in the future, we will share immediately.

Q: How will observations be conducted virtually?

A: We are still awaiting guidance from the State. In the interim, we will continue to use the processes we've used in the past with both announced and unannounced observations. Announced observations will be scheduled in PLZ. The observer will log into your virtual classroom to observe your lesson.

Q: Can lessons be recorded and submitted for my formal observations?

A: Per policy 4041 (Video Captures of Professional Practices), video captures of classroom instruction and professional practices may be created and used for evaluation with informed written consent of the staff member for evaluation.

Q: When will observations begin?

A: Informal observations will begin as early as the first day of school. Formal observations will begin mid-September 2020.

Q: Will teachers be required to submit the state-approved portfolio for PreK/KK, Fine Arts, World Languages, and Physical Education?

A: Yes. Per the State of Tennessee, state board policy and education statutes, we will proceed with the state mandated portfolios. As such, student growth portfolio implementation and all other educator evaluation practices will be maintained unless otherwise dictated by the state of Tennessee legislature.

Q: What subject areas have a state-approved portfolio growth measure for use in Shelby County Schools?

A: Pre-K/Kindergarten, Fine Arts K-12, World Languages K-12, and HPELW K-5.

Q: Are all teachers in those subjects and grades required to submit a portfolio?

A: Yes. If a teacher does not submit a portfolio, the non-submission will result in insubordination as outlined in guidelines provided by the Office of Professional Standards (formerly known as Employee Relations – ER) in addition to not receiving a Level of Effectiveness (LOE) score.

Q: Are there any reasons a teacher may be exempt from completing a portfolio?

A: Exemptions are only granted for reasons listed in Tennessee Department of Education policies. A teacher must submit a request for exemption and support documentation.



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Q: What happens if a teacher is suspected of unethical behavior?

A: The peer reviewer must **simultaneously** notify Human Resources and the Content Advisor. Failure to do so can result in no action being taken. A collective decision will be made whether or not to forward the information to Labor Relations. (**Please refer to Staff Ethics Policy 4002 for definitions and consequences of Unprofessional Behavior and Unethical Behavior.**)

Q: Are time extensions granted for submitting the portfolio?

A: All time extensions are granted and approved by Tennessee Department of Education.

Q: How will the portfolio growth measure impact teachers' TEM scores?

A: All teachers with a portfolio growth measure must use the portfolio score for the growth component (35%) of the overall TEM Score.

Q: What is the principal's role in the portfolio collection and submission process?

A: The level of involvement by the principal may vary by subject area. Principals may be asked for recommendations for potential Peer Reviewers and other supporting roles. Principals are also notified if a teacher is not meeting benchmarks.

Q: Who do I contact if I have additional questions?

A: Please contact Employee Performance and Support at eps@scsk12.org for additional support.