

# Teacher Evaluation Framework Comprehensive Assessment



**Definition *Apprentice Teacher*** – a teacher who is new to the school system. The apprentice teacher moves to a professional license after having taught 3 years, which is the same time the teacher is eligible to receive tenure.

**Apprentice Teacher Year I** – 3 observations/evaluations

**Apprentice Teacher Year II** – 3 observations/evaluations

**Apprentice Teacher Year III** – 2 observations/evaluations

**Professional Teacher** – 2 observations/evaluations every 10 years

## Evaluation Process:

1. Self-Assessment discussion/Review of Previously Collected Information
2. [Unit Plan/Lesson Plan Analysis](http://www.state.tn.us/education/frameval/anauplp.doc)  
(<http://www.state.tn.us/education/frameval/anauplp.doc>)
3. Observation Process
4. [Planning Information Record](http://www.state.tn.us/education/frameval/pir.doc) (<http://www.state.tn.us/education/frameval/pir.doc>)
  - Classroom Notes
  - [Reflecting Information Record](http://www.state.tn.us/education/frameval/rir.doc)  
(<http://www.state.tn.us/education/frameval/rir.doc>)
  - [Appraisal Record](http://www.state.tn.us/education/frameval/ar.doc) (<http://www.state.tn.us/education/frameval/ar.doc>)
5. [Educator Information Record](http://www.state.tn.us/education/frameval/eir.doc) (<http://www.state.tn.us/education/frameval/eir.doc>)
6. [Summative Process](http://www.state.tn.us/education/frameval/pgo-sr.doc) (<http://www.state.tn.us/education/frameval/pgo-sr.doc>)
  - Analysis of Data
  - [Identification of Performance Levels](http://www.state.tn.us/education/frameval/ps-o.pdf)  
(<http://www.state.tn.us/education/frameval/ps-o.pdf>)
  - Sharing of Evaluation Results
7. [Future Growth Plan](http://www.state.tn.us/education/frameval/fgp.doc) - state mandated  
(<http://www.state.tn.us/education/frameval/fgp.doc>)

See also: General Education Domains and Indicators with Measurement Statements  
(<http://www.state.tn.us/education/frameval/ps-o.pdf>).



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## Evaluation Domains

### 1. Planning

- a. Provides variety of instructional methods (addresses learning styles)
- b. States objective to learners (write on board)
- c. Identifies state standards or Blueprint skills
- d. Provides data to indicate benchmark

### 2. Teaching

- a. Provides differentiated instruction
- b. Demonstrates Inquiry-based approach
- c. Provides students opportunity to question
- d. Provides variety of instructional methods (addresses learning styles)

### 3. Assessment & Evaluation

- a. Shares data/feedback with students and parents
- b. Focuses on data driven instruction
- c. Provides variety of assessment methods
- d. Aligns assessment with objective (Blueprint/State Standards)

### 4. Learning Environment

- a. Demonstrates high expectations for learners
- b. Establishes procedures/routines with learners
- c. Displays respectful attitude (student and teacher)
- d. Develops pro-active classroom management style
- e. Displays no bias

### 5. Professional Growth

- a. Engages in professional training based on outcome of observation
- b. Participates in on-going professional development
- c. Collaborates with other educators
- d. Researches best practices

**NOTE:** Complete documents are available at the district website. From the **Main Menu**, click **Teachers...Teacher Evaluation Model**. The documents are available in both Acrobat (.pdf) or Word (.doc) format.

