



Indicators of Teaching Effectiveness

Annual Reporting Measure 2

CAEP Standard 4.2: The provider demonstrates, through structured and validated observation instruments and/or student surveys, that completers effectively apply the professional knowledge, skills, and dispositions that the preparation experiences were designed to achieve.

The Tennessee Educator Acceleration Model (TEAM) is about principals and teachers working together to ensure the best possible instruction every day. Through frequent observation, constructive feedback, student data, and professional development, TEAM is designed to support all educators in doing their best work to help every student learn and grow. Performance benchmarks were set based on three-year averages (not including the current year). These averages were rounded to produce the final benchmarks shown in the table below.

Metric	Point Value	Floor (minimum to receive points)	Target (Maximum Points)
Classroom Observation Score of 3 +	9	80%	95%
Classroom Observation Score 4-5	6	35%	65%

***** Performance Benchmarks**

Each of the scored metrics has both a **floor** and a **target**.

- EPPs at or below the floor for a particular metric will receive 0 points for that metric.
- EPPs at or above the target for a particular metric will receive full points for that metric.
- EPPs between the floor and the target will receive a proportional amount of points.

Overall Observation Scores 2018-2019

	EPP	TDOE
Indicator	2018-2019	2018-2019
Percentage of Completers with Observation Scores of Level 3 or above	92.1	95.2
Percentage of Completers with Observation Scores of Level 4 or above	55.8	59.5

Level of Effectiveness Scale

Score Range	Level of Overall Effectiveness (LOE) Scale
<200	1
200-274.99	2
275-349.99	3
350-424.99	4
425-500	5