

TEACHER EFFECT DATA

I. PURPOSE

To ensure compliance with the state law and state guidelines regarding use of and access to teacher effect data.

II. SCOPE

This policy applies to all schools.

III. DEFINITIONS

Teacher Effect Data - Student achievement data based on student growth data as represented by the Teacher Value Added Assessment System (TVAAS), developed pursuant to state law, or some other comparable measure of student growth, if no such TVAAS data is available.

IV. POLICY STATEMENT

Shelby County Schools believes that the measurable impact that an individual teacher has on student learning is important and essential to making sound educational decisions for students and teachers. The District believes that teacher effect data should be one of multiple inputs used in identifying effective teachers. Analysis of aggregate teacher effect data as part of a larger definition of effectiveness will allow the District to identify District trends in teacher performance; engage in comprehensive District planning; chronicle a teacher's performance over his/her years of service with the District; target support to schools and teachers; and address District-wide teacher performance issues that arise in certain subjects and content areas.

When matching a teacher's effect data to students within the District, a student must have been present in a teacher's class for one hundred fifty (150) days of classroom instruction per year or seventy-five (75) days of classroom instruction in a block schedule before that student's record is attributable to a specific teacher. Teacher effect data shall not be retained for use in evaluations for more than the most recent five (5) years. A teacher may challenge the accuracy of data used in his/her evaluation pursuant to the State Board of Education evaluation grievance procedure.

The estimates of specific teacher effects on the educational progress of students will not be a

public record and will be made available only to the specific teacher, the teacher's appropriate administrators as designated below, and School Board members acting in their official capacity. The estimates of specific teacher effects may also be made available to the State Board-approved teacher preparation programs of individual teachers. The estimates made available to the preparation programs shall not be a public record and shall be used only in evaluation of the respective teacher preparation programs.¹

Additionally, the estimates of specific teacher effects on the educational progress of students may be made available to parties conducting research for, or on behalf of, the Tennessee Department of Education, schools, local education agencies (LEAs), or postsecondary institutions; provided, however, that the estimates made available shall not be a public record and shall be used only for research purposes. Each party receiving the estimates of specific teacher effect data for research purposes shall execute a signed data sharing agreement with the District that includes provisions safeguarding the privacy and security of the data.¹

The Board of Education designates the following as the appropriate administrators to receive and be responsible for teacher effect data:²

1. Building Principals, including Assistant Principals, of employees within his/her school;
2. Superintendent; and
3. Superintendent's designees. The Superintendent's designees may include but are not limited to, staff members involved in the teacher evaluation and/or professional development process who have been identified and approved by the Superintendent; and the heads of departments and their designees who have a legitimate employment purpose for accessing and using an individual employee's teacher effect data.

Teacher effect data should be accessed and used only by those with a legitimate employment purpose for accessing and using the data (e.g., evaluation process, employee hiring/placement process, professional development process). The District shall monitor and track the access and use of teacher effect data. Additionally, reproduction of teacher effect data by any means and in any form is strictly prohibited. Violations of this provision and any unauthorized or inappropriate access or use of teacher effect data could result in disciplinary action up to and including termination of employment. Additionally, violations of this policy by third party vendors, consultants, and other non-SCS personnel; any provision thereof; and any unauthorized or inappropriate creation, access, or use of teacher effect data could result in disciplinary action up to and including cancellation of contracts.

V. RESPONSIBILITY

A. The Superintendent (or designee) is responsible for implementing this policy.

Legal References:

- 1.TCA 49-1-606 (a) and (b)
- 2.TCA 49-1-302(d)(1) and (2)