

TEM Scoring Guide and Methodology

Components of the TEM

- The **Teacher Effectiveness Measure (TEM)** consists of two components: (1) Teacher Assessment on Performance Standards (TAPS), and (2) Student Growth. These two components contribute to the overall Teacher Effectiveness Measure (TEM) for each teacher.
- **General Score Scale:** Exemplary, Proficient, Needs Development, Ineffective
- **TAPS**–The TAPS component of TKES provides evaluators with a qualitative, rubrics-based evaluation method by which they can measure teacher performance related to ten quality performance standards that are scored from 0 to 3 (sum score can range from 0-30).

Final Ratings	TAPS Summative Cut Scores
Level I	0-6
Level II	7-16
Level III	17-26
Level IV	27-30

- The TLE Training and Implementation Advisory Group, Georgia’s Educator Effectiveness Technical Advisory Committee (TAC) and the Georgia Center for Assessment (GCA) all provided input on an appropriate process for setting the TAPS boundaries. The final boundaries were approved by the internal leadership committee (TICTOC).
- **Student Growth**
 - **Student Learning Objectives (SLOs)** – The measure of student growth for non-state-tested subjects. The aggregate measure of SLO performance for all non-tested courses taught by a teacher will be used in calculating his or her TEM.

Teacher Rating	Student Results
Level I	< 50% demonstrates expected or high growth
Level II	> = 50% demonstrates expected or high growth
Level III	> = 80% demonstrates expected or high growth
Level IV	> = 90% demonstrates expected or high growth AND > = 50% demonstrates high growth

- The TLE SLO Advisory Group provided input on an appropriate process for setting the SLO teacher rubric boundaries. The final boundaries were approved by the internal leadership committee (TICTOC).
- **Student Growth Percentiles (SGPs)** – The measure of student growth for core state-tested subjects. A growth percentile can range from 1 to 99. SGPs are produced for the CRCTs (grades 4-8 reading, English / language arts, math, science, and social studies)

and EOCTs. The grand mean of SGP performance for all tested courses taught by the teacher will be used in calculating the TEM.

MeanGP* Growth Levels	Bins
Level I	MeanGP <30
Level II	MeanGP >=30 and <=40
Level III	MeanGP >40 and < = 65
Level IV	MeanGP > 65

*Denotes Mean Growth Percentile

- **Both SLOs and SGP** – When a teacher has both SGP and SLO students, a weighted average of the teacher’s SGP and SLO ratings will be calculated using the number of SGP and SLO student results in order to determine that teacher’s overall Student Growth score. This average will be rounded according to standard rounding rules.
- The TLE Training and Implementation Advisory Group, Georgia’s Educator Effectiveness Technical Advisory Committee (TAC) and the Georgia Center for Assessment (GCA) all provided input on an appropriate process for determining how to combine SLOs and SGPs for a final growth measure. The Training and Implementation Advisory Group recommended and TICTOC approved the use of a weighted numerical average based on the following: 1) The weighted average allows every student to count equally towards a teacher’s final growth score; 2) it avoids setting permanent values or instructional priorities on SGP courses versus SLO courses; 3) it is easy to understand and easy to use; 4) it is mathematically clean; and 5) it preserves equity with teachers who have only an SLO or an SGP.

TEM Determination

- TAPS Overall Rating-** An overall TAPS score is calculated by adding the point values for each of the 10 Performance Standards and comparing the sum to the following rating levels to determine a final rating (0-30).
- Student Growth-** All teachers who have provided instruction for at least 65% of a course for both tested and non-tested subjects, and have results for at least 15 students measures will receive a Student Growth score. The Student Growth score in a given year is based on the previous year's data.

Overall Student Growth Rating	IV	Needs Development	Proficient	Exemplary	Exemplary
	III	Needs Development	Proficient	Proficient	Exemplary
	II	Ineffective	Needs Development	Needs Development	Proficient
	I	Ineffective	Ineffective	Needs Development	Needs Development
		I	II	III	IV
Overall TAPs Rating					