Murfreesboro City School Board

Monitoring: **Review: Annually, in July**	Descriptor Term: **Teacher Effect Data (TVAAS)**	Descriptor Code: **5.1141**	Issued Date: **9/17; 8/19**
		Rescinds: **PER 3**	Issued: **10/96; 9/01; 3/13;**

Pursuant to T.C.A. §49-1-606(b):

Annually, data from the Tennessee comprehensive assessment program (TCAP) tests, or their future replacements, will be used to provide an estimate of the statistical distribution of teacher effects on the educational process of students within school districts for grades three through eight (3-8).

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 and the teacher's appropriate administrators as designated by the local Board of Education.

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 personally identifiable with a particular teacher.

Murfreesboro City 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 the teacher's 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.

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

1. Building Principals, including Assistant Principals, of employees within the principal's school;
2. Director of Schools; and
3. The Director of Schools' designees. The Director of Schools' 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 Director of Schools; and the heads of the following departments and their designees who have a legitimate employment purpose for accessing and using an individual employee's teacher effect data:
    a. Department of Instruction
    b. Department of Human Resources

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.

Legal Reference:

T.C.A. §49-1-606(b)