



February, 2014

Announcement: The AIMS TIGER Board of Directors is excited to announce that we have an opportunity to strengthen the TIGER model of teacher evaluation for future years. We are calling the revised model, TIGER 2.0. Based on feedback from teachers and principals across the twelve TIGER districts, we will make a change from the current rubric and begin using the NIET rubric which is state board approved. This proven rubric is more aligned with the Common Core State Standards and emphasizes the skills of thinking and problem solving more so than the current TIGER rubric. There will be no other changes to the TIGER model. The *essence* of TIGER is the formative process which ensures that individual observation scores are NOT averaged but instead allow for a growth model of improvement that spans the entire school year. This is an exciting change for TIGER! Just as it will allow for sustainability over time, it will protect the model that is successful and that teachers appreciate!

What TIGER 2.0 is ...	What TIGER 2.0 is NOT...
A formative process showing growth over time for teachers	A summative process that averages scores
A transition to a rubric designed by NIET which is currently a part of the TEAM model; this rubric has been proven over time and aligned with Common Core instructional practice	A shift to the TEAM model of teacher evaluation
A sustainable model that will ensure TIGER’s future – there is no TIGER office or dedicated personnel to provide needed services to TIGER districts; this shift will allow for state supported training for evaluators that frees up local funds for professional development and related needs	A process that is “owned” by the Tennessee Department of Education; actually the AIMS TIGER Board of Directors in combination with a TIGER Steering Committee and User Group will oversee the implementation of TIGER on an annual basis

What does this mean for me?

Teachers	Principals
An opportunity for teachers to review the TIGER model 2.0 (NIET) rubric – it is suggested that teachers work within their PLCs to examine using the provided rubric cross-walks	Updated inter-rater reliability training and new certification assessment provided by the TDOE that has been revised specifically for TIGER 2.0 (June 2014) with an annual recertification in following years
Rubrics cross-walks (between the original TIGER rubric and the NIET rubric for TIGER 2.0)	Rubrics cross-walks (between the original TIGER rubric and the NIET rubric for TIGER 2.0)
Training to be provided by districts on the new rubric (Spring-Summer 2014)	Training recommendations for districts' use
Transition of information from original TIGER Self-Reflection (Stages 2 & 3) to updated Self-Reflection form for those using the regular rubric*, Summer 2014 <i>*Special Populations' rubrics changes are under consideration at this time.</i>	Access to TIGER 2.0 Process Protocol to use with your staff (Summer/Fall 2014)
The scoring will move from a 4 point scale to a 5 point scale	Access to TDOE personnel who are trained in TIGER 2.0
Forms (self-assessment, walk-through, interview, and data collection, etc.) for the process will be updated and streamlined; your district will provide training on their use (Summer/Fall 2014)	Access to the NIET portal of professional development options provided by the TDOE
Updated data management training (multiple options will be provided to districts and selection will be at the district's discretion)	Updated data management training (multiple options will be provided to districts and selection will be at the district's discretion)