



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

- **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.

Rating Levels	Student Results
Level I	< 50% High Growth and Expected Growth
Level II	≥ 50% and < 65% High Growth and Expected Growth
Level III	≥ 65% and < 90% High Growth and Expected Growth OR ≥ 90% Expected Growth AND < 30% High Growth
Level IV	≥ 90% High Growth and Expected Growth AND ≥ 30% High Growth