



TEM and LEM Timeline

Revised June 2017

This timeline is the result of implementation of the 90% Attendance Rule as required by SB 364 - *O.C.G.A. 20-2-210 (b)(1)*.

- GaDOE Data Collections worked with volunteer districts in a limited pilot during 2016-2017. A determination was made that schools would flag students who were present 90% of the instructional time of courses and teachers who taught 90% of the instructional time of courses. GaDOE Data Collections will be collecting the 90% flags for all students and teachers. Only those students who are flagged present 90% of the time will be used for teacher evaluation. Only those teachers who taught courses 90% of the instructional time of the courses will receive growth ratings.
- During 2017-2018, GaDOE will only be addressing high school student attendance for application of the 90% rule for growth measures to be included in the 2018-2019 TEM and LEM.
- During 2018-2019, GaDOE will only be addressing high school and middle school attendance for application of the 90% attendance rule for the 2019-2020 TEM and LEM.
- During 2019-2020, GaDOE will be addressing high school, middle school, and elementary attendance for application of the 90% attendance rule for 2020-2021 TEM and LEM.
- This means the first official TEM and LEM will not be produced until we have at least one full data set to use for a preliminary run. As a result, 2020-2021 is the “dry run” for official TEM and LEM results, and the first official TEM and LEM will not be calculated until 2021-2022.
- Districts may determine if ISS, field trips, athletic events, etc. are to be considered absences for the purpose of inclusion in teachers’ growth ratings. It is recommended that the determination be district-wide and not a school by school determination.
- The SGP growth measures of all students present 90% of the school year will be included in the student growth ratings of school leaders. Aggregate annual student attendance as currently reported by the district to GaDOE Data Collections via Student Record will be used to calculate 90% attendance. Only those leaders who were employed as school leaders 90% of the school year will receive growth ratings.
- Additionally, GaDOE will apply the 90% Attendance Rule only to the tested grades and courses that generate SGPs. This will be ELA and math only. Districts should apply the 90% Attendance Rule to all grades and courses in which growth is measured by district developed/purchased growth measures.

TEM

90% Student Flags will be used to determine student growth measures to be used in the TEM. Only those teachers who taught courses 90% of the instructional time of the courses will receive growth ratings.

LEM

90% attendance will be calculated using annual attendance reported in Student Record. Only those leaders who were employed as school leaders 90% of the school year will receive growth ratings.

- **REMINDERS:**

- Implementation of TKES and LKES (the State Board of Education adopted and defined teacher and principal evaluation) is required by O.C.G.A. 20-2-210. Implementation is not optional.
- The development and monitoring of professional learning goals and plans are required for recertification of educators employed in LEAs. Other educators must follow applicable recertification requirements outlined by the Georgia Professional Standards Commission.