**TESS Teacher Status for Rating**

**Beginning Teacher**  
*Before Act 295 of 2017*  
Known as a Novice Teacher  
*Since Act 295 & Arkansas ESSA Known as a Novice Teacher*  
*From Statute & Rules*  
"Novice teacher" means a teacher having less than three (3) school years of public school classroom teaching experience. Includes a teacher of record holding a provisional license; non-licensed at charter or waivered district.  
*Educator Career Continuum Level*  
Early-Career Professional Educator License  
*In TESS*  
A time for teacher support and growth. Annual Professional Growth Plan is required. DESE does not require an overall annual rating (Summative). May be local practice.

**Teacher in Intensive Support Status**  
*From Statute & Rules*  
Evaluator placement is due to low performance ratings, OR does not improve professional practice; is not committed to students, school and profession; does not show growth following targeted feedback & support; does not advance student growth or progress on local & state measures.  
*In TESS*  
A context-specific timeline for instructional improvement following directives of Arkansas Statute & Rules. This process must involve an ‘Intensive Professional Growth Plan’ with specific goal(s) for achievement, a reasonable timeline for completion, and adequate support for learning & implementing improvement. Observations & Ratings for the goals to be met.

**Experienced Teacher**  
*Before Act 295 of 2017*  
Known as Teacher in Track 2  
*Since Act 295 & Arkansas ESSA Known as a Career Teacher [rated on all components - summatively - at least once in a four (4) year rotation]*  
*From Statute & Rules*  
"Teacher" is a person required to hold a teaching license as a classroom or specialty teacher. Also, those in this position in public charter schools or waivered school districts - not a Novice.  
*Educator Career Continuum Level*  
Career Professional Educator License  
*In TESS*  
The ratings from these teachers as a group per school during their summative year (Previously Track 2A - now Career Summative Year) will be reported to ADE through the SIS School Cycle 7 Report [submission is June 15, 2020].

*See ADE Commissioner’s Memo*