

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 waived 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 waived 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.