



Educator Preparation Program Approval

Tennessee State Board of Education Workshop

July 24, 2014

Tennessee Educator Preparation

- Preparation programs are already making programmatic shifts
 - Applying innovative approaches to program design and candidate assessment
 - Ready2Teach
 - UTeach
 - EdTPA
 - Increasing use of meaningful data to make decisions about programmatic design

Tennessee Educator Preparation

- The most recent THEC report (2013) identified programs that are consistently producing highly effective educators:
 - Lipscomb University
 - Memphis Teacher Residency
 - TFA – Nashville
 - Union University
 - University of TN – Knoxville
 - TFA – Memphis

- The 2014 NCTQ Teacher Prep Review identified multiple TN programs among the top 50 programs in the US:
 - Elementary (Lipscomb, University of Memphis)
 - Secondary (Lipscomb, Austin Peay, Maryville College, Middle Tennessee State, University of Memphis, Union, Vanderbilt)

Calls for Change and Improvement

“[We] insist that preparation be judged by outcomes and impact on P-12 student learning and development—results matter; “effort” is not enough.”

CAEP Standards Commission, June 2013

“One of the lessons we have learned from studies of educator preparation programs is that there is tremendous variability among programs. The readiness of candidates to enter classrooms and schools varies from program to program across states, within states, and even within preparation providers.”

CCSSO - *Our Responsibility, Our Promise*, December 2012

A Shared Vision for Teacher Preparation in Tennessee

The process for approving educator preparation providers supports the continuous improvement of preparation programs in the work of developing teachers and leaders who are able to effectively educate students.

Goals of a Revised Approval Process

- **Empower providers** to design programs that meet the needs of pK-12 students, districts and teacher candidates
- **Reduce the burden** and **increase efficiency** of the approval process
- **Prioritize meaningful results** to support continuous improvement and development of effective educators
- **Elevate** public and stakeholder **confidence**

Current Landscape



Approval Terminology

- **Educator Preparation Provider (EPP)** – The entity approved to deliver preparation programs in the State of Tennessee.
- **Specialty Area Program (SAP)** – The subject-specific program situated within an approved EPP.
- **Council for the Accreditation of Educator Preparation (CAEP)** – The agency authorized by the US Department of Education to accredit educator preparation providers in the US.
- **Specialized Professional Associations (SPA)** – The national organizations that develop standards for specific content areas. Many of these organizations offer SAP-level recognition.

Recent History of Program Approval in TN

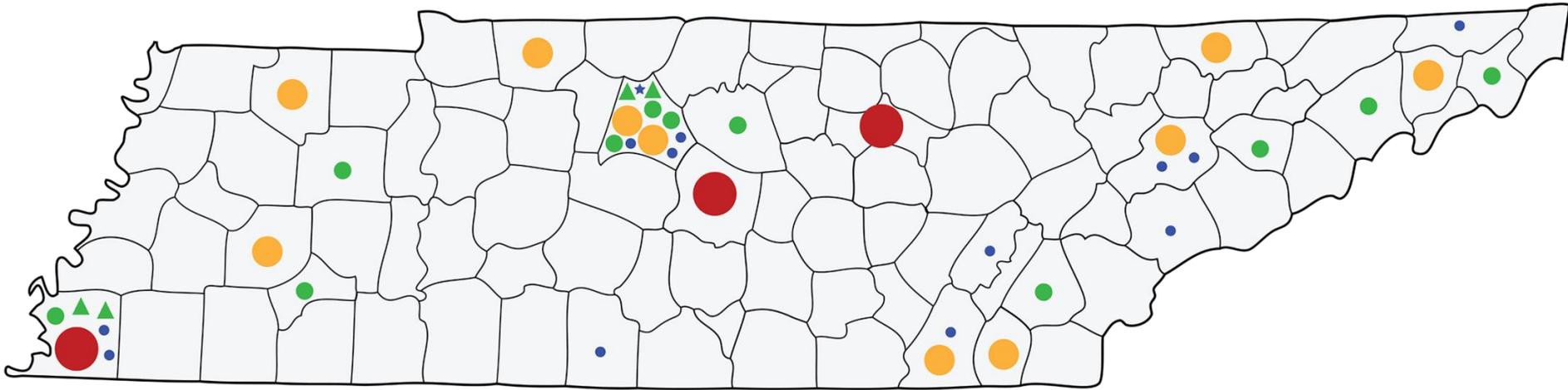
● **1988**
Policy Direction
from SBE

● **1989**
NCATE Partnership
Agreement signed

● **2001**
NCATE Standards
significantly revised

● **2013**
CAEP Standards
Approved

Tennessee Educator Preparation Providers

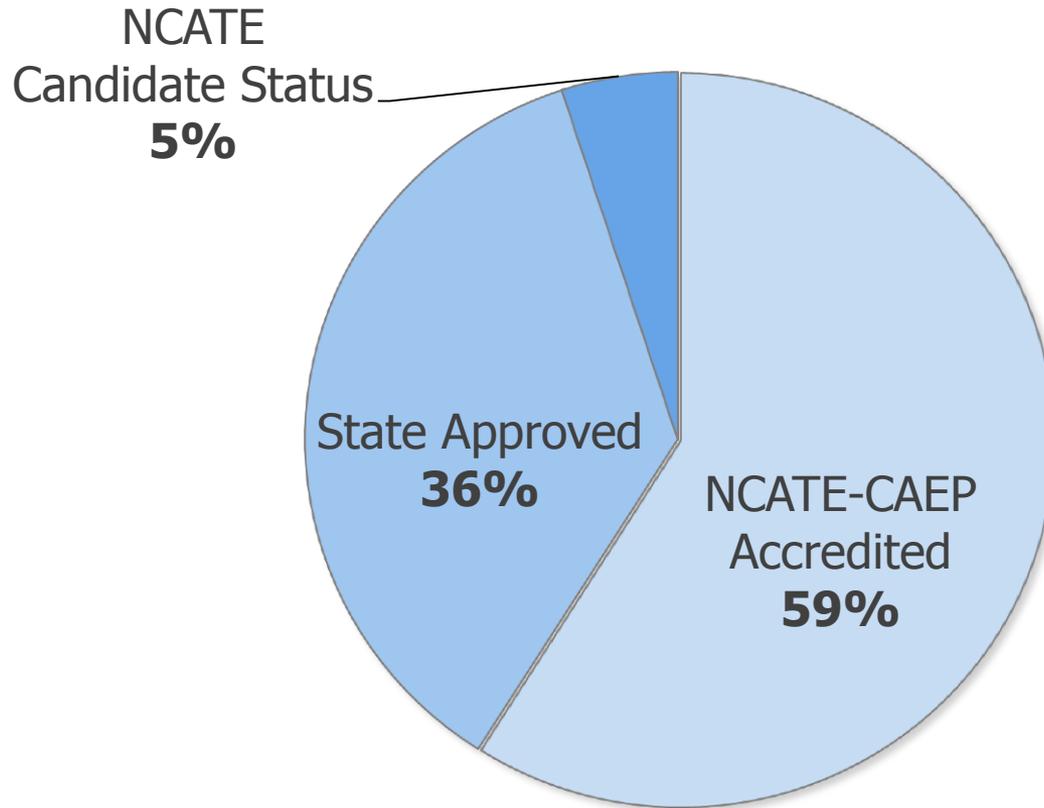


● Institute of Higher Education (IHE) ▲ Education Related Organization (ERO) ★ Tennessee Department of Education

Number of Program Completers



Current EPP Approval Status



Stakeholder Engagement and Collaboration

EPP Engagement

- TACTE Presentations
- Individual EPP Conversations (as requested)
- EPP Perspectives Survey and Report
- EPP Community Discussions (3)
 - Standards and Processes
 - Approval Options
 - Transition Plan
- Specialty Conversations (Middle Grades, Special Education)

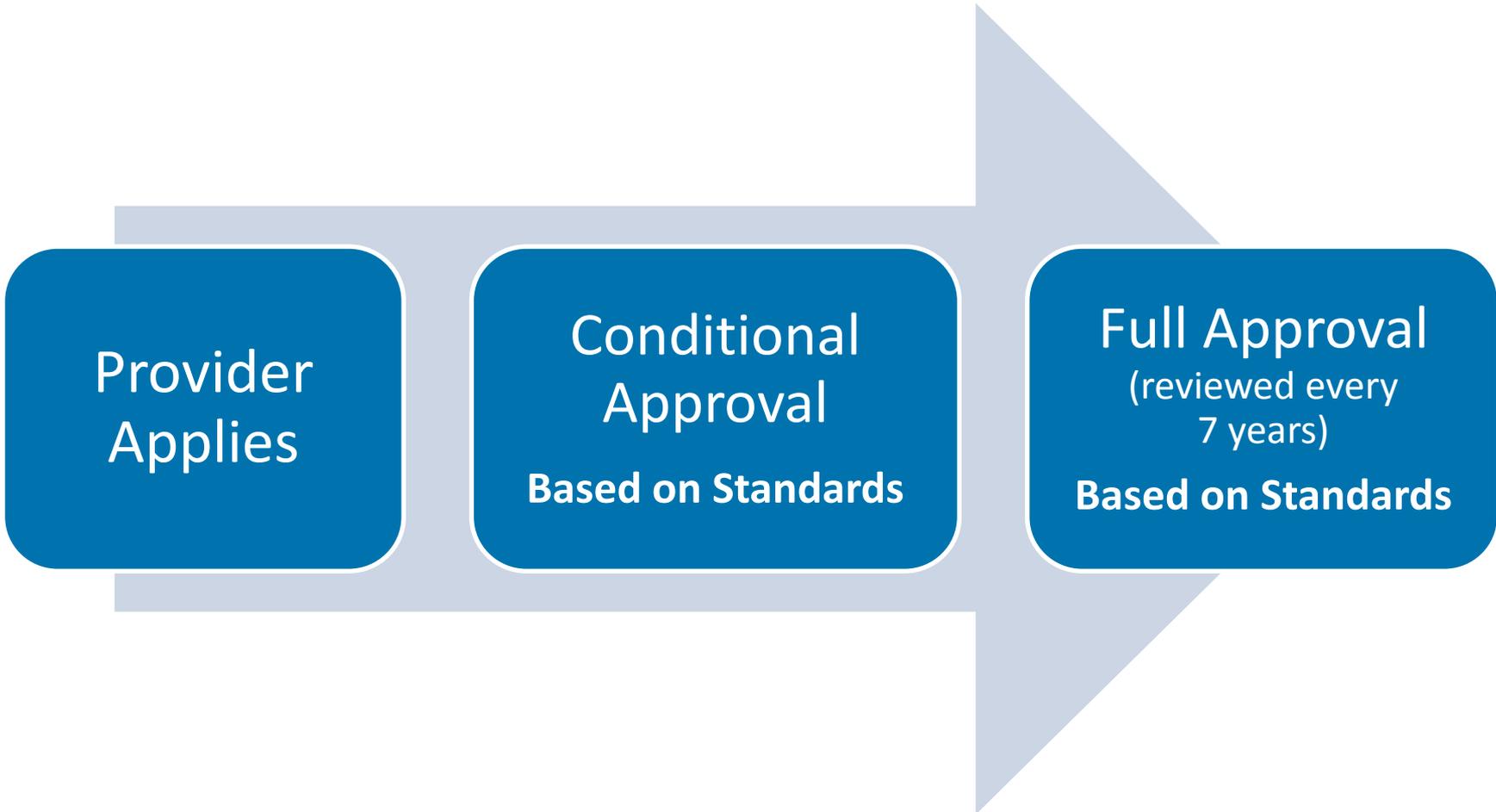
TDOE Collaboration

- CAEP – Partnership Development
- THEC – Annual Reporting Collaboration
- Interstate Conversations (MA, NJ, MO)

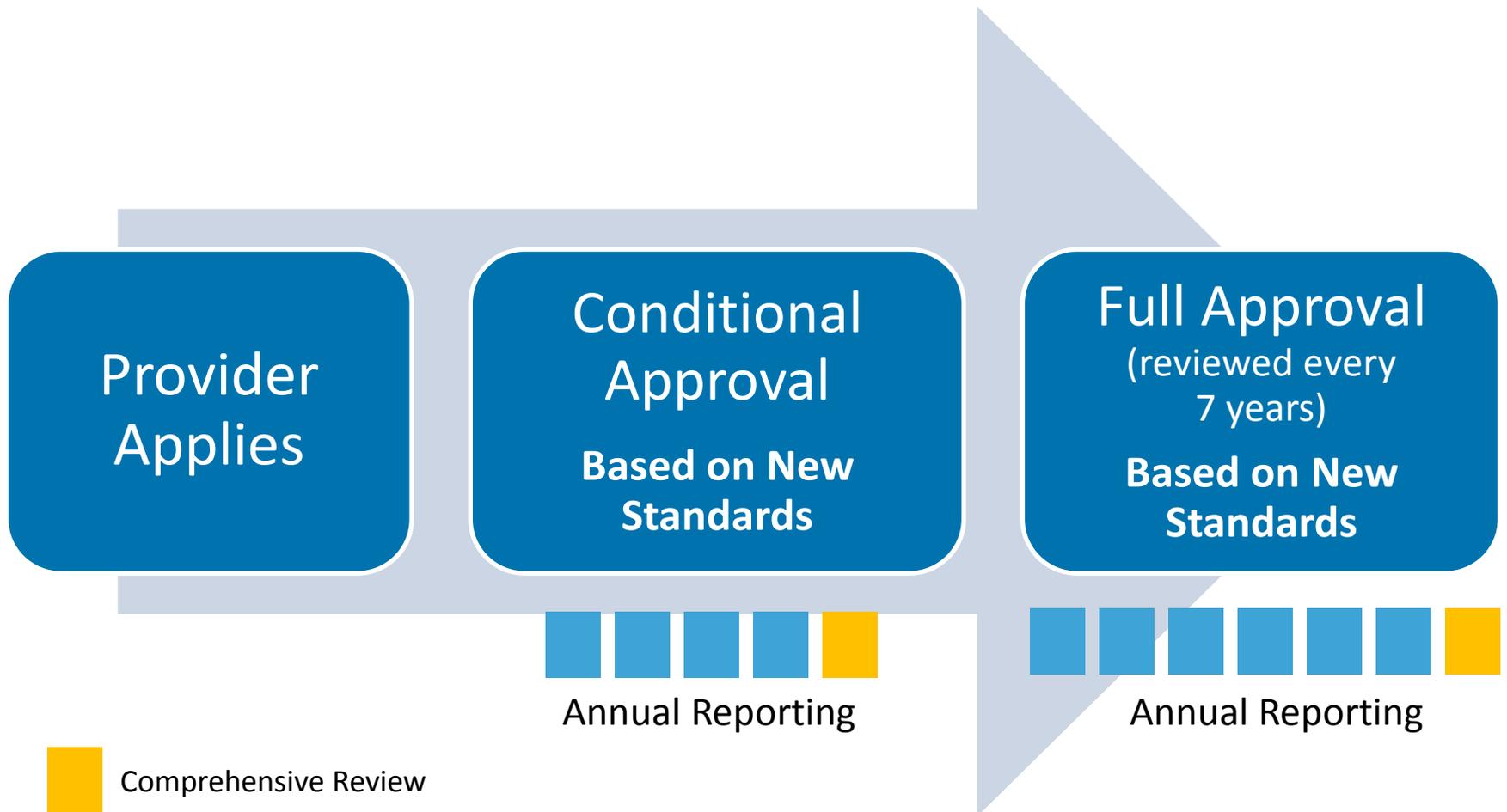
Proposed Approval Process



Current Overview of Review Process



Proposed Overview of Review Process



Annual Reporting Requirements

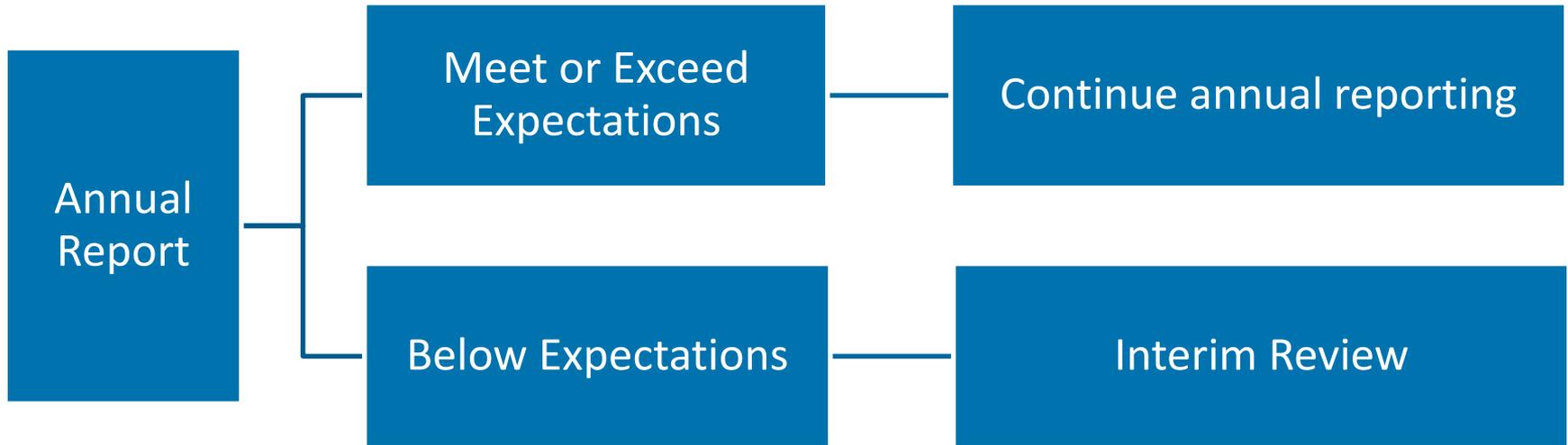
Implementation Plan



Initial Data Collection Plan

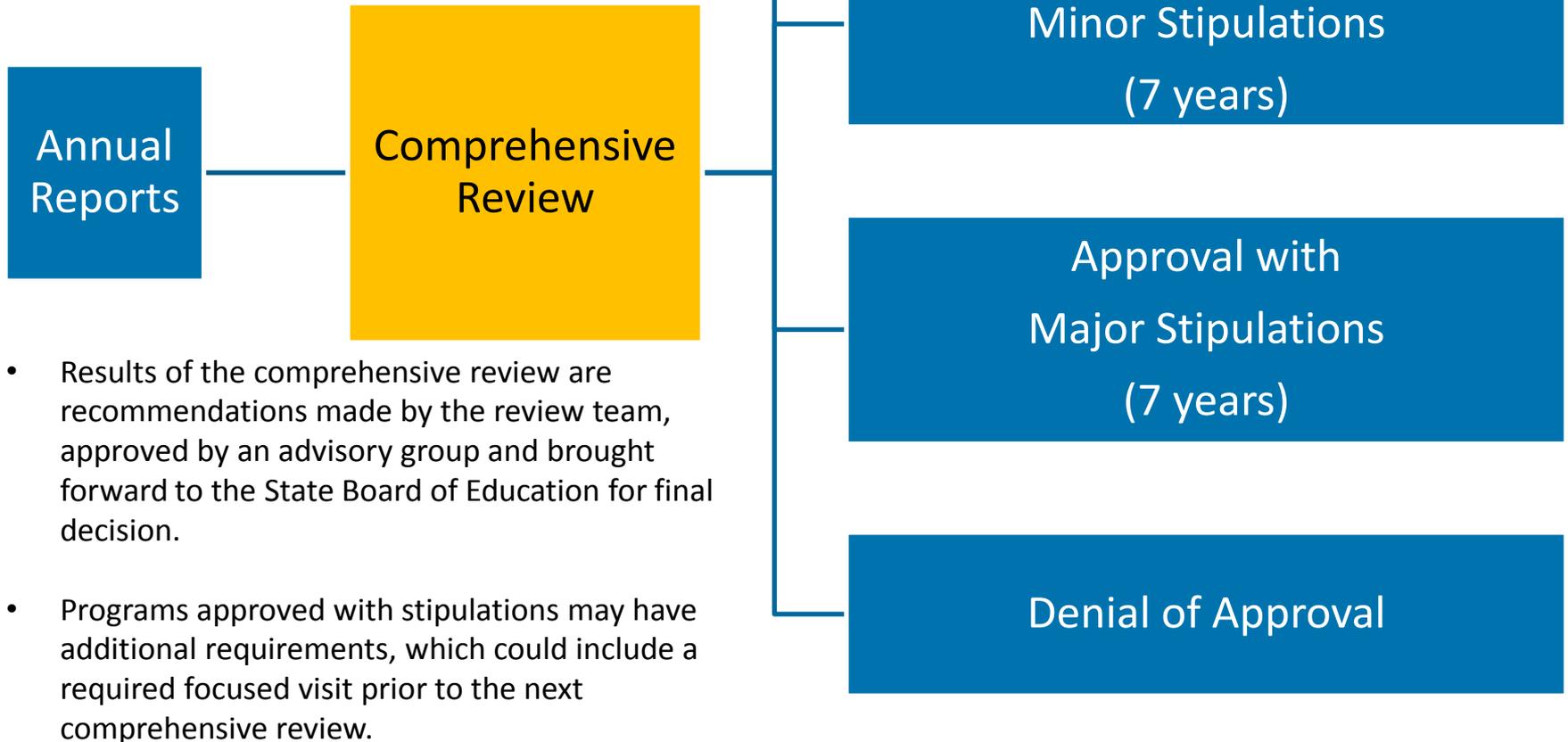
- Recruitment and Selection
- Placement
- Retention
- Completer Satisfaction
- Employer Satisfaction
- Completer Outcomes
- Completer Impact

Annual Reporting



- Annual reporting will consider outcome and impact data.
- Data will be reviewed for the EPP and individual SAPs and/or clusters of SAPS.
- Repeatedly falling below expectations may initiate an interim review prior to the scheduled comprehensive review.
- Specific thresholds and guidelines for annual reporting and the interim review process will be developed by TDOE in collaboration with stakeholders over the next two years.

Comprehensive Review



Standards for Provider and Program Approval

	Current	Proposed
EPP	NCATE	CAEP +
Professional Education	TN-developed (adapted from previous InTASC standards)	Current InTASC standards
SAP	TN-developed (based on previous SPA standards)	<ul style="list-style-type: none"> • TN Academic Student Standards • Current SPA Standards • <i>Provider Choice</i>
Annual Reporting	Not Applicable	Applicable (in development)

Transition Plan

	2014-15	2015-16	2016-17	2017-18
Current Standards	X	X		
Annual Reports – Data Collection Only	X	X	X	X
New Standards			X	X
Annual Reports – Data Collection & Review				X

Other Teachers and Leaders Agenda Items

1. Professional Education Unit and Specialty Area Program Approval (final reading)
2. Educator Licensure Policy (final reading)
3. Alternative Evaluation Models (final reading)
 - a. Physical Education
 - b. Coach Administrator Model
 - c. Achievement School District Leadership Framework
4. Differentiated Pay Plans (final reading)