



TENNESSEE
STATE BOARD OF EDUCATION

MASTER PLAN UPDATE

FEBRUARY 3, 2022





ABOUT THE MASTER PLAN

- T.C.A. § 49-1-302 requires the State Board to “develop and maintain current a master plan for the development of public education, kindergarten through grade twelve (K-12)...”
- The State Board adopted its Master Plan in 2020 that set five-year goals and annual policy priorities.
- The Master Plan is updated annually in July and maintains a focus on efforts within the State Board’s purview.
- The Master Plan provides the State Board and all education stakeholders a lens to examine our efforts and determine whether policies and practices are preparing Tennessee’s children for workforce, post-secondary success, and citizenship.



STRATEGIC GOAL I

- **By June 30, 2025, ensure policies and systems are in place that provide the opportunity for 100 percent of third-grade students to be on grade level in ELA as measured by TCAP results.**
- **Benchmark 1A:** by June 30, 2025, at least 75 percent of third-grade students achieve on-track or better in ELA as measured by TCAP results.
- ✓ ▪ **Action Step:** By June 30, 2022, collect and analyze baseline data from the TN Ready Spring 2021 testing cycle and learning loss summer camps, considering how valid and comprehensive the data is while understanding current gaps in student learning.
- ✓ ▪ **Action Step:** By June 30, 2022, create and pass relevant rules and policies around LEA/Charter literacy plans (3-year renewal) and receive information on initial plans from TDOE to inform this process.



STRATEGIC GOAL I

- **By June 30, 2025, ensure policies and systems are in place that provide the opportunity for 100 percent of third-grade students to be on grade level in ELA as measured by TCAP results.**
- **Benchmark 1B:** By June 30, 2025, ensure LEAs provide appropriate interventions to all kindergarten through third-grade students who are below grade level in ELA.
-  **Action Step:** By June 30, 2022, track and assess results of learning loss summer camps to determine needs for rule changes to achieve desired outcome.
-  **Action Step:** By June 30, 2022, track and assess mid-point and initial end of year data on state tutoring initiative in TN schools.
-  **Action Step:** By June 30, 2022, begin conducting research on alignment of intervention strategies in K-3 and Pre-K literacy outcomes by identifying available data from Pre-K and Kindergarten readiness through inter-agency collaboration.
-  **Action Step:** By June 30, 2022, create and pass relevant rules and policies based on the January 2021 special legislative session on education, including but not limited to EPP literacy standards, reading licensure assessments, and promotion and retention requirements.

STRATEGIC GOAL II

- **By June 30, 2025, ensure policies and systems are in place that provide the opportunity for every student to complete eighth grade prepared to succeed in high school.**
- **Benchmark 2A:** By June 30, 2025, 100 percent of eighth grade students complete a Four-Year Plan or a Transition Plan for students with Individualized Education Programs (IEPs).
-  **Action Step:** By June 30, 2022, update rule and policy regarding the Four-Year Plan to include recent additions to and revisions of career and technical education pathways and work with the TDOE to identify specific avenues to monitor implementation.
-  **Action Step:** By June 30, 2022, work with TDOE to provide communication to districts supporting the implementation of 4-year plans and interest inventory/aptitude assessments as required by state law as well as IEP Transition plans as required by federal law. Work with TDOE to monitor district implementation and compliance.



STRATEGIC GOAL II

- **By June 30, 2025, ensure policies and systems are in place that provide the opportunity for every student to complete eighth grade prepared to succeed in high school.**
- **Benchmark 2B:** By June 30, 2025, at least 60 percent of eighth-grade students score on-track or better in ELA as measured by TCAP results, and at least 75 percent of eighth-grade students score on-track or better in math as measured by TCAP results.
-  **Action Step:** By June 30, 2022, research effective practices for 1st-8th grade summer learning camps and update relevant rules/policies to reflect the research including reporting from TDOE on 2021 TNReady testing data. Gather best practices from around the state from summer 2021 learning camps.
-  **Action Step:** By June 30, 2022, request a presentation by TDOE during a quarterly workshop regarding its plans to ensure proper supports are provided to districts in selecting textbook and materials and providing teacher professional development in advance of revised Math standards being implemented in grades K-12 in the 2023- 24 school year.

STRATEGIC GOAL III

- **By June 30, 2025, ensure policies and systems are in place to provide opportunities for every student to be prepared for success after high school.**
- **Benchmark 3A:** By June 30, 2025, every student graduates having achieved one or more of the Ready Graduate Indicators.
- ✓ ▪ **Action Step:** By June 30, 2022, obtain data from TDOE and local districts to produce a report regarding district-by-district analysis of the current access to preparation for and performance on the ACT, military readiness assessments, and early postsecondary opportunity requirements, including Industry Certification and dual college enrollment. Consider TN industry needs specifically by engaging with TN business leaders as well as inter-agency coordination with appropriate agencies such as the Tennessee Higher Education Commission (THEC), Department of Economic and Community Development, and Department of Labor and Workforce Development.
- 🔄 ▪ **Action Step:** By June 30, 2022, identify and begin to undertake relevant actions based on the report, such as rule and policy revisions.
- 🔄 ▪ **Action Step:** By June 30, 2022, work with THEC on the incorporation of TCAT courses as graduation requirement substitutions as appropriate.

STRATEGIC GOAL III

- **By June 30, 2025, ensure policies and systems are in place to provide opportunities for every student to be prepared for success after high school.**
- **Benchmark 3B:** By June 30, 2025, 100 percent of students complete a High School and Beyond Plan, or a Transition Plan for students with IEPs, by the time they finish 11th grade.
-  **Action Step:** By June 30, 2022, build on the existing requirement for eighth graders to create four-year plans that are reviewed annually through high school to establish a stronger requirement for a High School and Beyond Plan in rule and policy.
-  **Action Step:** By June 30, 2022, collaborate with stakeholders, including school counselors and other school-based leaders, to create resources and best practices to support Tennessee High School and Beyond Plans in order for every high school student to develop a personalized plan for their post-secondary success.

STRATEGIC GOAL IV

- **By June 30, 2025, ensure policies and systems are in place so that a high-quality and effective teacher is present in every Tennessee public school classroom.**
- **Benchmark 4A:** By June 30, 2025, meet the demand for high-quality and effective teachers statewide.
- ❌ ▪ **Action Step:** By June 30, 2022, develop protocol with assessment vendors to ensure content area licensure assessments align with TN academic standards based on standards review cycle.
- 🔄 ▪ **Action Step:** By June 30, 2022, publish first-time pass rates of educator candidates by EPP on content area licensure assessments on a public report to the Educator Preparation and Licensure Subcommittee.
- ✅ ▪ **Action Step:** By June 30, 2022, work with TDOE and other stakeholders to create and pass relevant rules and policies around district-led teacher training programs for additional endorsements, as required by recently passed statute, as well as continuing to promote “Grow Your Own” initiatives throughout the state to help meet high demand endorsement areas.

STRATEGIC GOAL IV

- **By June 30, 2025, ensure policies and systems are in place so that a high-quality and effective teacher is present in every Tennessee public school classroom.**
- **Benchmark 4B:** By June 30, 2025, improve retention of high-quality, and effective teachers.



- **Action Step:** By June 30, 2022, commission a third-party analysis of the effectiveness of the Tennessee Educator Accelerator Model (TEAM) and the other state-approved teacher observation models.



- **Action Step:** By June 30, 2022, conduct nationwide research on most effective teacher retention strategies and provide policy recommendation around these strategies.



- **Action Step:** By June 30, 2022, analyze teacher vacancy data as submitted annually by LEAs to the TDOE and determine areas of greatest need for high-quality and effective teachers.



- **Action Step:** By June 30, 2022, collaborate with TERA or a similar organization to conduct research on why teachers are leaving the field. This could include studying exit interviews or other measures accessible to the state.

STRATEGIC GOAL IV

- **By June 30, 2025, ensure policies and systems are in place so that a high-quality and effective teacher is present in every Tennessee public school classroom.**
- **Benchmark 4C:** By June 30, 2025, every school counselor is able to fully implement the Tennessee School Counseling Standards.
- ✓ ▪ **Action Step:** By June 30, 2022, use data from the Tennessee Educator Survey to track the implementation of the Tennessee School Counseling Standards that were adopted by the State Board in 2017 as well as common challenges and potential policy revisions.
- 🔄 ▪ **Action Step:** By June 30, 2021, identify and begin to undertake relevant actions based on the report, including but not limited to rule and policy revisions.
- 🔄 ▪ **Action Step:** By June 30, 2022, review EPP standards for school counselors and analyze effectiveness of implementation.
- ✓ ▪ **Action Step:** By June 30, 2022, work with TDOE to collect data on use of counselor's time by collecting snapshot data from counselors around the state on how their time is spent across a given week.

STRATEGIC GOAL IV

- **By June 30, 2025, ensure policies and systems are in place so that a high-quality and effective teacher is present in every Tennessee public school classroom.**
- **Benchmark 4D:** By June 30, 2025, meet the demand for high-quality and effective school leaders statewide.



- **Action Step:** By June 30, 2022, identify effective leader retention strategies that are national and state specific.



- **Action Step:** By June 30, 2022, identify best practices of school leaders to grow and retain teachers through national and state specific research.



- **Action Step:** By June 30, 2022, collect and analyze data on leader evaluation outcomes to determine the distribution of high-quality leaders across the state.



- **Action Step:** By June 30, 2022, update the Tennessee Instructional Leadership Standards policy to align with changes to EPP literacy standards for instructional leaders.


STRATEGIC GOAL V

- **By June 30, 2025, ensure policies are in place to provide every Tennessee student equitable access to high-quality learning options.**
- **Benchmark 5A:** By June 30, 2025, all charter school authorizers meet quality authorizing expectations based on the charter school authorizer evaluation rule.
- ✓ **Action Step:** By June 30, 2022, write a status report on the first official Charter Authorizer evaluation cycle to present to the State Board and provide to stakeholders.
- 🔄 **Action Step:** By June 30, 2022, complete a review of all State Board rules and policies to identify areas of flexibility for charter schools as well as areas in which they may act separately from their authorizer.

STRATEGIC GOAL V

- **By June 30, 2025, ensure policies are in place to provide every Tennessee student equitable access to high-quality learning options.**
- **Benchmark 5B:** By June 30, 2025, conduct a comprehensive review and incorporate best practices of innovative learning options for students, including school choice programs as well as remote or virtual learning.
- ✓ ▪ **Action Step:** By June 30, 2022, participate in the TDOE's Individual Education Account (IEA) advisory council to identify any necessary rule revisions to align with best practices.
- 🔄 ▪ **Action Step:** By June 30, 2022, support the TDOE as requested in creating a report pursuant to T.C.A. § 49-16-104 that analyzes the extent to which students have equitable access to, and opportunities to engage in, standards aligned virtual education programs.
- ✓ ▪ **Action Step:** By June 30, 2022, finalize revisions to the virtual school and virtual education programs rule to include modernized language and promote practices that will accelerate student learning.

STRATEGIC GOAL V

- **By June 30, 2025, ensure policies are in place to provide every Tennessee student equitable access to high-quality learning options.**
- **Benchmark 5C:** By June 30, 2025, codify the state's accountability system in rule and policy and ensure any revisions receive approval from the U.S. Department of Education.
-  **Action Step:** By June 30, 2022, identify and monitor relevant statutory requirements and best practices regarding school and district accountability in collaboration with external stakeholders and the COVID-19 Education Recovery and Innovation Commission (ERIC).

LOOKING AHEAD

- One-on-one member feedback meetings between January and April
- Monthly staff check-ins and continuous updates to the Master Plan Tracker
- First and final reading of the 2022-23 Master Plan at our July meeting



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