



**TENNESSEE**  
STATE BOARD OF EDUCATION

# REPORT CARD REDESIGN

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STAKEHOLDER UPDATE

JULY 15, 2016

# AGENDA

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- Background on the Teacher Preparation Report Card
- Review Focus Group and Survey Feedback
- Goals for 2016
- Preview Data Metrics

# ORIGINS OF THE REPORT CARD

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- The State Board of Education “shall develop a report card or assessment on the **effectiveness of teacher training programs**. The state board of education shall annually evaluate performance of each institution of higher education providing an approved program of teacher training and other state board approved teacher training programs. The assessment shall focus on the **performance of each institution’s graduates** and shall include, but not be limited to, the following areas:(A) **Placement and retention rates**; (B) Performance on **PRAXIS examinations or other tests** used to identify teacher preparedness; and(C) **Teacher effect data** created pursuant to § [49-1-606](#).”

# TIMELINE

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2007

- Legislation mandating the creation of the Report Card is passed

2008

- First version of the Report Card is produced

2010

- RTTT grant includes funding to expand the Report Card and make additional performance data available for EPPs
- THEC begins producing the Report Card

# TIMELINE

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**2015**

- Report Card transitions back to the SBE
- SBE and TDOE jointly produce the Report Card

**Spring  
2016**

- Solicit feedback via surveys and focus groups
- Revise data collection guidance to improve clarity

**Summer  
2016**

- Select a vendor for production
- Convene Advisory Council to advise on key decision points

# TIMELINE

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**Fall  
2016**

- Release 2016 Report Card
- Conduct outreach to all key audience groups

**Winter  
2016-17**

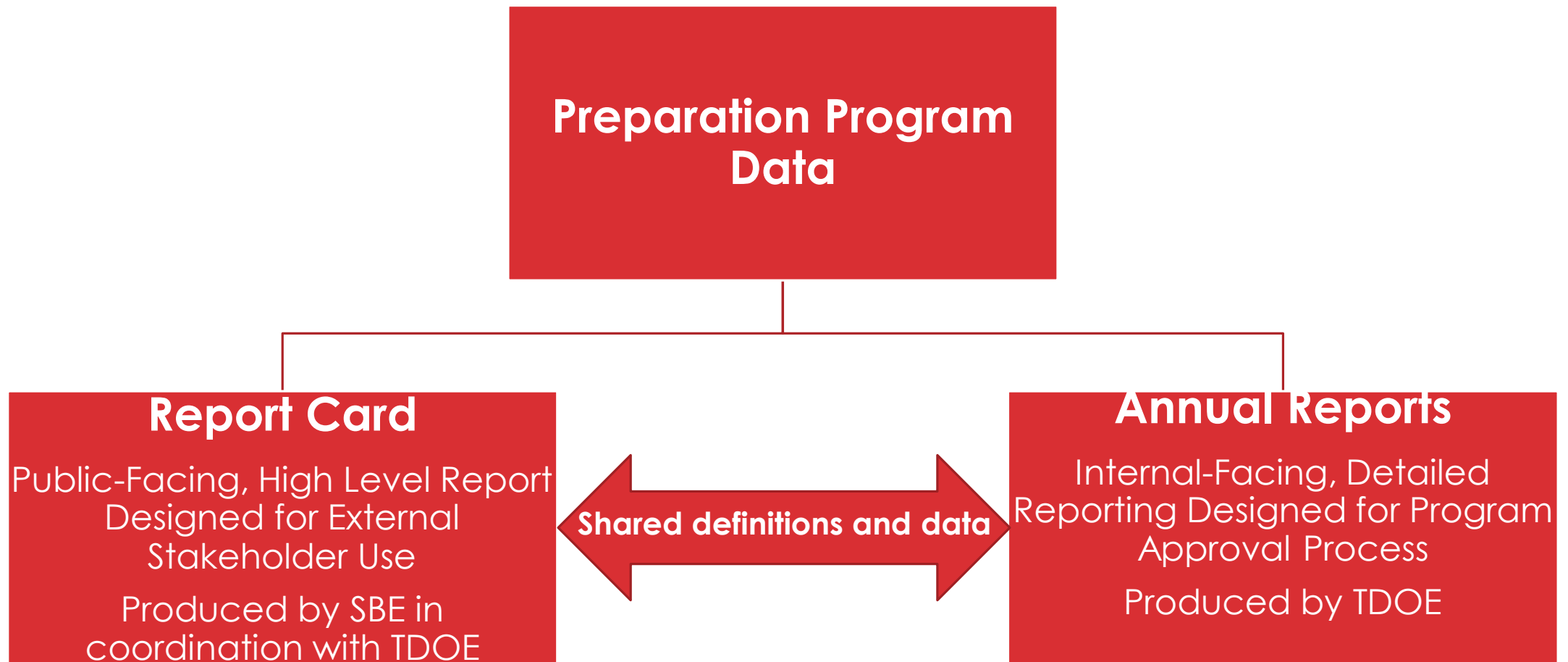
- Review usage statistics
- Collect additional feedback

**Spring  
2017**

- Determine 2017 Report Card revisions or additions

# DATA REPORTING

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# **STAKEHOLDER FEEDBACK**

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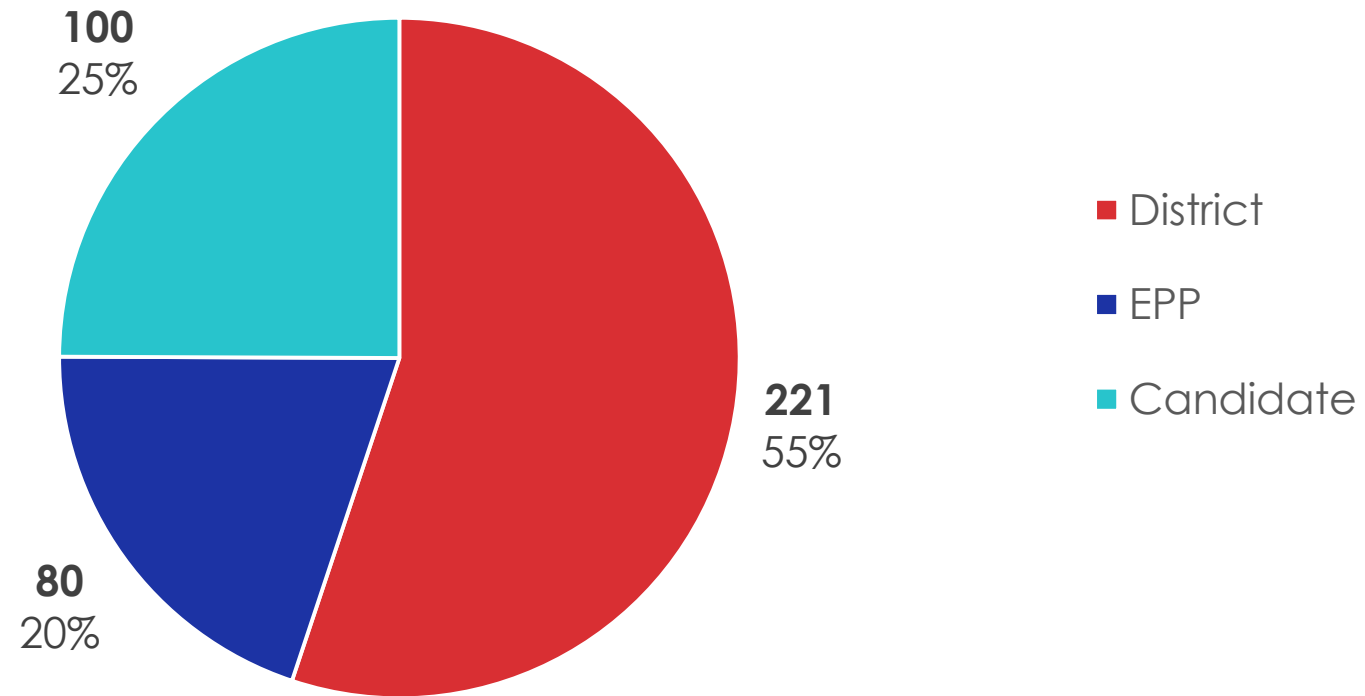
# STAKEHOLDER FEEDBACK

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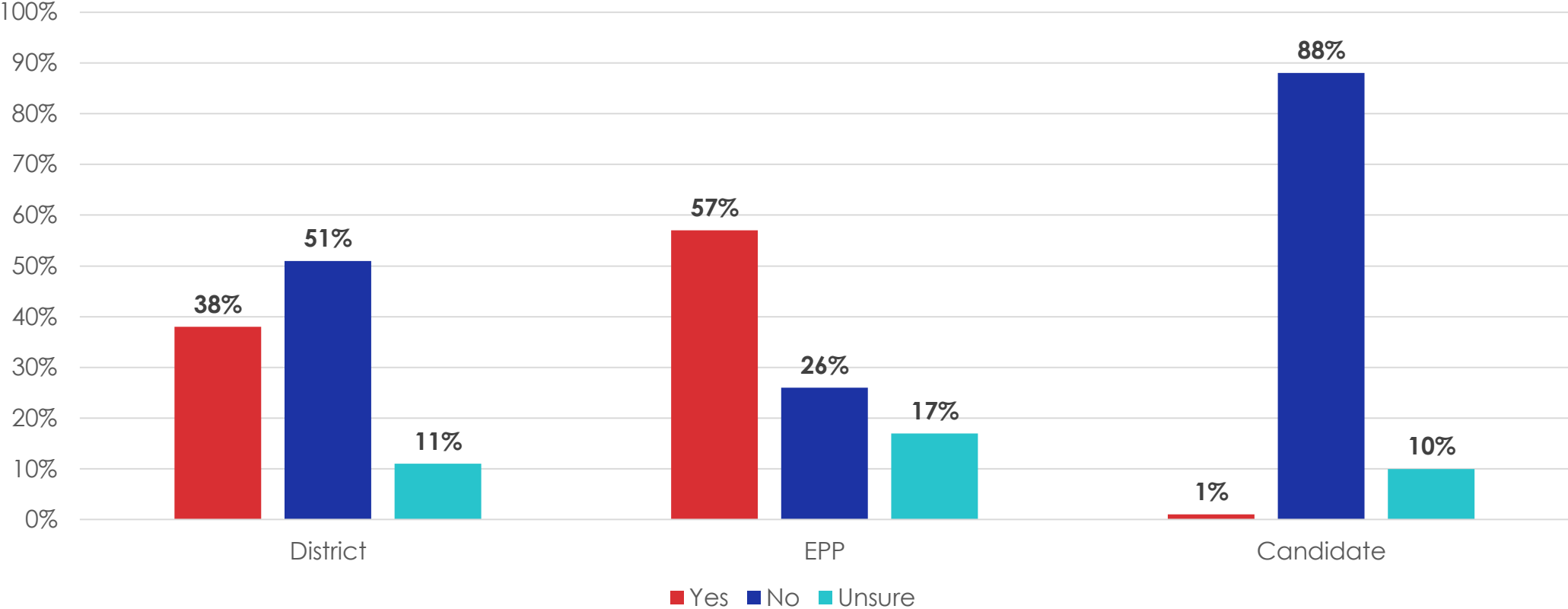
- Throughout the Spring of 2016, SBE collected feedback on the current Report Card as well as ideas for a future Report Card
- Released a survey to districts, EPPs, and prospective candidates
- Conducted a series of focus groups throughout the state
- Intend to conduct follow-up analysis after the launch of the Report Card in November

# SURVEY RESPONSES BY TYPE

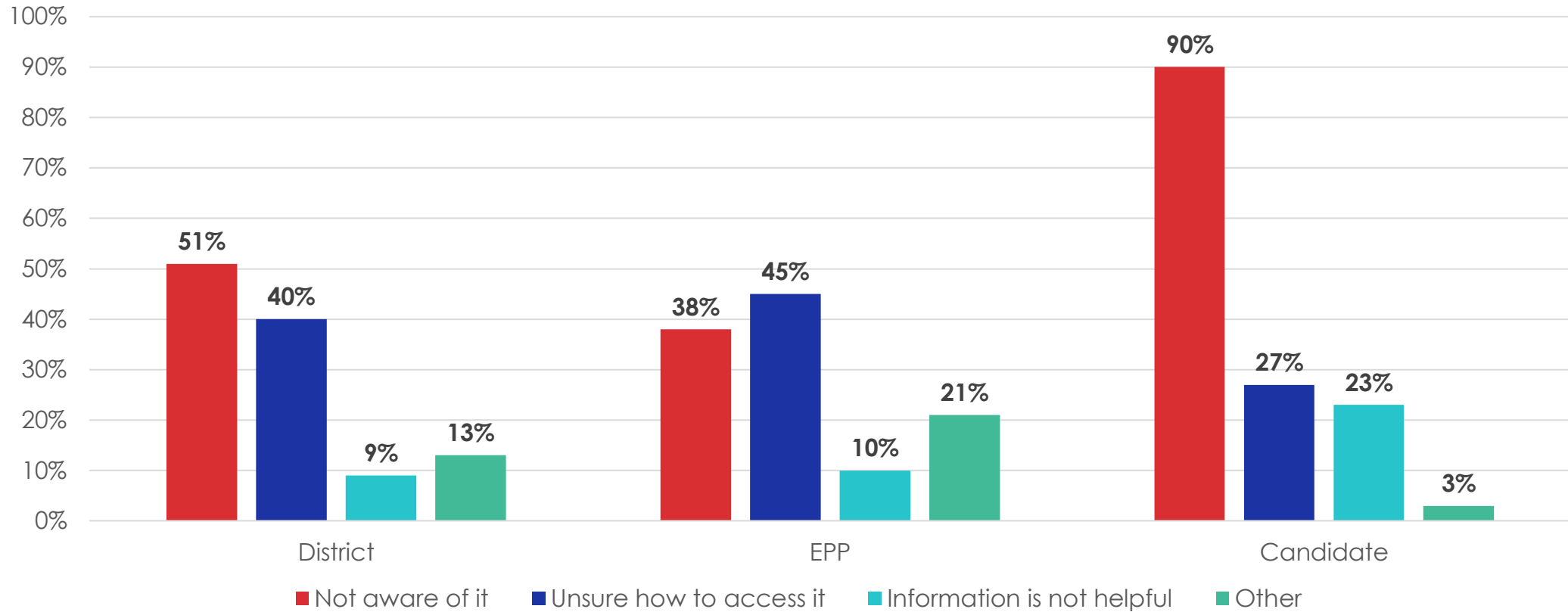
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# USAGE OF THE REPORT CARD



# REASONS FOR NOT USING THE REPORT CARD



# MOST IMPORTANT DATA ELEMENTS

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- **District**
  - **Satisfaction data from employers of recent completers: 31%**
  - Observation data of recent completers: 31%
  - Value-added data of recent completers: 31%
- **EPP**
  - **Satisfaction data from employers of recent completers: 55%**
  - Observation data of recent completers: 10%
  - Assessment (e.g., Praxis, edTPA) data: 10%
- **Candidate**
  - **Satisfaction data from employers of recent completers: 30%**
  - Placement information about recent completers 22%
  - Assessment (e.g., Praxis, edTPA) data: 14%

# ADDITIONAL DATA THAT WOULD BE HELPFUL

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- More information about student teaching experience (e.g., clinical hours, placement schools)
- Retention, both in the hiring district and over an extended period of time
- Observation data
- edTPA scores
- Satisfaction data from recent completers

# FOCUS GROUP DATA

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# FOCUS GROUP STRUCTURE

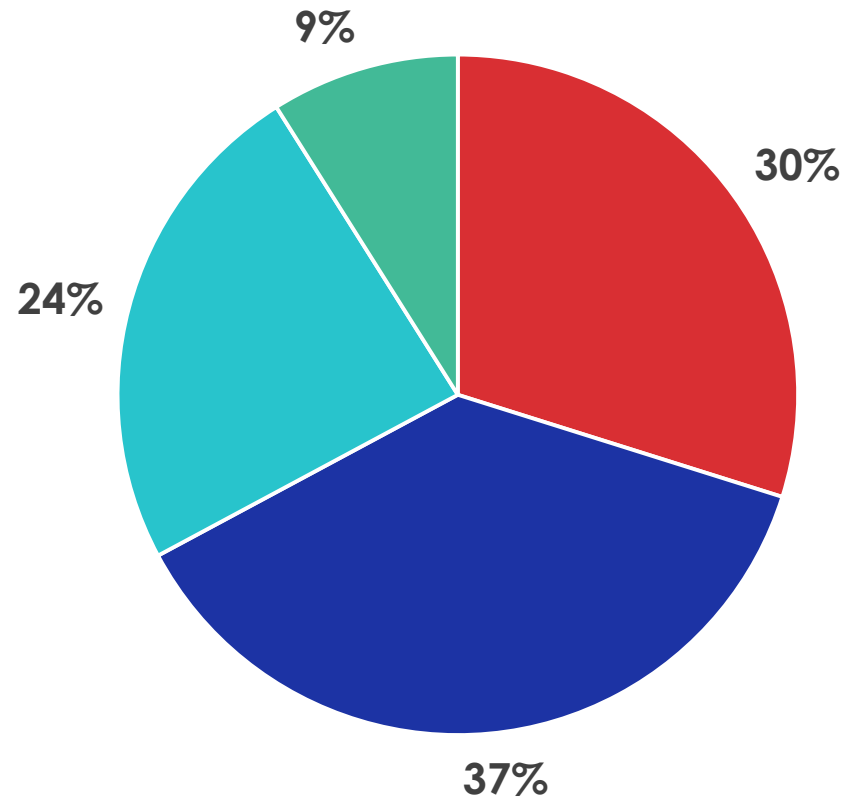
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- 4 focus group days were held:
  - West, Middle, East, and a general stakeholder/partner session
  - Regional sessions included separate groups for EPPs, districts, and current EPP candidates
- Asked a series of questions regarding the current Report Card and provided feedback on two sample Report Cards



# FOCUS GROUP PARTICIPATION

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67 Total Participants

- District
- EPP
- Candidates
- Partner

# CURRENT REPORT CARD- POSITIVES

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- All stakeholders generally appreciated having completers' academic information aggregated in one place
- Specific stakeholder responses:
  - District representatives appreciated the inclusion of TVAAS information and the ability to compare programs to one another
  - EPP staff liked having a compilation of demographic information
  - Current students generally appreciated the sections on retention and initial license type the most
  - Partners acknowledged the helpfulness of including both TVAAS and retention information

# CURRENT REPORT CARD- NEGATIVES

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- Representatives from across the spectrum questioned elements of the Report Card:
  - Correlation of data (e.g., Academic information and effectiveness)
  - Clarity of information (e.g., TVAAS presentation)
  - Missing information (e.g., Out-of-state completers)
- Stakeholders also felt the Report Card needed clearer explanations for:
  - Educational terms
  - Data metrics
  - Cohort definitions

# DESIRED CHANGES

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- Participants wanted better organized data, but there was no strong consensus on exactly what data would be best to include, some common suggestions were:
  - More information about hiring
  - Multiple measures of effectiveness
  - Information on clinical experience
  - Additional qualitative information

# INCREASING REPORT CARD USAGE

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- Participants suggested:
  - Making the Report Card more user-friendly
  - Sending the Report Card to a larger audience to raise general awareness
  - Creating a clearer purpose for the Report Card and working to elevate partnerships between EPPs and districts

# GOALS FOR 2016

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# GOALS

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- **User-friendly** - Present data and information in a clear and well-organized format
- **Focused** - Less is more; hone in on the most impactful pieces of information
- **Informative** - Supports strategic decision-making
- **Accessible** - Expand the audience to include school districts, prospective candidates, and EPPs

# WHAT THIS MEANS FOR OUR WORK

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- Conduct a comprehensive redesign process
- Ensure high-quality data collection
- Solicit and incorporate stakeholder feedback on most impactful metrics
- Report on the most impactful elements in a user-friendly format
- Highlight high-quality programs
- **Therefore, we are committed to listening to and learning from all stakeholders and refining our work over time.**



# CHARACTERISTICS OF THE REDESIGNED REPORT

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- At a glance information about provider quality – “Consumer-report”
- Clear identification of areas of strength and challenge through a performance framework
- Continuity of data between Report Card and Annual Reports
- Commitment to data quality and transparency

# ADVISORY COUNCIL

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**Julie Baker**

Associate Dean, College of Education  
Tennessee Technological University

**Susie Bunch**

Director of Schools  
Lexington City Schools

**Phyllis Casebolt**

Director of Educator Quality  
Clarksville Montgomery Schools

**Katie Cour**

Executive Director, Talent Strategy  
Metro Nashville Public Schools

**Leslie Brown**

Director of Human Capital Investment  
Teacher Town

**Johnecia Gaillard**

Student  
Tennessee State University

**Sam Gutter**

Educator Policy Analyst  
Governor's Office

**Mark Hogan**

Education Department Chair  
Belmont University

**Renee Murley**

Director of the School of Education  
University of Tennessee, Chattanooga

**Jeremy Paul-Norden**

Director, School and District Partnerships  
Teach For America-Nashville

**Kyle Southern**

Director of Policy and Research  
SCORE

**Wendy Tucker**

District 7 Member  
State Board of Education

**Bill Wishart**

Data Coordinator and Research Assistant  
Professor  
University of Tennessee, Knoxville

# SAMPLE

## PROGRAM PERFORMANCE

### OVERALL RATING

Tier **3**



### PERCENT OF POINTS EARNED

51%

Programs rated as Tier 3 have received the second lowest classification as it pertains to preparing educators to serve students and schools in Delaware.

### HOW IS THE OVERALL RATING MEASURED?

DOMAINS	POINTS POSSIBLE	TIER	PERCENT OF POINTS EARNED
Recruitment	10	<b>4</b>	27%
Candidate Performance	10	<b>2</b>	56%
Placement	15	<b>4</b>	8%
Retention	15	<b>1</b>	82%
Graduate Performance	35	<b>2</b>	63%
Perceptions	<i>Data not yet available.</i>		

# SAMPLE

## RETENTION

### ABOUT THIS DOMAIN



The Retention domain scores the educator preparation program's track record of preparing program graduates who continue to serve in public education in Delaware.

### DOMAIN RATING

Tier **1**

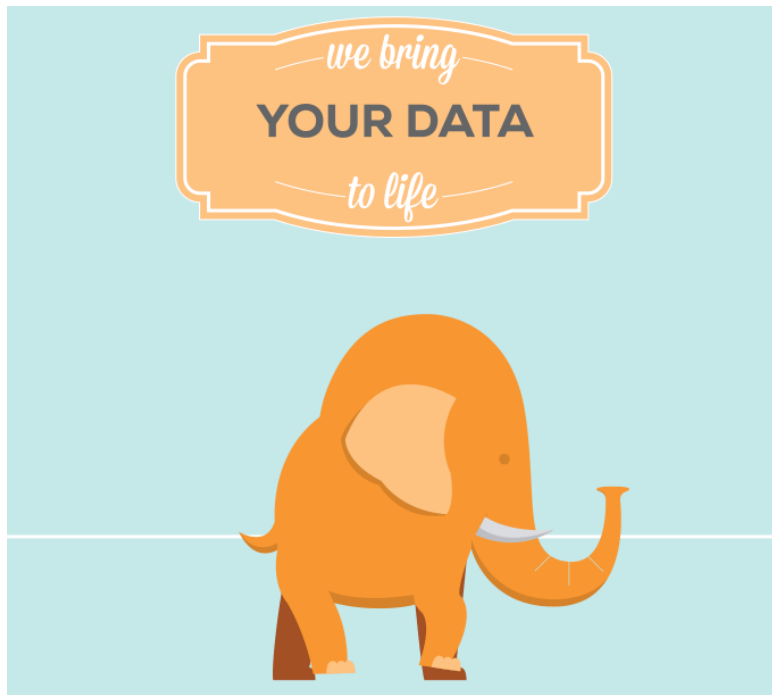
### DOMAIN POINTS EARNED

12.27 out of 15.00 points

METRICS	ACTUAL	METRIC POINTS EARNED
<p><b>Beyond Year One Retention Rate</b></p> <p>Reported here is the rate at which program graduates continue working in public education in Delaware beyond year one.</p>	<p>94%</p>  <p>0% 80% 95%</p> <p>N = 216 Educators</p>	<p>6.99 out of 7.50 points</p>
<p><b>Beyond Year Three Retention Rate</b></p> <p>Reported here is the rate at which program graduates continue working in public education in Delaware beyond year three.</p>	<p>79%</p>  <p>0% 65% 85%</p> <p>N = 153 Educators</p>	<p>5.28 out of 7.50 points</p>

# REPORT CARD VENDOR

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- Extensive expertise in data visualization
- Design school and district level report cards
- Leader in developing reporting tools on educator preparation

# REPORT CARD ELEMENTS

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- Profile page:
  - Provider Description
  - Dean/Department Chair information
  - Basic demographic and program characteristics
- Phasing-in an approach to use 3 cohorts of data
  - 2016 Report Card will have 2 cohorts (2013-14 and 2014-15 program completers)
- All information reported at the provider level
  - Program level information will be reported on Annual Reports
- Prioritizing data consistency between the Report Card and Annual Reports

# DATA METRICS

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- **Domain 1: Cohort Profile**

- Academic Background
- Demographics
- Assessment Data

- **Domain 2: Employment**

- Placement
- Retention

- **Domain 3: Satisfaction**

- Completer Satisfaction
- Employer Satisfaction

- **Domain 4: Program Impact**

- TVAAS
- Observation

# CLOSING

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- We appreciate your attendance today, your continued feedback, and interest in this work.
- Next Steps:
  - Publish a complete report on the stakeholder feedback received
  - Notify stakeholders of the next webinar date
  - Send providers templates requesting program description and profile data
  - Post a copy of these slides and a link to the recording on the following site:  
<http://tn.gov/sbe/topic/teacher-preparation-report-card>
- Any feedback or questions can be directed to Spenser Gwozdzik at [Spenser.Gwozdzik@tn.gov](mailto:Spenser.Gwozdzik@tn.gov)