



Educator Effectiveness in Grades K-3 Report

Tennessee Department of Education | July 2024



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Executive Summary

Tennessee state law (Tenn. Code Ann. § 49-5-5619(b)(2)) charges the Tennessee Department of Education (the department) with producing an annual report on the levels of effectiveness of educators endorsed to teach in grades Kindergarten through third (K-3) for the most recent three school years. This is the first annual report and establishes baseline data and goals to improve educator effectiveness over time.

Each year, Tennessee educators earn a level of effectiveness (LOE) score that ranges from one (significantly below expectations) to five (significantly above expectations). The LOE score is comprised of qualitative data, such as principal observations, and quantitative data, including student achievement and growth outcomes.

Based on requirements in law, this report provides data on the LOE of educators endorsed to teach in grades K-3 with detailed breakdowns showing the LOE scores of educators based on which State Board of Education (SBE)-approved educator preparation program (EPP) they completed. The report also establishes the department's expectations for EPPs to reduce the percentage of educators who score significantly below or below expectations (LOE levels one and two). Moving forward, the department, SBE, and EPPs will work to improve rules, policies, and program decisions that affect educator preparation in Tennessee with the goal of improving educator quality.

Reporting Requirements

This report is part of Tennessee's broad efforts, via the Literacy Success Act of 2021, to improve early grades literacy and ensure that the department, SBE, General Assembly, and other stakeholders can monitor educator effectiveness outcomes. Tennessee state law (Tenn. Code Ann. § 49-5-5619) establishes requirements for the development, implementation, and monitoring of foundational literacy skill standards. EPPs for candidates seeking licensure in instructional leadership or endorsements that may teach grades K-3 must incorporate these standards in their programs of study, and candidates for licensure in affected endorsement areas are also required to complete a foundational literacy training or assessment developed by the department.

Pursuant to Tenn. Code. Ann. § 49-5-5619(b)(2), this report provides an overview of the number of educators endorsed to teach in grades K-3, LOE scores for the 2020-21, 2021-22, and 2022-23 school years, and performance trends and goals broken down by EPP. The statute requires the department to:

- post this report on its website;
- provide the data in graphic and tabular format;
- include both the number and percentage of educators who earned each LOE category per year and per EPP;
- set goals for reducing the percent of educators who earn the lowest two LOE scores each year; and
- compare the LOE scores for each EPP's program completers to the department's goal for improvement. Due to this being the first edition of this report, the department will establish goals in this report to include trend data over time.

Data Context

Components of Level of Effectiveness (LOE) Scores

Tennessee educators earn an annual LOE score that ranges from one (significantly below expectations) to five (significantly above expectations). A score of three (at expectations) is considered competent, effective teaching.

The LOE score is comprised of qualitative data, such as principal observations, and quantitative data, including student achievement and growth outcomes. The specific assessments in each educator's LOE vary according to their grade and subject. SBE [Rule 0520-02-01](#) establishes overall requirements for the components of LOE based on educators' grade and subject areas, while SBE Educator Evaluation [Policy 5.201](#) provides specific details on the types of assessments that are relevant to each grade and subject. SBE Policy 5.201 also lists the allowable observation models that contribute to the qualitative portion of educators' LOE scores.

School Years Included

This report examines the academic years 2020-21, 2021-22, and 2022-23. The statute requires that this report is produced by August 1 each year. Data from the 2023-24 school year are not yet finalized but will be included in next year's report.

Educators Included

To generate this report, the department analyzed data for educators who:

- completed a SBE-approved EPP or other entity at any point in time;
- held an active Tennessee educator license with endorsements that allowed them to teach students in Kindergarten through Grade 3 in at least one of the three academic years reported; and
- produced a valid LOE score in any of the three academic years reported in this study.

Data Suppression to Protect Educator Privacy

To protect educator privacy and in compliance with Tenn. Code Ann. § 49-5-5614, the department applied business rules to suppress certain data. The business rules are:

- A minimum sample size of ten educators is applied to all indicators. Groups with fewer than ten educators are suppressed as well as the corresponding percentage.
- In cases where only one category has a sample size less than ten educators, the next smallest category count and percentage have also been suppressed. This is to prevent the ability to calculate the sample size less than ten based on available percentages.

Closed, New, or Non-State Board Approved EPPs

Several EPPs closed during the school years examined as part of this report. EPPs that closed during the most recent school year reported are included with an asterisk to indicate they are now closed. EPPs that closed prior to the most recent school year are not included.

In addition, the University of Tennessee-Southern began operation as an EPP in 2021-22, meaning the soonest its educators could have entered the classroom was in 2022-23. Therefore, limited data is available for this EPP. Educators who have received training in other states or from non-SBE approved EPPs are listed in the "Other Entity" category.

Key Findings

Most Tennessee educators in grades K-3 earn at least a three, or “at expectations,” score on their LOE each year. In 2022-23, no SBE-approved EPP with sufficient data to report publicly had less than 85 percent of educators from their programs earn at least a three. As described below, this is the benchmark currently used on annual reports and progress monitoring the department conducts on EPPs.

Educators who were prepared in other states or in non-SBE approved EPPs also performed well in the classroom, with about 95 percent of educators in that category earning a three or higher each year.

Finally, several Tennessee EPPs with publicly reportable data had over 50 percent of their educators earn a level five (significantly above expectations) LOE score in 2022-23. Those EPPs are:

- Belmont University
- Maryville College
- Vanderbilt University

Department Goal for Reducing the Number of Educators Earning Below or Significantly Below Expectations

Tenn. Code. Ann. § 49-5-5619(b)(2) requires the department to set goals for reducing the percent of educators who earn the lowest two LOE scores each year. Tennessee has recognized the connection between educator preparation and educator impact in the classroom for over a decade. From 2010-2015, the Tennessee Higher Education Commission (THEC) produced an annual Teacher Preparation Report Card that included teacher effect data (archives are available [here](#)). SBE assumed responsibility for [Educator Preparation Report Card](#) (EPRC) production in 2016, developed a Consumer Reports-style accountability dashboard, and began incorporating leader preparation data as well as teacher data. Throughout this time, the department collaborated with these agencies to share data securely and to provide more detailed, individualized reports to each EPP.

In addition to the public EPRC, the department provides specific, detailed data in annual reports that are individualized to each EPP. Annual reports drive program accountability in that EPPs with significant shortfalls may face a change in program approval status. In the annual reports, the department establishes an 85 percent threshold for program completers who earn an LOE score of three or above for the EPP to meet expectations.

Based on this data, the department is establishing a goal that EPPs reduce the percentage of educators who earn a one or two LOE score to 15 percent or less over time to align with existing expectations in the department’s EPP annual reports. In future editions of this report, the department will compare EPP completers’ scores to this goal. The department will also monitor program outcomes and communicate with stakeholders to determine whether to lower targeted percentages of educators who earn a score of one or two on their LOE.

Conclusion

Educators are the most important in-school factor contributing to student achievement, and it is critical that they are prepared to be effective. Most EPPs in Tennessee are providing educators who meet or exceed expectations in the classroom in terms of their LOE, though there are always areas for

improvement. EPPs are deeply invested in this work, and state agencies such as the SBE and THEC have a history of shining a light on best practices and places for improvement. In this report, the department is setting a standard for improvement over time and will track performance toward that goal moving forward. The department is eager to continue to work with stakeholders in the General Assembly, the SBE, EPPs, and districts to identify ways to improve educator preparation and the quality of instruction students experience in the classroom.

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Table 1: EPP Count Analysis

This table shows the number of educators by EPP who earned each LOE category per year between 2020-21 and 2022-23.

	2020-2021					2021-2022					2022-2023				
EPP	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5
Aquinas College	-	**	**	-	-	-	-	-	**	**	-	-	**	**	-
Arete Public Montessori Residency	-	-	**	**	**	-	-	**	**	**	-	**	**	**	**
Austin Peay State University	**	**	705	1,575	1,624	-	185	820	1,652	1,476	-	245	802	1,608	1,783
Belmont University	-	26	89	128	46	-	9	103	120	144	-	**	**	121	201
Bethel University	**	**	428	628	555	-	135	291	594	685	24	82	320	600	671
Bryan College	-	**	**	16	26	-	**	**	25	22	-	10	14	48	35
Carson-Newman University	-	106	772	1,627	1,716	-	332	863	1,610	1,403	16	185	641	1,595	1,962
Christian Brothers University	-	47	111	200	40	-	13	67	112	215	**	**	64	192	160
Cumberland University	-	57	143	246	223	-	32	122	258	301	-	47	104	278	352
East Tennessee State University	-	45	312	782	531	**	**	447	933	714	**	**	440	1,051	812
Fisk University	-	-	**	**	-	-	-	**	**	**	-	-	-	**	**
Freed-Hardeman University	**	**	402	437	335	-	59	194	496	514	-	79	198	574	502
Johnson University	-	-	32	72	156	-	14	65	141	93	**	**	29	152	163
King University	-	-	36	50	32	-	38	53	77	39	-	32	41	107	93
Lee University	**	**	165	310	160	12	170	359	308	112	**	**	336	337	238
LeMoyne-Owen College	-	**	**	57	-	-	**	**	**	20	-	-	16	38	20
Lincoln Memorial University	-	101	542	1,284	1,946	**	**	722	1,404	1,490	**	**	627	1,528	1,601
Lipscomb University	**	**	1,539	1,699	1,289	4	232	758	1,967	2,313	**	**	917	1,934	2,187
Maryville College	-	11	18	34	36	-	15	11	19	57	-	**	**	23	59
Middle Tennessee State University	-	87	445	1,240	1,601	**	**	649	1,450	1,362	**	**	569	1,426	1,702
Milligan College	-	18	48	231	185	-	**	**	182	224	-	36	64	233	242
Nashville Teacher Residency	-	**	12	**	-	-	-	**	**	**	-	**	**	7	1
Relay Graduate School of Education	-	-	-	-	-	-	-	-	-	-	-	-	**	**	**
Rhodes College	-	**	**	**	-	-	-	-	**	**	-	-	**	8	**
Rutherford Teach Now	-	-	**	-	**	-	-	**	**	**	-	-	**	**	-
South College	-	**	**	57	41	**	**	48	42	22	-	**	**	85	28
Southern Adventist University	-	**	**	-	**	-	**	**	**	-	-	-	**	**	11

	2020-2021					2021-2022					2022-2023				
EPP	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5	LOE 1	LOE 2	LOE 3	LOE 4	LOE 5
Teach for America-Memphis	-	38	140	109	44	**	**	41	134	166	-	20	113	123	199
Tennessee State University	-	60	493	866	819	-	53	325	973	924	15	128	353	921	885
Tennessee Technological University	**	**	392	1,565	1,510	**	**	1,022	1,677	1,337	13	189	877	1,557	1,830
Tennessee Wesleyan University	-	**	**	85	139	-	18	65	117	107	-	21	58	134	115
Trevecca Nazarene University	-	272	1,179	2,001	1,974	**	**	948	2,210	2,424	26	194	877	2,198	2,533
Tusculum University	-	51	287	351	392	**	**	316	495	311	-	115	275	555	357
Union University	**	**	543	847	763	**	**	379	986	1,005	**	**	368	914	1,112
University of Memphis	-	139	710	727	399	**	**	401	907	837	**	**	463	774	996
University of Tennessee-Chattanooga	**	**	515	753	894	43	127	571	956	735	**	**	585	893	1,199
University of Tennessee-Knoxville	-	162	756	1,704	1,509	**	**	964	1,691	1,454	11	257	1,049	1,681	1,828
University of Tennessee-Martin	-	110	643	1,336	1,252	-	186	669	1,487	1,279	10	120	663	1,508	1,438
University of Tennessee-Southern	-	-	-	-	-	-	-	-	-	-	-	-	**	**	-
Vanderbilt University	-	15	177	172	62	-	**	**	183	312	-	**	**	243	311
Welch College	-	-	12	31	21	-	-	30	43	47	-	-	30	43	41
Western Governors University	-	-	-	-	-	-	-	-	**	-	-	-	-	**	-
Other Entity	129	3,877	15,838	2,7108	28071	146	3,702	13,326	27,134	29,621	338	3,437	12,663	26,852	31,789

Key: ** = Data withheld in alignment with suppression rules.

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Table 2: EPP Percent Analysis

This table shows the percentage of educators by EPP who earned each LOE category per year between 2020-21 and 2022-23.

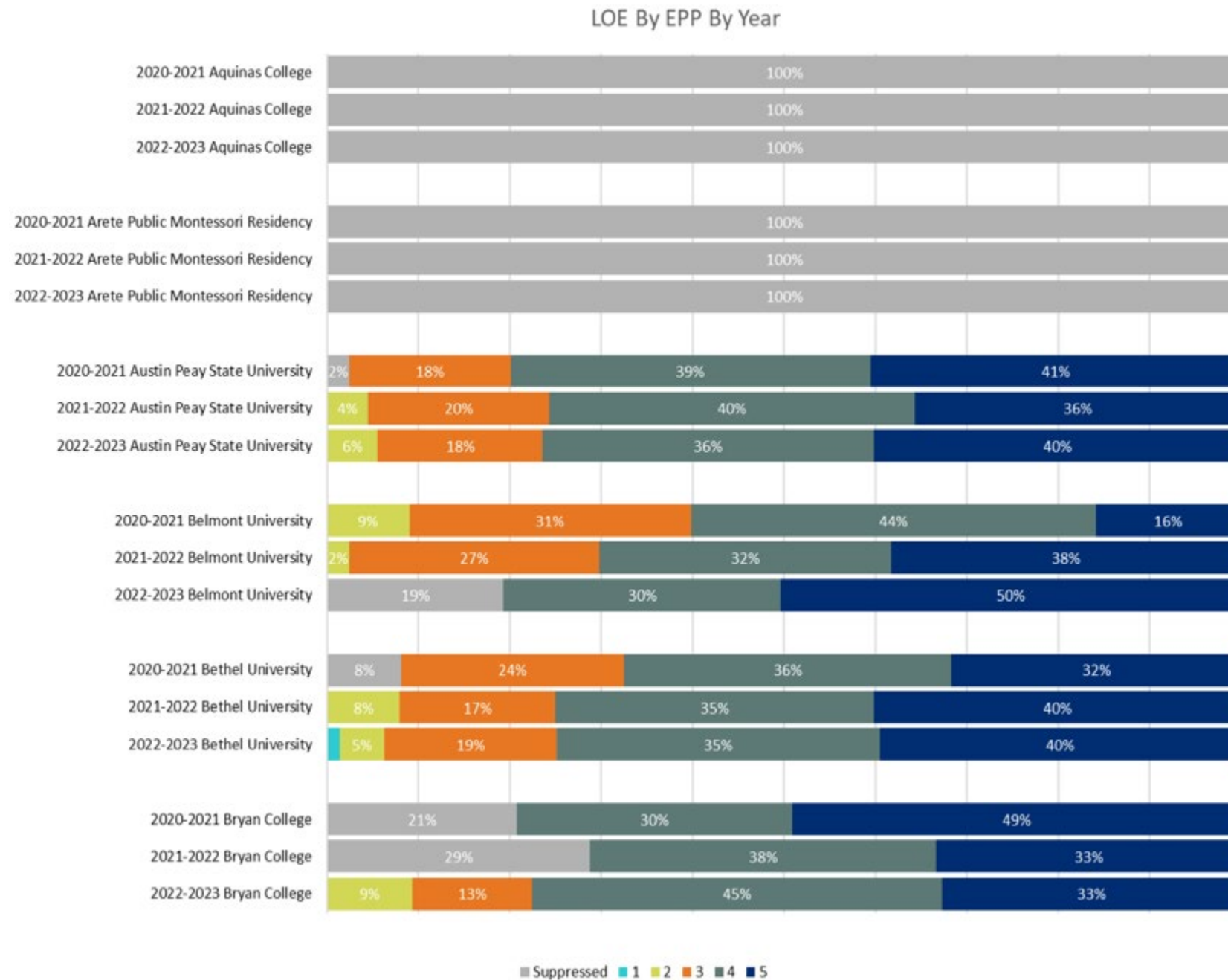
	2020-2021					2021-2022					2022-2023				
EPP	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Aquinas College	0.0%	**	**	0.0%	0.0%	0.0%	0.0%	0.0%	**	**	0.0%	0.0%	**	**	0.0%
Arete Public Montessori Residency	0.0%	0.0%	**	**	**	0.0%	0.0%	**	**	**	0.0%	**	**	**	**
Austin Peay State University	**	**	17.6%	39.3%	40.6%	0.0%	4.5%	19.8%	40.0%	35.7%	0.0%	5.5%	18.1%	36.2%	40.2%
Belmont University	0.0%	9.0%	30.8%	44.3%	15.9%	0.0%	2.4%	27.4%	31.9%	38.3%	0.0%	**	**	30.3%	50.4%
Bethel University	**	**	24.4%	35.8%	31.7%	0.0%	7.9%	17.1%	34.8%	40.2%	1.4%	4.8%	18.9%	35.4%	39.5%
Bryan College	0.0%	**	**	30.2%	49.1%	0.0%	**	**	37.9%	33.3%	0.0%	9.3%	13.1%	44.9%	32.7%
Carson-Newman University	0.0%	2.5%	18.3%	38.5%	40.7%	0.0%	7.9%	20.5%	38.3%	33.3%	0.4%	4.2%	14.6%	36.3%	44.6%
Christian Brothers University	0.0%	11.8%	27.9%	50.3%	10.1%	0.0%	3.2%	16.5%	27.5%	52.8%	**	**	14.4%	43.2%	36.0%
Cumberland University	0.0%	8.5%	21.4%	36.8%	33.3%	0.0%	4.5%	17.1%	36.2%	42.2%	0.0%	6.0%	13.3%	35.6%	45.1%
East Tennessee State University	0.0%	2.7%	18.7%	46.8%	31.8%	**	**	20.5%	42.8%	32.8%	**	**	18.4%	43.8%	33.9%
Fisk University*	0.0%	0.0%	**	**	0.0%	0.0%	0.0%	**	**	**	0.0%	0.0%	0.0%	**	**
Freed-Hardeman University	**	**	31.5%	34.2%	26.2%	0.0%	4.7%	15.4%	39.3%	40.7%	0.0%	5.8%	14.6%	42.4%	37.1%
Johnson University	0.0%	0.0%	12.3%	27.7%	60.0%	0.0%	4.5%	20.8%	45.0%	29.7%	**	**	8.1%	42.5%	45.5%
King University	0.0%	0.0%	30.5%	42.4%	27.1%	0.0%	18.4%	25.6%	37.2%	18.8%	0.0%	11.7%	15.0%	39.2%	34.1%
Lee University	**	**	23.3%	43.8%	22.6%	1.2%	17.7%	37.4%	32.0%	11.7%	**	**	33.5%	33.6%	23.8%
LeMoyne-Owen College*	0.0%	**	**	74.0%	0.0%	0.0%	**	**	**	46.5%	0.0%	0.0%	16	38	20
Lincoln Memorial University	0.0%	2.6%	14.0%	33.2%	50.2%	**	**	18.7%	36.3%	38.6%	**	**	15.8%	38.6%	40.4%
Lipscomb University	**	**	31.7%	35.0%	26.5%	0.1%	4.4%	14.4%	37.3%	43.9%	**	**	17.4%	36.7%	41.5%
Maryville College	0.0%	11.1%	18.2%	34.3%	36.4%	0.0%	14.7%	10.8%	18.6%	55.9%	0.0%	**	**	20.4%	52.2%
Middle Tennessee State University	0.0%	2.6%	13.2%	36.8%	47.5%	**	**	17.9%	40.0%	37.6%	**	**	14.9%	37.3%	44.5%
Milligan College	0.0%	3.7%	10.0%	47.9%	38.4%	0.0%	**	**	37.1%	45.6%	0.0%	6.3%	11.1%	40.5%	42.1%
Nashville Teacher Residency	0.0%	**	60.0%	**	0.0%	0.0%	0.0%	**	**	**	0.0%	**	**	38.9%	5.6%
Relay Graduate School of Education											0.0%	0.0%	**	**	**
Rhodes College	0.0%	**	**	**	0.0%	0.0%	0.0%	0.0%	**	**	0.0%	0.0%	**	53.3%	**
Rutherford Teach Now	0.0%	0.0%	**	0.0%	**	0.0%	0.0%	**	**	**	0.0%	0.0%	**	**	0.0%
South College	0.0%	**	**	44.5%	32.0%	**	**	36.4%	31.8%	16.7%	0.0%	**	**	57.4%	18.9%
Southern Adventist University	0.0%	**	**	0.0%	**	0.0%	**	**	**	0.0%	0.0%	0.0%	**	**	47.8%

	2020-2021					2021-2022					2022-2023				
EPP	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
Teach For America-Memphis	0.0%	11.5%	42.3%	32.9%	13.3%	**	**	11.1%	36.3%	45.0%	0.0%	4.4%	24.8%	27.0%	43.7%
Tennessee State University	0.0%	2.7%	22.0%	38.7%	36.6%	0.0%	2.3%	14.3%	42.8%	40.6%	0.7%	5.6%	15.3%	40.0%	38.4%
Tennessee Technological University	**	**	10.9%	43.6%	42.0%	**	**	23.6%	38.8%	30.9%	0.3%	4.2%	19.6%	34.9%	41.0%
Tennessee Wesleyan University	0.0%	**	**	32.0%	52.3%	0.0%	5.9%	21.2%	38.1%	34.9%	0.0%	6.4%	17.7%	40.9%	35.1%
Trevecca Nazarene University	0.0%	5.0%	21.7%	36.9%	36.4%	**	**	16.3%	38.1%	41.8%	0.4%	3.3%	15.0%	37.7%	43.5%
Tusculum University	0.0%	4.7%	26.5%	32.5%	36.3%	**	**	25.7%	40.3%	25.3%	0.0%	8.8%	21.1%	42.6%	27.4%
Union University	**	**	24.0%	37.4%	33.7%	**	**	15.4%	40.2%	40.9%	**	**	14.6%	36.1%	44.0%
University of Memphis	0.0%	7.0%	35.9%	36.8%	20.2%	**	**	17.8%	40.3%	37.2%	**	**	19.1%	31.9%	41.0%
University of Tennessee- Chattanooga	**	**	23.0%	33.7%	40.0%	1.8%	5.2%	23.5%	39.3%	30.2%	**	**	21.2%	32.3%	43.4%
University of Tennessee-Knoxville	0.0%	3.9%	18.3%	41.2%	36.5%	**	**	21.4%	37.5%	32.2%	0.2%	5.3%	21.7%	34.8%	37.9%
University of Tennessee-Martin	0.0%	3.3%	19.2%	40.0%	37.5%	0.0%	5.1%	18.5%	41.1%	35.3%	0.3%	3.2%	17.7%	40.3%	38.5%
University of Tennessee-Southern											0.0%	0.0%	**	**	0.0%
Vanderbilt University	0.0%	3.5%	41.5%	40.4%	14.6%	0.0%	**	**	32.6%	55.6%	0.0%	**	**	39.2%	50.2%
Welch College	0.0%	0.0%	18.8%	48.4%	32.8%	0.0%	0.0%	25.0%	35.8%	39.2%	0.0%	0.0%	26.3%	37.7%	36.0%
Western Governors University						0.0%	0.0%	0.0%	**	0.0%	0.0%	0.0%	0.0%	**	0.0%
Other Entity	0.2%	5.2%	21.1%	36.1%	37.4%	0.2%	5.0%	18.0%	36.7%	40.1%	0.5%	4.6%	16.9%	35.8%	42.3%

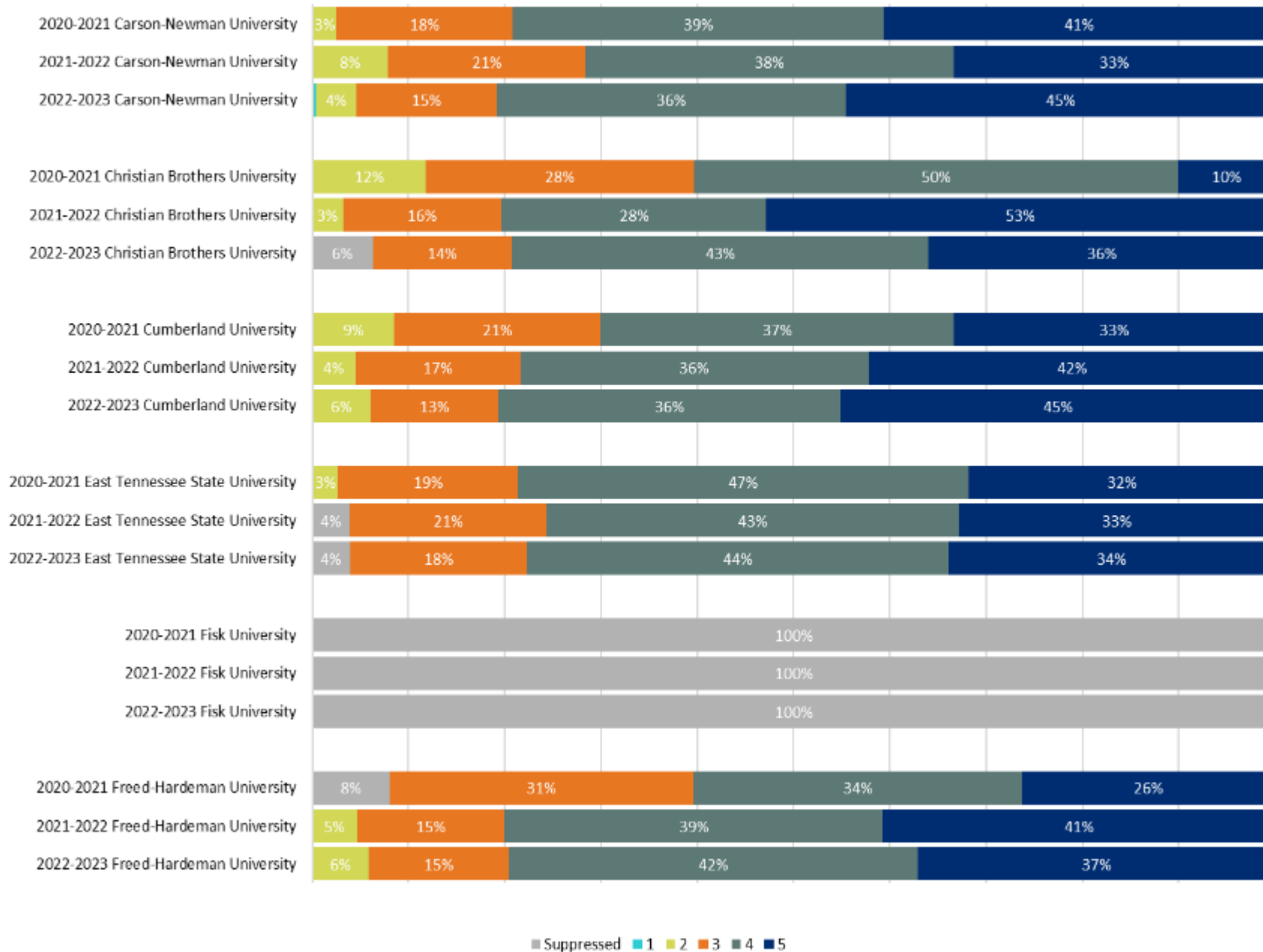
Key: ** = Data withheld in alignment with suppression rules.

Graph 1: Level of Overall Effectiveness (LOE) by EPP by Year

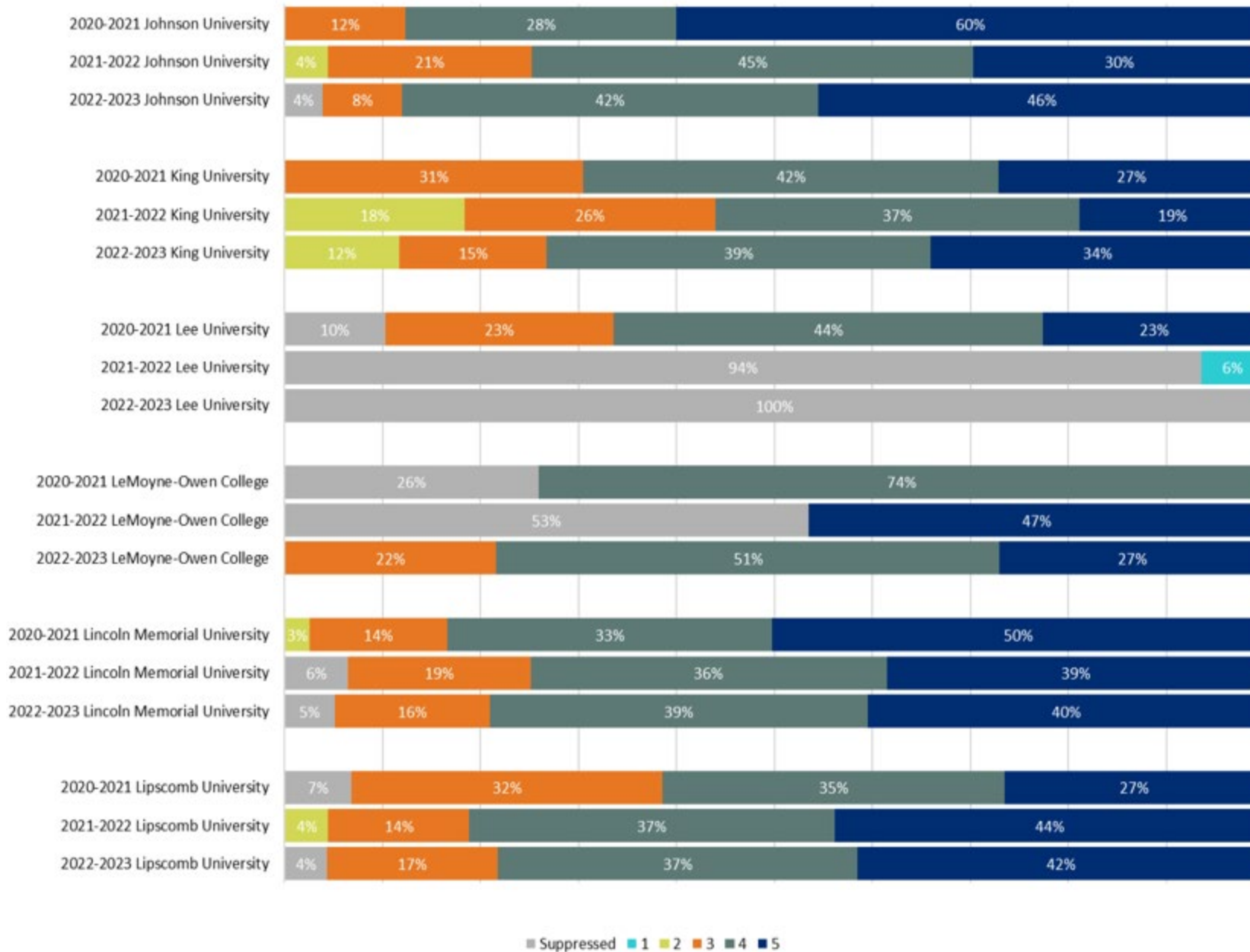
This graph reflects the data presented in Table 2.



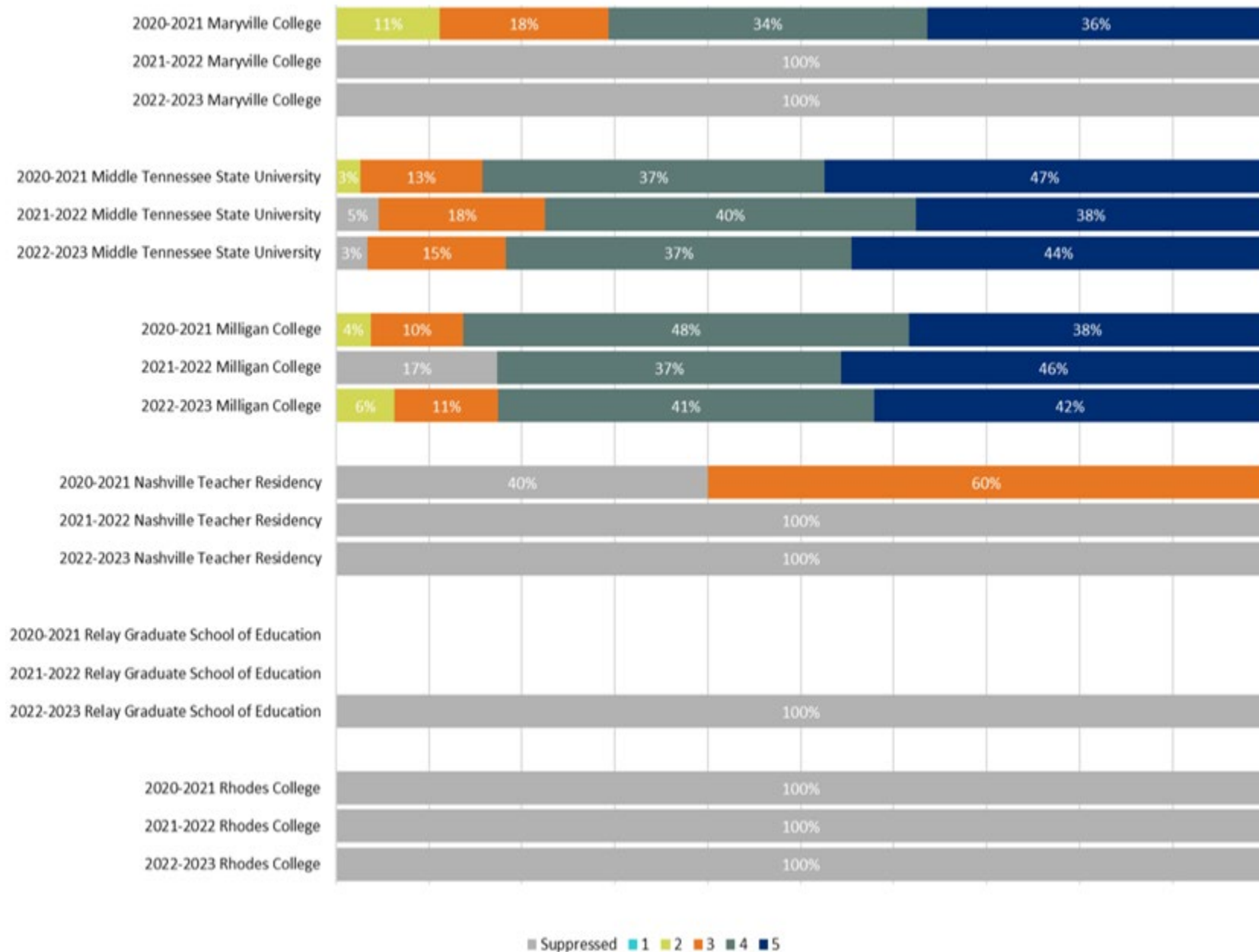
LOE By EPP By Year



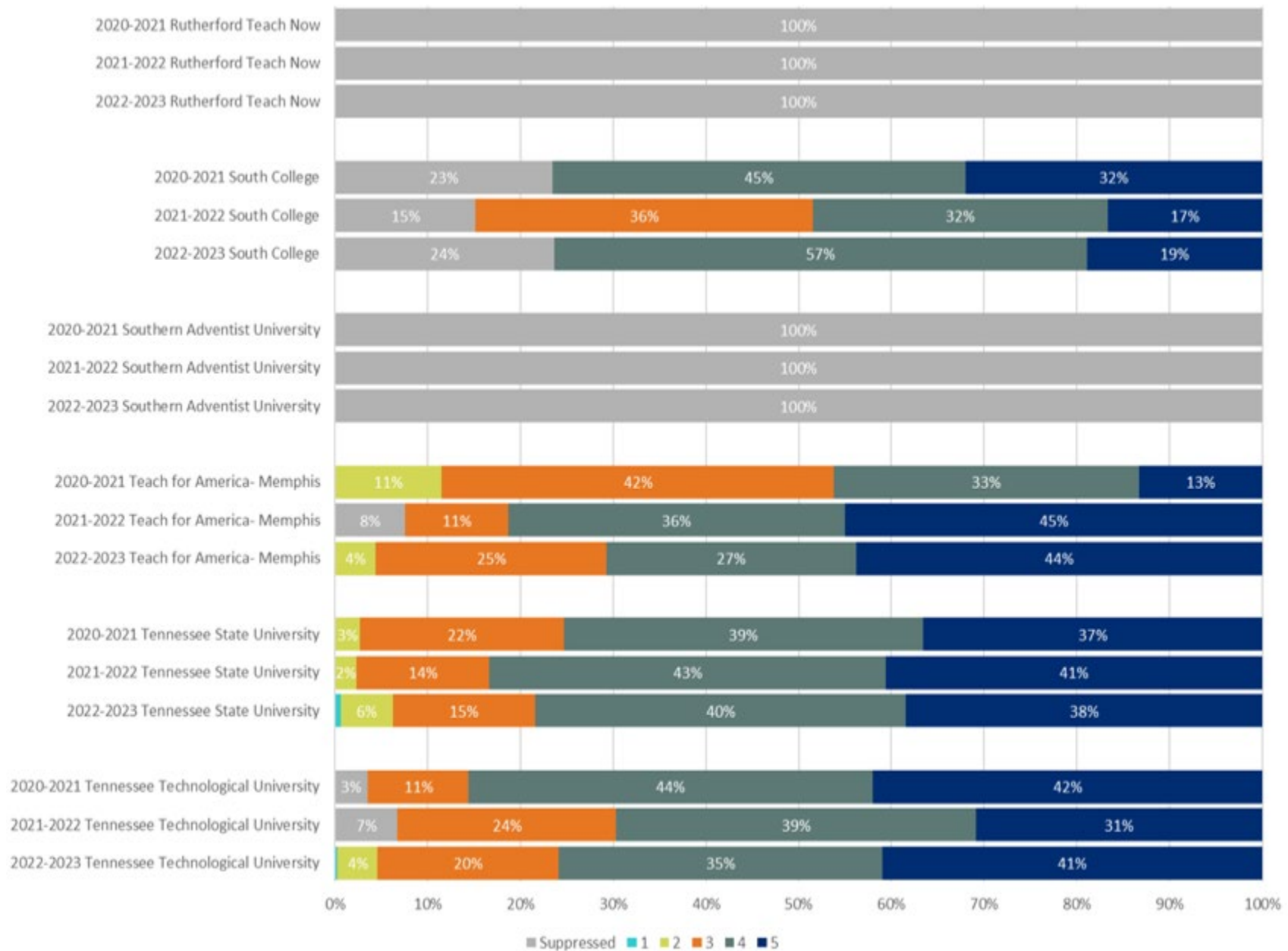
LOE By EPP By Year



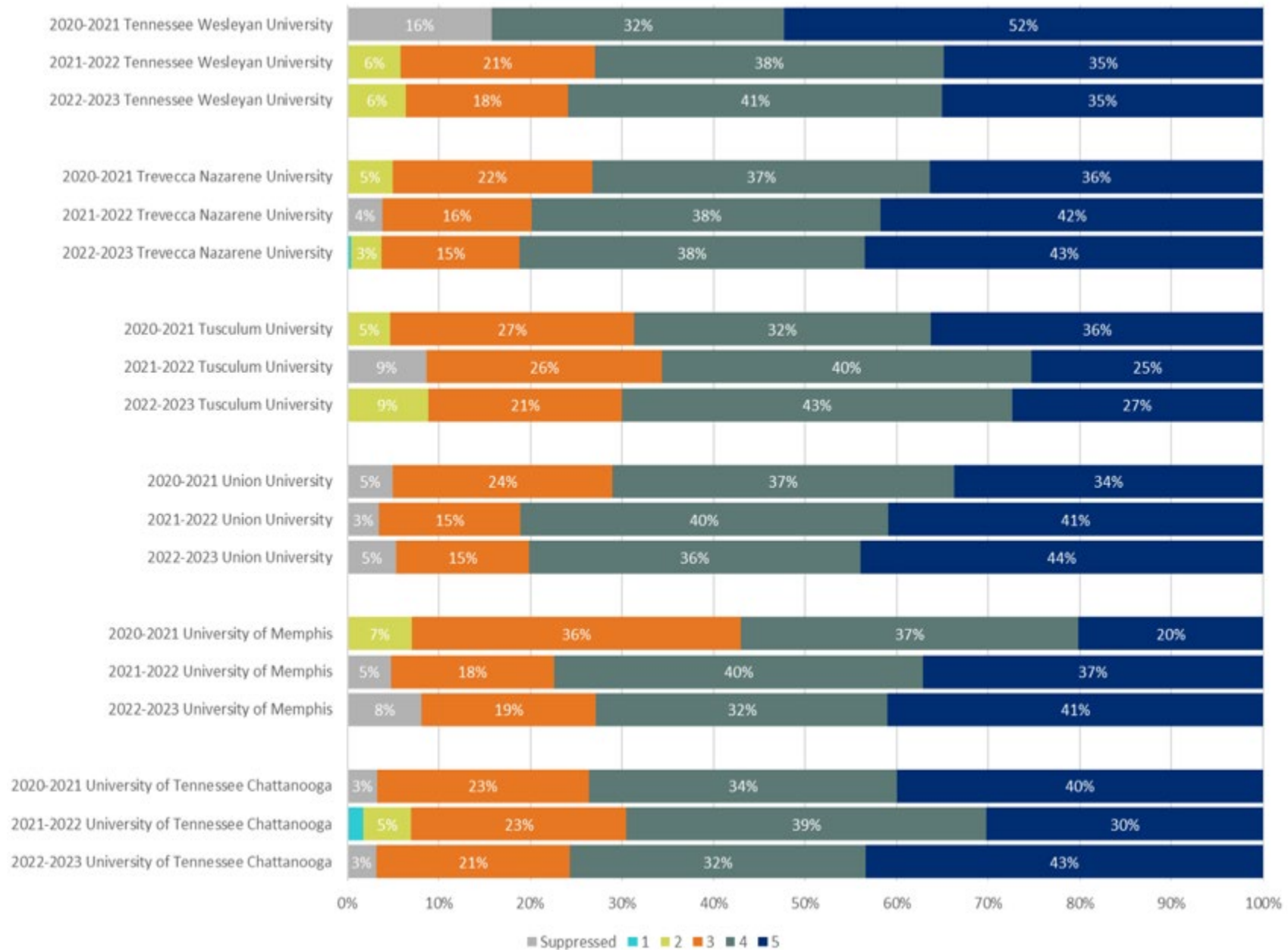
LOE By EPP By Year



LOE By EPP By Year



LOE By EPP By Year



LOE By EPP By Year

