

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect of Beginning Teachers\* to Veteran Teachers\*\* for Alternatively Licensed Teachers**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Subject	Mean T-Value	Number of Teachers	Number of Institutions
Algebra I	0.9688	53	6
Biology I	-1.0054	25	4
EOC Composite	-0.0427	195	18
Math	0.2187	53	7
Reading/Language	-0.1559	75	7
Science	1.2030	68	8
Social Studies	0.8474	46	5
TCAP Composite	-0.0488	222	15
US History	.	0	0

**Notes**

. indicates an insitution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference for the Beginning Teachers.

**Green** cells indicate a statistically significant positive difference for the Beginning Teachers.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	4.8476	5
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	.	3
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.6198	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.2930	16
TFA - Nashville	4.5386	11
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.9744	6

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	<b>-1.2721</b>	<b>9</b>
University Of Tennessee, Martin	.	3
Vanderbilt University	.	4
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	1
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	1
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>0.6570</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-1.7579</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-0.5412</b>	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	<b>-2.3794</b>	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	.	4
Vanderbilt University	.	1
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.3063	7
Belmont University	-0.5473	6
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	0.7893	10
Christian Brothers University	.	1
Cumberland University	0.2072	8
Lipscomb University	3.6862	7
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	-0.3744	6
Lemoyne Owen College	.	1
Lincoln Memorial University	.	1
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.1469	17
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.7065	27
TFA - Nashville	2.7269	19
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	-1.2903	14

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.1583	8
Tennessee Technological University	-0.6447	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	-1.1605	11
University Of Memphis	0.4681	16
University Of Tennessee, Chattanooga	0.4152	5
University Of Tennessee, Knoxville	-0.7628	13
University Of Tennessee, Martin	-2.2895	8
Vanderbilt University	-0.6732	6
Victory University	.	1

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	1
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	0
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	1
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	2
University Of Memphis	<b>-0.9294</b>	5
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	1
Vanderbilt University	.	1
Victory University	.	1

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	1
Belmont University	.	0
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	1
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	1
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.6947	5
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	-0.2654	6
Christian Brothers University	.	1
Cumberland University	.	3
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	2
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.8138	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	2.1711	12
TFA - Nashville	0.1143	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	-1.4869	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	4
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	3
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	<b>2.5066</b>	5
Vanderbilt University	.	0
Victory University	.	1

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.0171	6
Belmont University	.	0
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	2
Cumberland University	.	3
Lipscomb University	.	1
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.4283	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.7525	17
TFA - Nashville	0.0149	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	1

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	0.0970	7
University Of Memphis	-0.7805	19
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	2
University Of Tennessee, Martin	-0.7297	8
Vanderbilt University	.	0
Victory University	.	0

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	1.2152	8
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.1600	9
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	6.3823	14
TFA - Nashville	2.1796	11
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	3

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	<b>-0.4991</b>	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	.	3
University Of Memphis	<b>0.3346</b>	7
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	<b>0.8255</b>	5
University Of Tennessee, Martin	<b>0.3462</b>	7
Vanderbilt University	.	1
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1076	5
Belmont University	.	2
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	4.1699	19
TFA - Nashville	1.0970	10
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	<b>-1.0968</b>	5
University Of Memphis	<b>0.1746</b>	7
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	2
Vanderbilt University	.	0
Victory University	.	1

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.3481	13
Belmont University	.	4
Bethel College	.	4
Bryan College	.	0
Carson-Newman College	0.0760	8
Christian Brothers University	.	4
Cumberland University	-0.3375	6
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.3679	5
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	4
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.4322	18
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.7113	55
TFA - Nashville	1.3362	25
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.4169	9

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.2982	7
Tennessee Technological University	-0.6381	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	0.8608	8
Tusculum College	.	0
Union University	-0.0263	12
University Of Memphis	-1.4120	25
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	-0.7952	8
University Of Tennessee, Martin	0.3570	14
Vanderbilt University	.	1
Victory University	.	2

### Notes

. indicates an institution had fewer than 5 teachers.

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	4
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	2
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	0
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	<b>3.8788</b>	5
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	.	3
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>-1.5886</b>	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-0.6758</b>	16
TFA - Nashville	<b>3.5698</b>	11
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-2.9433</b>	6
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	-2.2409	9
University Of Tennessee, Martin	.	3
Vanderbilt University	.	4
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	1
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	1
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>1.6624</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-0.7526</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>0.4642</b>	8
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	<b>-1.3740</b>	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	.	4
Vanderbilt University	.	1
Victory University	.	0

**Notes**

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**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.2636	7
Belmont University	-0.5047	6
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	0.8319	10
Christian Brothers University	.	1
Cumberland University	0.2498	8
Lipscomb University	3.7289	7
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	-0.3318	6
Lemoyne Owen College	.	1
Lincoln Memorial University	.	1
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.1042	17
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.6638	27
TFA - Nashville	2.7696	19
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	-1.2476	14
Tennessee State University	-0.1156	8

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.6021	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	-1.1179	11
University Of Memphis	0.5107	16
University Of Tennessee, Chattanooga	0.4579	5
University Of Tennessee, Knoxville	-0.7202	13
University Of Tennessee, Martin	-2.2469	8
Vanderbilt University	-0.6305	6
Victory University	.	1

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	1
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	0
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	1
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	5
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	1
Vanderbilt University	.	1
Victory University	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	1
Belmont University	.	0
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	1

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	1
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.9134	5
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	-0.4841	6
Christian Brothers University	.	1
Cumberland University	.	3
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	2
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.0325	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	1.9524	12
TFA - Nashville	-0.1045	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	-1.7056	8
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	4
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	3
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	<b>2.2878</b>	5
Vanderbilt University	.	0
Victory University	.	1

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	<b>0.1388</b>	6
Belmont University	.	0
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	2
Cumberland University	.	3
Lipscomb University	.	1
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>-0.2724</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>0.9084</b>	17
TFA - Nashville	<b>0.1708</b>	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	1
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	0.2529	7
University Of Memphis	-0.6246	19
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	2
University Of Tennessee, Martin	-0.5739	8
Vanderbilt University	.	0
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0121	8
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-2.3630	9
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	5.1793	14
TFA - Nashville	0.9766	11
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	3
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-1.7022	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	.	3
University Of Memphis	-0.8685	7
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	-0.3775	5
University Of Tennessee, Martin	-0.8568	7
Vanderbilt University	.	1
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.9550	5
Belmont University	.	2
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.3225	19
TFA - Nashville	0.2496	10
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	<b>-1.9442</b>	5
University Of Memphis	<b>-0.6728</b>	7
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	2
Vanderbilt University	.	0
Victory University	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.2994	13
Belmont University	.	4
Bethel College	.	4
Bryan College	.	0
Carson-Newman College	0.1248	8
Christian Brothers University	.	4
Cumberland University	-0.2888	6
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.3191	5
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	4
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.3835	18
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.7601	55
TFA - Nashville	1.3849	25
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.3682	9
Tennessee State University	-0.2494	7

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.5893	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	0.9095	8
Tusculum College	.	0
Union University	0.0224	12
University Of Memphis	-1.3633	25
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	-0.7465	8
University Of Tennessee, Martin	0.4057	14
Vanderbilt University	.	1
Victory University	.	2

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	4
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	2
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	0

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Algebra I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	3
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	0
Lipscomb University	0	0.0	3	60.0	5
East Tennessee State University	.	.	.	.	2
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	1
Lee University	.	.	.	.	3
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	2	33.3	1	16.7	6
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	12.5	3	18.8	16
TFA - Nashville	1	9.1	7	63.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	2	33.3	0	0.0	6
Tennessee State University	.	.	.	.	3
Tennessee Technological University	.	.	.	.	3

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Algebra I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	<b>0</b>
Trevecca Nazarene University	.	.	.	.	<b>0</b>
Tusculum College	.	.	.	.	<b>0</b>
Union University	.	.	.	.	<b>0</b>
University Of Memphis	.	.	.	.	<b>4</b>
University Of Tennessee, Chattanooga	.	.	.	.	<b>1</b>
University Of Tennessee, Knoxville	<b>2</b>	<b>22.2</b>	<b>1</b>	<b>11.1</b>	<b>9</b>
University Of Tennessee, Martin	.	.	.	.	<b>3</b>
Vanderbilt University	.	.	.	.	<b>4</b>
Victory University	.	.	.	.	<b>0</b>

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Biology I (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	4
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	2
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	1
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	1
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	1	14.3	2	28.6	7
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	60.0	1	20.0	5
TFA - Nashville	.	.	.	.	4
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	3	37.5	0	0.0	8
Tennessee State University	.	.	.	.	2
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Biology I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	2	40.0	1	20.0	5
University Of Memphis	.	.	.	.	1
University Of Tennessee, Chattanooga	.	.	.	.	3
University Of Tennessee, Knoxville	.	.	.	.	3
University Of Tennessee, Martin	.	.	.	.	4
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	28.6	1	14.3	7
Belmont University	1	16.7	1	16.7	6
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	1	10.0	2	20.0	10
Christian Brothers University	.	.	.	.	1
Cumberland University	1	12.5	2	25.0	8
Lipscomb University	0	0.0	4	57.1	7
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	1
Lee University	1	16.7	1	16.7	6
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	1
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	4	23.5	4	23.5	17
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	9	33.3	7	25.9	27
TFA - Nashville	1	5.3	12	63.2	19
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	4	28.6	1	7.1	14
Tennessee State University	0	0.0	0	0.0	8
Tennessee Technological University	2	28.6	2	28.6	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	2	18.2	2	18.2	11
University Of Memphis	3	18.8	5	31.3	16
University Of Tennessee, Chattanooga	0	0.0	1	20.0	5
University Of Tennessee, Knoxville	3	23.1	4	30.8	13
University Of Tennessee, Martin	3	37.5	0	0.0	8
Vanderbilt University	1	16.7	1	16.7	6
Victory University	.	.	.	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	0
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	2
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	2
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	2
University Of Memphis	1	20.0	0	0.0	5
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	1
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: English II (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	1
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	0
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	2
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	4
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	1
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English II (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	1
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	.	.	.	.	1
University Of Tennessee, Knoxville	.	.	.	.	1
University Of Tennessee, Martin	.	.	.	.	0
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	1	20.0	1	20.0	5
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	0	0.0	6
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	2
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	2	33.3	2	33.3	6
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	16.7	5	41.7	12
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	4

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	4
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	2
University Of Memphis	.	.	.	.	3
University Of Tennessee, Chattanooga	.	.	.	.	3
University Of Tennessee, Knoxville	.	.	.	.	3
University Of Tennessee, Martin	0	0.0	3	60.0	5
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Reading/Language (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	33.3	1	16.7	6
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	3
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	3
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	1
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	3
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	4	57.1	2	28.6	7
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	11.8	8	47.1	17
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	1
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	2

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Reading/Language (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	1	14.3	3	42.9	7
University Of Memphis	5	26.3	1	5.3	19
University Of Tennessee, Chattanooga	.	.	.	.	1
University Of Tennessee, Knoxville	.	.	.	.	2
University Of Tennessee, Martin	2	25.0	0	0.0	8
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	25.0	4	50.0	8
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	4
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	3
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	3	33.3	1	11.1	9
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	0	0.0	11	78.6	14
TFA - Nashville	2	18.2	6	54.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	.	.	.	.	3
Tennessee State University	.	.	.	.	2
Tennessee Technological University	2	28.6	2	28.6	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Science (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	3
University Of Memphis	0	0.0	0	0.0	7
University Of Tennessee, Chattanooga	.	.	.	.	2
University Of Tennessee, Knoxville	1	20.0	2	40.0	5
University Of Tennessee, Martin	2	28.6	1	14.3	7
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Social Studies (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	0	0.0	0	0.0	5
Belmont University	.	.	.	.	2
Bethel College	.	.	.	.	3
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	0
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	1
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	10.5	11	57.9	19
TFA - Nashville	1	10.0	5	50.0	10
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	3

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Social Studies (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	3	60.0	1	20.0	5
University Of Memphis	0	0.0	0	0.0	7
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	2
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	1

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: TCAP Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	3	23.1	3	23.1	13
Belmont University	.	.	.	.	4
Bethel College	.	.	.	.	4
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	1	12.5	8
Christian Brothers University	.	.	.	.	4
Cumberland University	1	16.7	1	16.7	6
Lipscomb University	.	.	.	.	3
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	0	0.0	0	0.0	5
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	1
Lee University	.	.	.	.	4
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	8	44.4	3	16.7	18
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	5.5	30	54.6	55
TFA - Nashville	3	12.0	11	44.0	25
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	3	33.3	1	11.1	9
Tennessee State University	2	28.6	1	14.3	7
Tennessee Technological University	4	44.4	1	11.1	9

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: TCAP Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	2	25.0	4	50.0	8
Tusculum College	.	.	.	.	0
Union University	3	25.0	2	16.7	12
University Of Memphis	8	32.0	1	4.0	25
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	1	12.5	1	12.5	8
University Of Tennessee, Martin	2	14.3	3	21.4	14
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	2

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	0
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	4
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	2
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	0
Tennessee Technological University	.	.	.	.	2

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	3
University Of Memphis	.	.	.	.	2
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	0
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

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