

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect of Beginning Teachers\* to Veteran Teachers\*\* for Traditionally and 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	0.1709	140	15
Biology I	-0.1412	66	9
EOC Composite	-0.2042	459	26
English I	-0.0962	53	6
English II	0.0314	39	5
Math	-0.1239	704	29
Reading/Language	-0.1485	804	27
Science	0.2161	677	28
Social Studies	-0.1203	637	25
TCAP Composite	-0.4120	1373	34
US History	0.0369	17	3

**Notes**

. indicates an institution 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 Among Beginning Teachers\* for**  
**Traditionally and 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	0.6443	5
Belmont University	.	3
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	-0.5894	8
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	2.7619	7
East Tennessee State University	0.3652	5
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	-1.9552	6
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.2468	7
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.3630	13
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.1221	16
TFA - Nashville	4.3677	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.5484	8
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.0788	15
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	2
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-1.1059	5
University Of Tennessee, Knoxville	-0.2911	20
University Of Tennessee, Martin	-2.8094	6
Vanderbilt University	0.7268	8
Victory University	.	0

**Notes**

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	.	1
Bryan College	.	0
Carson-Newman College	<b>1.6723</b>	8
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	4
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	4
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	4
Lemoyne Owen College	.	0
Lincoln Memorial University	.	3
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>-0.0338</b>	9
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-1.6167</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-0.4000</b>	8
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	1.5179	7
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	-2.2381	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	-0.0112	7
University Of Tennessee, Knoxville	0.6915	10
University Of Tennessee, Martin	0.4182	7
Vanderbilt University	.	3
Victory University	.	0

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.4116	14
Belmont University	-0.1701	8
Bethel College	0.5835	5
Bryan College	.	2
Carson-Newman College	0.8297	20
Christian Brothers University	0.8015	5
Cumberland University	0.2593	12
Lipscomb University	1.5209	16
East Tennessee State University	-0.6126	16
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.3149	8
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	0.4608	13
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.5952	18
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	-3.5675	5
Middle Tennessee State University	-0.0301	39
Milligan College	0.7907	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.5023	27
TFA - Nashville	2.9311	19
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	-0.7521	16
Tennessee State University	-0.2266	11

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	0.1373	44
Tennessee Wesleyan College	-0.8740	9
Trevecca Nazarene University	.	4
Tusculum College	.	4
Union University	-0.3271	17
University Of Memphis	0.5828	20
University Of Tennessee, Chattanooga	-0.6075	21
University Of Tennessee, Knoxville	0.7789	53
University Of Tennessee, Martin	-1.4790	22
Vanderbilt University	0.1642	13
Victory University	.	2

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	<b>0.0823</b>	5
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.5860</b>	9
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	0.4574	12
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	4
University Of Memphis	-0.8332	5
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	0.8044	15
University Of Tennessee, Martin	-1.0967	7
Vanderbilt University	.	2
Victory University	.	2

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	.	3
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	2
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	-0.4266	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.3785	8
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
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**  
**Traditionally and 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	-0.6088	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	1
University Of Memphis	0.8597	6
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	0.5542	10
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

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**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.1287	40
Belmont University	.	1
Bethel College	1.9182	6
Bryan College	.	3
Carson-Newman College	-0.3305	13
Christian Brothers University	-0.1933	11
Cumberland University	-0.2059	9
Lipscomb University	-0.2587	20
East Tennessee State University	0.3971	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.1857	9
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.1932	23
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.1319	17
Martin Methodist College	.	2
Maryville College	1.8642	5
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.1734	71
Milligan College	-0.9224	13
South College	-0.5904	18
Southern Adventist University	.	0
TFA - Memphis	2.2951	12
TFA - Nashville	0.2382	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.3630	8
Tennessee State University	-0.1633	30

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**Traditionally and 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	-0.0286	96
Tennessee Wesleyan College	-1.3861	7
Trevecca Nazarene University	0.7101	32
Tusculum College	-0.3648	29
Union University	-0.7731	9
University Of Memphis	-0.2049	75
University Of Tennessee, Chattanooga	-0.3980	13
University Of Tennessee, Knoxville	-0.1462	38
University Of Tennessee, Martin	-0.0180	49
Vanderbilt University	1.0479	7
Victory University	-0.6970	6

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**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.0016	56
Belmont University	0.2752	6
Bethel College	-0.2651	7
Bryan College	.	4
Carson-Newman College	0.1797	15
Christian Brothers University	0.4177	13
Cumberland University	0.2040	12
Lipscomb University	0.1473	15
East Tennessee State University	0.0205	38
Fisk University	.	3
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.1350	13
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	0.0010	22
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.2287	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.0785	91
Milligan College	-0.2404	16
South College	-0.2601	19
Southern Adventist University	.	0
TFA - Memphis	0.9010	17
TFA - Nashville	0.1634	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	1
Tennessee State University	-0.3891	31

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.2273	114
Tennessee Wesleyan College	-0.4053	7
Trevecca Nazarene University	0.5144	31
Tusculum College	-0.0168	33
Union University	-0.0227	14
University Of Memphis	-0.1956	77
University Of Tennessee, Chattanooga	0.3032	11
University Of Tennessee, Knoxville	-0.2041	40
University Of Tennessee, Martin	-0.2904	58
Vanderbilt University	-0.1667	12
Victory University	.	4

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	-0.1250	42
Belmont University	-0.3647	6
Bethel College	1.0168	6
Bryan College	.	2
Carson-Newman College	0.9031	14
Christian Brothers University	-1.0363	12
Cumberland University	-0.3339	12
Lipscomb University	0.6349	19
East Tennessee State University	0.1334	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.6626	10
Johnson University	.	0
King College	-0.3267	5
Lane College	.	0
Lee University	0.2614	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.8559	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.3990	72
Milligan College	-1.1284	9
South College	-1.2431	15
Southern Adventist University	.	0
TFA - Memphis	6.1662	14
TFA - Nashville	1.9635	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	3
Tennessee State University	-1.5209	28

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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	-0.3780	100
Tennessee Wesleyan College	-2.1063	5
Trevecca Nazarene University	-0.5095	31
Tusculum College	-0.6602	33
Union University	0.6284	12
University Of Memphis	-0.4108	66
University Of Tennessee, Chattanooga	0.0407	12
University Of Tennessee, Knoxville	0.0646	30
University Of Tennessee, Martin	0.3831	41
Vanderbilt University	-0.1347	5
Victory University	.	3

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**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	0.1709	38
Belmont University	.	3
Bethel College	0.4180	8
Bryan College	.	2
Carson-Newman College	-0.3590	14
Christian Brothers University	0.7019	13
Cumberland University	-0.3609	5
Lipscomb University	-0.4264	13
East Tennessee State University	-0.3028	37
Fisk University	.	4
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.1645	12
Johnson University	.	2
King College	.	4
Lane College	.	1
Lee University	0.0825	19
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.7841	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.5156	62
Milligan College	-0.8001	14
South College	-0.1974	11
Southern Adventist University	.	0
TFA - Memphis	4.2902	19
TFA - Nashville	1.2173	10
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0
Tennessee State University	-0.1908	31

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**Traditionally and 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	-0.3971	83
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.6553	36
Tusculum College	-0.0511	23
Union University	-0.6454	15
University Of Memphis	-0.3031	69
University Of Tennessee, Chattanooga	-0.9170	11
University Of Tennessee, Knoxville	-0.0472	25
University Of Tennessee, Martin	-0.0304	45
Vanderbilt University	-0.0614	8
Victory University	.	4

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**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and 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.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	0.0889	79
Belmont University	0.3466	11
Bethel College	1.0281	14
Bryan College	.	4
Carson-Newman College	0.1346	29
Christian Brothers University	0.4740	21
Cumberland University	-0.1135	19
Lipscomb University	0.1730	32
East Tennessee State University	0.1608	60
Fisk University	.	4
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.4018	25
Johnson University	.	2
King College	-0.3001	6
Lane College	.	1
Lee University	0.4568	38
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.5484	38
Martin Methodist College	-1.6209	5
Maryville College	1.3818	5
Memphis Teacher Residency	0.5322	5
Middle Tennessee State University	-0.3560	145
Milligan College	-0.8437	24
South College	-0.8411	22
Southern Adventist University	.	0
TFA - Memphis	4.1233	55
TFA - Nashville	1.7482	25
TNTP Memphis Teaching Fellows	-0.2437	8
Teach Tennessee	-1.0050	9
Tennessee State University	-0.7976	47

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**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	-0.3207	166
Tennessee Wesleyan College	-1.4412	10
Trevecca Nazarene University	-0.0621	51
Tusculum College	-0.4987	50
Union University	-0.2522	30
University Of Memphis	-0.3969	133
University Of Tennessee, Chattanooga	-0.1872	27
University Of Tennessee, Knoxville	0.0408	62
University Of Tennessee, Martin	0.2554	95
Vanderbilt University	-0.1699	17
Victory University	-0.5435	10

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**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	.	2
Belmont University	.	1
Bethel College	.	2
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	1
Cumberland University	-0.3307	5
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	3
Milligan College	.	2
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**  
**Traditionally and 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	<b>0.0825</b>	<b>6</b>
Tennessee Wesleyan College	.	<b>2</b>
Trevecca Nazarene University	.	<b>2</b>
Tusculum College	.	<b>1</b>
Union University	<b>0.2482</b>	<b>6</b>
University Of Memphis	.	<b>4</b>
University Of Tennessee, Chattanooga	.	<b>2</b>
University Of Tennessee, Knoxville	.	<b>4</b>
University Of Tennessee, Martin	.	<b>1</b>
Vanderbilt University	.	<b>0</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 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 Traditionally and 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	0.8152	5
Belmont University	.	3
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	-0.4185	8
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	2.9328	7
East Tennessee State University	0.5361	5
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	-1.7843	6
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.0759	7
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.1921	13
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.2930	16
TFA - Nashville	4.5386	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.3775	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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
Tennessee State University	.	3
Tennessee Technological University	0.0921	15
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	2
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-0.9350	5
University Of Tennessee, Knoxville	-0.1201	20
University Of Tennessee, Martin	-2.6385	6
Vanderbilt University	0.8977	8
Victory University	.	0

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	.	1
Bryan College	.	0
Carson-Newman College	1.5311	8
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	4
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	4
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	4
Lemoyne Owen College	.	0
Lincoln Memorial University	.	3
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.1750	9
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-1.7579	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-0.5412	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	.	3
Tennessee Technological University	1.3767	7
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	-2.3794	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	-0.1524	7
University Of Tennessee, Knoxville	0.5503	10
University Of Tennessee, Martin	0.2770	7
Vanderbilt University	.	3
Victory University	.	0

### Notes

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	-0.6158	14
Belmont University	-0.3743	8
Bethel College	0.3794	5
Bryan College	.	2
Carson-Newman College	0.6255	20
Christian Brothers University	0.5973	5
Cumberland University	0.0551	12
Lipscomb University	1.3167	16
East Tennessee State University	-0.8168	16
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.1107	8
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	0.2567	13
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.7994	18
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	-3.7717	5
Middle Tennessee State University	-0.2343	39
Milligan College	0.5865	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.7065	27
TFA - Nashville	2.7269	19
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	-0.9563	16

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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: 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	-0.4308	11
Tennessee Technological University	-0.0669	44
Tennessee Wesleyan College	-1.0782	9
Trevecca Nazarene University	.	4
Tusculum College	.	4
Union University	-0.5313	17
University Of Memphis	0.3786	20
University Of Tennessee, Chattanooga	-0.8117	21
University Of Tennessee, Knoxville	0.5747	53
University Of Tennessee, Martin	-1.6832	22
Vanderbilt University	-0.0399	13
Victory University	.	2

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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 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	.	2
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	<b>-0.0139</b>	5
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.4898</b>	9
Milligan College	.	1
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 Traditionally and 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 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	<b>0.3612</b>	12
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	4
University Of Memphis	<b>-0.9294</b>	5
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	<b>0.7082</b>	15
University Of Tennessee, Martin	<b>-1.1929</b>	7
Vanderbilt University	.	2
Victory University	.	2

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	.	3
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	2
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	-0.3952	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.3471	8
Milligan College	.	1
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 Traditionally and 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
Tennessee State University	.	2
Tennessee Technological University	-0.5774	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	1
University Of Memphis	0.8911	6
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	0.5856	10
University Of Tennessee, Martin	.	1
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 Traditionally and 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
Aquinas College	.	0
Austin Peay State University	-0.2526	40
Belmont University	.	1
Bethel College	1.7942	6
Bryan College	.	3
Carson-Newman College	-0.4544	13
Christian Brothers University	-0.3173	11
Cumberland University	-0.3299	9
Lipscomb University	-0.3827	20
East Tennessee State University	0.2732	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.3096	9
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.0693	23
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.2558	17
Martin Methodist College	.	2
Maryville College	1.7403	5
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.2973	71
Milligan College	-1.0463	13
South College	-0.7143	18
Southern Adventist University	.	0
TFA - Memphis	2.1711	12
TFA - Nashville	0.1143	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.4869	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	-0.2873	30
Tennessee Technological University	-0.1525	96
Tennessee Wesleyan College	-1.5100	7
Trevecca Nazarene University	0.5862	32
Tusculum College	-0.4888	29
Union University	-0.8970	9
University Of Memphis	-0.3288	75
University Of Tennessee, Chattanooga	-0.5219	13
University Of Tennessee, Knoxville	-0.2701	38
University Of Tennessee, Martin	-0.1419	49
Vanderbilt University	0.9239	7
Victory University	-0.8209	6

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	-0.1501	56
Belmont University	0.1267	6
Bethel College	-0.4136	7
Bryan College	.	4
Carson-Newman College	0.0313	15
Christian Brothers University	0.2692	13
Cumberland University	0.0555	12
Lipscomb University	-0.0012	15
East Tennessee State University	-0.1280	38
Fisk University	.	3
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.2835	13
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	-0.1475	22
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.3772	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.2270	91
Milligan College	-0.3889	16
South College	-0.4086	19
Southern Adventist University	.	0
TFA - Memphis	0.7525	17
TFA - Nashville	0.0149	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	1

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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
Tennessee State University	-0.5375	31
Tennessee Technological University	-0.3758	114
Tennessee Wesleyan College	-0.5538	7
Trevecca Nazarene University	0.3659	31
Tusculum College	-0.1653	33
Union University	-0.1712	14
University Of Memphis	-0.3440	77
University Of Tennessee, Chattanooga	0.1547	11
University Of Tennessee, Knoxville	-0.3526	40
University Of Tennessee, Martin	-0.4388	58
Vanderbilt University	-0.3152	12
Victory University	.	4

### 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 Traditionally and 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: 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	0.0911	42
Belmont University	-0.1486	6
Bethel College	1.2329	6
Bryan College	.	2
Carson-Newman College	1.1192	14
Christian Brothers University	-0.8202	12
Cumberland University	-0.1178	12
Lipscomb University	0.8511	19
East Tennessee State University	0.3495	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.4465	10
Johnson University	.	0
King College	-0.1106	5
Lane College	.	0
Lee University	0.4775	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.6398	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.1829	72
Milligan College	-0.9122	9
South College	-1.0270	15
Southern Adventist University	.	0
TFA - Memphis	6.3823	14
TFA - Nashville	2.1796	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	3

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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: 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	-1.3047	28
Tennessee Technological University	-0.1619	100
Tennessee Wesleyan College	-1.8902	5
Trevecca Nazarene University	-0.2934	31
Tusculum College	-0.4441	33
Union University	0.8445	12
University Of Memphis	-0.1946	66
University Of Tennessee, Chattanooga	0.2568	12
University Of Tennessee, Knoxville	0.2808	30
University Of Tennessee, Martin	0.5993	41
Vanderbilt University	0.0814	5
Victory University	.	3

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	0.0506	38
Belmont University	.	3
Bethel College	0.2977	8
Bryan College	.	2
Carson-Newman College	-0.4793	14
Christian Brothers University	0.5816	13
Cumberland University	-0.4812	5
Lipscomb University	-0.5467	13
East Tennessee State University	-0.4231	37
Fisk University	.	4
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.0442	12
Johnson University	.	2
King College	.	4
Lane College	.	1
Lee University	-0.0377	19
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.9044	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.6359	62
Milligan College	-0.9204	14
South College	-0.3177	11
Southern Adventist University	.	0
TFA - Memphis	4.1699	19
TFA - Nashville	1.0970	10
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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
Tennessee State University	-0.3110	31
Tennessee Technological University	-0.5174	83
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.7756	36
Tusculum College	-0.1714	23
Union University	-0.7657	15
University Of Memphis	-0.4234	69
University Of Tennessee, Chattanooga	-1.0373	11
University Of Tennessee, Knoxville	-0.1675	25
University Of Tennessee, Martin	-0.1507	45
Vanderbilt University	-0.1816	8
Victory University	.	4

### 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 Traditionally and 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	-0.3230	79
Belmont University	-0.0654	11
Bethel College	0.6161	14
Bryan College	.	4
Carson-Newman College	-0.2774	29
Christian Brothers University	0.0620	21
Cumberland University	-0.5255	19
Lipscomb University	-0.2390	32
East Tennessee State University	-0.2512	60
Fisk University	.	4
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.8138	25
Johnson University	.	2
King College	-0.7121	6
Lane College	.	1
Lee University	0.0448	38
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.9604	38
Martin Methodist College	-2.0329	5
Maryville College	0.9698	5
Memphis Teacher Residency	0.1202	5
Middle Tennessee State University	-0.7680	145
Milligan College	-1.2557	24
South College	-1.2531	22
Southern Adventist University	.	0
TFA - Memphis	3.7113	55
TFA - Nashville	1.3362	25
TNTP Memphis Teaching Fellows	-0.6557	8
Teach Tennessee	-1.4169	9

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and 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	-1.2096	47
Tennessee Technological University	-0.7327	166
Tennessee Wesleyan College	-1.8532	10
Trevecca Nazarene University	-0.4740	51
Tusculum College	-0.9107	50
Union University	-0.6642	30
University Of Memphis	-0.8089	133
University Of Tennessee, Chattanooga	-0.5992	27
University Of Tennessee, Knoxville	-0.3712	62
University Of Tennessee, Martin	-0.1566	95
Vanderbilt University	-0.5819	17
Victory University	-0.9555	10

### 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 Traditionally and 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	.	2
Belmont University	.	1
Bethel College	.	2
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	1
Cumberland University	-0.2938	5
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	3
Milligan College	.	2
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 Traditionally and 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
Tennessee State University	.	0
Tennessee Technological University	<b>0.1194</b>	6
Tennessee Wesleyan College	.	2
Trevecca Nazarene University	.	2
Tusculum College	.	1
Union University	<b>0.2851</b>	6
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	.	4
University Of Tennessee, Martin	.	1
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**  
**Traditionally and 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	1	20.0	2	40.0	5
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	2
Bryan College	.	.	.	.	1
Carson-Newman College	4	50.0	2	25.0	8
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	0
Lipscomb University	1	14.3	3	42.9	7
East Tennessee State University	1	20.0	1	20.0	5
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	2
Lane College	.	.	.	.	1
Lee University	2	33.3	0	0.0	6
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	3	42.9	2	28.6	7
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	3	23.1	2	15.4	13
Milligan College	.	.	.	.	1
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	.	.	.	.	3
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	.	.	.	.	3
Tennessee Technological University	2	13.3	3	20.0	15

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	2
Union University	.	.	.	.	1
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	1	20.0	0	0.0	5
University Of Tennessee, Knoxville	2	10.0	4	20.0	20
University Of Tennessee, Martin	4	66.7	0	0.0	6
Vanderbilt University	2	25.0	3	37.5	8
Victory University	.	.	.	.	0

**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**  
**Traditionally and 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	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	3	37.5	8
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	4
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	4
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	4
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	3
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	3	33.3	2	22.2	9
Milligan College	.	.	.	.	3
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	.	.	.	.	3
Tennessee Technological University	0	0.0	4	57.1	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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>
Tennessee Wesleyan College	.	.	.	.	1
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	2	40.0	1	20.0	5
University Of Memphis	.	.	.	.	1
University Of Tennessee, Chattanooga	1	14.3	1	14.3	7
University Of Tennessee, Knoxville	1	10.0	3	30.0	10
University Of Tennessee, Martin	1	14.3	1	14.3	7
Vanderbilt University	.	.	.	.	3
Victory University	.	.	.	.	0

**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**  
**Traditionally and 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	4	28.6	3	21.4	14
Belmont University	1	12.5	1	12.5	8
Bethel College	1	20.0	1	20.0	5
Bryan College	.	.	.	.	2
Carson-Newman College	4	20.0	4	20.0	20
Christian Brothers University	2	40.0	2	40.0	5
Cumberland University	2	16.7	3	25.0	12
Lipscomb University	1	6.3	5	31.3	16
East Tennessee State University	5	31.3	4	25.0	16
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	12.5	1	12.5	8
Johnson University	.	.	.	.	0
King College	.	.	.	.	2
Lane College	.	.	.	.	1
Lee University	1	7.7	3	23.1	13
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	5	27.8	3	16.7	18
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	3
Memphis Teacher Residency	4	80.0	0	0.0	5
Middle Tennessee State University	8	20.5	8	20.5	39
Milligan College	1	12.5	1	12.5	8
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	.	.	.	.	4
Teach Tennessee	4	25.0	2	12.5	16
Tennessee State University	0	0.0	0	0.0	11
Tennessee Technological University	7	15.9	8	18.2	44

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	4	44.4	1	11.1	9
Trevecca Nazarene University	.	.	.	.	4
Tusculum College	.	.	.	.	4
Union University	2	11.8	3	17.7	17
University Of Memphis	3	15.0	5	25.0	20
University Of Tennessee, Chattanooga	4	19.1	3	14.3	21
University Of Tennessee, Knoxville	5	9.4	15	28.3	53
University Of Tennessee, Martin	9	40.9	2	9.1	22
Vanderbilt University	2	15.4	4	30.8	13
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**  
**Traditionally and 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	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	1
Lipscomb University	1	20.0	1	20.0	5
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	2
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	3	33.3	4	44.4	9
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	2
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	3
Tennessee Technological University	1	8.3	3	25.0	12

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	4
University Of Memphis	1	20.0	0	0.0	5
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	1	6.7	4	26.7	15
University Of Tennessee, Martin	3	42.9	1	14.3	7
Vanderbilt University	.	.	.	.	2
Victory University	.	.	.	.	2

**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**  
**Traditionally and 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	.	.	.	.	3
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	1
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	2
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	2	33.3	1	16.7	6
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	3	37.5	1	12.5	8
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	4
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	2
Tennessee Technological University	3	33.3	1	11.1	9

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	<b>0</b>
Trevecca Nazarene University	.	.	.	.	<b>0</b>
Tusculum College	.	.	.	.	<b>1</b>
Union University	.	.	.	.	<b>1</b>
University Of Memphis	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>33.3</b>	<b>6</b>
University Of Tennessee, Chattanooga	.	.	.	.	<b>3</b>
University Of Tennessee, Knoxville	<b>1</b>	<b>10.0</b>	<b>3</b>	<b>30.0</b>	<b>10</b>
University Of Tennessee, Martin	.	.	.	.	<b>1</b>
Vanderbilt University	.	.	.	.	<b>0</b>
Victory University	.	.	.	.	<b>0</b>

**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**  
**Traditionally and 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	9	22.5	7	17.5	40
Belmont University	.	.	.	.	1
Bethel College	0	0.0	1	16.7	6
Bryan College	.	.	.	.	3
Carson-Newman College	2	15.4	0	0.0	13
Christian Brothers University	2	18.2	2	18.2	11
Cumberland University	1	11.1	1	11.1	9
Lipscomb University	4	20.0	2	10.0	20
East Tennessee State University	6	22.2	7	25.9	27
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	11.1	0	0.0	9
Johnson University	.	.	.	.	1
King College	.	.	.	.	1
Lane College	.	.	.	.	0
Lee University	7	30.4	5	21.7	23
Lemoyne Owen College	.	.	.	.	2
Lincoln Memorial University	3	17.7	3	17.7	17
Martin Methodist College	.	.	.	.	2
Maryville College	1	20.0	1	20.0	5
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	14	19.7	12	16.9	71
Milligan College	4	30.8	1	7.7	13
South College	5	27.8	1	5.6	18
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	.	.	.	.	3
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	6	20.0	3	10.0	30
Tennessee Technological University	22	22.9	20	20.8	96

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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>
Tennessee Wesleyan College	1	14.3	0	0.0	7
Trevecca Nazarene University	5	15.6	8	25.0	32
Tusculum College	5	17.2	5	17.2	29
Union University	2	22.2	1	11.1	9
University Of Memphis	19	25.3	14	18.7	75
University Of Tennessee, Chattanooga	2	15.4	1	7.7	13
University Of Tennessee, Knoxville	6	15.8	6	15.8	38
University Of Tennessee, Martin	10	20.4	10	20.4	49
Vanderbilt University	1	14.3	2	28.6	7
Victory University	3	50.0	2	33.3	6

**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**  
**Traditionally and 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	13	23.2	10	17.9	56
Belmont University	2	33.3	2	33.3	6
Bethel College	2	28.6	1	14.3	7
Bryan College	.	.	.	.	4
Carson-Newman College	2	13.3	3	20.0	15
Christian Brothers University	3	23.1	4	30.8	13
Cumberland University	1	8.3	1	8.3	12
Lipscomb University	3	20.0	4	26.7	15
East Tennessee State University	4	10.5	6	15.8	38
Fisk University	.	.	.	.	3
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	3	23.1	1	7.7	13
Johnson University	.	.	.	.	1
King College	.	.	.	.	3
Lane College	.	.	.	.	0
Lee University	4	18.2	3	13.6	22
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	7	28.0	1	4.0	25
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	21	23.1	14	15.4	91
Milligan College	4	25.0	1	6.3	16
South College	3	15.8	0	0.0	19
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	.	.	.	.	4
Teach Tennessee	.	.	.	.	1
Tennessee State University	10	32.3	6	19.4	31
Tennessee Technological University	30	26.3	16	14.0	114

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	1	14.3	0	0.0	7
Trevecca Nazarene University	6	19.4	10	32.3	31
Tusculum College	8	24.2	5	15.2	33
Union University	4	28.6	3	21.4	14
University Of Memphis	24	31.2	10	13.0	77
University Of Tennessee, Chattanooga	1	9.1	2	18.2	11
University Of Tennessee, Knoxville	9	22.5	5	12.5	40
University Of Tennessee, Martin	12	20.7	4	6.9	58
Vanderbilt University	3	25.0	1	8.3	12
Victory University	.	.	.	.	4

**Notes**

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**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	10	23.8	10	23.8	42
Belmont University	1	16.7	2	33.3	6
Bethel College	0	0.0	1	16.7	6
Bryan College	.	.	.	.	2
Carson-Newman College	1	7.1	5	35.7	14
Christian Brothers University	3	25.0	0	0.0	12
Cumberland University	3	25.0	5	41.7	12
Lipscomb University	5	26.3	6	31.6	19
East Tennessee State University	6	20.7	9	31.0	29
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	2	20.0	3	30.0	10
Johnson University	.	.	.	.	0
King College	1	20.0	0	0.0	5
Lane College	.	.	.	.	0
Lee University	4	22.2	6	33.3	18
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	5	25.0	4	20.0	20
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	16	22.2	15	20.8	72
Milligan College	3	33.3	1	11.1	9
South College	7	46.7	1	6.7	15
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	.	.	.	.	4
Teach Tennessee	.	.	.	.	3
Tennessee State University	9	32.1	1	3.6	28
Tennessee Technological University	17	17.0	18	18.0	100

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

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	1	20.0	0	0.0	5
Trevecca Nazarene University	11	35.5	4	12.9	31
Tusculum College	9	27.3	6	18.2	33
Union University	0	0.0	2	16.7	12
University Of Memphis	16	24.2	11	16.7	66
University Of Tennessee, Chattanooga	4	33.3	3	25.0	12
University Of Tennessee, Knoxville	4	13.3	7	23.3	30
University Of Tennessee, Martin	8	19.5	11	26.8	41
Vanderbilt University	1	20.0	2	40.0	5
Victory University	.	.	.	.	3

**Notes**

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**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	6	15.8	6	15.8	38
Belmont University	.	.	.	.	3
Bethel College	1	12.5	1	12.5	8
Bryan College	.	.	.	.	2
Carson-Newman College	4	28.6	2	14.3	14
Christian Brothers University	4	30.8	3	23.1	13
Cumberland University	0	0.0	0	0.0	5
Lipscomb University	3	23.1	0	0.0	13
East Tennessee State University	9	24.3	6	16.2	37
Fisk University	.	.	.	.	4
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	8.3	1	8.3	12
Johnson University	.	.	.	.	2
King College	.	.	.	.	4
Lane College	.	.	.	.	1
Lee University	5	26.3	6	31.6	19
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	4	25.0	1	6.3	16
Martin Methodist College	.	.	.	.	3
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	14	22.6	10	16.1	62
Milligan College	4	28.6	1	7.1	14
South College	3	27.3	3	27.3	11
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	.	.	.	.	1
Teach Tennessee	.	.	.	.	0
Tennessee State University	7	22.6	5	16.1	31
Tennessee Technological University	19	22.9	8	9.6	83

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	3
Trevecca Nazarene University	8	22.2	3	8.3	36
Tusculum College	4	17.4	4	17.4	23
Union University	5	33.3	2	13.3	15
University Of Memphis	15	21.7	6	8.7	69
University Of Tennessee, Chattanooga	4	36.4	2	18.2	11
University Of Tennessee, Knoxville	6	24.0	4	16.0	25
University Of Tennessee, Martin	7	15.6	7	15.6	45
Vanderbilt University	1	12.5	2	25.0	8
Victory University	.	.	.	.	4

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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**  
**Traditionally and 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	13	16.5	14	17.7	79
Belmont University	1	9.1	2	18.2	11
Bethel College	2	14.3	3	21.4	14
Bryan College	.	.	.	.	4
Carson-Newman College	4	13.8	3	10.3	29
Christian Brothers University	7	33.3	5	23.8	21
Cumberland University	3	15.8	2	10.5	19
Lipscomb University	8	25.0	6	18.8	32
East Tennessee State University	13	21.7	11	18.3	60
Fisk University	.	.	.	.	4
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	4	16.0	0	0.0	25
Johnson University	.	.	.	.	2
King College	1	16.7	1	16.7	6
Lane College	.	.	.	.	1
Lee University	7	18.4	7	18.4	38
Lemoyne Owen College	.	.	.	.	2
Lincoln Memorial University	6	15.8	2	5.3	38
Martin Methodist College	2	40.0	0	0.0	5
Maryville College	1	20.0	1	20.0	5
Memphis Teacher Residency	1	20.0	2	40.0	5
Middle Tennessee State University	32	22.1	21	14.5	145
Milligan College	8	33.3	1	4.2	24
South College	8	36.4	0	0.0	22
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	0	0.0	0	0.0	8
Teach Tennessee	3	33.3	1	11.1	9
Tennessee State University	12	25.5	4	8.5	47
Tennessee Technological University	50	30.1	22	13.3	166

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	2	20.0	0	0.0	10
Trevecca Nazarene University	13	25.5	7	13.7	51
Tusculum College	11	22.0	8	16.0	50
Union University	7	23.3	3	10.0	30
University Of Memphis	38	28.6	18	13.5	133
University Of Tennessee, Chattanooga	7	25.9	6	22.2	27
University Of Tennessee, Knoxville	12	19.4	10	16.1	62
University Of Tennessee, Martin	13	13.7	16	16.8	95
Vanderbilt University	4	23.5	2	11.8	17
Victory University	3	30.0	2	20.0	10

**Notes**

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**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	2
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	1
Cumberland University	1	20.0	1	20.0	5
Lipscomb University	.	.	.	.	1
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	.	.	.	.	3
Milligan College	.	.	.	.	2
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	1	16.7	1	16.7	6

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and 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	.	.	.	.	2
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	1
Union University	1	16.7	0	0.0	6
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	.	.	.	.	2
University Of Tennessee, Knoxville	.	.	.	.	4
University Of Tennessee, Martin	.	.	.	.	1
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

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