



Annual Reports will help EPPs and district partners address **two key challenges**: teacher shortages and novice teacher quality.

Empowering Educator Preparation Providers

Annual Reports for Tennessee Educator Preparation Providers will improve the training of teachers

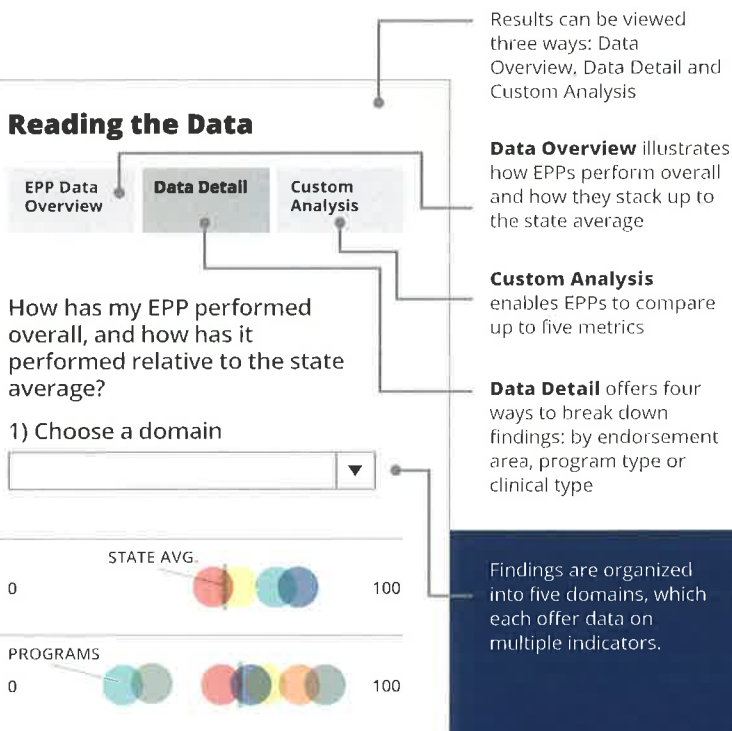
At the current rate, half of Tennessee's 65,000 public school teachers will leave or retire in the next decade. Ensuring a strong and vibrant new teacher pipeline in the years to come is an essential—and monumental—task.

Together with support from the State Board of Education and Educator Preparation Providers (EPPs), the Tennessee Department of Education is helping to meet this challenge by producing new Annual Reports for Tennessee EPPs.



What are the Annual Reports, and what is their purpose?

Annual Reports are a set of data-driven measures designed to help EPPs pinpoint program strengths and weaknesses and make adjustments where they're needed. The data is collected



from numerous sources, including EPPs, the state's licensure and evaluation system, novice teachers, and school districts. By breaking down that data into tightly focused, actionable information, the Annual Reports will help Tennessee EPPs improve and evolve more quickly, which, in turn, will ensure that schools are staffed with well-equipped teachers who meet their unique needs. Ultimately, stronger EPPs throughout Tennessee will lead to stronger teacher candidates, schools, and—most importantly—students.

How do the Annual Reports measure effectiveness?

The reports supply EPPs with information on five distinct categories, or domains:

1. Recruitment and selection
2. Employment and retention
3. Candidate assessment
4. Satisfaction levels (of novice teachers, their employers, and school districts)
5. Educator effectiveness

Each domain includes multiple indicators that enable EPPs to explore extensive data at a granular level. This ability to drill down allows EPPs to examine what they're doing right and identify how they can improve by program and licensure area.

How do the Annual Reports benefit EPPs?

They allow them to be agile. Instead of waiting for feedback from the seven-year comprehensive review, EPPs will now receive highly detailed information on the effectiveness of their programs every year—information they can act on to address areas of improvement, all the way down to specific programs or program components.

How do the Annual Reports benefit school districts?

Tennessee schools depend on EPPs to produce an appropriate supply of high-quality teachers, trained across subjects and grade levels to deliver effective instruction to a diverse group of students. Novice teachers, especially, need strong support. When EPPs have the ability to adjust program design where needed, it ensures that prepared, proficient teachers find their way into Tennessee classrooms. In the future, Annual Reports will also include collaboratively developed recruitment goals designed to directly address partner district need.

Strengthening Accountability

Annual Reports align with policies aimed at connecting EPPs with the needs of Tennessee's classrooms

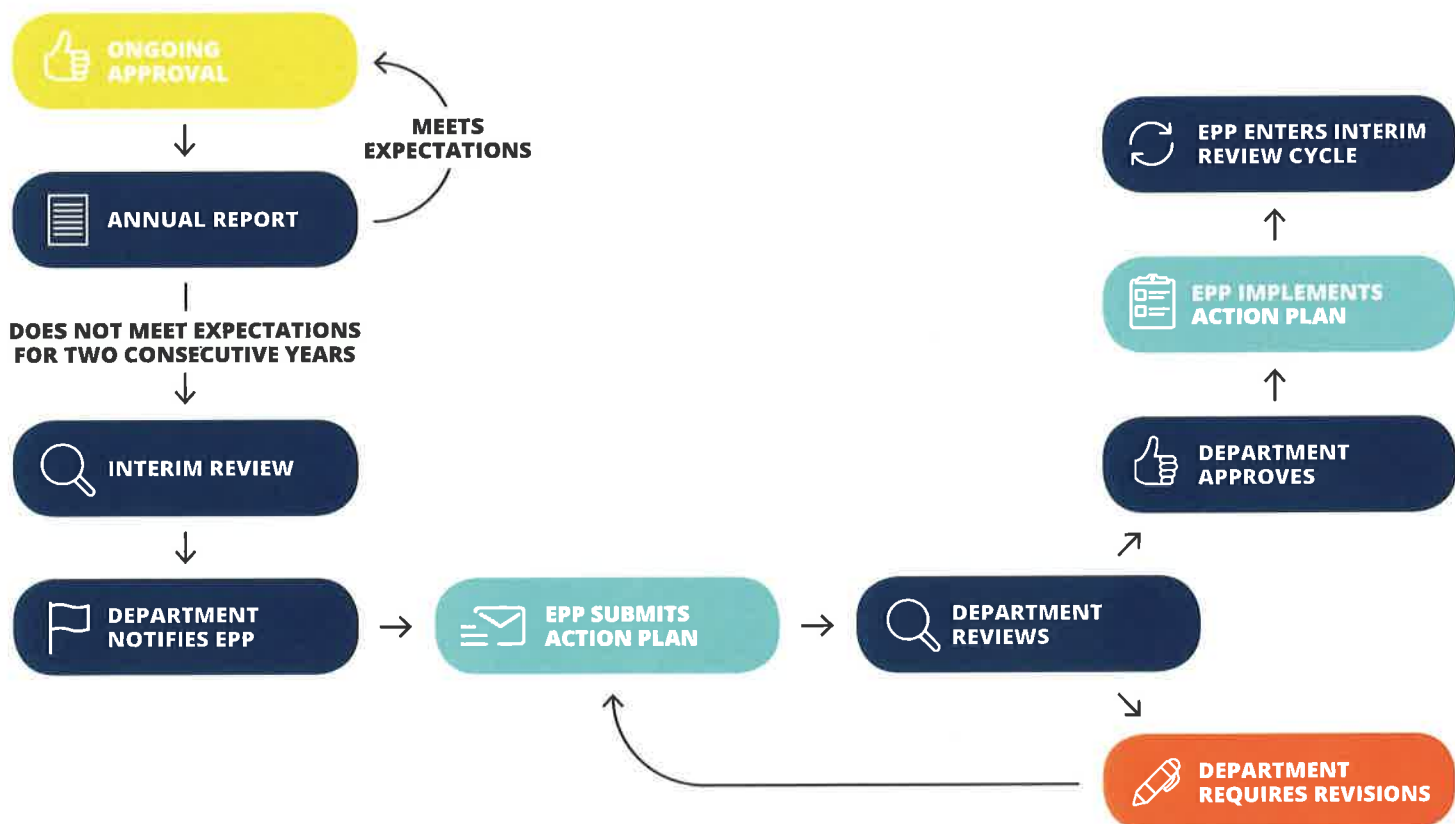
Besides helping EPPs understand and improve the effectiveness of their programs, the Annual Reports fulfill another important role: refining and standardizing the criteria by which the State Board of Education will review EPPs. More than ever before, the board's new approval framework is rooted in the outcomes and impacts of these programs, based on five standards developed by the Council for the Accreditation of Education Preparation (CAEP) and state-specific benchmarks.

The new review process is grounded in clear and transparent expectations for performance. The Annual Reports—with their emphasis on program impact, including employment statistics, satisfaction results, and measures of educator effectiveness—are essential tools for determining whether EPPs are meeting those expectations.

Interim Reviews

If an EPP falls below expectations on consecutive Annual Reports, it will be required to engage in an interim review. That process will include developing a clear plan for addressing areas of deficiency. Interim reviews are aimed at fostering continuous improvement and helping the EPP prepare for the comprehensive reviews, which take place every seven years and require evidence related to each CAEP standard.

Interim Review Process



What metrics in Annual Reports focus on program outcomes and program impact?

A: Examples of metrics on program outcomes are: recruitment and selection; placement; retention; completion rates; and pass rates on required exams. Examples of program impact are: completer and employer satisfaction; level of effectiveness ratings;

individual growth score ratings; and observation ratings. By examining all of these categories, Annual Reports will lead to the continuous improvement of EPPs — and more effective teaching.