TN ALL Corps: Accelerating Achievement in K-12 Education
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL
Overview of TN ALL Corps
Vision and Goals

**Goal:** Tennessee students have access to high dosage, low-ratio tutoring over a three-year period to significantly increase student achievement by Summer 2024.

**Vision:** If every district in the state participated or if the program is fully subscribed, over 200,000 students will have access to 250 – 500 additional hours of targeted support through tutoring and summer programming. There is no better solution at scale to move the needle for student achievement.

**Process:** The department gives districts grant funding to run local programs.
Context

- Students across the state had varying access to instruction in Spring 2020 and throughout the 2020-21 school year. This may have resulted in lower proficiency across the state, specifically in math and in early reading.

- This impacted low-income students, those with disabilities, and English learners more than other students. It also widened existing achievement gaps, as those students who were already not proficient were more likely to see grade level mastery decline over this 18-month period.

- Structured tutoring programs have been proven to significantly increase student achievement, when done in a tightly managed and clearly defined program, including consistency, quality materials, and well-trained tutors.

- Approximately 20% of your students will have access to three years of consistent, quality tutoring supports – with strong core instruction and summer school, there is no better way to improve student achievement.
Continuum of Student Supports

ALL STUDENTS
Core Instruction

STUDENTS WHO NEED ADDITIONAL SUPPORT

SCHOOL YEAR
- Tutoring
- RTI: Tier II
- RTI: Tier III

EXTENDED TIME
- Summer Programming
Continuum of Student Supports

Students require access to a continuum of supports. These includes core instruction, additional time, skill-specific support, and connections between grade levels to connect missed learning. Each serves a unique and different purpose, but all are part of a comprehensive, effective academic program.

**TIER 1: Core Instruction**
Daily grade level instruction grounded in high-quality instructional materials (HQIM) with supports and access points for all all learners.

**Summer Programs**
Designed to provide additional instruction in grade level lessons, grounded in HQIM that allows students more time and practice in smaller group settings.

**Response to Instruction and Intervention (RTI²)**
Structured intervention time (Tier II or Tier III) to provide additional skills-specific instruction and ensure students practice skills that allow them to access their core/Tier I instruction.

**TN ALL Corps Tutoring**
High-dosage, low ratio tutoring that creates high-impact learning experiences, focuses on re-teaching missed or unlearned content, and connects missed learning to grade level content.
TN ALL Corps: The Basics

- It **IS** a grant award given to districts to execute their own programs.

- It **IS NOT** a centralized program run by the department.

- It **DOES** allow for flexibility at the local level, assuming districts work within the grant framework.

- It **DOES** mean that districts determine staffing, scheduling, content, etc.
What is High Dosage Tutoring?
High Dosage Tutoring: Operations

**Group Size**
Small student groups of 2-3 students for elementary and middle, and 3-4 for high school

**Frequency**
3 or more sessions per week OR week-long intensive sprints (with experienced teachers)

**Staffing**
Can include staff, paras, teacher candidates, tutors, volunteers – as long as adequate training is included

**Scheduling**
Sessions taking place during the school day are typically more effective (replace time or extended day)

**Delivery**
Can be in-person (preferred) or virtually/distance for high school grades
High Dosage Tutoring: Content

Measurement
Use of ongoing informal assessments to target instruction

Content Focus
Focus on one content level each semester, with biggest impact in elementary reading and high school math

Materials
High quality materials aligned with classroom content reinforce classroom instruction and enhances effectiveness

Relationships
Based on the results of the data collection and feedback from students and staff.

Prioritization/Perception
Important to avoid negative stigma and show tutoring is for everyone, while prioritizing lower-performing students – provide some option for at least 50%
Logistics and Planning
Multiple Entry Points

- Early Adopter
  - August/September 2021

- Year 1 Adopter
  - January/February 2022

- Year 2 Adopter
  - Summer 2022
TN ALL Corps Framework: Limited Requirements for 1st – 8th Grades

- Districts agree to participate and then receive eligible TN ALL Corps grants. Districts decide how the tutor program functions, who are eligible tutors (including hiring full-time staff), etc.

- Tutor ratios must be no more than 1:3 for 1st – 5th grades, but may expand to a 1:4 ratio for 6th – 8th grades (if they choose to serve these grades).

- Sessions must be at least 30-45 minutes and must occur multiple times per week (2-3 sessions per week, at minimum).

- Content must be consistent. Tutoring must focus on a specific topic area each semester (math or reading) and may change by semester.
Staffing Options

- Existing Teachers
- New Teachers
- Tutors
- External Partners
Sample District Model: Trousdale

- **Pilot Grade Selected**: 1st grade (expanded in summer first and second grade)

- **Grade Plans for SY2021-22**: Math grades 3-8 and ELA grades 1-5 ELA

- **Scheduling**: Push-in tutoring model embedded in RTI²

- **Staffing**: teaching assistants who have completed two weeks of Early Reading Training and math tutors and teachers

- **Group Size**: 3 students with similar skill gaps
Sample District Model: Lenoir City

- **Grade Selected:** High School Math and ACT Prep (model could be adapted for 1st – 8th grade)

- **Scheduling:** Embedded during 30m homework block already in the schedule (with virtual and Saturday options also available)

- **Staffing:** Using 3 experienced math teachers (one coach, one teacher and one retired teacher).

- **Planning:** Lenoir City used their math coach and an implementation support partner to help the math coach execute the pilot program. They plan to continue with that model.

- **Group Size:** 4-5 students (pilot only)
Sample District

- **Grade Selected**: 1st – 8th grades

- **Scheduling**: Extend the school day by 20 minutes and created smaller tutoring blocks throughout the day using full-time staff.

- **Staffing**: Using a combination of experienced teachers ("below"), new teachers ("approaching") and tutors and teacher candidates ("approaching").

- **Planning**: Focusing on elementary in fall and middle school in the spring semester. Sharing tutors across campuses (MWF and TTh). Repurposing a district-wide tutor lead to oversee the program.

- **Group Size**: 2 – 3 students per group (30m sessions and 3 times per week)
Sample District

- **Grade Selected:** 1st – 6th grades (both reading and math, based on need)

- **Scheduling:** Embedding tutoring services during the individual part of rotational blocks for reading.

- **Staffing:** Hiring full-time staff and requiring participation in at least the first week of the Foundational Skills Asynchronous course, plus all free tutor training.

- **Planning:** Sharing tutors across single campus and overseen by the principals (MWF and TTh). Combining with larger group pull-outs, focusing on relationships.

- **Group Size:** 3 students per group (30m sessions and 2 - 3 times per week, with the 3x per week frequency for reading and 2x per week frequency for math)
Sample District

- **Grade Selected:** 1st – 5th grades (both reading and math, based on need)

- **Scheduling:** Embedding tutoring services during the day for 50% of students and then paid for outside tutoring services for the other 50% (via local organizations, companies, and non-profits).

- **Staffing:** Hiring full-time staff and requiring participation in at least the first week of the Foundational Skills Asynchronous course, plus all free tutor training. Also used outside providers for services.

- **Planning:** Tutors were site-based and focused on reading. Outside providers used for students focusing on math.

- **Group Size:** 3 students per group in-school and no more than 2 students with outside providers.
Additional Benefits and Resources
Optional Free Resource: Online High School Tutoring

- Department will procure for an online option for high school students, to launch by December 2021

- Tutoring will be online, on-demand and cover math, essay writing, ACT support and college applications

- Tutoring sessions may be provided 24 hours per day and during timeframes that work best for students and families

- Free for all students in districts participating in TN ALL Corps
Optional Free Support: ELA and Reading Content

- The department identified the essential Reading/ELA concepts in each grade level and will provide the vertical articulation of those standards to support tutors.

- The department will also provide grants to districts and other organizations to thoughtfully construct HQIM-specific tutoring content using materials on the state adoption list.

- Teachers and tutors are able to use this optional HQIM in tutoring sessions (typically for pre-teaching, pre-reading and other grade-level connecting activities).
Optional Free Support: Math Content and Resources

- The department identified the essential math concepts in each grade level and will provide the vertical articulation of those standards to support tutors.

- The department is in the process of procuring supplemental math resources for districts and schools to use for tutoring (which may also be used as supplemental supports for math adoption).

- Resources will be self-paced, individualized online math content for students to use (at home and at school).

- Free for all students in districts participating TN ALL Corps.
Optional Free Support: Tutor Training and Resources

- The department will partner with colleges and universities to provide a tutor leadership program for district tutoring administrators at no cost and at district discretion (beginning Spring 2022).

- Tutor training will also be available to all districts and will be fully online and asynchronous, with an optional performance task (recommended, but not required).

- Tutor training can be utilized by anyone in the state and be completed through Best For All Central.

- Recruitment support for tutors and teachers (launching this fall), including matching programs with educator preparation providers and community organizations.
Optional Free Support: Planning and Implementation

- The department will create a provider directory. Any potential provider will be able to include their information, to be published in the directory. This will be a public, easy-to-use resource for districts, charters and community organizations to access to help identify possible resources for tutoring programs at the local level.

- Each region will have a TN ALL Corps Implementation Cohort.

- Cohorts will include a lead/mentor district, TDOE, external partner, and support provider.

- Instructional leadership of lead/mentor districts will meet quarterly in Nashville for collaborative planning and strategy time.

- Implementation Cohorts will meet at a cadence established by the regional participants, which may adjust over time.
Summary of support resources

Free online synchronous HS tutoring: math, essay writing and ACT support

Free online supplemental math program for grades 1 – 8 (recommended to use for all students)

Free online supplemental reading program for grades 1 – 6 (recommended to use for all students)

Free tutor training for alternative educators

Provider directory to help identify possible resources for tutoring programs

TN ALL Corps Implementation Cohort
Financials
TDOE Funding Amount

Districts receive a grant from TDOE at $700 per participating student per year

Districts allocate $800 per participating student per year

*Budgeted at 15% of Tennessee 1st – 8th graders. If some districts do not participate, that allows for more students to be funded and served in participating districts.

Districts who launch in January 2022 (Year 1) will still receive a full year of funding to allow for ample time to plan, hire and prepare.
Next Steps
**Strongly recommend using the planning grant to support strategy for TN ALL Corps. Consider hiring a full-time, term-position to support TN ALL Corps.**
Immediate next steps for Early Adopters

**Early Adopter**
– August/September 2021

**Year 1 Adopter**
– January/February 2022

**Year 2 Adopter**
– Summer 2022

- During the planning stages (before Sept launch), districts applying for Early Adopter network should:
  - **Prioritize grade levels**: [e.g., review 2020-21 data...]
  - **Choose content areas**: [e.g., review 2020-21 data...]
  - **Finalize scheduling**: [e.g., determine flexibility in current schedule for ~30 min tutoring block]
  - **Finalize staffing**: [e.g., determine appropriate staffing needs and begin making additional hires as necessary]
Questions?