

**TENNESSEE DEPARTMENT OF EDUCATION
EDUCATOR PREPARATION PROVIDER STATUS CHANGE RECOMMENDATION
BRYAN COLLEGE
AUGUST 16, 2024**

Department Recommendation: EPP and specialty area program status change from Probationary Approval, Major Stipulations to Full Approval

EPP Status Change

Educator Preparation Rule 0520-02-04 states EPPs with full approval, minor stipulations status, if the EPP has adequately addressed the areas in need of improvement, the Department may recommend to the State Board removal of the minor stipulations for the remainder of the approval period of the EPP. To be eligible for the removal of the minor stipulations, the EPP must submit to the Department a plan for addressing the areas in need of improvement; the plan is subsequently reviewed and approved by the Department. The Department requires annual progress monitoring where the EPP submits evidence to demonstrate progress is made towards the action plan goals.

Context

On July 24, 2020, the State Board of Education (SBE) took action regarding the approval status of the Bryan College Educator Preparation Provider (EPP). The action was preceded by a state-managed comprehensive review process, which included an October 27-29, 2019, on-site visit conducted by a state review team and subsequent post-visit procedures.

The EPP outcome of board action was probationary approval, major stipulations. Bryan College's final report cited multiple major stipulations across three (3) of the five (5) Tennessee Comprehensive Review standards. Within three (3) months of the SBE vote, Bryan College worked with the Department to develop and implement an action plan focused on the following major stipulations:

EPP Major Stipulations from the 2019 Comprehensive Review

Standard 1: Content and Pedagogical Knowledge

The provider ensures that candidates develop a deep understanding of the critical concepts and principles of their discipline and, by completion, are able to use discipline-specific practices flexibly to advance the learning of all students toward attainment of college- and career-readiness standards.

Major Stipulation	Rationale
Component 1.1: The EPP did not provide evidence of clear progression points for candidates. There is a need to develop clear progression points defining when progression levels occur within and across programs. Progression points should align course content and clinical practice to support candidate understanding of the ten InTASC standards. The EPP will also want to document candidate understanding of the four InTASC categories and how this understanding is clearly measured at the	This type of progression is essential for monitoring, analyzing, and reporting the multiple measures that can monitor candidate progression.

appropriate progression levels using multiple indicators or measures.	
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Standard 4: Program Impact

The provider demonstrates the impact of its completers on pre-K–12 student learning and development, classroom instruction and schools, and the satisfaction of its completers with the relevance and effectiveness of their preparation.

Major Stipulation	Rationale
4.1.1, 4.2.1.A, 4.2.1.B, and 4.3.2: The EPP is falling below expectations on several Annual Report metrics including percentage of TVAAS ratings at or above 3, percentage of level of overall effectiveness (LOE) ratings at or above 3, percentage of observation ratings at or above 3, and percentage of completers and job-embedded candidates employed for at least two years.	Data from the department-generated Annual Reports show that each of the four listed metrics that correspond with standard 4 fell below expectations.

Standard 5: Quality Assurance System and Continuous Improvement

The provider maintains a quality assurance system comprised of valid data from multiple measures, including evidence of candidates’ and completers’ positive impact on pre-K–12 student learning and development. The provider supports continuous improvement that is sustained and evidence-based, and that evaluates the effectiveness of its completers. The provider uses the results of inquiry and data collection to establish priorities, enhance program elements and capacity, and test innovations to improve completers’ impact on pre-K–12 student learning and development.

Major Stipulation	Rationale
5.1, 5.2, 5.3, 5.4, and 5.5: The EPP does not have a quality assurance system that consistently analyzes data, makes programmatic decisions based on data analysis, and that shares data with stakeholders. Additionally, the EPP does not have a formal system for ensuring interpretations of data are reliable and valid. Finally, the EPP does not have a well established system for monitoring student progression throughout the program.	Developing a quality assurance system and determining personnel to monitor, analyze and report the multiple measures identified by the EPP is needed in order to ensure the EPP can monitor operational effectiveness and engage in continuous improvement. Clear progression points will help the EPP identify when multiple measures will be delivered, collect data on candidates at each stage, and monitor candidate progression throughout the program. In order to effectively make improvements based on data, the EPP will need to develop a system for ensuring interpretations of data are reliable and valid and that there is input from stakeholders.

Action Plan and Progress Monitoring

In response to the SBE Educator Preparation Rule 0520-02-04 requirement, the EPP developed the content of the action plan, which included goals, strategies, timelines, and performance measures. The plan was reviewed and approved by the Department and the EPP began implementation of the action plan immediately.

From August 2021 – September 2023, the Department conducted a series of four (4) progress monitoring reviews to gauge the implementation of the action plan. Over the course of these reviews, the EPP provided descriptions and supporting evidence that significant progress was achieved in addressing each of the major stipulations cited in the final report.

Conclusions

Based on the outcomes of the aforementioned progress monitoring reviews, the Department concluded that the EPP meets expectations in the areas in need of improvement and recommends removal of the major stipulations. The EPP is recommended for a status change to full approval.