

**TENNESSEE STATE BOARD OF EDUCATION
EDUCATOR PREPARATION PROVIDER STATUS CHANGE
CUMBERLAND UNIVERSITY
AUGUST 15, 2025**

Department Recommendation: EPP and specialty area program status change from Full Approval, Minor 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 February 5, 2021, the State Board of Education (SBE) acted regarding the approval status of Cumberland University (EPP). The action was preceded by a state-managed comprehensive review process, which included a February 23-25, 2020, site visit conducted by a state review team and subsequent post-visit procedures.

The EPP outcome of board action was full approval, minor stipulations. The Cumberland University final report cited minor stipulations in one of the five CAEP standards. Within three months of the SBE vote, Cumberland University worked with the Department to develop and implement an action plan focused on the following minor stipulations:

STANDARD 5: Provider Quality, Continuous Improvement, and Capacity

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.

Minor Stipulations	Rationale
The EPP's quality assurance system results in in complete, inconsistent, or non-systematic collection of relevant, representative, and verifiable data needed for analyses to support data-informed decision, test innovations, and implement continuous program improvements.	<p>The EPP relies on some formal, but primarily informal data that inconsistently ensures convergences of relevant, verifiable, representative, cumulative, and actionable data files.</p> <p>The evidence provided indicated inconsistent alignment of data to performance measures to inform program evaluation and continuous improvement.</p>

	<p>Rubrics provided did not clearly align to InTASC standards.</p> <p>Most assessment data results are ambiguous and unclear how data drives program improvements (5.2).</p> <p>The provider inconsistently assesses performance and lacks systematic data analysis over time. Innovations are implemented but not always the result of data analysis and review (5.3).</p> <p>A lack of measures of employer and completer satisfaction that are analyzed, summarized, shared widely and acted upon in decision making related to program improvements and future direction (5.4)</p>
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Action Plan and Progress Monitoring

In response to the SBE Educator Preparation Rules 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.

In November 2021, the Department conducted a review of progress the EPP made since the implementation of the action plan. The progress review enabled the EPP to provide descriptions and supporting evidence of progress made in addressing each of the minor stipulations at the provider level cited in the final report through its action plan. The outcome of the November 2021 review by the Department concluded that the EPP provided sufficient evidence that progress was made in addressing each of the minor stipulations as it implements the action plan during this stage of the review. The next review of progress was set for November 2022.

In March 2023, the Department conducted the next progress review of the second set of evidence collected. The outcome of the March 2023 review by the Department concluded that the EPP provided sufficient evidence for one action plan goal and insufficient evidence for another action plan goal. The next review of progress was set for September 2023.

In April 2024, the Department conducted the next progress review of the third set of evidence collected. The outcome of the April 2024 review by the Department concluded that the EPP provided sufficient evidence for one action plan goal and insufficient evidence for another action plan goal. The next review of progress was set for August 2024.

In August 2024, the Department conducted the next progress review of the fourth set of evidence collected. The outcome of the August 2024 review by the Department concluded that the EPP provided sufficient evidence for one action plan goal and insufficient evidence for another action plan goal. The next review of progress was set for January 2025.

In March 2025, the Department conducted the final progress review of the fifth set of evidence collected. The outcome of the March 2025 review by the Department concluded that the EPP provided sufficient evidence that significant progress was made in addressing the minor stipulations and no other reviews were needed.

Conclusions

The Department reviewed the EPP action plan and subsequent evidence provided during regular progress monitoring reviews since 2021. The Department concluded that the EPP meets expectations in the areas in need of improvement and recommends removal of the minor stipulations. The EPP is recommended for a status change to full approval.