



Department of
Education

2017 October Meeting: **Milestones in Tennessee Education**

Thursday, October 19, 2017

Dr. Candice McQueen
Commissioner

**What has Tennessee
Accomplished in the
Last 10 Years?**

Historical Timeline of State Standards and State-Required Assessments

Standards define what students should know and be able to do, and they evolve over time to ensure students are prepared for success in postsecondary and the workforce. Our assessments help us make sure students are on the path to get there.



Where We Were in 2007

» 72.6% graduation rate

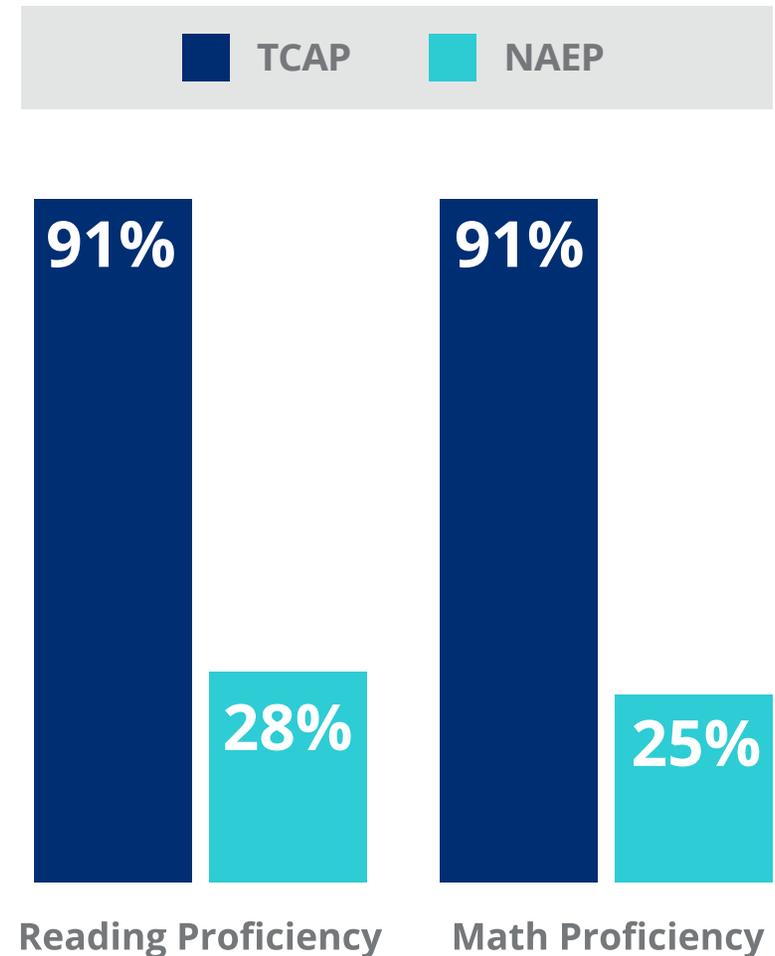
» NAEP rankings:

- » 39th in fourth grade reading
- » 35th in eighth grade reading
- » 43rd in fourth grade math
- » 41st in eighth grade math

» Tennessee proficiency assessments compared to NAEP:

- » Received an “F” in the *Truth in Advertising* category
- » Received an “F” in the *Postsecondary and Workforce Readiness* category

Grade 3-8 Achievement
On TCAP vs. NAEP



**In response to these results, we began
to take steps to strengthen what
must be the core foundation of our
education system**



2008-09

State Board adopts *Tennessee Diploma Project* standards and new graduation requirements

Tennessee joins the *Common Core State Standards* initiative

2009-10

TCAP aligns to *Tennessee Diploma Project* standards

Proficiency drops on the state assessment as a result of the transition to higher standards

State Board of Education unanimously adopts *Common Core State Standards* in math and English language arts (ELA)

2009-10 (*cont.*)

Tennessee state legislature
unanimously passes *First to
the Top* legislation

Tennessee wins \$500 million
Race to the Top grant

Transition to and Training on
Higher Standards Begins

- » Summer 2012: 13,000 educators
- » Summer 2013: 30,000 educators
- » Core coaches training model introduced

Teacher and administrator
evaluation systems are
developed and refined

2011-12

Tennessee begins implementing new math and ELA standards

» Closer alignment to postsecondary expectations

Elementary and Secondary Education Act (ESEA) flexibility waiver approved

Tennessee leads the nation in teacher evaluation implementation (TEAM)

Students begin *Constructed Response Assessments* in math

2012-13

Tennessee begins multi-phased approach to revamping career and technical education (CTE).

At this time, there are:

- » 7 broad program areas
- » 212 programs of study (many duplicative)
- » Hundreds of courses, sporadic industry input
- » Significantly lower CTE scores on ACT, EOCs

Teachers do not see themselves as impacting postsecondary

Tennessee adopts new social studies standards

2013-14

New math and ELA standards review begins to create Tennessee-specific standards

- » 131,424 reviews and 20,344 comments come out of initial review period
- » Math and ELA educator committee scrutinizes each individual standard for updates/revisions

Districts begin phasing in online testing with the writing assessment

Tennessee becomes fastest improving state on NAEP

Steps are taken to support strong evaluation and help educators improve

- » More rigorous educator certification
- » Increased number of TEAM coaches
- » Instructional rubric aligned to shift in standards
- » Introduction of portfolio growth models

Response to Instruction and Intervention (RTI2) launches

2013-14 (cont.)

CTE Phase I begins

Former: 7 Broad Program Areas

Agriculture
Education

Business
Technology

Family &
Consumer
Sciences

Health
Science
Education

Trade &
Industrial

Marketing
Education

Technology
Engineering
Education

Agriculture,
Food, & Natural
Resources

Architecture &
Construction

Arts, Audio/
Visual Technology,
& Communications

Education &
Training

Business
Management &
Administration

Finance

Government &
Public Administration

Health
Science

Human
Services

Hospitality &
Tourism

Law, Public
Safety,
Corrections
& Security

Information
Technology

Transportation,
Distribution,
& Logistics

Science,
Technology,
Engineering, &
Mathematics

Marketing

Manufacturing

Current: 16 Career Clusters

2014-15

New science standards review begins

- » 29,474 reviews come out of initial review period
- » Science educator committee scrutinizes each individual standard for updates/revisions

U.S. Department of Education approves Tennessee's application for four-year waiver renewal from ESEA

Spring 2015 TCAP results

- » Math scores show steady improvement
- » ELA scores remain flat

Online assessment transition continues

- » All grade 3-11 students take online writing assessment and social studies field test

Tennessee Promise
launches statewide

2014-15 (cont.)

CTE Phase II begins, focusing on revising standards and adding relevant new courses and programs of study to vertically align to industry and postsecondary.



Data Gathering & Research

Use labor and economic data to determine relevant pathways for Tennessee; examine and crosswalk current postsecondary offerings; gather stakeholder feedback on current course offerings

Skills Identification & Alignment

Determine knowledge and skills (hard/soft) necessary for all identified courses and pathways. Reduce duplication in existing courses, identify gap areas

Writing & Reviewing

Draft course standards to ensure logical building of knowledge and skills (hard/soft) throughout each pathway. Review revisions with critical stakeholders (teachers, industry, postsecondary)

2015-16

Revised math and ELA standards

- » Posted for second public comment period in fall 2015
- » Gain State Board approval in spring 2016 for 2017-18 implementation
- » Streamlined per public and educator feedback, further aligning to postsecondary expectations

Revised science standards

- » Posted for second public comment period in spring 2016

New social studies standards review begins

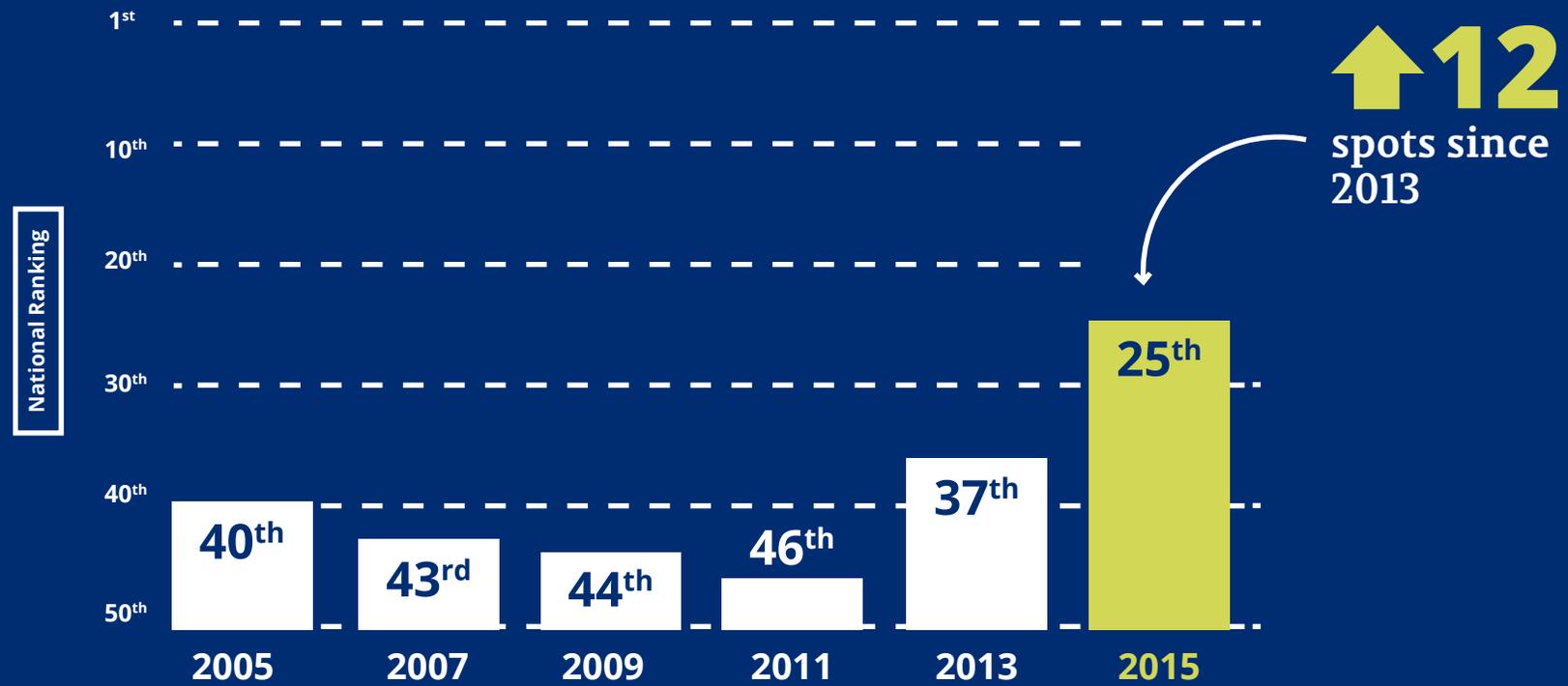
- » Nearly 64,000 reviews and 15,000 comments in initial review period
- » Social studies educator committee scrutinizes each individual standard for updates/revisions

The department launches *Read to be Ready* campaign in response to low ELA scores on the state assessment

2015-16 (cont.)

Tennessee maintains growth on NAEP based on students' performance in reading and math

Tennessee 4th graders earn a ranking of 25th in math



2015-16 (cont.)

High school students take TNReady for the first time

- » Students set new baseline for growth

Department phases out ACT Aspire and Plan exams and SAT-10 assessment for K-2

Assessment task force makes recommendations to reduce amount of testing

Teaching Evaluation Enhancement Act passes

- » Weight of student growth data will adjust during transition to new assessments
- » State Board and General Assembly phase in impact on student grades

October 2015: Department rolls out *Tennessee Succeeds*

December 2015: Congress passes the *Every Student Succeeds Act* (ESSA)

Spring 2016: Department begins outreach for ESSA plan development

2016-17

State Board approves new science standards for 2018-19 implementation



Revised social studies standards

» Posted for a second public comment period, which produces nearly 54,000 reviews and 10,000 comments

» Gain unanimous State Board approval in July for implementation in 2019-20

Students in grades 3-8 take TNReady for the first time



Second graders in about 100 districts participate in the new optional grade 2 assessment

- » The results finally mirror what NAEP says about students' performance
- » Students set new baseline for growth

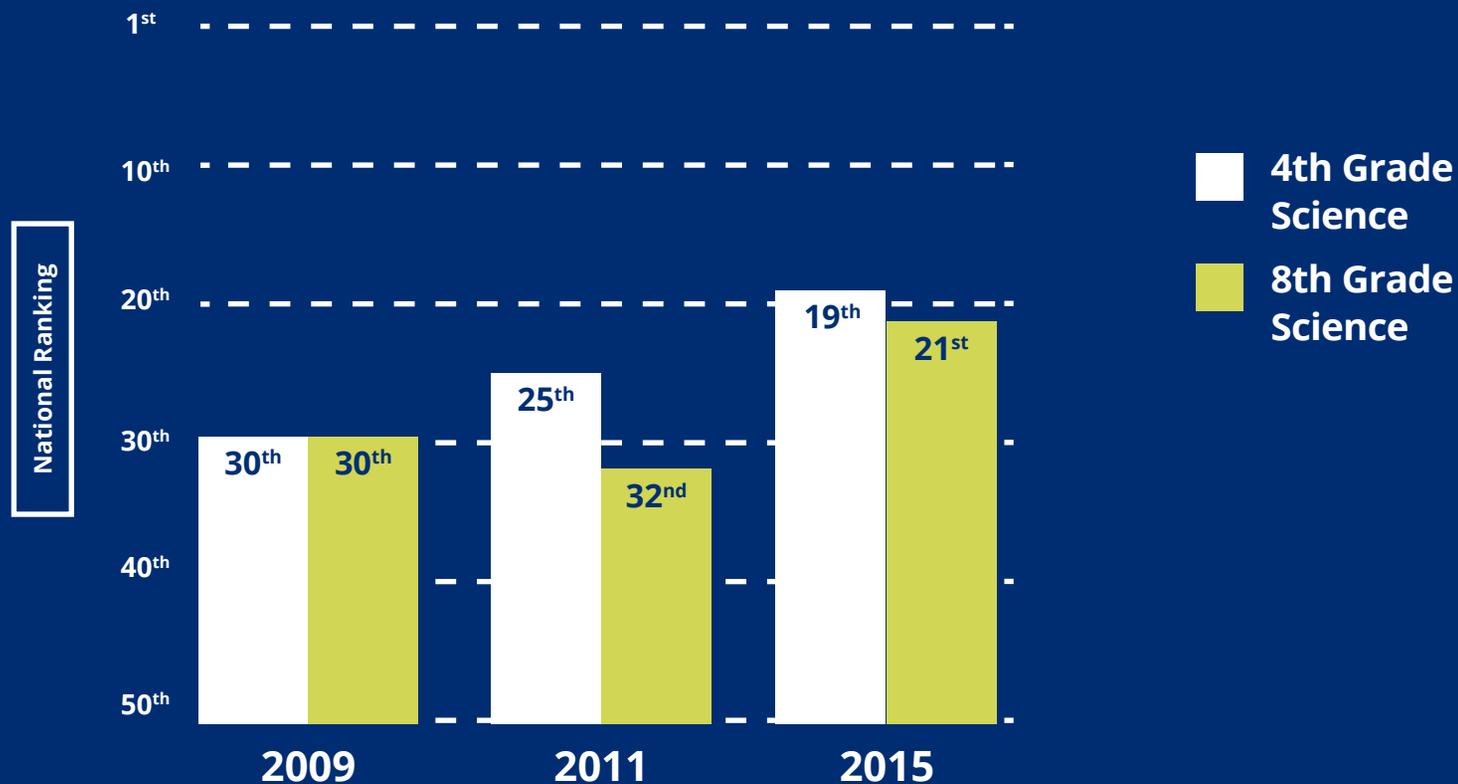
High school students grow across the board in 2nd year of TNReady



2016-17 (cont.)

Tennessee named “*star of the star states*” for NAEP science performance

In science, Tennessee surpasses its goal of ranking in top half of states on NAEP by 2019



2016-17 (cont.)

Department releases Tennessee's final *Every Student Succeeds Act* (ESSA) plan

74% of educators

say our evaluation system helps them improve their teaching



2017-18

New standards in math and ELA are implemented



» TNReady is able to adjust

The state's ESSA plan is approved by the U.S. Department of Education



Department begins piloting CTE Phase III



» Develop measures of success with rigorous and relevant exam options across a program of study

Department continues to reduce and streamline assessments

Cut science and social studies tests in half for grades 3-4

Built out ELA portions of those exams to align both to grade 2 assessment and the state's larger vision for literacy

Where We Are Now

This is Our Vision

Districts and schools in Tennessee will exemplify excellence and equity such that **all students** are equipped with the knowledge and skills to successfully embark upon their chosen path in life.



Early Foundations & Literacy



High School & Bridge to Postsecondary



All Means All



Educator Support



District Empowerment



Goal 1

Tennessee will Rank in the Top Half of All States on the National Assessment of Educational Progress (NAEP) by 2019

Tennessee is the fastest improving state in the nation since 2013



Current NAEP Rankings

Fourth Grade Science 19th

Eighth Grade Science 21st

Fourth Grade Math 25th



Goal 2

75 Percent of Tennessee Third Graders Will Be Proficient in Reading by 2025



2017

TNReady Results

1/3 of Tennessee third graders are on track

2025

TNReady Goal

75% of Tennessee third graders will be proficient in reading



Goal 3

The Average
ACT Composite
Score in
Tennessee Will
Be 21 by 2020

Average ACT Composite Score





Goal 4

The Majority of High School Graduates From the Class of 2020 Will Earn a Postsecondary Certificate, Diploma, or Degree

29%

of graduates from the class of 2011 have a certificate, diploma, or degree

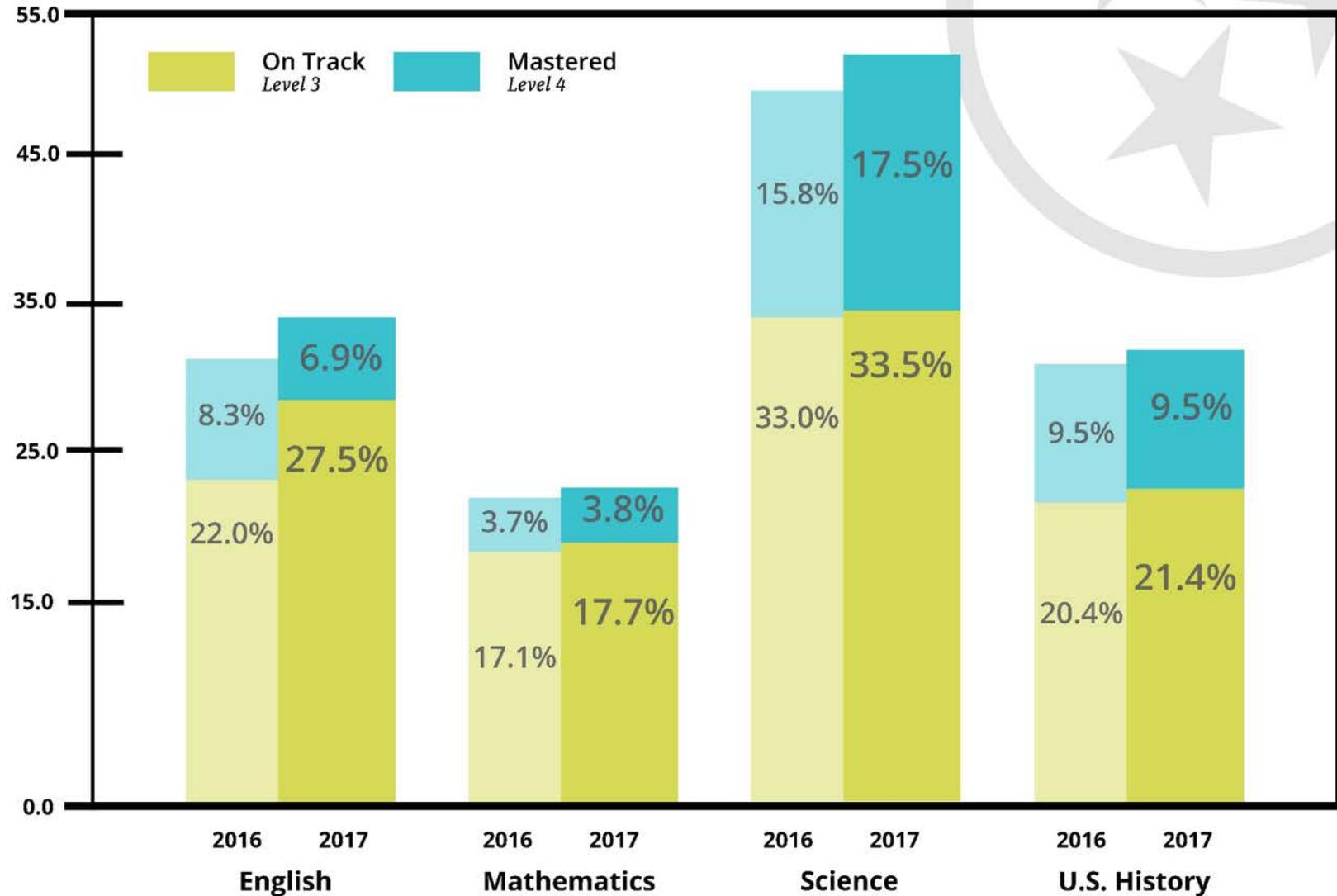


The Majority

of students graduating in 2020 will receive a postsecondary credential

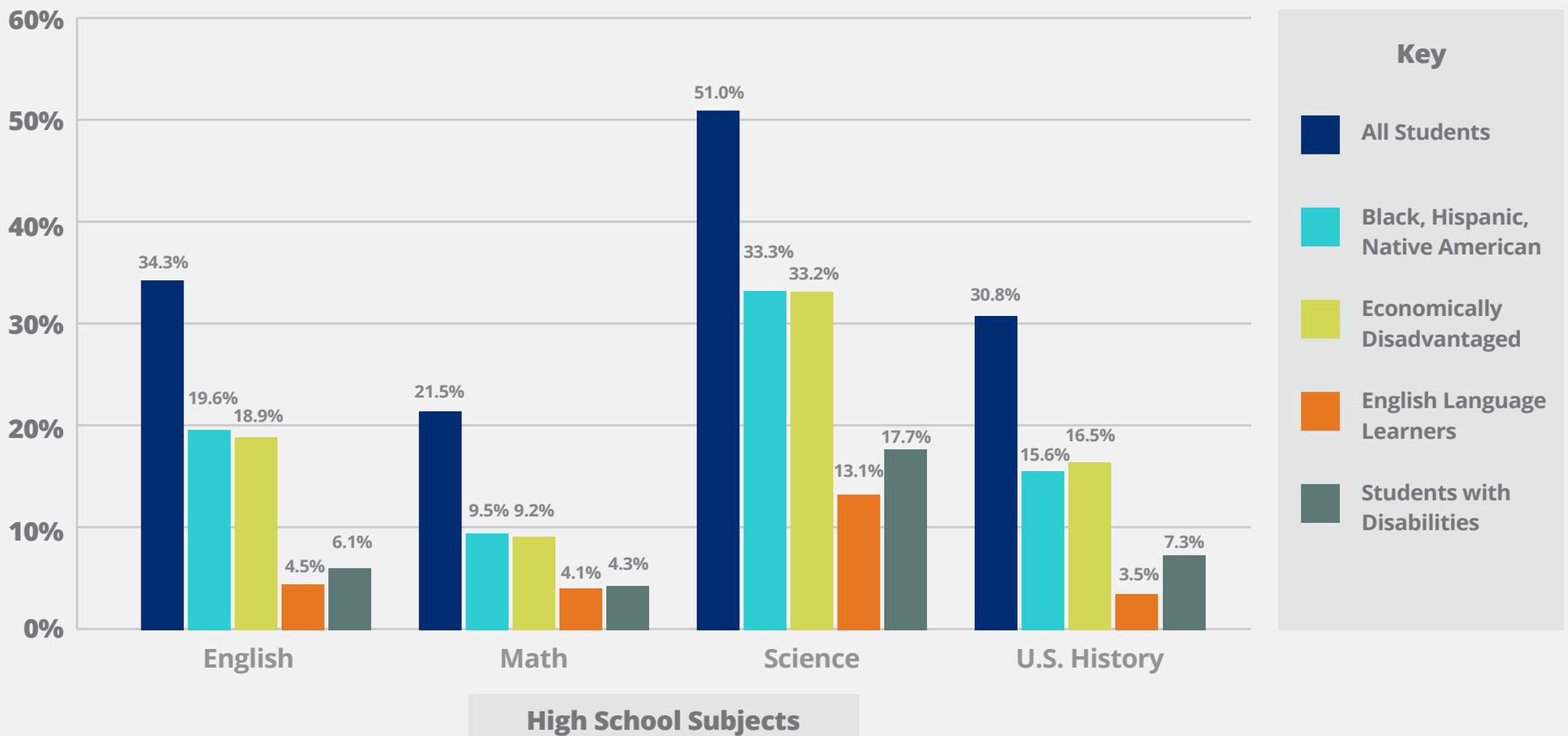
2016-17 High School Statewide TNReady Results

Students show across-the-board growth



But student groups still show large achievement gaps. We have to set the conditions to support change through executing on the strategic plan.

Percentage of Students Who Scored *On Track* or *Mastered* on TNReady End-of Course Exams



This summer, educators led the standard setting process to further align expectations on TNReady grades 3-8

- Standard setting panels for each grade band recommended cut scores based on a **qualitative review of test questions**.
 - Panelists relied on the performance level descriptors and their expert content knowledge.
- After this qualitative process, the TDOE completed a **quantitative analysis** of student performance in relationship to national benchmarks.
 - This relationship is called a **concordance study**, where the scale scores from TNReady EOC tests are **equated** to scale scores from NAEP, ACT, and other tests.

2017 Grades 2-8 ELA Cut Scores

	Level 1		Level 2		Level 3		Level 4	
	%	Cut	%	Cut	CSEM	%	Cut	%
Grade 2	24.5%	334	45.1%	365		22.8%	386	7.6
Grade 3	26.1%	322	39.0%	359	+1x	27.7%	391	7.1
Grade 4	19.2%	299	44.3%	343	NAEP	31.7%	379	4.8
Grade 5	24.9%	296	44.4%	333	+1x	25.8%	371	4.9
Grade 6	19.6%	303	46.8%	342	+1x	27.5%	377	6.1
Grade 7	21.3%	305	43.5%	341	+1x	30.5%	374	4.7
Grade 8	18.0%	298	51.5%	346	CRB	25.0%	384	5.5

2017 Grades 2-8 Math Cut Scores

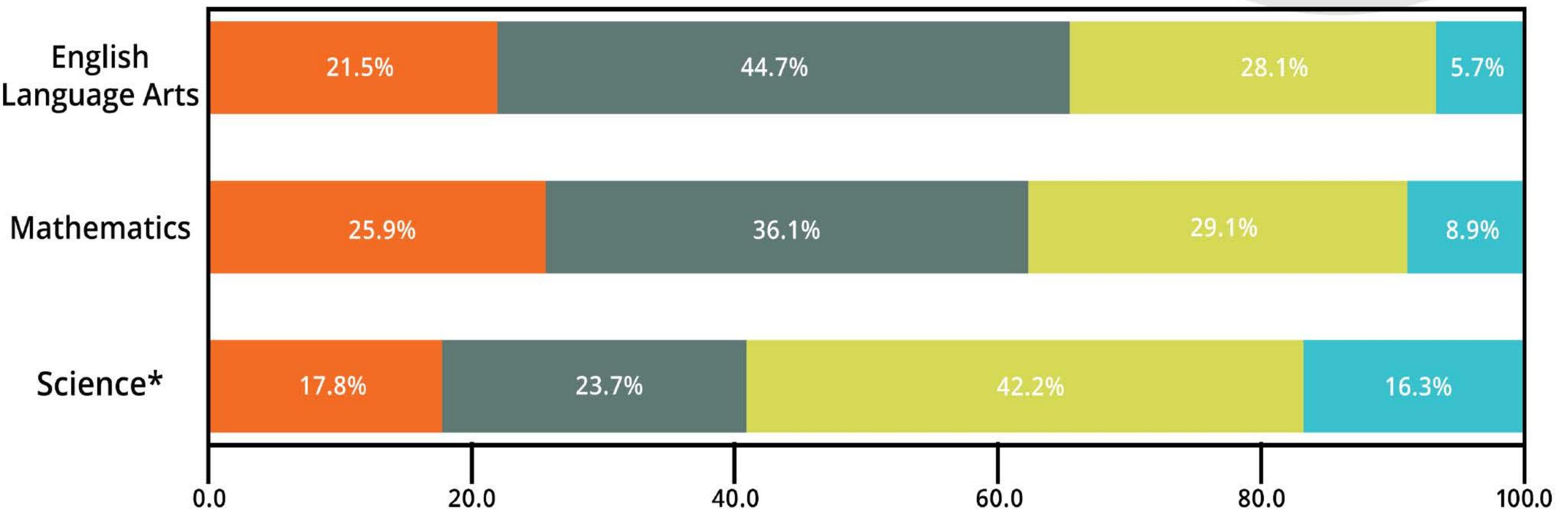
	Level 1		Level 2		Level 3		Level 4	
	%	Cut	%	Cut	CSEM	%	Cut	%
Grade 2	25.6%	325	32.6%	355		27.7%	384	14.1
Grade 3	24.1%	305	35.2%	341		27.2%	371	13.6
Grade 4	25.2%	295	33.9%	330	NAEP	31.8%	373	9.0
Grade 5	27.3%	300	34.8%	339	+1x	27.3%	374	10.5
Grade 6	25.0%	307	36.1%	340	+1x	33.1%	382	5.8
Grade 7	24.6%	295	44.0%	339	+2x	27.0%	379	4.4
Grade 8	34.6%	296	34.5%	330	CRB	25.1%	367	5.8

2016-17 Grades 3-8 Statewide TNReady Results

Setting a new baseline for student achievement

Raising expectations
to ensure all Tennessee
students have the
opportunity to fulfill
their potential

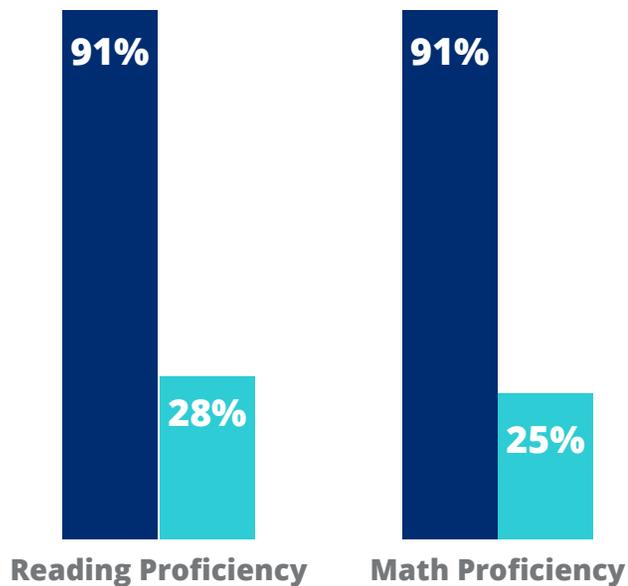
Below Grade Level Level 1 Approaching Grade Level Level 2 On Grade Level Level 3 Mastered Grade Level Level 4



We've closed the gap between our performance on NAEP and the ACT and what we see on TNReady

2007

Grades 3-8 Achievement On TCAP vs. NAEP

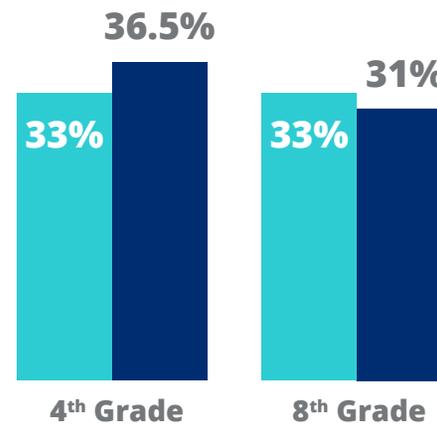


TCAP

NAEP

2017

Reading Proficiency Results

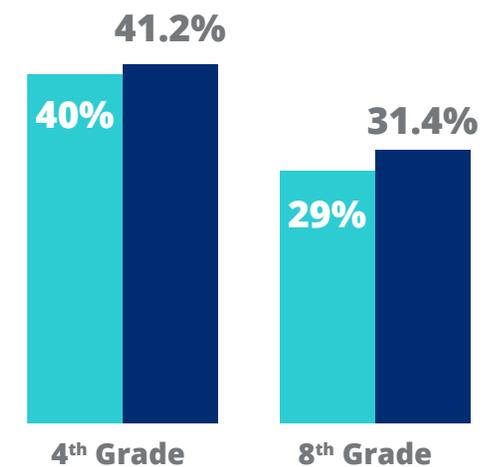


4th Grade

8th Grade

2015 NAEP

Math Proficiency Results

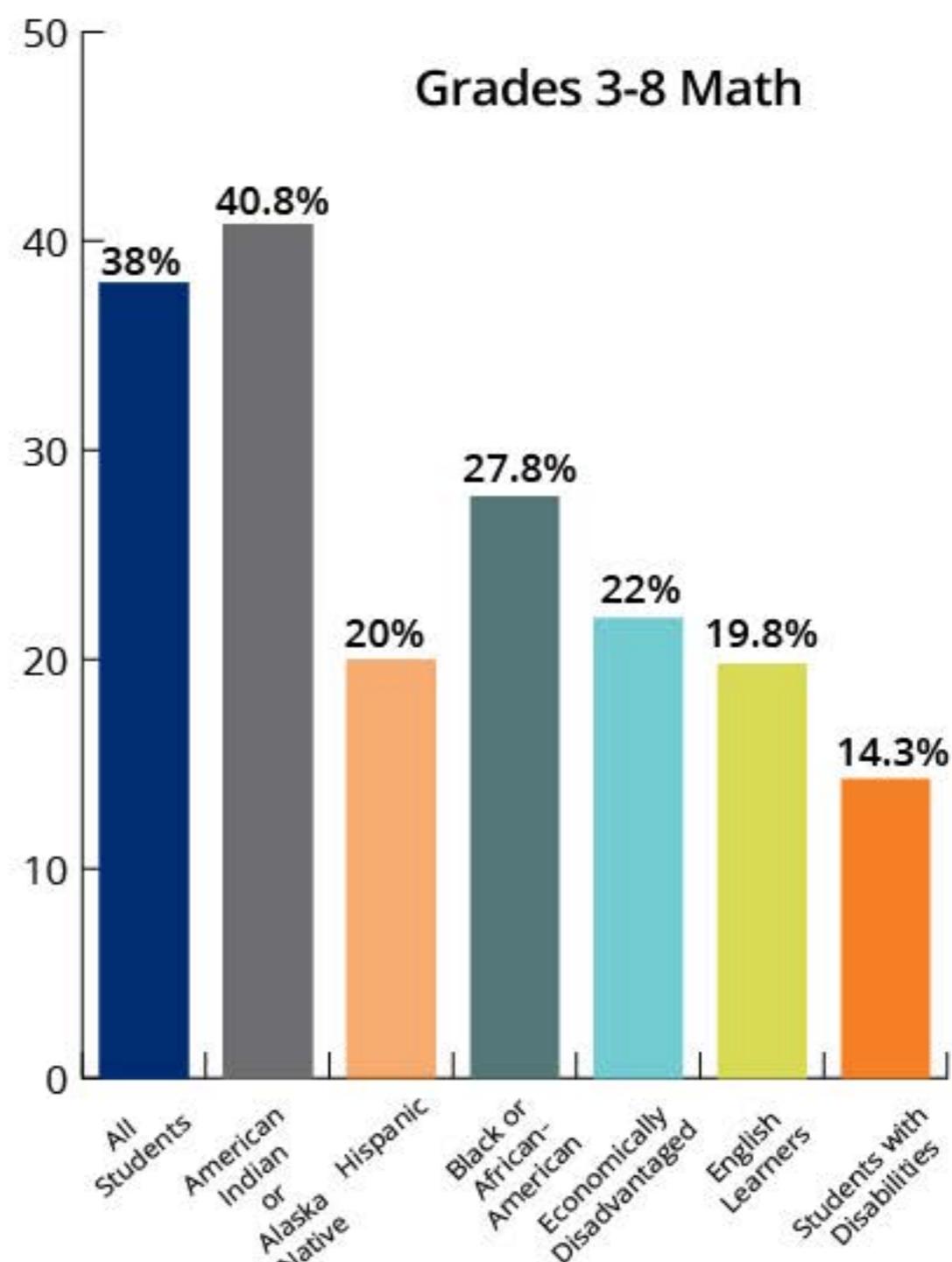
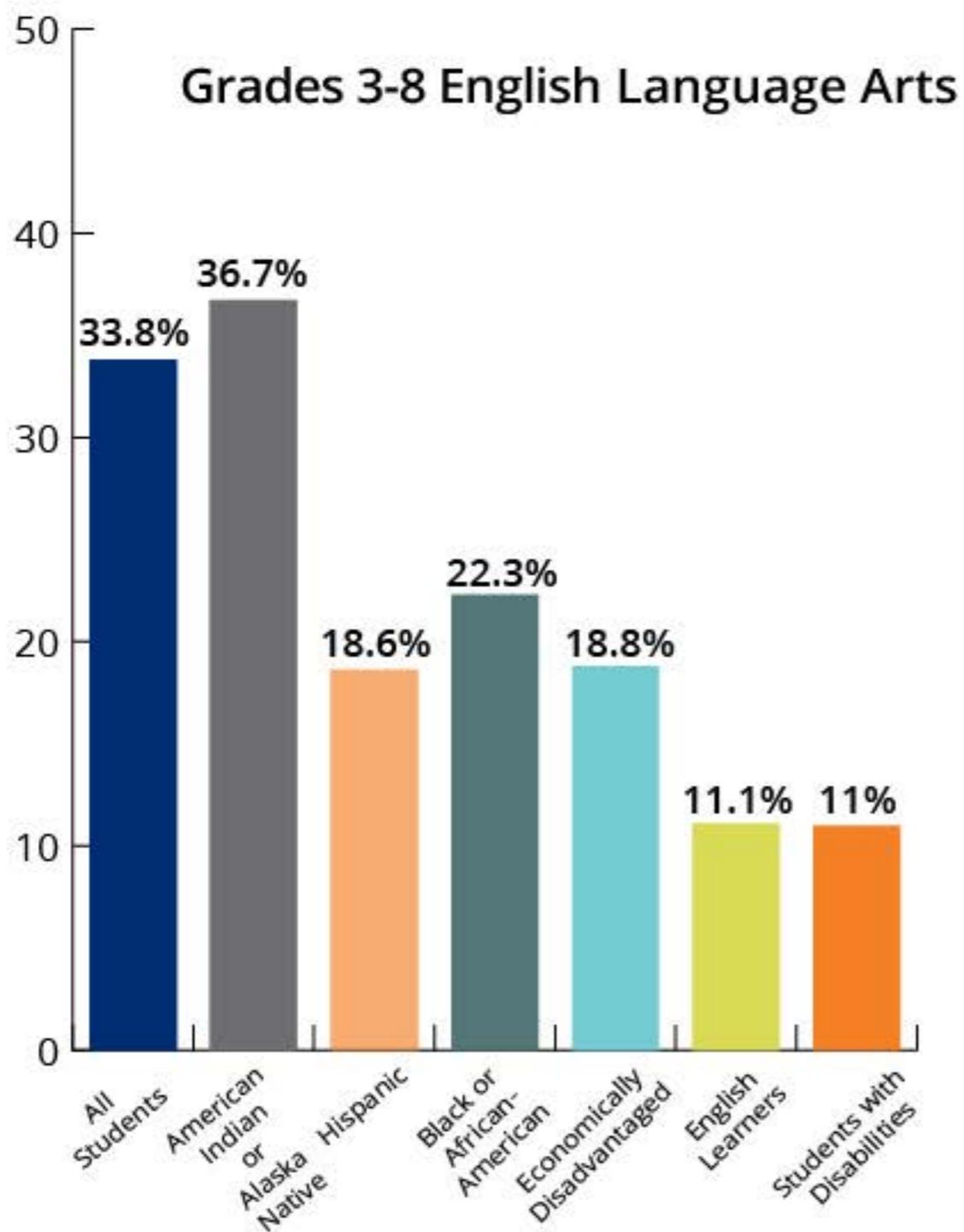


4th Grade

8th Grade

2017 TNReady

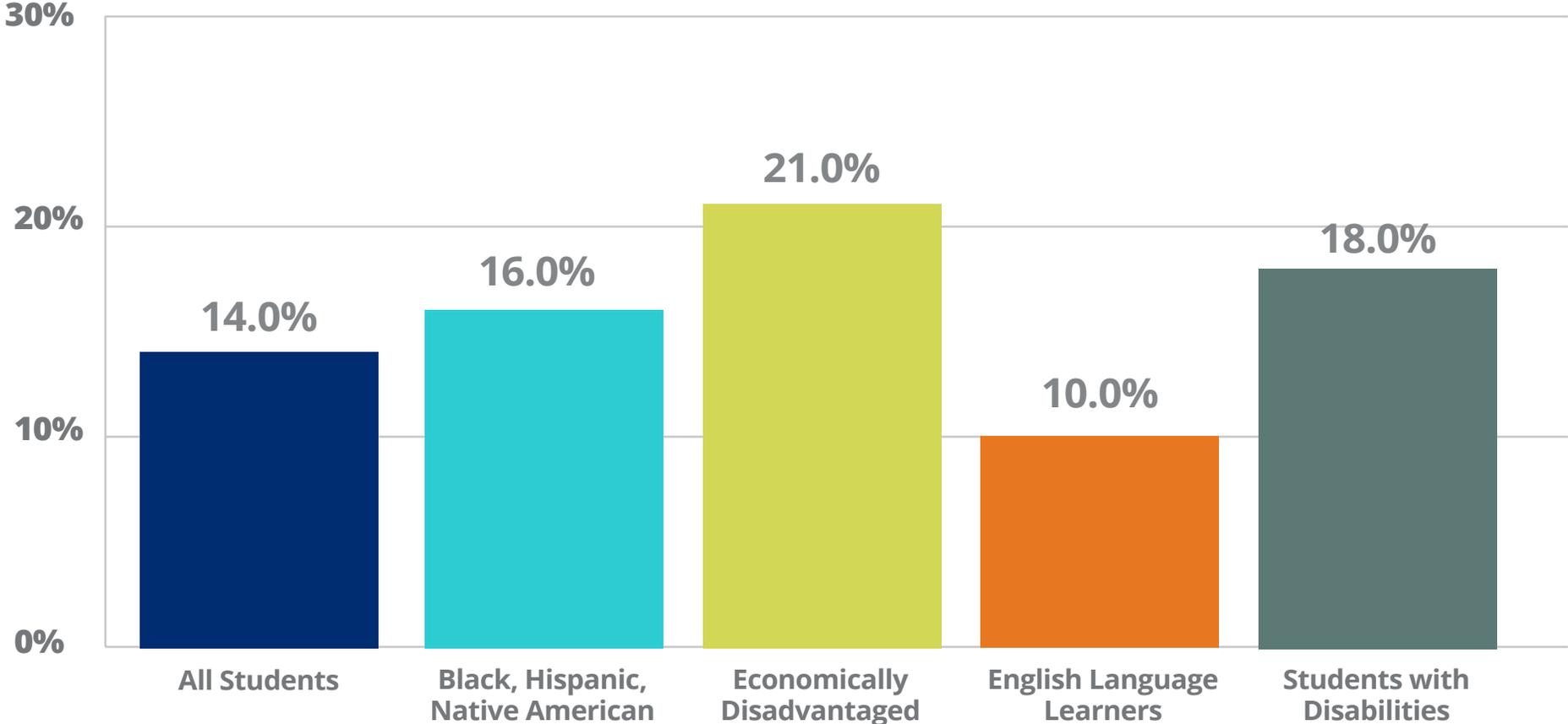
TNReady helps us ensure all students receive a high-quality education. When we see gaps in performance, it highlights where additional support is needed for every student to be successful.



Percentage of students in grades 3-8 who scored on grade-level or mastered (2017)

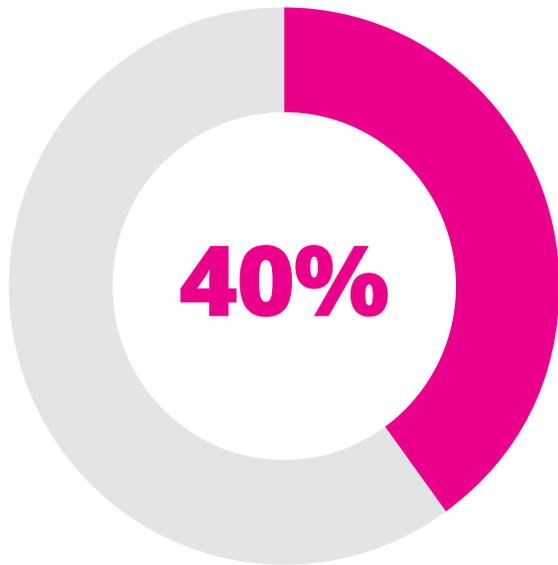
We are Beginning to Look at the Whole School in Accountability

Percentage of Students Who Are Chronically Absent from School (2016-2017)

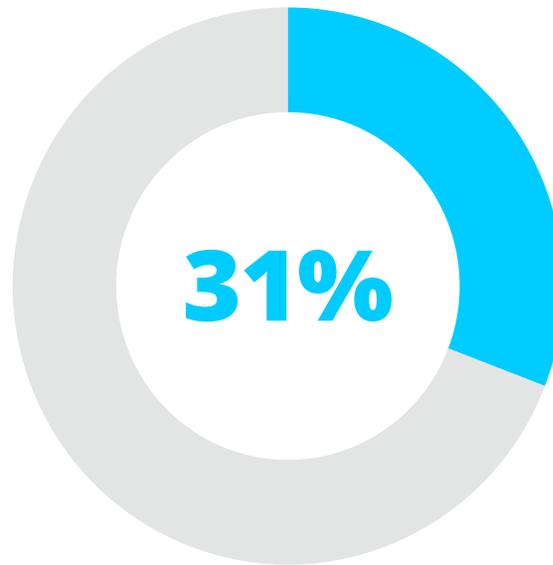


And Adding a Focus on Readiness

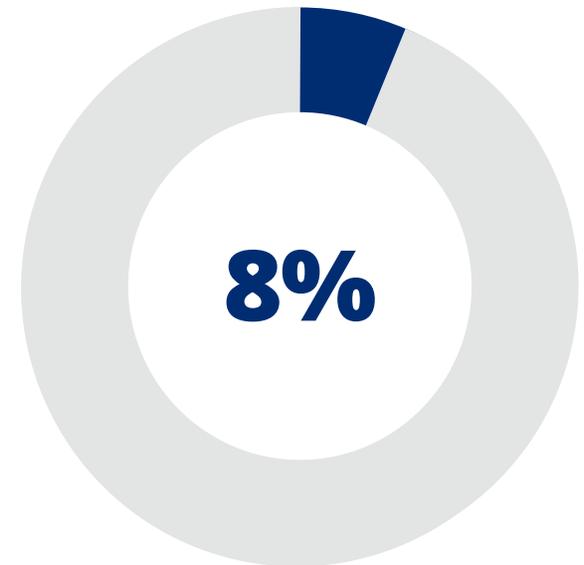
Percentage of Graduates Enrolling or Earning Credit in an Early Postsecondary Opportunity (2016)



Enrolled

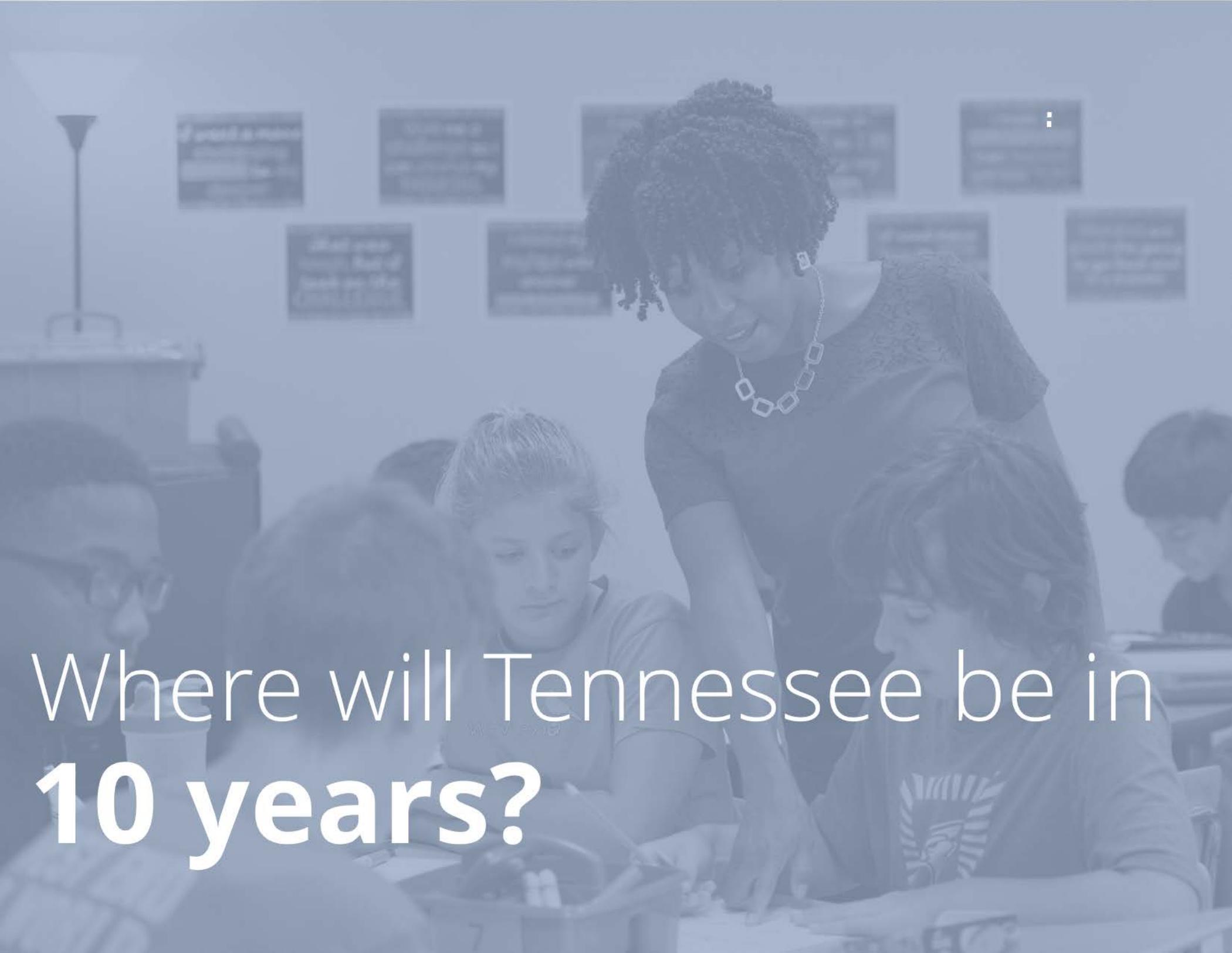


Earned



Ready Graduate

**We Still Have Work
to Do – And This is
Where We are Headed**



Where will Tennessee be in
10 years?

A young boy is sitting on the floor in a library, reading a book. He is looking down at the pages with a focused expression. The background shows bookshelves filled with books. The entire image has a purple tint.

1

Every child is **growing a strong foundation,** especially in literacy.

Strong Foundation

- ◇ Start with organizing vision
- ◇ Deepen data
- ◇ Emphasize educator expertise
- ◇ Support students



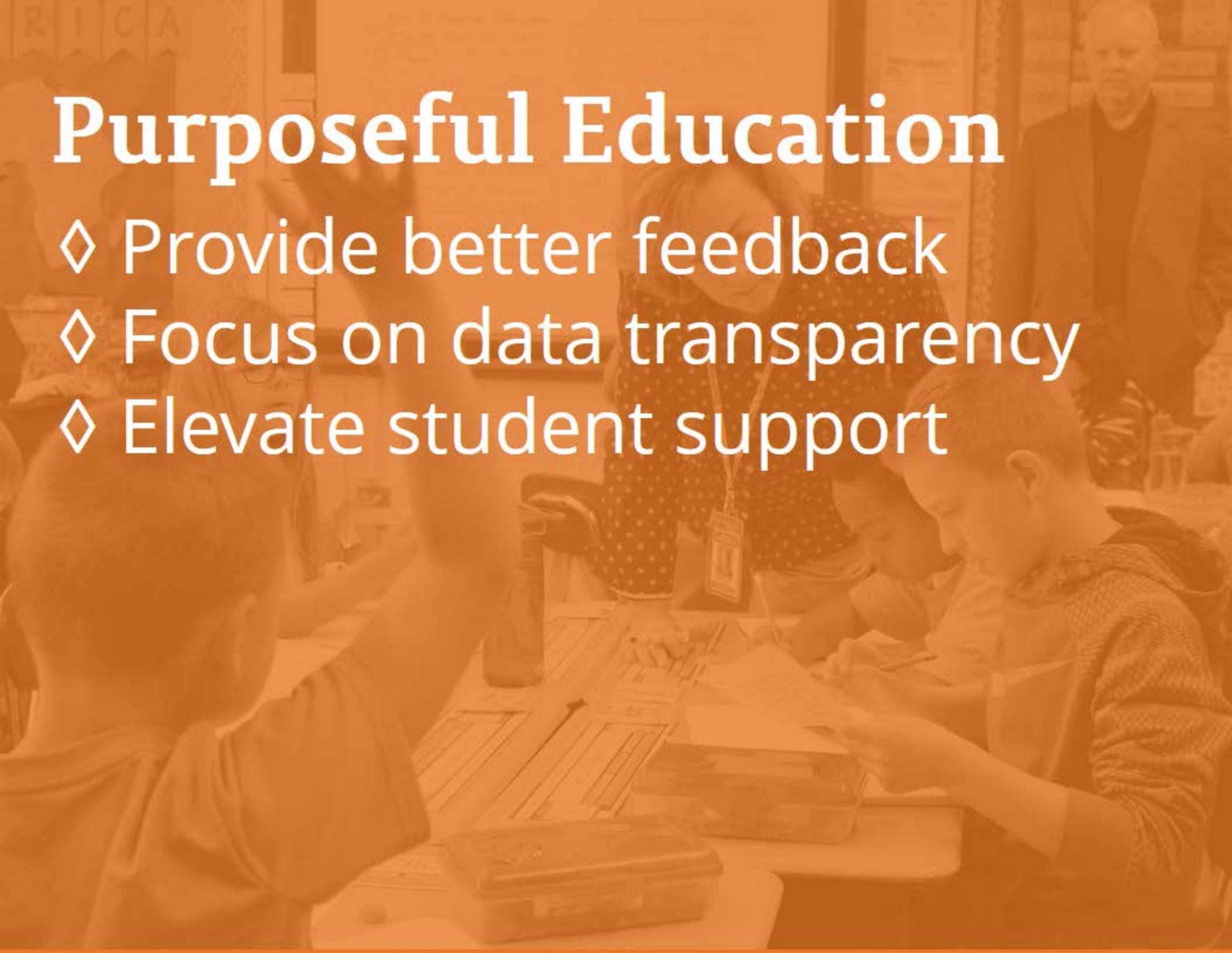


2

All students are gaining **high quality, purposeful education** aligned to meaningful expectations.

Purposeful Education

- ◇ Provide better feedback
- ◇ Focus on data transparency
- ◇ Elevate student support

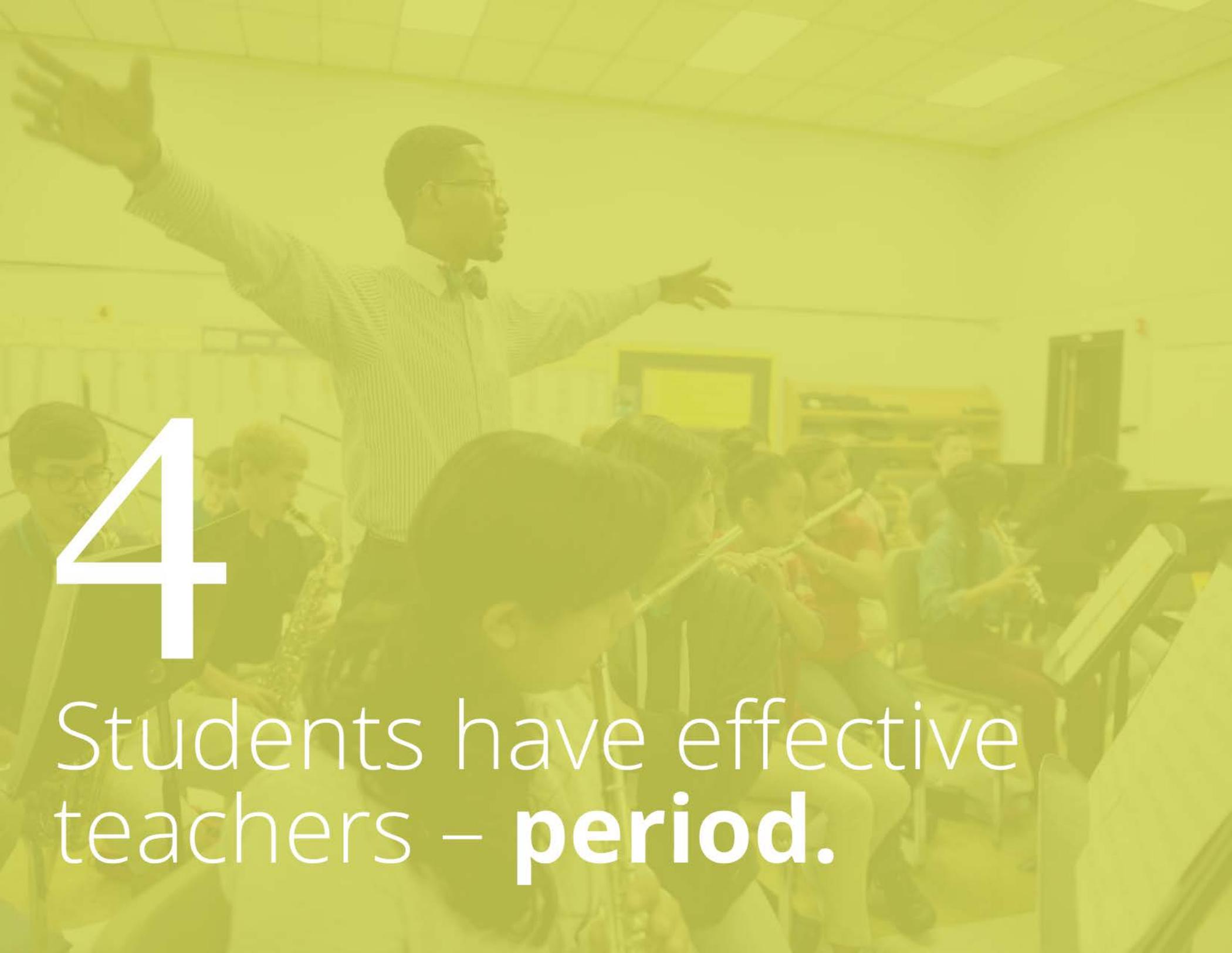


3

Low-performing schools are called out and continuously improving because they have **interventions that put kids back on track.**

School Improvement

- ◇ Continue meaningful identification process started in 2012
- ◇ Provide continuum of tiered interventions
- ◇ Support continuous improvement

A photograph of a male teacher with glasses, wearing a striped shirt and a bow tie, standing at the front of a classroom. He has his arms raised in a conducting gesture. In front of him, a group of students are seated, playing various instruments including flutes, saxophones, and trumpets. The scene is set in a classroom with a whiteboard and a computer monitor visible in the background. The entire image has a yellow-green tint.

4

Students have effective teachers – **period.**

Effective Teachers

- ◇ Provide meaningful evaluation of educators
- ◇ Intentionally invest in teachers
- ◇ Dramatically improve educator prep
- ◇ Invest in innovation

5

The majority of students are taking advantage of **more opportunities in high school** that prepare them for what's next.

Opportunities in High School

- ◇ Align to vision
- ◇ Increase access to and success in early college/credentialing options
- ◇ Create seamless transitions

All students have options when they graduate so they can choose their path in life.

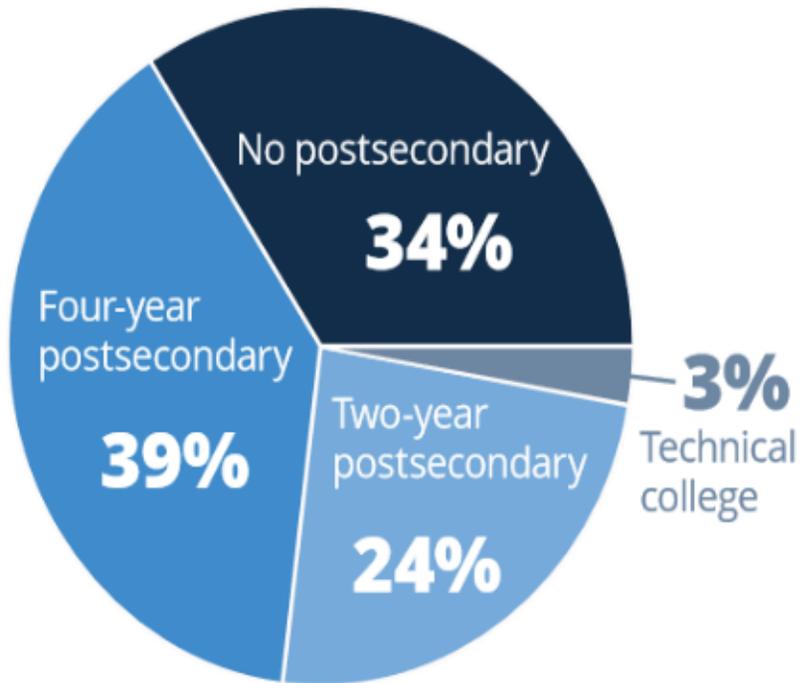
And they are **strengthening their communities** and attracting more jobs to Tennessee.

And we have **momentum**

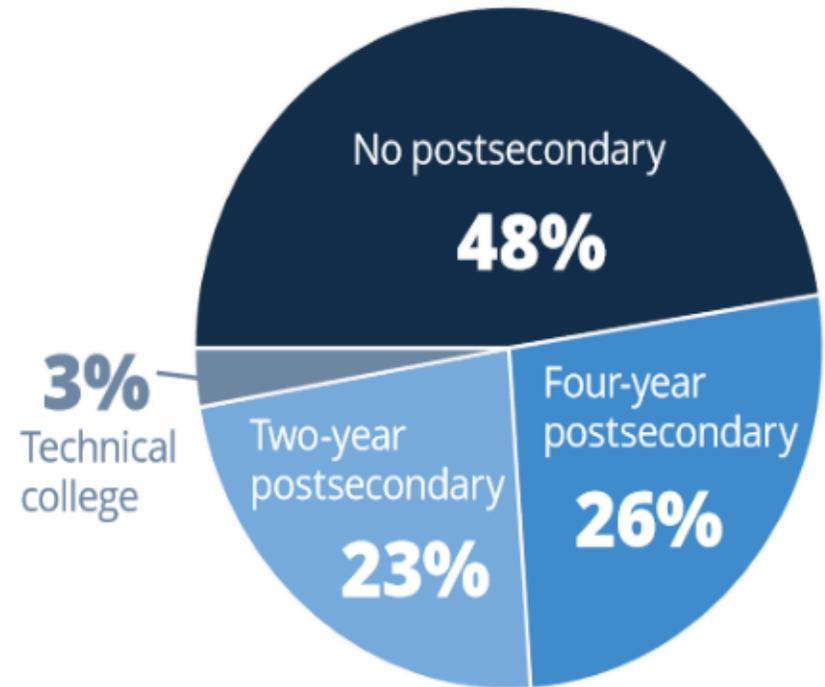
- 2016-17 graduation rate: **89.1 percent**, the highest on record for Tennessee
- Students showed **improvement across the board** on our 2017 state end-of-course exams
- More than **29,000 students took Advanced Placement (AP) exams in 2017** – a record high for Tennessee, and more students earned a 3 or higher
- Students earned as many as **79,833 college credits** from the 2017 AP results – which is a **54 percent increase** since 2012
- We had a record high **ACT score of 20.1** in 2017
- We improved our state's ranking on NAEP into the **top 25** in 2015 – up from the 40s in 2011 – for three exams
- Groundbreaking initiatives like Tennessee Promise and Tennessee Reconnect make it possible to **go to college for free**
- Over the past five years, the need for remedial coursework among community college freshmen has **decreased from 67 to 52 percent**
- We received **more than 6,000 pieces of feedback and met with thousands of stakeholders** in building our ESSA plan – so our plan is theirs

2013-14 High School Graduates

ALL GRADUATES

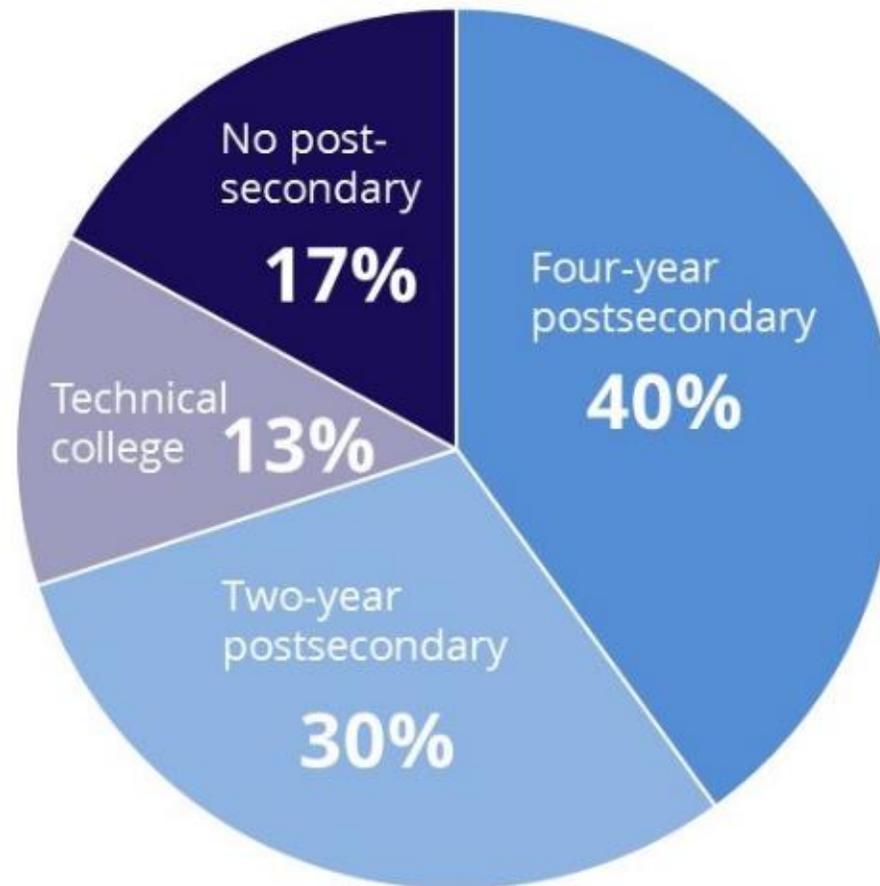


ECONOMICALLY DISADVANTAGED



Students who graduated from high school and entered the workforce earned **an average salary of \$10,880 annually**, far below the poverty line

2023-24 High School Graduates



All students are more likely to enroll in postsecondary.

This is How We Will Get There

Our goal as a K-12 system is to ensure all students are able to take advantage of opportunities after high school graduation, particularly with *Tennessee Promise*. That starts with setting high standards, gathering and sharing feedback about student assessment expectations, and maintaining accountability for ways we are supporting Tennessee students.

Focus Areas



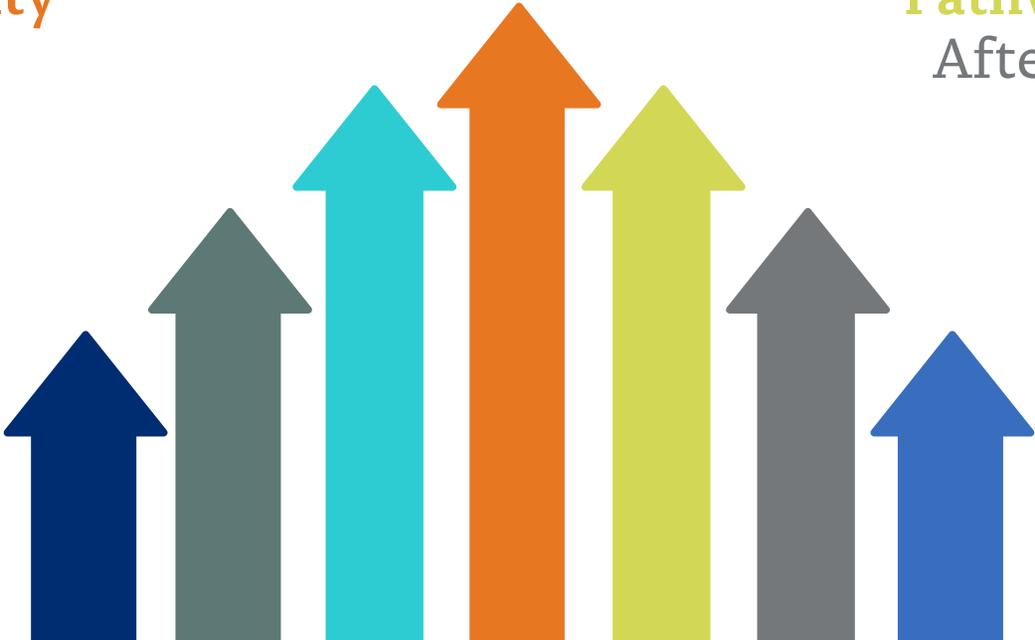
We Must
Collectively
Ensure Equity



We Must
Deeply Align to
High Expectations



We Must
Provide Authentic
Pathways to Success
After High School





Ensuring Equity

Every student deserves the opportunity to succeed. We must do everything possible to provide all students with high expectations, effective educators, and the resources and supports appropriate to his or her specific circumstance.



Tennessee Succeeds **Focus Areas**

Ensuring Equity: Tennessee Department of Education



Building a Strong Foundation for All

- » Voluntary Pre-K Program Improvements
- » Pre-K and Kindergarten Student Growth Portfolio Roll-Outs
- » Kindergarten Entry Inventory Pilots
- » New Optional Second Grade Assessment

More Comprehensive Accountability System With A-F Dashboard

- » Provides Comprehensive View
- » Accounts for Performance of All Student Subgroups
 - » Achievement and Growth
 - » Chronic Absenteeism
 - » Post-Graduation Preparation

Evidence-Based, Tailored Interventions

- » Support Growth for Every Student and at Every Priority School



Tennessee Succeeds **Focus Areas**

Ensuring Equity: Districts



Ensure Strong Foundation in Pre-K

- » Target Population Served
- » Effective Daily Scheduling
- » High-Quality Curriculum
- » Positive Teacher-Student Interactions

Champion Data Transparency and Usage

- » Create Capacity to Use Data at District and School Levels
- » Target Support for Students Not Meeting State Expectations
 - » TNReady Results
 - » Standards Level Reports



Tennessee Succeeds Focus Areas

Ensuring Equity: Districts



Support English Learner (EL) Educators

- » Review Resources to Better Understand and Support ELs
 - » Framework for English Learners
 - » Teaching Literacy in Tennessee: EL Companion

Align Instructional Practices to High Expectations For All Students

- » Include All Students in High-Quality Tier I Instruction
- » Implement Strong RTI²

Establish Positive School Climates

- » Create Welcoming and Safe School Environments
- » Encourage Attendance
- » Leverage Multi-Tiered Systems of Support (MTSS)

Aligning to High Expectations

We have set rigorous standards, and helping our students to meet these will require alignment at every level



Tennessee Succeeds Focus Areas

Aligning to High Expectations: Tennessee Department of Education



Strong Support for Instructional Literacy Practices

- » Read to Be Ready Coaching Network
- » New Exemplar Unit Starters With Text Sets for Pre-K to Fourth Grade

More Opportunities for Teacher Engagement With Standards

- » Providing Additional Resources
- » Improved Preparation for Future Teachers

More TNReady Preparation Resources

- » New Classroom Assessment Builder
- » Practice Questions for Teachers
- » More Items Released From Prior Test Year



Tennessee Succeeds Focus Areas

Aligning to High Expectations: Districts



Increase Teachers' Knowledge and Understanding of New Academic Standards

- » Revisit/Refine District Plan
- » Support Professional Learning on the Revised Math and ELA Standards

Focus on Early Grades Literacy

- » Incorporate Tennessee's Early Learning Model
- » Align to Teaching Literacy in Tennessee
- » Use Read to be Ready Resources



Tennessee Succeeds Focus Areas

Aligning to High Expectations: Districts

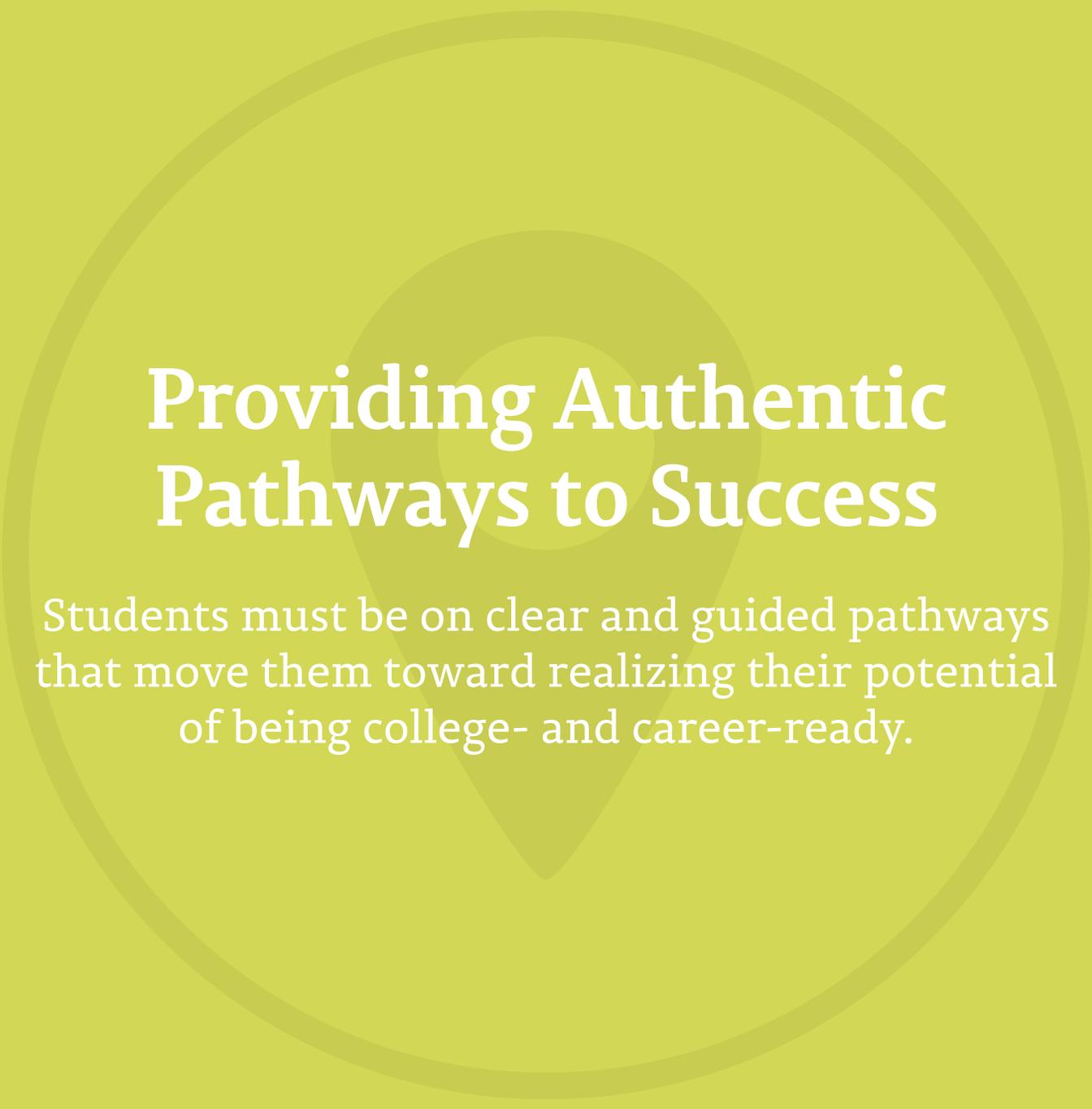


Align Educator Preparation Programs (EPPs) to District Needs

- » Develop Partnerships With EPPs
- » Review Human Capital Reports
- » Discuss Reports With Primary Partner EPPs

Build More TNReady Assessment Literacy

- » Set Expectations for Educator Use of Practice Tools
- » Set Expectations for Educator Use of Standards Level Reports

The background features a large, light green circle with a thin white outline. Inside this circle, there is a smaller, semi-transparent green circle. Overlapping the bottom of the smaller circle is a downward-pointing triangle, also semi-transparent green. The text is centered within these shapes.

Providing Authentic Pathways to Success

Students must be on clear and guided pathways that move them toward realizing their potential of being college- and career-ready.



Tennessee Succeeds Focus Areas

Providing Authentic Pathways to Success: Tennessee Department of Education



Ready Graduate Metric

- » Renewed Focus on Access to Early Postsecondary Opportunities

Drive to 55 Reports

- » New Data to Inform Decisions and Student Supports

Resources and Guidance to Expand Offerings

- » Early Postsecondary Opportunities
- » Industry Certifications
- » Work-Based Learning Opportunities

Tennessee Succeeds Focus Areas

Providing Authentic Pathways to Success: Districts

Create Vertically Aligned Pathways

- » Foundation in Early Learning →
- » Career Exploration in Middle Grades →
- » Early Postsecondary Opportunities →
- » Graduation →
- » Postsecondary →
- » Workforce

Focus on Student Planning in Middle School

- » Monitor Students' Progress at Key Transition Points
- » Use District Drive to 55 Report

Support Comprehensive School Counseling

- » Minimize Non-Counseling Responsibilities for School Counselors
- » Implement the Comprehensive School Counseling Model of Practice and Revised Standards



Tennessee Succeeds Focus Areas

Providing Authentic Pathways to Success: Districts



Provide a Diverse Portfolio of Early Postsecondary Opportunities (EPSOs) and Capstone Experiences

- » Offer a Variety of Early Postsecondary Courses, Work-Based Learning, and Industry Certification Opportunities to Meet All Students' Needs
- » Ensure All Students Have Access and Remove Barriers As Needed (Financial, Scheduling)

Select the Right EPSO Portfolio for All High Schools

- » Review EPSO Strategic Growth Plan
- » Use EPSO Implementation Guide
- » Include at Least Four Opportunities
- » Align to Regional Workforce Needs so Students Have Career Opportunities

All of Our Work is About Supporting Students

Vision: Every child has a high-quality education that puts them on a pathway to be able to *choose their future*.



Equity



Expectations



Pathways

This is How Tennessee Succeeds

