Educator Licensure and Preparation SBE Subcommittee

Office of Educator Licensure and Preparation | April 16, 2019

Annual Reports

Insights Tool

Purpose: To provide EPPs with detailed information to support continuous improvement.

Goals:

- Allow the user to investigate and interact with multiple metrics across various domains and cohort years.

- Provide actionable data (current and historic), at EPP, SAP cluster, and SAP levels.

- Allow for disaggregation by other program design characteristics (such as clinical or program type) as data are available.

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Performance Report

Purpose: To provide EPPs, the state, and review teams with data that can be used to:

- inform the decision to conduct an interim review between cycles when an EPP consistently falls below expectations, and

- inform approval recommendations during comprehensive reviews.

Goals:

- Highlight key metrics that have been identified for accountability purposes.

- Using specific thresholds, identify whether a provider meets expectations at the metric, domain and overall levels.

Domains and Metrics – Performance Report

- **Domain 1: Recruitment and Selection**
  - Admissions assessment, GPA, recruitment of underrepresented groups, high-needs endorsement areas

- **Domain 2: Employment and Retention**
  - Completer retention

- **Domain 3: Assessment**
  - Pedagogical, literacy, content-area

- **Domain 4: Satisfaction**
  - Completer and Employer (currently not on PR)

- **Domain 5: Effectiveness and Impact**
  - Observation, Level of Overall Effectiveness, Individual Growth (TVAAS)

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Metrics and Expectations

Overall Expectations:

- EPPs must meet 3 out of the 4 rated domains, and
- EPPs must meet Domain 5

EPPs that fell below expectations on both the 2017 and 2018 Performance Report must engage in an interim review.

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Performance Report – Results by Domain

Domain	EPPs that did not meet expectations
1. Candidate Recruitment and Selection a. 27/36 of the EPPs rated on this domain met expectations	• Aquinas College • Belmont University • Carson-Newman University • Cumberland University • Maryville College • Milligan College • South College • Tennessee Wesleyan University • University of Tennessee – Chattanooga
2. Employment and Retention a. 30/33 of the EPPs rated on this domain met expectations	• Johnson University • LeMoyne-Owen College • Vanderbilt University
3. Candidate Assessment a. 35/38 of the EPPs rated on this domain met expectations	• Freed-Hardeman • LeMoyne-Owen College • Memphis College of Art
5. Completer Effectiveness and Impact a. 30/35 of the EPPs rated on this domain met expectations	• Bryan College • LeMoyne-Owen College • Memphis College of Art • South College • Southern Adventist

2017 Performance Report – Results

- The following EPPs did not meet expectations on the 2017 Performance Report:
  - Bethel University
  - **Bryan College**
  - Martin Methodist College
  - **Memphis College of Art***
  - **South College**
  - Welch College

*Closed as of Dec. 31, 2018

2018 Performance Report – Results

- The following EPPs did not meet expectations on the 2018 Performance Report:
  - **Bryan College**
  - LeMoyne-Owen College
  - **Memphis College of Art***
  - **South College**
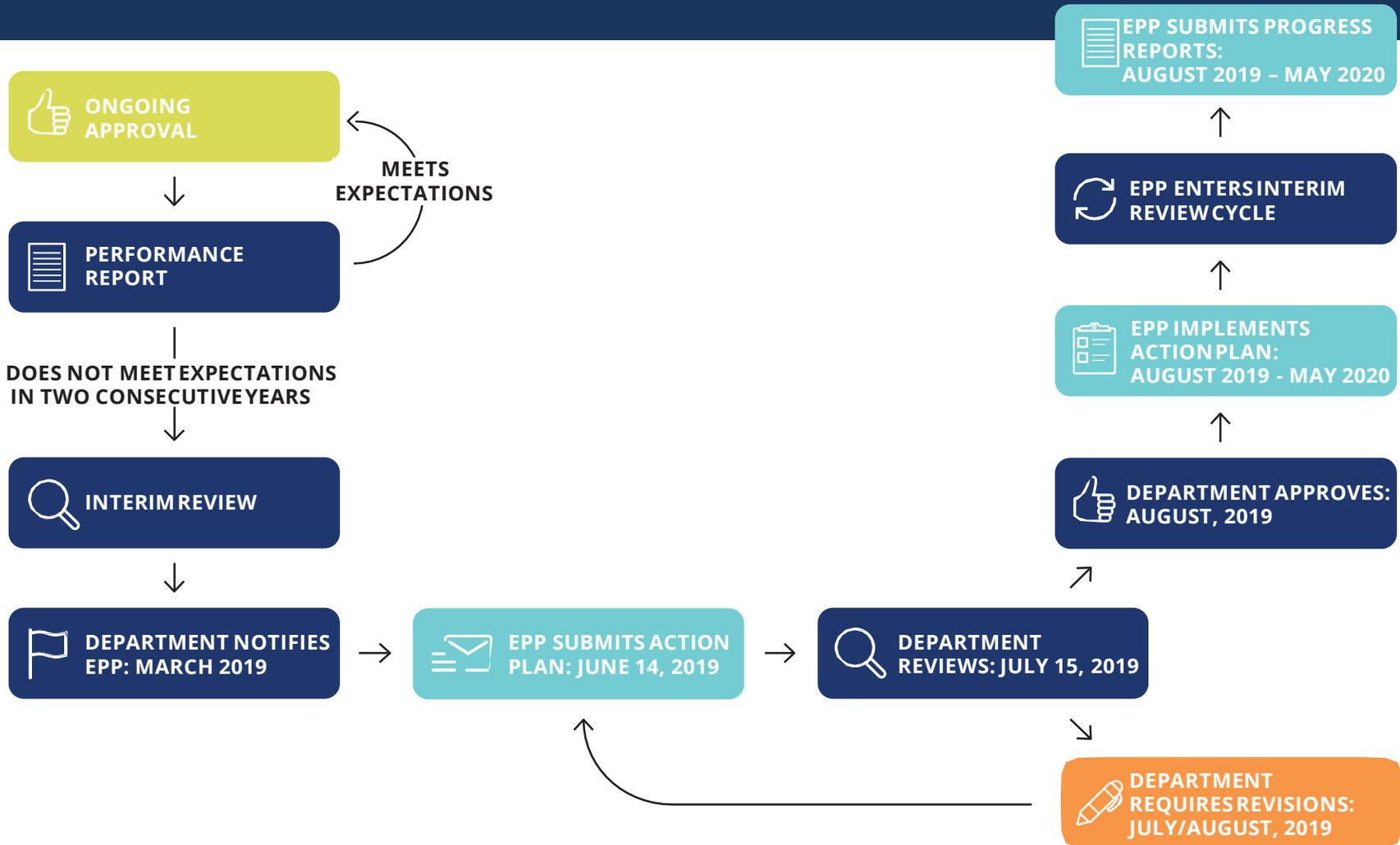 - Southern Adventist University

*Closed as of Dec. 31, 2018

EPP Interim Review Process

EPP Interim Review Overview

- EPPs falling below expectations on two consecutive Annual Reports will be required to engage in an interim review process.

- With the release of the 2018 Annual Reports in March, two EPPs fall below expectations.
  - Bryan College
  - South College

Interim Review Process

ONGOING APPROVAL

MEETS EXPECTATIONS

PERFORMANCE REPORT

DOES NOT MEET EXPECTATIONS IN TWO CONSECUTIVE YEARS

INTERIM REVIEW

DEPARTMENT NOTIFIES EPP: MARCH 2019

EPP SUBMITS ACTION PLAN: JUNE 14, 2019

DEPARTMENT REVIEWS: JULY 15, 2019

DEPARTMENT REQUIRES REVISIONS: JULY/AUGUST, 2019

DEPARTMENT APPROVES: AUGUST, 2019

EPP IMPLEMENTS ACTION PLAN: AUGUST 2019 - MAY 2020

EPP ENTERS INTERIM REVIEW CYCLE

EPP SUBMITS PROGRESS REPORTS: AUGUST 2019 – MAY 2020

Action Plan

- Self-Analysis
  - EPPs will:
    - identify areas of deficiencies using the disaggregated data from the Insights Tool.
    - provide an analysis of the data and determine root causes

- Goals and Implementation
  - EPPs will:
    - develop a set of measurable goals connected to each metric that fell below expectations
    - develop specific action steps for each goal

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Action Plan Goals

Goals should directly connect to the Annual Reports metrics that fall below expectations. Each goal should have a correlating set of action steps designed to lead to improvement. Action steps should reference one or more areas of focus, derived from the list below:

- Program Design
  - Candidate selection (recruitment, admission standards)
  - Candidate assessment (rigor, system design, alignment)
  - Curriculum (scope, sequence, quality, alignment)
  - Clinical experiences (duration, diversity, quality)
- Partnership Collaboration (placement, mentors, collaborative planning)
- EPP Governance/Leadership (stability, resources)
- Quality Assurance System
- Other

Action Plan Template

Goal:		Rationale:		
Outcome:		Completion Date:		
	Responsible Party	Timeline	Anticipated Outcome(s)	Evidence
Action Step 1:				
Action Step 2:				
Action Step 3:				

Ongoing Support

- Progress Reports
  - Once the action plan is approved by the department, EPPs will submit progress reports to demonstrate adequate progress is made during implementation.
- Technical Support
  - The department will continue providing technical support to EPPs during the 2019-20 year.
  - EPPs will be reassessed after the release of the 2019 performance reports.

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