



TENNESSEE
STATE BOARD OF EDUCATION

Master Plan 2016

State Board of Education 2015 - 2016

Mr. B. Fielding Rolston, Chair
1st Congressional District

Ms. Carolyn Pearre, Vice Chair
5th Congressional District

Ms. Allison Chancey
3rd Congressional District

Mr. Mike Edwards
2nd Congressional District

Ms. Lillian Hartgrove
6th Congressional District

Mr. Cato Johnson
8th Congressional District

Mr. Lonnie Roberts
4th Congressional District

Dr. William E. Troutt
9th Congressional District

Ms. Wendy Tucker
7th Congressional District

Dr. Russ Deaton (ex officio)
Interim Executive Director
Tennessee Higher Education Commission

Dr. Sara Heyburn, Executive Director
Tennessee State Board of Education

State Board Vision

Maintain Tennessee's position as the fastest improving state in the nation as well as enter the top half of all states on student outcomes by 2020. This means the State Board of Education must develop and maintain policies that ensure a primary focus on student success.

Guiding Principles

The master plan is founded on a commitment to serve all students and a focus on increased transparency.

Serve All Students

We will work to ensure all students have the support and pathways they need for success.

Transparency

We will commit to straightforward, honest, and timely communication about all of the work of the State Board.

Strategic Priority Areas

Four strategic priorities will guide the Board's work and support three key student achievement goals.

1. High Quality School Options

2. Great Teachers and Leaders

3. High Standards and Quality Measures

4. Public Engagement and Oversight



GOAL ONE

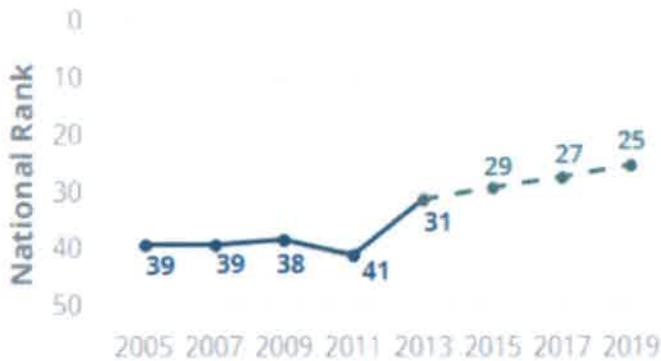
Tennessee will rank in the top half of states on the National Assessment of Educational Progress by 2020.

In 2013, Tennessee earned the greatest improvements ever recorded on the National Assessment of Educational Progress test, also known as the Nation's Report Card. The state's ranking went from the mid-40's (rankings vary by subject) into the mid-30's due to these gains. In keeping with the State Board's vision, an important indicator of success will be an increase in state ranking such that our students' achievement places Tennessee in the top half of all states by 2020.

Reading

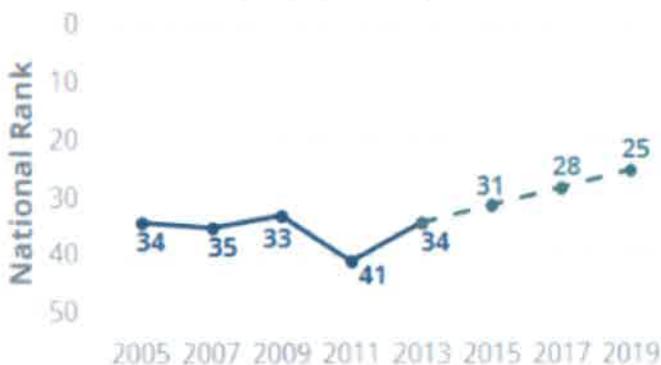
Grade 4

Past Performance & Path to Ranking in the Top Half of States by 2019



Grade 8

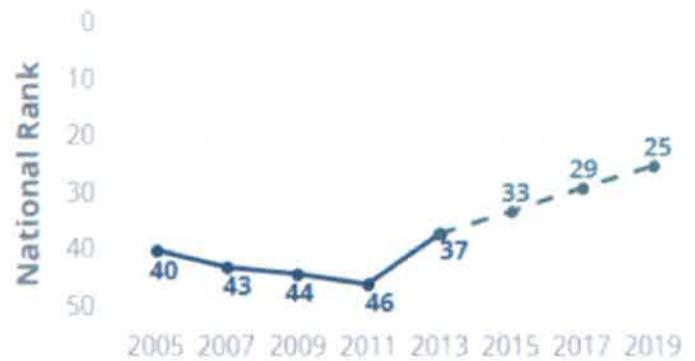
Past Performance & Path to Ranking in the Top Half of States by 2019



Mathematics

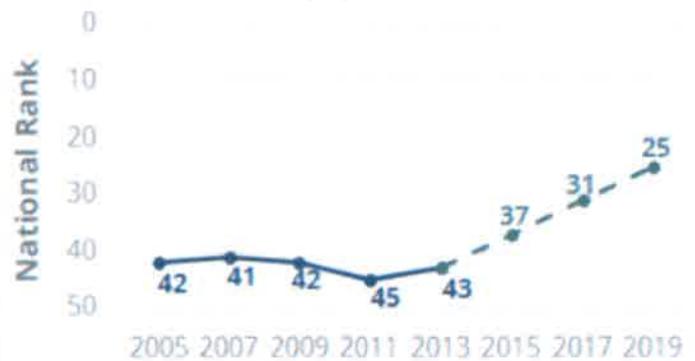
Grade 4

Past Performance & Path to Ranking in the Top Half of States by 2019



Grade 8

Past Performance & Path to Ranking in the Top Half of States by 2019



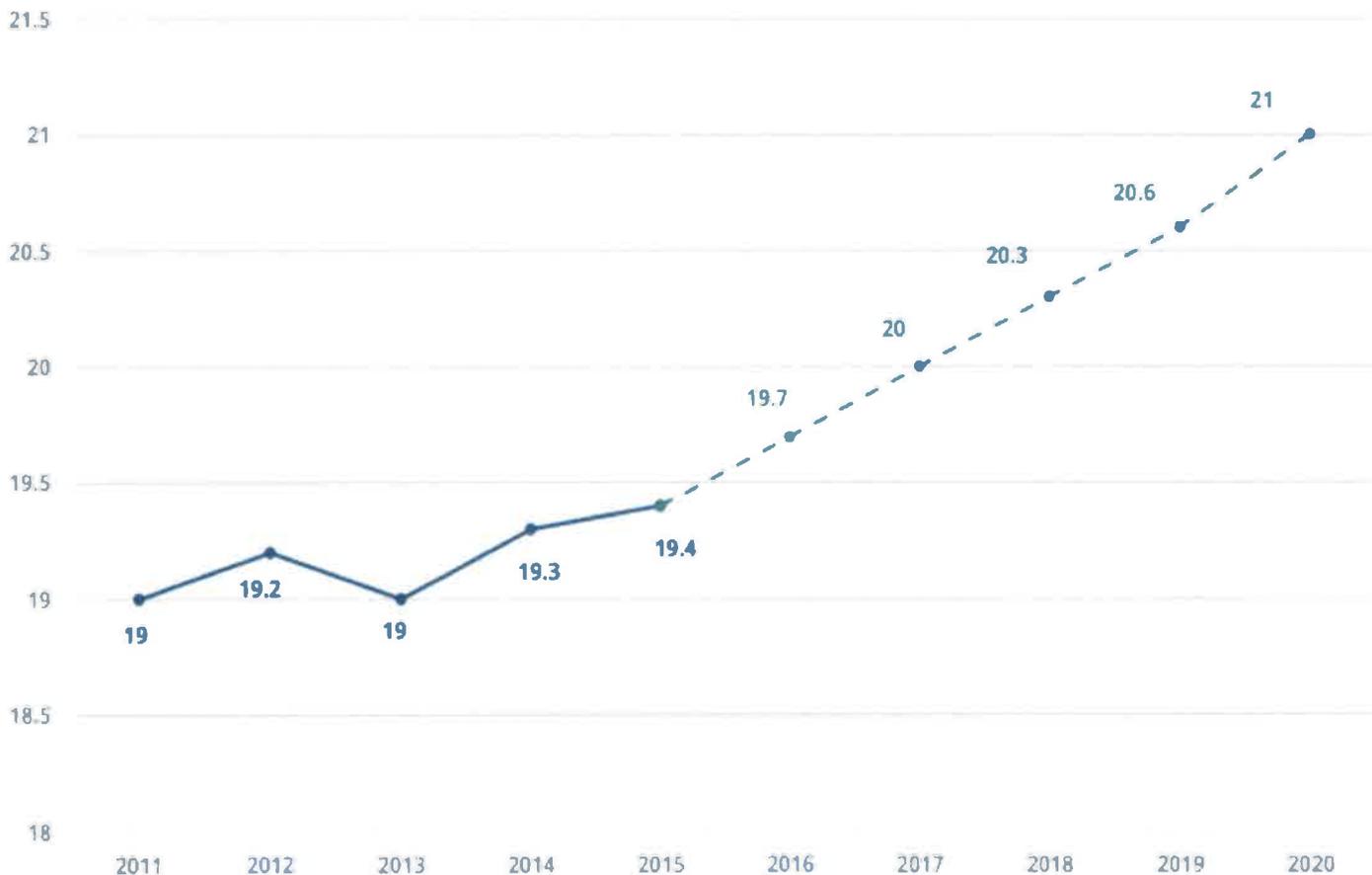
GOAL TWO

The average ACT composite score in Tennessee will be a 21, or a comparable score of 990 on the SAT, by 2020.

Tennessee utilizes the ACT test as a measurement for college and career readiness. It determines a student's eligibility for the HOPE scholarship, requirements for postsecondary remedial or developmental coursework, and sometimes entry-level salary. Tennessee has seen the average ACT score for public students increase from 19.0 to 19.4 between 2007 and 2014. By 2020, we will raise the average to 21. Increasingly more students are taking the SAT in addition to, or instead of, the ACT. For that reason, we will also track progress towards a comparable average SAT score of 990 by 2020 where applicable.

ACT Composite Scores Over Time

Past Performance & Path to Achieving a Statewide Average of 21 on the ACT by 2020



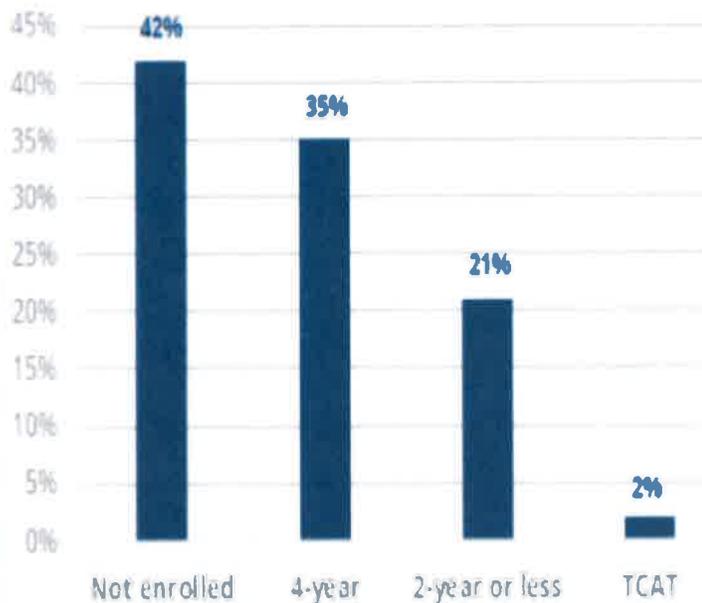
GOAL THREE

The majority of high school graduates from the class of 2020 will earn a postsecondary certificate, diploma, or degree.

Governor Haslam's Tennessee Promise initiative, which makes community and technical college free to all Tennessee high school graduates, signals the state's commitment to prepare students for a future where most Tennessee jobs will require postsecondary success. While approximately two-thirds of high school graduates enroll in postsecondary, less than one-third complete. For the graduating class of 2020, we aspire for the majority of students to earn a degree or certificate within six years of graduation.

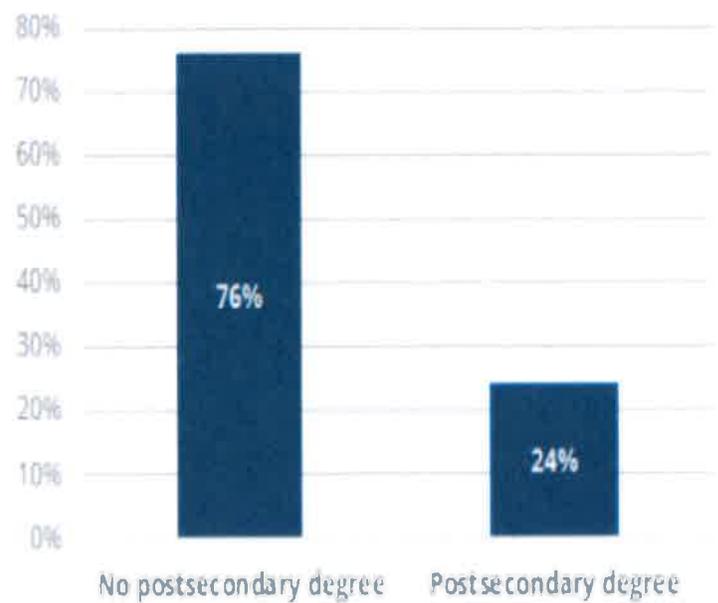
Postsecondary Enrollment Next Steps After High School Graduation

Based on the Graduates from Class of 2014



Postsecondary Attainment Six Years After High School Graduation

Based on the Graduates from Class of 2008



High Quality School Options

We will insist that all students have access to high quality schools regardless of zip code, prior achievement, or demographics.

Key Policy Levers

Individualized Education Accounts (IEA)

The State Board of Education will pass rules and policies to oversee the program and collect descriptive data from year one.

1

- Finalize rule recommendations by engaging stakeholders in activities such as a public hearing.
- Develop a strong research plan beginning in year one through an annual reporting process to include IEA program data, IEA annual financial audit, and results from the Account Holder Satisfaction Surveys.
- Release the IEA Program Annual Report every January, beginning in January 2017, present to the State Board, and share with the General Assembly and Department of Education.

Charter School Appeal Process

The State Board of Education will continue to implement a charter school appeal process in accordance with national best practices.

2

- Review and refine policies to ensure a clear, compelling, evidence-based, and transparent process is in place for appeals.
- Recruit, train, and retain expert members of the State Board's charter application review committees.
- Gather feedback at the conclusion of the 2016 appeals season from committee members to continue to refine its work.

We will insist that all students have access to high quality schools regardless of zip code, prior achievement, or demographics.

Key Policy Levers

High Quality School Options

3

Charter School Authorization

The State Board of Education will develop processes, practices, and capacity for charter school authorization.

- Sign a performance contract with KIPP Nashville that governs the terms and conditions of the operations of the two charter schools approved by the State Board in October 2015.
- Continue to develop the State Board's authorization practices based on national best practices.
- Begin pre-opening work for KIPP Nashville Primary's opening in 2017.

Great Teachers and Leaders

We will work to ensure all students have access to great teachers led by great leaders.

Key Policy Levers

1

Teacher Preparation Report Card Redesign

The State Board of Education will work to redesign and produce a new report card on the effectiveness of teacher training programs that provides a more comprehensive review of providers and their completers.

- Conduct stakeholder engagement meetings and assemble the Report Card Steering Committee.
- Determine data metrics and complete the data collection.
- Produce redesigned Report Card by November 1, 2016.

2

Revised Educator Preparation Program (EPP) Accountability

The State Board of Education is committed to monitoring the implementation of this key policy and the eventual review of EPPs under the policy in coming years.

- Establish an implementation timeline in partnership with the Department of Education.
- Finalize the annual report metrics and production.
- Finalize first programs for comprehensive review from the State Board.

We will work to ensure all students have access to great teachers led by great leaders.

Key Policy Levers

Great Teachers and Leaders

3

Teacher Licensure

The State Board of Education will work to uphold the high standards of the teaching profession.

- Conduct regular, rigorous teacher discipline reviews in order to maintain high standards for professionalism and quality.
- Interact with LEAs and the public to enhance understanding of the goals and process of State licensure discipline.
- Develop a disciplinary schedule to maintain consistency and transparency.

4

Additional Focus Areas

The State Board of Education will focus on the development of strong policy and support innovative practices in the following areas:

- District alternative salary schedules and differentiated pay plans that reward highly effective teachers.
- Thoughtful consideration of qualifications and entrance requirements for the teaching profession, ensuring a high bar for entry into the profession.
- Support districts in more local decisions on human capital data and customize evaluation systems to meet their needs.

High Standards and Quality Measures

We will ensure that Tennessee instructional standards are among the very best in the world, and reviewed regularly, with an eye towards continuous improvement.

Key Policy Levers

Standards Review Process

The State Board of Education will oversee and ensure a transparent and rigorous review process for mathematics, English language arts, science, and social studies standards.

1

- Ensure ample opportunities for public review and comment on standards.
- Engage Tennessee educators, as well as other external entities, to ensure standards are rigorous and aligned with measures of postsecondary readiness.
- Work with the Standards Recommendation Committee to bring forward revisions and recommendations to the State Board.

Grading Policies and Practices

The State Board of Education will commit to analysis and review of academic policies.

2

- Conduct analysis of district grading practices, both in K-8 and high school.
- Review State Board policies concerning state mandated assessments.
- Reexamine high school and assessment policies including, but not limited to, credit recovery policy.

Public Engagement and Oversight

We will commit to good governance, effective oversight, and engagement with the citizens of Tennessee.

Key Policy Levers

Policy Audit

The State Board of Education will commit to conducting ongoing research into current state policies.

1

- Create a policy audit timeline for 2016.
- Conduct a comprehensive review of all State Board policies.
- Prioritize policies most aligned to strategic priority areas.

Board Member Engagement

The State Board of Education will begin to produce an annual board member engagement report.

2

- Document and share updates regarding individual board member's regional engagements.
- Schedule a 'Day in the District' for each board member for school tours and meet with external stakeholders.
- Compile an annual number of outreach events for each board member as well as earned media placements.

We will commit to good governance, effective oversight, and engagement with the citizens of Tennessee.

Key Policy Levers

3

Annual Expenditures

The State Board of Education will produce a high-level budget snapshot of the Board's annual expenditures.

- Ensure board members have access to annual budget information and expenditures.
- Share with board members the annual presentation to the Senate Finance Committee.

4

Additional Focus Area

The State Board of Education will focus on the development of strong policy and support innovative practices in the following area:

- Continue to develop our website to provide transparent, accurate information about the Board's policies and priority projects, meetings, and other important initiatives.



TENNESSEE
STATE BOARD OF EDUCATION

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