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# **2011 Report Card on the Effectiveness of Teacher Training Programs**

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**Tennessee Higher Education Commission**

**State Board of Education**

**November 1, 2011**

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## EXECUTIVE SUMMARY

### Introduction

The Tennessee General Assembly passed legislation in 2007 requiring that the State Board of Education produce an assessment on the effectiveness of teacher training programs. The law requires that the report includes data on the performance of each program's graduates in the following areas: placement and retention rates, Praxis II results, and teacher effect data based on the Tennessee Value-Added Assessment System (TVAAS) scores. This year's report card includes several additional indicators for each program; more information on the changes and additions can be found in the following section.

The information contained herein is to establish a baseline for teacher training programs and for the public to evaluate and review program effectiveness, based on specific measures of quality as defined by Tennessee Code Annotated 49-5-108.

Tennessee is working to improve teacher preparation with several First to the Top initiatives. As part of this work, the *Report Card on the Effectiveness of Teacher Training Programs* has been redesigned so that it is a more effective tool for evaluating the state's teacher preparation programs. The Tennessee Higher Education Commission (THEC) was given primary responsibility for the redesign process as well as future publication of the report card because of the agency's relationships with the higher education programs as well as data collection ability.

### Redesign Process

Over the past year, the Tennessee Higher Education Commission has worked in collaboration with the teacher training programs, the State Board of Education, the State Department of Education, and other key stakeholders to redesign and improve the report card.

The following changes have been put into effect for the 2011 report:

- The individual program reports include a summary page with information about the teacher training program as well as demographic and academic information on program completers.
- The program reports also include a map of where the most recent cohort of completers is currently teaching.
- There are additional documents to help the reader understand the data – the *Glossary of Terms* and *How to Read the Program Reports*.
- The Executive Summary includes specific findings from the data.
- There is now a Tennessee State Profile with statewide data and program comparisons.

- Teacher training programs reported student data directly to THEC, ensuring that programs have the ability to accurately claim completers.

The following changes are in progress:

- The report will be available online in a user-friendly portal that will enable comparisons across programs and years (December 2011).
- Teacher training programs will receive individual feedback reports in addition to the public report card to help identify specific strengths and weaknesses and areas that can be improved (April 2012).
- Teacher effect data will be included for all completers as new value-added measures are developed for the teacher and principal evaluation system (November 2012).

### Explanation of Data

#### *Teacher Effect Data*

The SAS Institute, Inc. performed the analysis of teacher effect data for beginning teachers (defined as those with 1 to 3 years of experience) from all teacher preparation programs in the state. The goals of the study were: (1) to identify teacher training programs that tend to produce new teachers who are highly effective and programs that tend to produce new teachers who are very ineffective, and (2) to determine if a program is above or below the reference distribution for each level of effectiveness with a fair and reliable statistical test. The report differentiates between the performance of traditionally licensed and alternatively licensed teachers in comparison to three reference populations. A more detailed explanation of how to interpret the reference populations can be found in *How to Read the Program Reports*.

#### *Placement and Retention Results*

The report contains placement and retention analysis for the 2006-07 through the 2009-10 cohorts of completers teaching in public K-12 schools in Tennessee. The Center for Business and Economic Research at the University of Tennessee, Knoxville compared data on the 2009-10 completers as reported by the programs to THEC against the Tennessee Personnel Information Reporting System (PIRS) database in order to determine the placement and retention of teachers from specific programs. The reports include the percent of completers teaching in their first year after program completion as well as those teaching in their second year, which helps to capture those who waited a year before beginning to teach. The report also includes the percentage of completers teaching for three consecutive years, and retention for three out of four years, which again helps to capture those who may take a year off but return to teaching in Tennessee public K-12 schools.



### *Praxis Results*

Teacher candidates are required to take the Praxis II exams in order to be eligible to teach in Tennessee. Praxis II exams are offered in multiple content areas. Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. More detailed information on Praxis results can be found on the state's annual Title II report to the federal government.

### *Limitation of the Data*

Currently, the value-added analysis is only available for teachers in the tested subjects and grades, which represents about 35% of the 2009-10 completers from teacher training programs. The state is working on developing value-added measures for all educators as part of the new teacher and principal evaluation system; these measures will be included on the report card as soon as they are available. The placement and retention rates do not represent all graduates who continued in the teaching field because the PIRS database is limited to those teaching in public K-12 schools in Tennessee; information is not included on teachers who went on to work in private schools or schools out of state. Additionally, there are missing data for the majority of charter schools in the state. The State Department of Education is working with the Local Education Agencies to remedy the gaps in reporting.

## Findings

### *Profile Information*

- There are data for about 30% of 2009-10 completers for ACT Composite scores. These data show that the average ACT Composite score for traditionally licensed teachers is 22.8 while it is 23.9 for alternatively licensed teachers. The scores range from 13 to 36 for all completers, with an average of 22.8. The following programs had completers with an ACT Composite score of 14 or less: Middle Tennessee State University, UT Martin, East Tennessee State University, and University of Memphis.
- The majority of 2010 graduates from teacher training programs in the state are white females from Tennessee. Of the 5,061 completers, 87% are white, 76% are female, and 89% are from Tennessee.
- 1,818 completers received the Elementary K-6 endorsement. Early Childhood Education PK-3 had the next highest number of completers, with 372. Tennessee indicated its commitment to improving STEM education in the state's Race to the Top application. This year, only 446 total completers received one or more endorsements in a STEM field.

### *Placement and Retention*

- Teacher retention within the first four years after completing the teacher training program is comparable to the national trends. About 60% of graduates teach in a public school in the

state in their first eligible year, and about 60% continue teaching for three out of the following four years. About 50% teach for three consecutive years.

### *Teacher Effect Data*

- Traditionally licensed teachers, which represent the majority of completers, have lower student achievement gains than veteran teachers in grades 4-8 Math, Reading/Language Arts, Social Studies, as well as the overall TCAP Composite score.
- Traditionally licensed teachers in high school courses tend to perform at the same level as veteran teachers with the exception of Biology I, where they tend to have higher student achievement gains.
- Alternatively licensed teachers tend to perform at the same level as veteran teachers in all grade levels and subjects with the exception of Science, where they tend to have higher student achievement gains.
- Only three programs tend to produce teachers (traditionally and alternatively licensed teachers combined) with higher student achievement gains than veteran teachers – Teach for America Memphis, Teach for America Nashville, and Lipscomb University.
- Significantly more programs have a tendency to produce teachers (traditionally and alternatively licensed teachers combined) with lower student achievement gains as compared to veteran teachers (see page 13 for a list of those 14 programs).
- When comparing beginning teachers to other beginning teachers (traditionally and alternatively licensed teachers combined), there are nine programs that have a tendency to produce teachers with higher student achievement gains.
- Several programs are producing teachers that are not performing as well other beginning teachers in that state. The programs that have a tendency to produce teachers with lower student achievement gains in comparison to other beginning teachers are: TN State University, TN Technological University, UT Martin, South College, TN Wesleyan, Middle Tennessee State University, Memphis Teacher Residency, Trevecca Nazarene University, and Union University.

## Tennessee State Profile

### Teacher Training Programs Statewide Distribution

	State	East TN	Middle TN	West TN
Total Number of Teacher Preparation Programs	43	14	15	13
Tennessee Board of Regents	6	1	4	1
University of Tennessee	3	2	0	1
Independent Colleges and Universities	29	12	9	8
Alternative Providers	5	0	2	3

### Tennessee Teacher Training Program Completers

System	Total Completers	Licensure Status	Total Completers
TBR	2198	Traditional License	3788
UT	729	Alternative License	975
TICUA	1898	Beginning Admin License	206
Alternative Provider	265	Special Group License	117

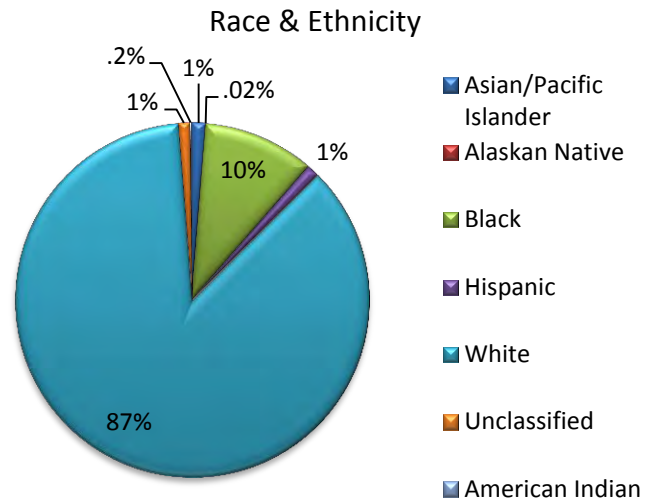
### Placement and Retention

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	3801	62.2%	61.7%	51.0%	59.5%
2007 - 08	3651	56.1%	60.6%	47.9%	
2008 - 09	4289	54.3%	60.0%		
2009 - 10	5061	61.3%			

**Demographic Information**

<b>Total Number</b>	<b>5061</b>
Male	24%
Female	76%
In-state	89%
Out-of-state	11%



**Academic Background Information**

	Average Traditional	Average Alternative	Average All Completers	Completers Reported
<b>Final GPA</b>	3.52	3.66	3.57	4749
<b>Major GPA</b>	3.49	3.65	3.55	1451
<b>High School GPA</b>	3.38	3.50	3.39	1345
<b>ACT Composite</b>	22.8	23.9	22.8	1687
<b>ACT Reading</b>	23.5	22.5	23.5	1281
<b>ACT Science</b>	21.8	20.3	21.8	1281
<b>ACT English</b>	23.3	22.5	23.2	1308
<b>ACT Math</b>	20.8	20.6	20.8	1320
<b>SAT Cumulative</b>	1155	1274	1178	261
<b>SAT Math</b>	539	648	560	131
<b>SAT Verbal</b>	534	649	557	128

**Teacher Assessments**

<b>Praxis Results (2008-2009)</b>	<b>Number Tested</b>	<b>Number Passed</b>	<b>Pass Rate</b>
Summary Pass Rates - Traditional	3550	3511	98.9%
Summary Pass Rates - Alternative	383	357	93.2%

### **Endorsement Areas Earned by 2009-10 Teacher Training Program Completers**

*Teacher training programs reported the initial endorsement areas that they approved for each completer. Programs could report up to nine endorsement areas per completer. The numbers below do not represent any add-on endorsement that teachers may have received after program completion.*

#### **Top Endorsement Areas**

Elementary K-6	1818 completers
Early Childhood Education PK-3	372 completers
Special Education Modified K-12	327 completers
English 7-12	300 completers
Middle Grades 4-8	271 completers
History 7-12	261 completers
Mathematics 7-12	228 completers

#### **Endorsements in STEM Fields**

446 Total Completers with one or more endorsements in STEM fields

Mathematics 7-12	228 completers
Biology 7-12	170 completers
Chemistry 7-12	48 completers
Physics 7-12	23 completers
Earth Science 7-12	7 completers
Tech/Engineering Education 5-12	3 completers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)*KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) from teacher training programs in Tennessee as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.5824</b>	1119	30
- <b>Math</b>	<b>-0.2644</b>	613	25
- <b>Reading/Language</b>	<b>-0.1755</b>	697	24
- <b>Science</b>	-0.1192	578	24
- <b>Social Studies</b>	<b>-0.3672</b>	571	23
<b>EOC Composite (High school)</b>	-0.3463	233	17
- <b>Algebra I</b>	-0.0947	42	5
- <b>Biology I</b>	<b>0.8671</b>	13	2
- <b>English I</b>	0.0612	40	4
- <b>English II</b>	-0.1763	30	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0488	222	15
- <b>Math</b>	0.2187	53	7
- <b>Reading/Language</b>	-0.1559	75	7
- <b>Science</b>	<b>1.2030</b>	68	8
- <b>Social Studies</b>	0.8474	46	5
<b>EOC Composite (High school)</b>	-0.0427	195	18
- <b>Algebra I</b>	0.9688	53	6
- <b>Biology I</b>	-1.0054	25	4

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) from teacher training programs in Tennessee as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.4120</b>	1373	34
- <b>Math</b>	-0.1239	704	29
- <b>Reading/Language</b>	<b>-0.1485</b>	804	27
- <b>Science</b>	0.2161	677	28
- <b>Social Studies</b>	-0.1203	637	25
<b>EOC Composite (High school)</b>	-0.2042	459	26
- <b>Algebra I</b>	0.1709	140	15
- <b>Biology I</b>	-0.1412	66	9
- <b>English I</b>	-0.0962	53	6
- <b>English II</b>	0.0314	39	5
- <b>U.S. History</b>	0.0369	17	3

### Statewide Summary of Statistically Significant Results

The following table lists the programs that had **statistically significant positive differences** in the effectiveness of traditionally and alternatively licensed teachers with one to three years of experience.

Subject	Veteran Teacher Comparison	Beginning Teacher Comparison	Statewide Distribution
<b>TCAP Composite (grades 4-8)</b>	TFA Memphis TFA Nashville	TFA Memphis TFA Nashville	TFA Memphis TFA Nashville
- <b>Math</b>	TFA Memphis	Bethel TFA Memphis	
- <b>Reading/Language</b>	TFA Memphis	TFA Memphis Trevecca	TFA Memphis
- <b>Science</b>	TFA Memphis TFA Nashville	TFA Memphis TFA Nashville	TFA Memphis TFA Nashville
- <b>Social Studies</b>	TFA Memphis	TFA Memphis TFA Nashville	TFA Memphis TFA Nashville
<b>EOC Composite (High school)</b>	Lipscomb TFA Nashville	Lipscomb TFA Nashville UT Knoxville	TFA Nashville UT Knoxville
- <b>Algebra I</b>	Lipscomb TFA Nashville	Lipscomb TFA Nashville	TFA Nashville
- <b>Biology I</b>		Carson-Newman	TTU
- <b>English II</b>		U of Memphis	

The following programs produced beginning teachers with comparable effectiveness to all three reference groups (i.e. they did not have any statistically significant results)

- |                                   |                                 |
|-----------------------------------|---------------------------------|
| - Austin Peay State University    | - Lee University                |
| - Belmont University              | - Maryville College             |
| - Christian Brothers University   | - TNTP Memphis Teaching Fellows |
| - Cumberland University           | - Vanderbilt University         |
| - East Tennessee State University | - Victory University            |
| - King College                    |                                 |

The following programs had less than 5 teachers in tested subjects and do not have t-values of teacher effect measures:

- |                      |                                   |
|----------------------|-----------------------------------|
| - Aquinas College    | - LeMoyne-Owen College            |
| - Bryan College      | - Memphis College of Art          |
| - Fisk University    | - Southern Adventist University   |
| - Johnson University | - Free Will Baptist Bible College |
| - Lane College       |                                   |



The following table lists the programs that had **statistically significant negative differences** in the effectiveness of traditionally and alternatively licensed teachers with one to three years of experience.

Subject	Veteran Teacher Comparison	Beginning Teacher Comparison	Statewide Distribution
<b>TCAP Composite (grades 4-8)</b>	LMU MTSU Milligan South College TSU TTU TN Wesleyan Tusculum U of Memphis	TSU	Freed-Hardeman LMU Milligan South College TSU TTU U of Memphis
- <b>Math</b>			
- <b>Reading/Language</b>	MTSU TSU TTU U of Memphis UT Knoxville UT Martin	TSU TTU UT Martin	LMU South College U of Memphis UT Martin
- <b>Science</b>	TSU	South College TSU TN Wesleyan	South College TSU Trevecca
- <b>Social Studies</b>	MTSU TTU Trevecca	MTSU Trevecca	TTU U of Memphis
<b>EOC Composite (High school)</b>	MTR UT Martin	MTR UT Martin	MTR UT Martin
- <b>Algebra I</b>	UT Martin	UT Martin	UT Martin
- <b>Biology I</b>	Union	Union	

## Programs at a Glance

Teacher Training Program	Number of Completers 2009-10	Number of Statistically Significant Positive Results	Number of Statistically Significant Negative Results	% of Completers Teaching 3 out of 4 Years	Praxis II Summary Pass Rates 2008-09
Aquinas College	5	-	-	25%	n/a
Austin Peay State University	173	-	-	61.1%	99%
Belmont University	59	-	-	49%	94%
Bethel University	19	3	-	87.5%	100%
Bryan College	19	-	-	22.2%	87%
Carson-Newman College	108	4	-	73.9%	100%
Christian Brothers University	75	-	-	51.7%	91%
Cumberland University	89	-	-	91.7%	88%
East Tennessee State University	278	-	-	50.8%	100%
Fisk University	6	-	-	88.9%	n/a
Freed-Hardeman University	129	-	2	64.7%	100%
Free Will Baptist Bible College	11	-	-	7.7%	100%
Johnson University	21	-	-	15.0%	100%
King College	24	-	-	57.1%	100%
Lane College	1	-	-	66.7%	n/a
Lee University	183	-	-	34.9%	100%
LeMoyne-Owen College	15	-	-	83.3%	100%
Lipscomb University	171	11	-	48.2%	92%
Lincoln Memorial University	131	-	7	60.1%	100%
Martin Methodist College	14	-	1	71.4%	100%
Maryville College	28	-	-	52.0%	100%
Memphis College of Art	7	-	-	n/a	n/a
Memphis Teacher Residency	20	-	6	n/a	n/a
Middle Tennessee State University	608	-	8	70.5%	95%
Milligan College	91	-	4	61.7%	100%
South College	60	-	9	66.7%	100%
Southern Adventist University	26	-	-	7.7%	100%
Teach for America- Memphis	99	32	-	8.9%	n/a
Teach for America- Nashville	46	26	-	n/a	n/a
Teach Tennessee	55	-	1	57.5%	100%
Tennessee State University	96	-	15	46.2%	100%
Tennessee Technological University	611	1	12	67.8%	97%
Tennessee Wesleyan College	35	-	5	68.8%	100%
TNTP: Memphis Teaching Fellows	45	-	-	n/a	n/a
Trevecca Nazarene University	153	2	7	61.2%	99%
Tusculum College	117	-	2	70.9%	100%
Union University	116	-	1	46.7%	99%
University of Memphis	436	1	16	66.7%	97%
University of TN, Chattanooga	210	-	1	56.5%	100%
University of TN, Knoxville	256	7	2	63.1%	97%
University of TN, Martin	263	1	16	64.7%	90%
Vanderbilt University	108	-	-	24.8%	100%
Victory University	42	-	-	66.7%	100%

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# **Teacher Training Program Reports**

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## How to Read the Program Reports

<b>Location:</b>	Where the program is physically located
<b>System:</b>	There are three university systems in the state as well as several alternative providers. Systems: <ul style="list-style-type: none"> <li>- Tennessee Independent Colleges and Universities Association (TICUA)</li> <li>- Tennessee Board of Regents (TBR)</li> <li>- University of Tennessee (UT)</li> </ul>
<b>Accreditation:</b>	Programs receive accreditation through the National Council for Accreditation of Teacher Education (NCATE) and/or the Southern Association of Colleges and Schools (SACS).
<b>Approved Teacher Education Programs:</b>	This number is self-reported by programs.
<b>Top Endorsement Areas:</b>	This represents the endorsement areas with the highest number of completers at each program.

### Program Completers

Total Number	2009-10 Completers (includes all license types)	
Male	Percent of total completers	[Race & Ethnicity Pie Chart]
Female		
In-state	Percent of total completers	
Out-of-state		
Traditional License	Number of completers receiving the Apprentice Tennessee Teacher License	
Alternative License	Number of completers receiving Transitional License	

Note: total number of traditional and alternative licensed teachers may not match total number of completers because completer total includes additional license types.

### Academic Information

All academic information is self-reported by each program. Any information that is not included in the table was not reported by the program. This is an optional field and not all programs collect and/or chose to report these data.

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year from 2006-2010. These data are based on the program completers in the Personnel Information Reporting System (PIRS). PIRS is the State Department of Education reporting system that collects employment information on teachers and school leaders from all Local Education Agencies.

- Teaching in Year 1: the percent of completers from the individual cohort that taught immediately following program completion.
- Teaching in Year 2: the percent of completers from the individual cohort that were teaching in the second year after program completion (includes anyone from year 1 still teaching).
- Teaching 3 Consecutive Years: the percent of completers that taught for three consecutive years, beginning in the first year after program completion.
- Teaching 3 out of 4 years: the percent of completers that taught in any three of the four years after program completion.

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Praxis results are provided for the 2008-2009 cohort from each program. All data retrieved from federal Higher Education Act Title II reports. For more information, visit: <https://title2.ed.gov/Title2STRC/Pages/StateHome.aspx>

## **Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

### T-Value of Teacher Effect:

- The t-value of teacher effect is defined as the teacher effect divided by its standard error in all subjects. Teacher effect measures teacher effectiveness relative to the district gain; teacher gain is defined as the teacher effect added to the district gain.
- The t-value of teacher effect is used instead of the teacher effect itself or teacher gain because: (1) teachers are not randomly assigned to school districts and value-added teacher effect is centered on district gain, (2) t-value of teacher effect enables equitable comparisons across multiple grades, and (3) the use of t-value of teacher effect creates a fair measure regardless of the amount of data available for the analysis of each teacher.
- The mean t-value is derived from one year of value added data (2010-2011) for all beginning teachers from each program. All teachers who have been teaching for one, two, or three years are included in the analysis.
- *Explanation of terms in Key*
  - No statistically significant difference: the t-value of teacher effect can represent a positive or negative difference, but is not considered to be statistically significant.
  - Fewer than 5 teachers: analysis is only provided when there are at least 5 teachers in the given subject.
  - Statistically significant positive difference: the mean t-value of teacher effect as compared to the given reference population represents a tendency for those teachers to have higher student achievement gains in the specific subject.
  - Statistically significant negative difference: the mean t-value of teacher effect as compared to the given reference population represents a tendency for those teachers to have lower student achievement gains in the specific subject.

**Comparison Tables**

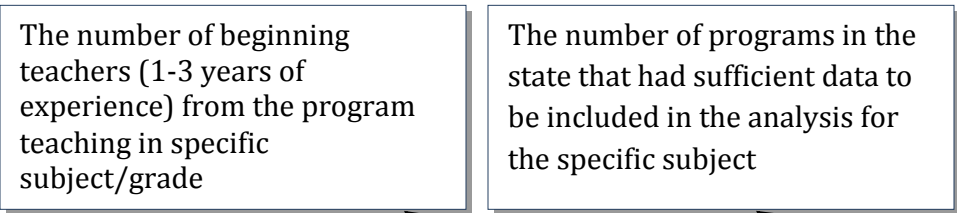
- There are three tables for each reference group population:
  - o Traditionally Licensed Teachers (those with the Tennessee Apprentice Teaching License)
  - o Alternatively Licensed Teachers (those with the Tennessee Transitional License)
  - o Traditionally and Alternatively Licensed Teachers (combined analysis)

Veteran Teacher Comparison:

- The average effectiveness of beginning teachers (1-3 years of experience) from this teacher training program as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.
- Technical definition: Comparison of the 2010 – 2011 mean t-value of teacher effect for beginning teachers (1-3 years of experience) as compared to the mean of veteran teachers (teaching more than 3 years) from the statewide distribution of 2010 – 2011 teacher valued-added data

Beginning Teacher Comparison:

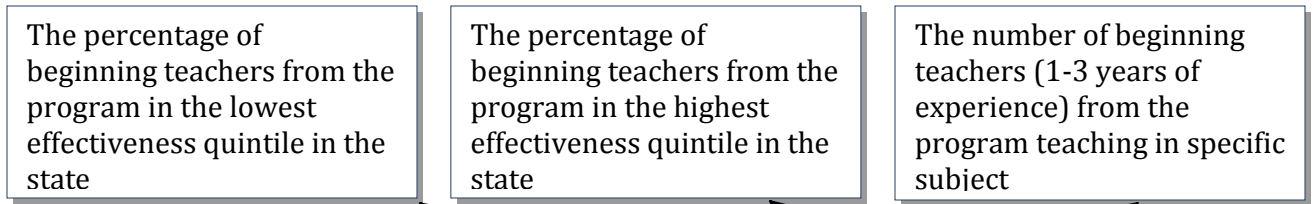
- The average effectiveness of beginning teachers (1-3 years of experience) from this teacher training program as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth.
- Technical definition: Comparison of the 2010 – 2011 mean t-value of teacher effect among beginning teachers (1-3 years of experience) as compared to the mean of means for all teacher training programs in the state



Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
TCAP Composite (grades 4-8)			
- Math			
- Reading/Language			
- Science			
- Social Studies			
EOC Composite (High school)			
- Specific high school subjects included if t-value is available			

Statewide Distribution:

- The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based on the 2010 – 2011 statewide distribution of the t-value of teacher effects



Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
TCAP Composite (grades 4-8)			
- Math			
- Reading/Language	(1) 0.0%	(2) 50.0%	
- Science			
- Social Studies			
EOC Composite (High school)	(3) 50.0%	(4) 0.0%	
- Specific high school subjects included if t-value is available			

- (1) Statistically significant positive difference in the lowest quintile: the program does not have a tendency to produce the least effective teachers in the state.
- (2) Statistically significant positive difference in the highest quintile: the program has a tendency to produce highly effective teachers.
- (3) Statistically significant negative difference in the lowest quintile: the program has a tendency to produce the least effective teachers in the state.
- (4) Statistically significant negative difference in the highest quintile: the program does not have a tendency to produce the highly effective teachers in the state.



## Aquinas College

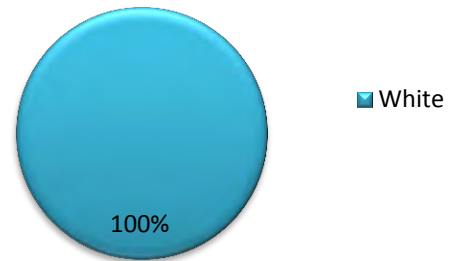
### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	2
Top Endorsement Area:	Elementary K-6 (5 completers)

#### Program Completers

<b>Total Number</b>	<b>5</b>
Male	
Female	100%
In-state	100%
Out-of-state	
Traditional License	5
Alternative License	0

#### Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.60	3.29 – 3.96			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.39	2.74 – 4.00			<b>3.39</b>
<b>ACT Composite</b>	26.2	20 – 36			<b>22.9</b>
<b>ACT Reading</b>	28.5	21 – 36			<b>23.5</b>
<b>ACT Science</b>	27.3	21 – 36			<b>21.8</b>
<b>ACT English</b>	29.8	22 – 36			<b>23.2</b>
<b>ACT Math</b>	24.8	17 – 35			<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

**Placement and Retention Data**

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	12	33.3%	16.7%	8.3%	25%
2007 - 08	15	0%	0%	0%	
2008 - 09	6	0%	0%		
2009 - 10	5	0%			

**Teacher Assessments**

*Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.*

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	6		
Summary Pass Rates			
- Alternative			

*Note: The pass rate is not provided if there were less than 10 test takers*

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

**Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

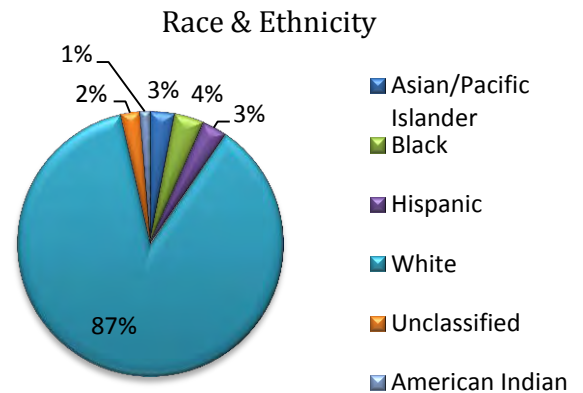
## Austin Peay State University

### Teacher Education Program Information

<b>Location:</b>	<b>Clarksville, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	33
Top Endorsement Areas:	Elementary K-6 (86 completers) English 7-12 (18 completers) History 7-12 (14 completers)

#### Program Completers

<b>Total Number</b>	<b>173</b>
Male	12%
Female	88%
In-state	92%
Out-of-state	8%
Traditional License	156
Alternative License	13



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.40	2.78 – 4.00	3.37	3.65	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

### Placement and Retention Data

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	157	68.8%	63.7%	53.5%	61.1%
2007 - 08	162	61.7%	64.2%	51.2%	
2008 - 09	179	57.5%	59.2%		
2009 - 10	173	56.2%			

### Teacher Assessments

*Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.*

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
<b>Summary Pass Rates</b>			
- <b>Traditional</b>	136	136	100%
<b>Summary Pass Rates</b>			
- <b>Alternative</b>	40	39	98%

*Note: The pass rate is not provided if there were less than 10 test takers*

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3181	66	30
- <b>Math</b>	-0.1894	35	25
- <b>Reading/Language</b>	-0.1661	50	24
- <b>Science</b>	-0.1734	10	24
- <b>Social Studies</b>	0.0745	33	23
<b>EOC Composite (High school)</b>	-0.9253	7	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3481	13	15
- <b>Math</b>	-0.6947	5	7
- <b>Reading/Language</b>	-0.0171	6	7
- <b>Science</b>	1.2152	8	8
- <b>Social Studies</b>	-0.1076	5	5
<b>EOC Composite (High school)</b>	-0.3063	7	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3230	79	34
- <b>Math</b>	-0.2526	40	29
- <b>Reading/Language</b>	-0.1501	56	27
- <b>Science</b>	0.0911	42	28
- <b>Social Studies</b>	0.0506	38	25
<b>EOC Composite (High school)</b>	-0.6158	14	26
- <b>Algebra I</b>	0.8152	5	15



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.2643	66	30
- <b>Math</b>	0.0749	35	25
- <b>Reading/Language</b>	0.0094	50	24
- <b>Science</b>	-0.0541	34	24
- <b>Social Studies</b>	0.4418	33	23
<b>EOC Composite (High school)</b>	-0.5790	7	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2994	13	15
- <b>Math</b>	-0.9134	5	7
- <b>Reading/Language</b>	0.1388	6	7
- <b>Science</b>	0.0121	8	8
- <b>Social Studies</b>	-0.9550	5	5
<b>EOC Composite (High school)</b>	-0.2636	7	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0889	79	34
- <b>Math</b>	-0.1287	40	29
- <b>Reading/Language</b>	-0.0016	56	27
- <b>Science</b>	-0.1250	42	28
- <b>Social Studies</b>	0.1709	38	25
<b>EOC Composite (High school)</b>	-0.4116	14	26
- <b>Algebra I</b>	0.6443	5	15

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	15.2%	16.7%	66
- <b>Math</b>	22.9%	17.1%	35
- <b>Reading/Language</b>	22.0%	18.0%	50
- <b>Science</b>	23.5%	17.7%	34
- <b>Social Studies</b>	18.2%	18.2%	33
<b>EOC Composite (High school)</b>	28.6%	28.6%	7

**Alternatively Licensed Teachers**

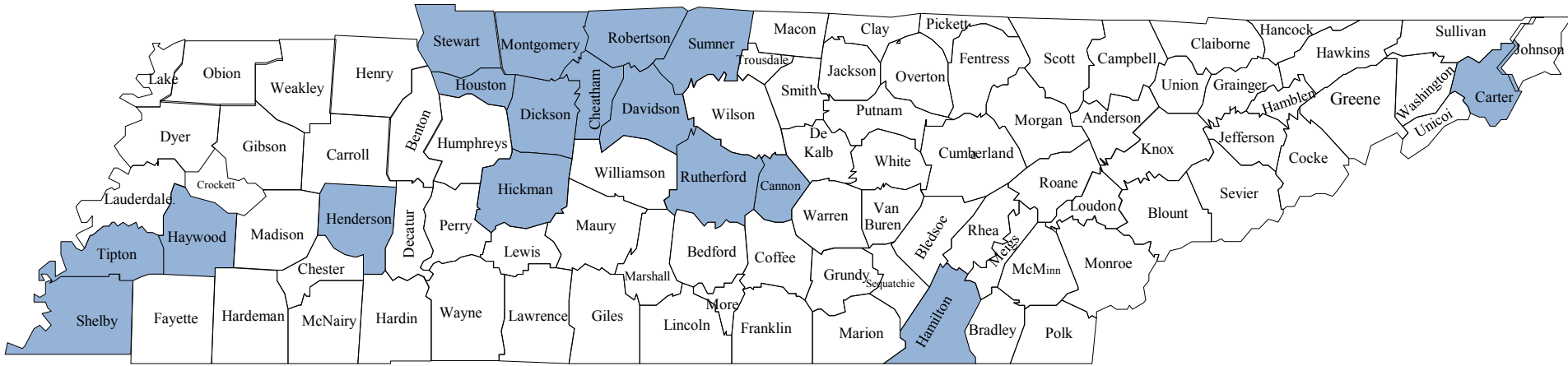
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	23.1%	23.1%	13
- <b>Math</b>	20.0%	20.0%	5
- <b>Reading/Language</b>	33.3%	16.7%	6
- <b>Science</b>	25.0%	50.0%	8
- <b>Social Studies</b>	0.0%	0.0%	5
<b>EOC Composite (High school)</b>	28.6%	14.3%	7

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	16.5%	17.7%	79
- <b>Math</b>	22.5%	17.5%	40
- <b>Reading/Language</b>	23.2%	17.9%	56
- <b>Science</b>	23.8%	23.8%	42
- <b>Social Studies</b>	15.8%	15.8%	38
<b>EOC Composite (High school)</b>	28.6%	21.4%	14
- <b>Algebra I</b>	20.0%	40.0%	5

# Austin Peay State University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Cannon	1
Carter	1
Cheatham	7
Davidson	3
Dickson	7
Hamilton	1
Haywood	1
Henderson	1
Hickman	1

County	Number of Teachers
Houston	3
Montgomery	50
Robertson	11
Rutherford	2
Shelby	1
Stewart	1
Sumner	1
Tipton	1

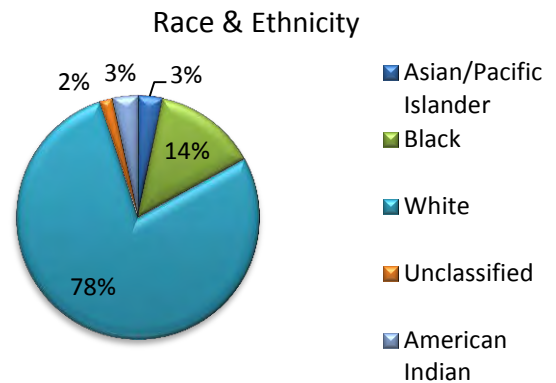
## Belmont University

### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	26
Top Endorsement Areas:	Elementary K-6 (14 completers) Early Childhood PK-3 (11 completers) English 7-12 (8 completers)

#### Program Completers

<b>Total Number</b>	<b>59</b>
Male	15%
Female	85%
In-state	86%
Out-of-state	14%
Traditional License	48
Alternative License	11



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.68	2.88 – 4.00	3.68	3.70	<b>3.57</b>
<b>Major GPA</b>	3.71	2.88 – 4.00	3.72	3.69	<b>3.55</b>
<b>High School GPA</b>	3.37	2.17 – 4.00	3.33	3.96	<b>3.39</b>
<b>ACT Composite</b>	24.3	19 – 31	24.5	21	<b>22.9</b>
<b>ACT Reading</b>	26.1	19 – 35	26.6	19	<b>23.5</b>
<b>ACT Science</b>	22.6	17 – 32	22.6	22	<b>21.8</b>
<b>ACT English</b>	25.1	17 – 32	25.4	20	<b>23.2</b>
<b>ACT Math</b>	22.8	18 – 29	22.8	22	<b>20.8</b>
<b>SAT Cumulative</b>	1228	890 – 1510	1228	n/a	<b>1182</b>
<b>SAT Math</b>	614	440 – 770	614	n/a	<b>560</b>
<b>SAT Verbal</b>	586	407 – 740	586	n/a	<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	51	54.9%	39.2%	35.3%	49%
2007 - 08	53	37.7%	54.7%	32.1%	
2008 - 09	50	64.0%	64.0%		
2009 - 10	59	47.5%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	38	35	92%
Summary Pass Rates			
- Alternative	10	10	100%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.7067	7	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	0.1267	6	24
- <b>Science</b>	-	3	24
- <b>Social Studies</b>	-	1	23
<b>EOC Composite (High school)</b>	-	2	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-0.5473	6	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0654	11	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	0.1267	6	27
- <b>Science</b>	-0.1486	6	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-0.3743	8	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	1.2891	7	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	0.3022	6	24
- <b>Science</b>	-	3	24
- <b>Social Studies</b>	-	1	23
<b>EOC Composite (High school)</b>	-	2	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-0.5047	6	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.3466	11	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	0.2752	6	27
- <b>Science</b>	-0.3647	6	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-0.1701	8	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	0.0%	14.3%	7
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	33.3%	33.3%	6
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	-	-	2

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	16.7%	16.7%	6

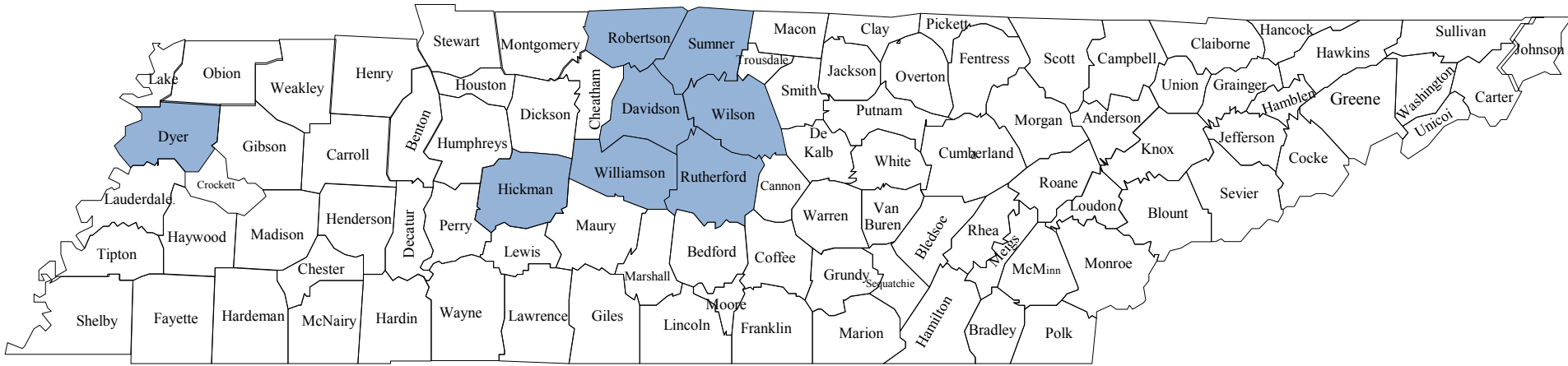
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	9.1%	18.2%	11
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	33.3%	33.3%	6
- <b>Science</b>	16.7%	33.3%	6
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	12.5%	12.5%	8



# Belmont University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Davidson	16
Dyer	1
Hickman	1
Robertson	1
Rutherford	2
Sumner	1
Williamson	5
Wilson	1

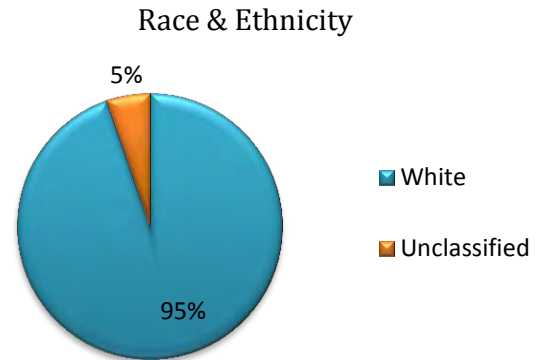
## Bethel University

### Teacher Education Program Information

<b>Location:</b>	<b>McKenzie, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	11
Top Endorsement Areas:	Elementary K-6 (8 completers) SPED Modified K-12 (3 completers)

#### Program Completers

<b>Total Number</b>	<b>19</b>
Male	26%
Female	74%
In-state	95%
Out-of-state	5%
Traditional License	19
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.49	2.58 – 3.96			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
<b>2006 - 07</b>	16	68.8%	87.5%	68.8%	87.5%
<b>2007 - 08</b>	15	73.3%	80.0%	73.3%	
<b>2008 - 09</b>	26	80.8%	76.9%		
<b>2009 - 10</b>	19	5.3%			

## Teacher Assessments

*Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.*

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates - Traditional	15	15	100%
Summary Pass Rates - Alternative	11	11	100%

*Note: The pass rate is not provided if there were less than 10 test takers*

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	1.0360	7	30
- <b>Math</b>	1.7472	5	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	1.2329	6	24
- <b>Social Studies</b>	0.8056	5	23
<b>EOC Composite (High school)</b>	-	4	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	3	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.6161	14	34
- <b>Math</b>	1.7942	6	29
- <b>Reading/Language</b>	-0.4136	7	27
- <b>Science</b>	1.2329	6	28
- <b>Social Studies</b>	0.2977	8	25
<b>EOC Composite (High school)</b>	0.3794	5	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>1.6185</b>	10	30
- <b>Math</b>	<b>2.0116</b>	5	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	1.3521	6	24
- <b>Social Studies</b>	1.1728	5	23
<b>EOC Composite (High school)</b>	-	4	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	3	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	1.0281	14	34
- <b>Math</b>	<b>1.9182</b>	6	29
- <b>Reading/Language</b>	-0.2651	7	27
- <b>Science</b>	1.0168	6	28
- <b>Social Studies</b>	0.4180	8	25
<b>EOC Composite (High school)</b>	0.5835	5	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	10.0%	20.0%	10
- <b>Math</b>	0.0%	20.0%	5
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	0.0%	16.7%	6
- <b>Social Studies</b>	0.0%	20.0%	5
<b>EOC Composite (High school)</b>	-	-	4

#### Alternatively Licensed Teachers

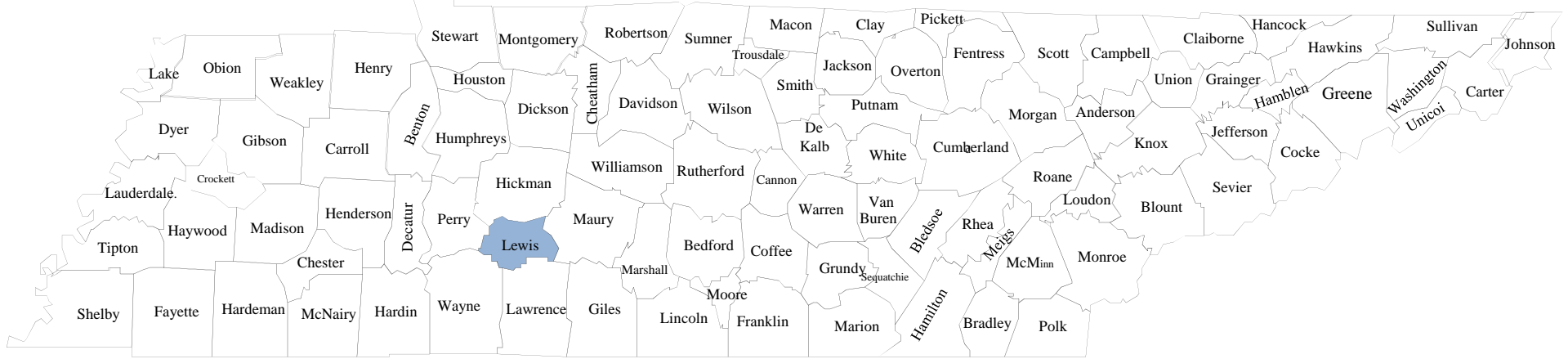
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	14.3%	21.4%	14
- <b>Math</b>	0.0%	16.7%	6
- <b>Reading/Language</b>	28.6%	14.3%	7
- <b>Science</b>	0.0%	16.7%	6
- <b>Social Studies</b>	12.5%	12.5%	8
<b>EOC Composite (High school)</b>	20.0%	20.0%	5

## Bethel University

### Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Lewis	1

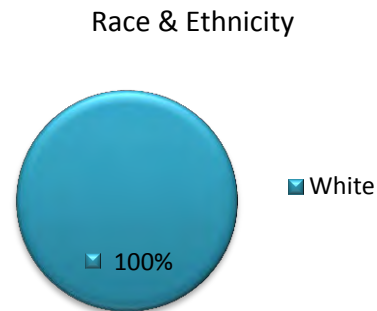
## Bryan College

### Teacher Education Program Information

<b>Location:</b>	<b>Dayton, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	10
Top Endorsement Areas:	Elementary K-6 (8 completers) History 7-12 (3 completers)

#### Program Completers

<b>Total Number</b>	<b>19</b>
Male	37%
Female	63%
In-state	53%
Out-of-state	47%
Traditional License	19
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.51	2.80 – 3.99			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.68	2.83 – 4.00			<b>3.39</b>
<b>ACT Composite</b>	25.4	18 - 33			<b>22.9</b>
<b>ACT Reading</b>	25.3	17 - 35			<b>23.5</b>
<b>ACT Science</b>	24.3	17 - 36			<b>21.8</b>
<b>ACT English</b>	27.1	14 - 35			<b>23.2</b>
<b>ACT Math</b>	23.9	17 - 35			<b>20.8</b>
<b>SAT Cumulative</b>	1112.5	1020 - 1280			<b>1182</b>
<b>SAT Math</b>	550	480 - 650			<b>560</b>
<b>SAT Verbal</b>	562.5	480 - 630			<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	9	22.2%	22.2%	22.2%	22.2%
2007 - 08	15	20.0%	26.7%	20.0%	
2008 - 09	15	26.7%	33.3%		
2009 - 10	19	26.3%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates - Traditional	15	13	87%
Summary Pass Rates - Alternative	n/a		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	2	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	2	25
<b>EOC Composite (High school)</b>	-	2	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	2	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	2	25
<b>EOC Composite (High school)</b>	-	2	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	2

#### Alternatively Licensed Teachers

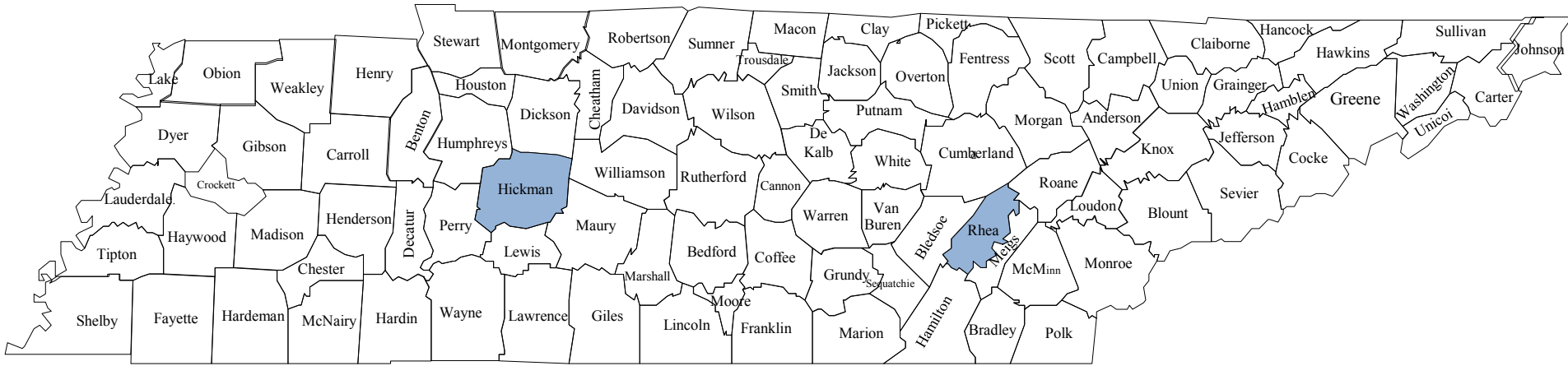
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	2

# Bryan College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Hickman	1
Rhea	4

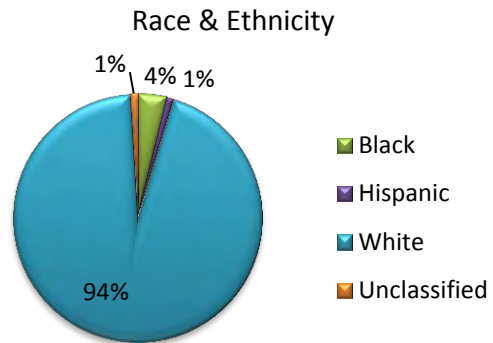
## Carson-Newman College

### Teacher Education Program Information

<b>Location:</b>	<b>Jefferson City, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	23
Top Endorsement Areas:	Elementary K-6 (20 completers) Physical Education K-12 (11 completers) English 7-12 (10 completers)

#### Program Completers

<b>Total Number</b>	<b>108</b>
Male	31%
Female	69%
In-state	90%
Out-of-state	10%
Traditional License	67
Alternative License	41



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.58	1.88 – 4.00	3.53	3.65	<b>3.57</b>
<b>Major GPA</b>	3.62	1.88 – 4.00	3.60	3.66	<b>3.55</b>
<b>High School GPA</b>	3.63	2.52 – 4.00	3.63		<b>3.39</b>
<b>ACT Composite</b>	22.8	18 – 30	22.8		<b>22.9</b>
<b>ACT Reading</b>	24.3	15 – 34	24.3		<b>23.5</b>
<b>ACT Science</b>	22.4	17 – 28	22.4		<b>21.8</b>
<b>ACT English</b>	23.6	14 – 32	23.6		<b>23.2</b>
<b>ACT Math</b>	21.6	17 – 30	21.6		<b>20.8</b>
<b>SAT Cumulative</b>	1008	940 - 1140	1008		<b>1182</b>
<b>SAT Math</b>	520	490 – 590	520		<b>560</b>
<b>SAT Verbal</b>	490	440 – 560	490		<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	69	68.1%	76.8%	63.8%	73.9%
2007 - 08	75	57.3%	62.7%	46.7%	
2008 - 09	65	40.0%	53.8%		
2009 - 10	108	75.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	57	57	100%
Summary Pass Rates			
- Alternative	4		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.4120	21	30
- <b>Math</b>	-0.6164	7	25
- <b>Reading/Language</b>	0.0366	12	24
- <b>Science</b>	<b>1.4336</b>	10	24
- <b>Social Studies</b>	-0.5981	12	23
<b>EOC Composite (High school)</b>	0.4617	10	17
- <b>Algebra I</b>	-1.7447	5	5

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0760	8	15
- <b>Math</b>	-0.2654	6	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	4	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	0.7893	10	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2774	29	34
- <b>Math</b>	-0.4544	13	29
- <b>Reading/Language</b>	0.0313	15	27
- <b>Science</b>	1.1192	14	28
- <b>Social Studies</b>	-0.4793	14	25
<b>EOC Composite (High school)</b>	0.6255	20	26
- <b>Algebra I</b>	-0.4185	8	15
- <b>Biology I</b>	1.5311	8	9



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1704	21	30
- <b>Math</b>	-0.3520	7	25
- <b>Reading/Language</b>	0.2121	12	24
- <b>Science</b>	<b>1.5528</b>	10	24
- <b>Social Studies</b>	-0.2309	12	23
<b>EOC Composite (High school)</b>	0.8080	10	17
- <b>Algebra I</b>	-1.6500	5	5

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1248	8	15
- <b>Math</b>	-0.4841	6	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	4	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	0.8319	10	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1346	29	34
- <b>Math</b>	-0.3305	13	29
- <b>Reading/Language</b>	0.1797	15	27
- <b>Science</b>	0.9031	14	28
- <b>Social Studies</b>	-0.3590	14	25
<b>EOC Composite (High school)</b>	0.8297	20	26
- <b>Algebra I</b>	-0.5894	8	15
- <b>Biology I</b>	<b>1.6723</b>	8	9

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	19.1%	9.5%	21
- <b>Math</b>	28.6%	0.0%	7
- <b>Reading/Language</b>	16.7%	25.0%	12
- <b>Science</b>	10.0%	<b>50.0%</b>	10
- <b>Social Studies</b>	33.3%	16.7%	12
<b>EOC Composite (High school)</b>	30.0%	20.0%	10
- <b>Algebra I</b>	60.0%	20.0%	5

#### Alternatively Licensed Teachers

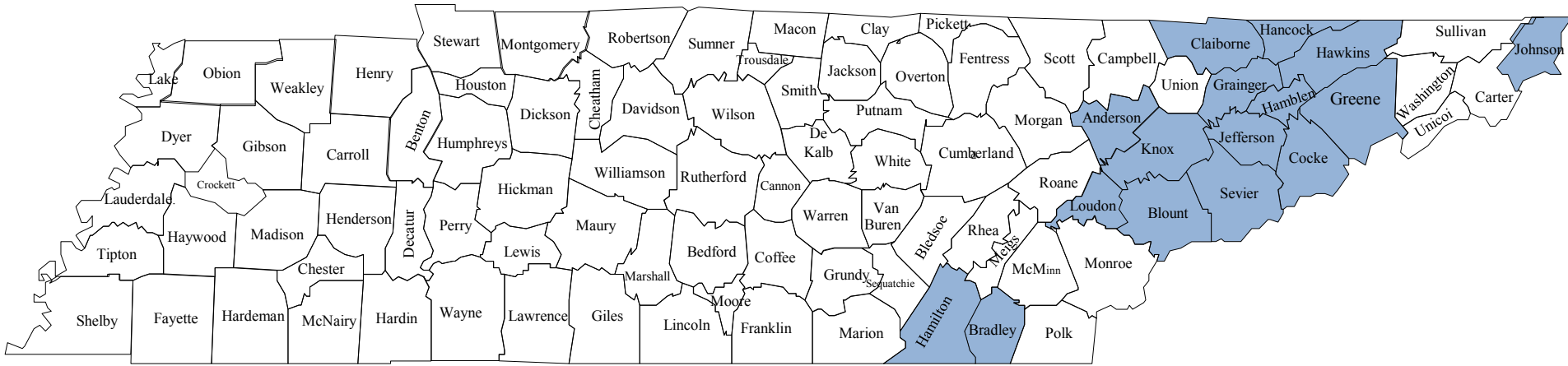
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	0.0%	12.5%	8
- <b>Math</b>	0.0%	0.0%	6
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	-	-	4
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	10.0%	20.0%	10

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	13.8%	10.3%	29
- <b>Math</b>	15.4%	0.0%	13
- <b>Reading/Language</b>	13.3%	20.0%	15
- <b>Science</b>	7.1%	35.7%	14
- <b>Social Studies</b>	28.6%	14.3%	14
<b>EOC Composite (High school)</b>	20.0%	20.0%	20
- <b>Algebra I</b>	50.0%	25.0%	8
- <b>Biology I</b>	0.0%	37.5%	8

# Carson-Newman College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	3
Blount	4
Bradley	1
Claiborne	1
Cocke	7
Grainger	4
Greene	4
Hamblen	17

County	Number of Teachers
Hamilton	1
Hancock	1
Hawkins	2
Jefferson	7
Johnson	1
Knox	19
Loudon	1
Sevier	8

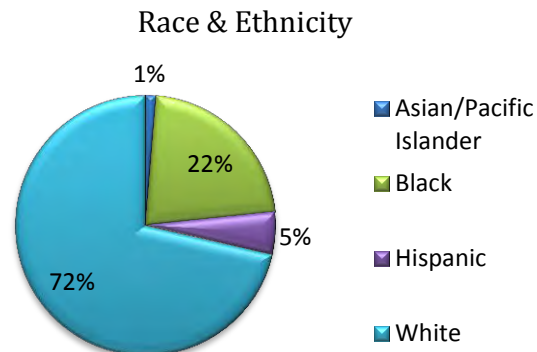
## Christian Brothers University

### Teacher Education Program Information

<b>Location:</b>	<b>Memphis, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	17
Top Endorsement Areas:	Elementary K-6 (25 completers) Beg Admin PreK-12 A (15 completers) Middle Grades 4-8 (9 completers)

#### Program Completers

<b>Total Number</b>	<b>75</b>
Male	24%
Female	76%
In-state	92%
Out-of-state	8%
Traditional License	51
Alternative License	9



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.88	3.23 – 4.00	3.86	3.94	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.52	3.12 – 3.95	3.52		<b>3.39</b>
<b>ACT Composite</b>	23.1	19 – 26	23.1		<b>22.9</b>
<b>ACT Reading</b>	24.6	18 – 29	24.6		<b>23.5</b>
<b>ACT Science</b>	22.1	20 – 25	22.1		<b>21.8</b>
<b>ACT English</b>	26.6	20 – 32	26.6		<b>23.2</b>
<b>ACT Math</b>	19.9	16 – 24	19.9		<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	60	51.7%	50.0%	45.0%	51.7%
2007 - 08	116	52.6%	53.4%	44.8%	
2008 - 09	81	42.0%	45.7%		
2009 - 10	75	57.3%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	65	59	91%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.3584	17	30
- <b>Math</b>	-0.5533	10	25
- <b>Reading/Language</b>	0.1576	11	24
- <b>Science</b>	-0.6859	10	24
- <b>Social Studies</b>	0.5816	13	23
<b>EOC Composite (High school)</b>	-	4	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0620	21	34
- <b>Math</b>	-0.3173	11	29
- <b>Reading/Language</b>	0.2692	13	27
- <b>Science</b>	-0.8202	12	28
- <b>Social Studies</b>	0.5816	13	25
<b>EOC Composite (High school)</b>	0.5973	5	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.9408	17	30
- <b>Math</b>	-0.2889	10	25
- <b>Reading/Language</b>	0.3331	11	24
- <b>Science</b>	-0.5666	10	24
- <b>Social Studies</b>	0.9488	13	23
<b>EOC Composite (High school)</b>	-	4	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.4740	21	34
- <b>Math</b>	-0.1933	11	29
- <b>Reading/Language</b>	0.4177	13	27
- <b>Science</b>	-1.0363	12	28
- <b>Social Studies</b>	0.7019	13	25
<b>EOC Composite (High school)</b>	0.8015	5	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	29.4%	23.5%	17
- <b>Math</b>	20.0%	20.0%	10
- <b>Reading/Language</b>	18.2%	27.3%	11
- <b>Science</b>	30.0%	0.0%	10
- <b>Social Studies</b>	30.8%	23.1%	13
<b>EOC Composite (High school)</b>	-	-	4

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

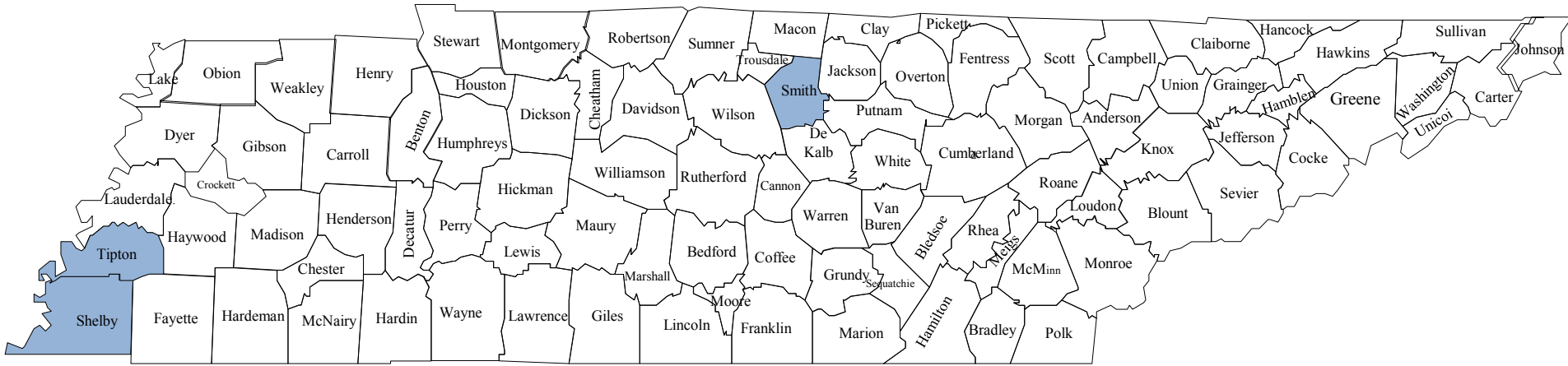
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	33.3%	23.8%	21
- <b>Math</b>	18.2%	18.2%	11
- <b>Reading/Language</b>	23.1%	30.8%	13
- <b>Science</b>	25.0%	0.0%	12
- <b>Social Studies</b>	30.8%	23.1%	13
<b>EOC Composite (High school)</b>	40.0%	40.0%	5



# Christian Brothers University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	41
Smith	1
Tipton	1

## Cumberland University

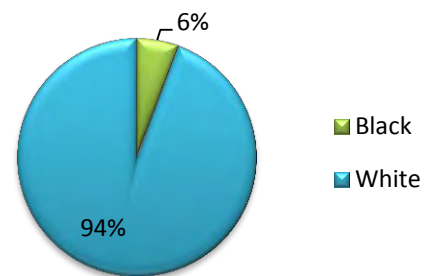
### Teacher Education Program Information

<b>Location:</b>	<b>Lebanon, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	22
Top Endorsement Areas:	Elementary K-6 (18 completers) History 7-12 (6 completers)

#### Program Completers

<b>Total Number</b>	<b>89</b>
Male	39%
Female	61%
In-state	99%
Out-of-state	1%
Traditional License	39
Alternative License	50

Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.64	2.79 – 4.00	3.57	3.91	<b>3.57</b>
<b>Major GPA</b>	3.67	2.23 – 4.00	3.61	3.90	<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	23.9	18 – 32	23.9		<b>22.9</b>
<b>ACT Reading</b>	28.3	23 – 32	28.3		<b>23.5</b>
<b>ACT Science</b>	27	21 – 32	27		<b>21.8</b>
<b>ACT English</b>	30.5	24 – 34	30.5		<b>23.2</b>
<b>ACT Math</b>	25.8	20 – 30	25.8		<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	24	91.7%	91.7%	87.5%	91.7%
2007 - 08	29	75.9%	82.8%	72.4%	
2008 - 09	74	73.0%	73.0%		
2009 - 10	90	76.7%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	30	27	90%
Summary Pass Rates			
- Alternative	37	32	86%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6122	13	30
- <b>Math</b>	-0.0676	6	25
- <b>Reading/Language</b>	0.1113	9	24
- <b>Science</b>	-0.1333	11	24
- <b>Social Studies</b>	-0.4812	5	23
<b>EOC Composite (High school)</b>	-	4	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3375	6	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	0.2072	8	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5255	19	34
- <b>Math</b>	-0.3299	9	29
- <b>Reading/Language</b>	0.0555	12	27
- <b>Science</b>	-0.1178	12	28
- <b>Social Studies</b>	-0.4812	5	25
<b>EOC Composite (High school)</b>	0.0551	12	26
- <b>U.S. History</b>	-0.2938	5	3

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	30
- <b>Math</b>	0.1967	6	25
- <b>Reading/Language</b>	0.2867	9	24
- <b>Science</b>	-0.0141	11	24
- <b>Social Studies</b>	-0.1140	5	23
<b>EOC Composite (High school)</b>	-0.0298	13	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2888	6	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	0.2498	8	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1135	19	34
- <b>Math</b>	-0.2059	9	29
- <b>Reading/Language</b>	0.2040	12	27
- <b>Science</b>	-0.3339	12	28
- <b>Social Studies</b>	-0.3609	5	25
<b>EOC Composite (High school)</b>	0.2593	12	26
- <b>U.S. History</b>	-0.3307	5	3

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	15.4%	7.7%	13
- <b>Math</b>	0.0%	0.0%	6
- <b>Reading/Language</b>	11.1%	11.1%	9
- <b>Science</b>	27.3%	45.5%	11
- <b>Social Studies</b>	0.0%	0.0%	5
<b>EOC Composite (High school)</b>	-	-	4

#### Alternatively Licensed Teachers

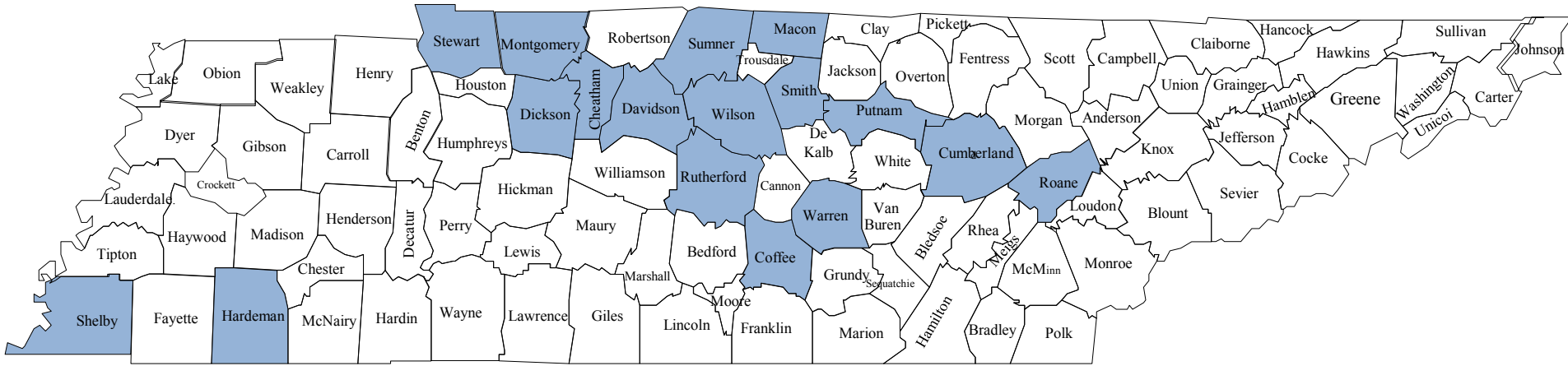
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	16.7%	16.7%	6
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	-	-	1
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	12.5%	25.0%	8

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	15.8%	10.5%	19
- <b>Math</b>	11.1%	11.1%	9
- <b>Reading/Language</b>	8.3%	8.3%	12
- <b>Science</b>	25.0%	41.7%	12
- <b>Social Studies</b>	0.0%	0.0%	5
<b>EOC Composite (High school)</b>	16.7%	25.0%	12
- <b>U.S. History</b>	20.0%	20.0%	5

# Cumberland University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Cheatham	1
Coffee	1
Cumberland	1
Davidson	10
Dickson	1
Hardeman	1
Macon	3
Montgomery	2
Putnam	1

County	Number of Teachers
Roane	1
Rutherford	4
Shelby	1
Smith	1
Stewart	1
Sumner	14
Warren	6
Wilson	20
	67

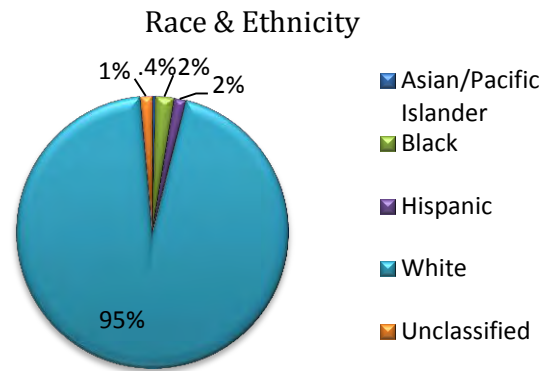
## East Tennessee State University

### Teacher Education Program Information

<b>Location:</b>	<b>Johnson City, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	37
Top Endorsement Areas:	Elementary K-6 (130 completers) Early Childhood PK-3 (44 completers) Special Ed SP/Lan PreK-12 (17 completers)

#### Program Completers

<b>Total Number</b>	<b>278</b>
Male	17%
Female	84%
In-state	92%
Out-of-state	8%
Traditional License	263
Alternative License	4



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.49	2.57 – 4.00	3.46	3.48	<b>3.57</b>
<b>Major GPA</b>	n/a				<b>3.55</b>
<b>High School GPA</b>	3.40	2.02 – 4.00	3.41	3.25	<b>3.39</b>
<b>ACT Composite</b>	21.4	14 – 34	21.5	18	<b>22.9</b>
<b>ACT Reading</b>	22.3	11 – 36	22.4	16.5	<b>23.5</b>
<b>ACT Science</b>	20.9	10 – 35	21.0	16.5	<b>21.8</b>
<b>ACT English</b>	22.4	11 – 35	22.4	21	<b>23.2</b>
<b>ACT Math</b>	19.7	12 – 32	19.7	17.5	<b>20.8</b>
<b>SAT Cumulative</b>	1006	660 – 1350	1006	n/a	<b>1182</b>
<b>SAT Math</b>	520	400 – 730	520	n/a	<b>560</b>
<b>SAT Verbal</b>	486	260 – 620	486	n/a	<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	254	52.8%	57.5%	42.9%	50.8%
2007 - 08	292	45.5%	51.0%	40.4%	
2008 - 09	317	45.4%	56.2%		
2009 - 10	278	44.2%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	303	303	100%
Summary Pass Rates			
- Alternative	9		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2512	60	30
- <b>Math</b>	0.2732	27	25
- <b>Reading/Language</b>	-0.1280	38	24
- <b>Science</b>	0.3495	29	24
- <b>Social Studies</b>	0.4231	37	23
<b>EOC Composite (High school)</b>	-0.2346	13	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	3	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2512	60	34
- <b>Math</b>	0.2732	27	29
- <b>Reading/Language</b>	-0.1280	38	27
- <b>Science</b>	0.3495	29	28
- <b>Social Studies</b>	-0.4231	37	25
<b>EOC Composite (High school)</b>	-0.8168	16	26
- <b>Algebra I</b>	0.5361	5	15

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.3312	60	30
- <b>Math</b>	0.5376	27	25
- <b>Reading/Language</b>	0.0475	38	24
- <b>Science</b>	0.4687	29	24
- <b>Social Studies</b>	-0.0559	37	23
<b>EOC Composite (High school)</b>	0.1117	13	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	3	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1608	60	34
- <b>Math</b>	0.3971	27	29
- <b>Reading/Language</b>	0.0205	38	27
- <b>Science</b>	0.1334	29	28
- <b>Social Studies</b>	-0.3028	37	25
<b>EOC Composite (High school)</b>	-0.6126	16	26
- <b>Algebra I</b>	0.3652	5	15

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	21.7%	18.3%	60
- <b>Math</b>	22.2%	25.9%	27
- <b>Reading/Language</b>	10.5%	15.8%	38
- <b>Science</b>	20.7%	31.0%	29
- <b>Social Studies</b>	24.3%	16.2%	37
<b>EOC Composite (High school)</b>	30.8%	30.8%	13

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	3

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	21.7%	18.3%	60
- <b>Math</b>	22.2%	25.9%	27
- <b>Reading/Language</b>	10.5%	15.8%	38
- <b>Science</b>	20.7%	31.0%	29
- <b>Social Studies</b>	24.3%	16.2%	37
<b>EOC Composite (High school)</b>	31.3%	25.0%	16
- <b>Algebra I</b>	20.0%	20.0%	5



## Fisk University

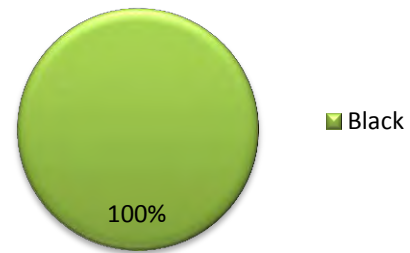
### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	14
Top Endorsement Areas:	Elementary K-6 (2 completers) Vocal/Gen Music K-12 (2 completers)

#### Program Completers

<b>Total Number</b>	<b>6</b>
Male	17%
Female	83%
In-state	83%
Out-of-state	17%
Traditional License	6
Alternative License	0

Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.39	3.13 – 3.60			<b>3.57</b>
<b>Major GPA</b>	3.39	3.13 – 3.60			<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	9	88.9%	66.7%	66.7%	88.9%
2007 - 08	6	33.3%	83.3%	33.3%	
2008 - 09	8	75.0%	87.5%		
2009 - 10	6	50.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	4		
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	30
- <b>Math</b>	-	2	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	3	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	1	26



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	30
- <b>Math</b>	-	2	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	3	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	1	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

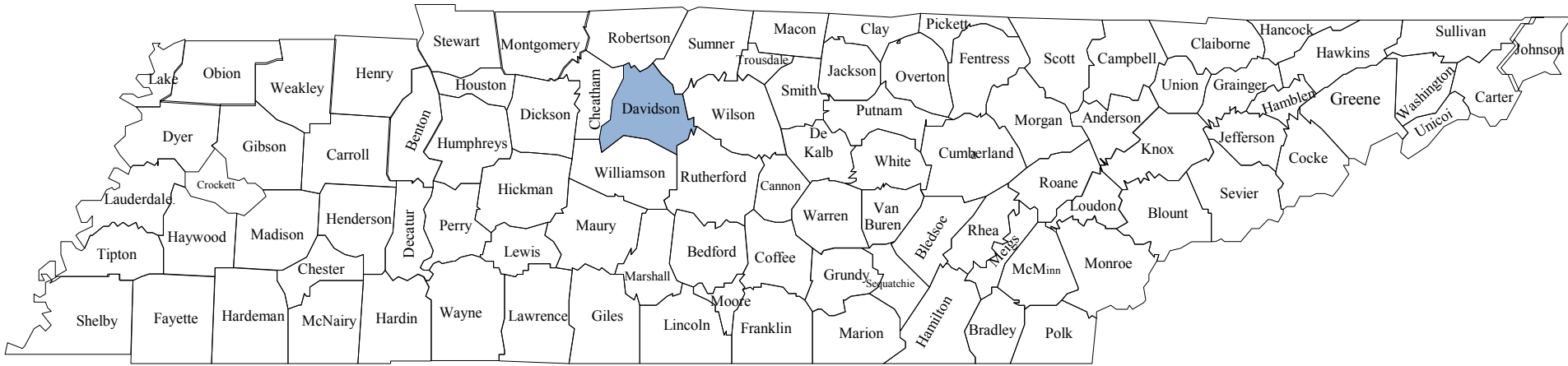
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	4
<b>EOC Composite (High school)</b>	-	-	1

# Fisk University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Davidson	3

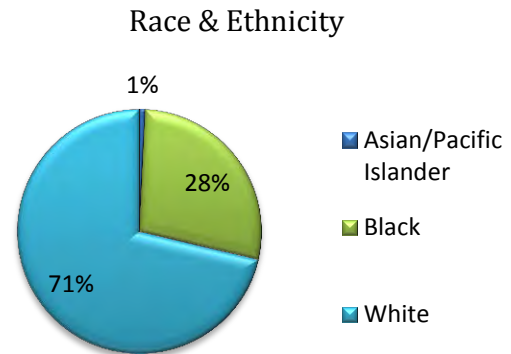
## Freed-Hardeman University

### Teacher Education Program Information

<b>Location:</b>	<b>Henderson, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	18
Top Endorsement Areas:	Elementary K-6 (50 completers) Special Ed Modified K-12 (20 completers) Middle Grades 4-8 (15 completers)

#### Program Completers

<b>Total Number</b>	<b>129</b>
Male	23%
Female	77%
In-state	84%
Out-of-state	16%
Traditional License	129
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.55	2.40 – 4.00			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	22.8	16 – 32			<b>22.9</b>
<b>ACT Reading</b>	24.2	13 – 35			<b>23.5</b>
<b>ACT Science</b>	22.2	15 – 31			<b>21.8</b>
<b>ACT English</b>	23.5	13 – 35			<b>23.2</b>
<b>ACT Math</b>	21.0	10 – 29			<b>20.8</b>
<b>SAT Cumulative</b>	1128	970 - 1350			<b>1182</b>
<b>SAT Math</b>	540	450 – 620			<b>560</b>
<b>SAT Verbal</b>	608	520 – 800			<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	68	67.6%	67.6%	60.3%	64.7%
2007 - 08	67	64.2%	65.7%	61.2%	
2008 - 09	65	60.0%	63.1%		
2009 - 10	129	74.4%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	45	45	100%
Summary Pass Rates			
- Alternative	20	20	100%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.9253	20	30
- <b>Math</b>	-0.6740	7	25
- <b>Reading/Language</b>	-0.2541	11	24
- <b>Science</b>	-0.3956	9	24
- <b>Social Studies</b>	-0.4600	10	23
<b>EOC Composite (High school)</b>	0.0255	6	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3679	5	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	2	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.8138	25	34
- <b>Math</b>	-0.3096	9	29
- <b>Reading/Language</b>	-0.2835	11	27
- <b>Science</b>	-0.4465	10	28
- <b>Social Studies</b>	0.0442	12	25
<b>EOC Composite (High school)</b>	0.1107	8	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3429	20	30
- <b>Math</b>	-0.4096	7	25
- <b>Reading/Language</b>	-0.0786	11	24
- <b>Science</b>	-0.2764	9	24
- <b>Social Studies</b>	-0.0928	10	23
<b>EOC Composite (High school)</b>	0.3718	6	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3191	5	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	2	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.4018	25	34
- <b>Math</b>	-0.1857	9	29
- <b>Reading/Language</b>	-0.1350	13	27
- <b>Science</b>	-0.6626	10	28
- <b>Social Studies</b>	0.1645	12	25
<b>EOC Composite (High school)</b>	0.3149	8	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	0.0%	20
- <b>Math</b>	14.3%	0.0%	7
- <b>Reading/Language</b>	27.3%	9.1%	11
- <b>Science</b>	22.2%	33.3%	9
- <b>Social Studies</b>	10.0%	0.0%	10
<b>EOC Composite (High school)</b>	16.7%	16.7%	6

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	0.0%	0.0%	5
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	1
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	2

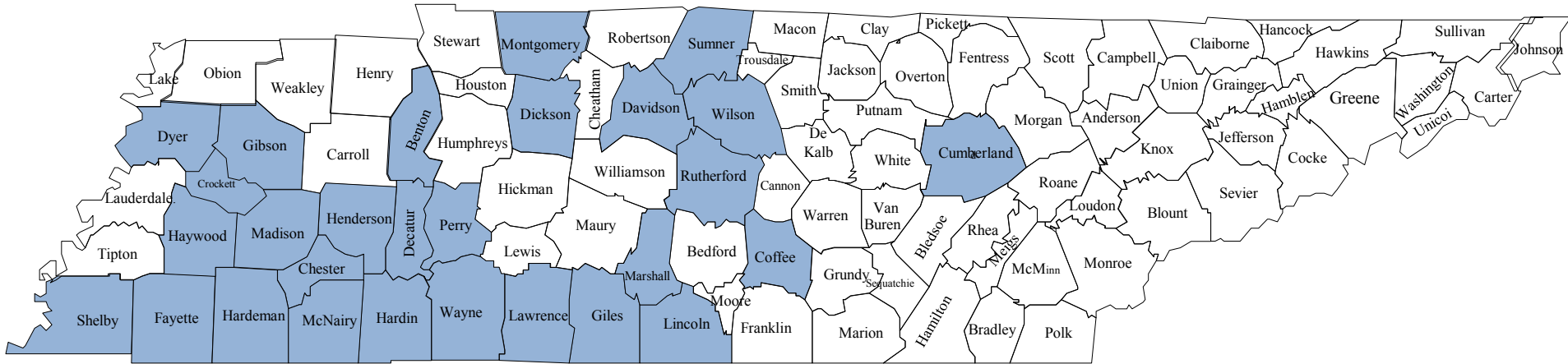
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	16.0%	0.0%	25
- <b>Math</b>	11.1%	0.0%	9
- <b>Reading/Language</b>	23.1%	7.7%	13
- <b>Science</b>	20.0%	30.0%	10
- <b>Social Studies</b>	8.3%	8.3%	12
<b>EOC Composite (High school)</b>	12.5%	12.5%	8



# Freed-Hardeman University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Benton	1
Chester	6
Coffee	1
Crockett	1
Cumberland	1
Davidson	1
Decatur	1
Dickson	1
Dyer	2
Fayette	2

County	Number of Teachers
Gibson	1
Giles	2
Hardeman	8
Hardin	1
Haywood	3
Henderson	10
Lawrence	3
Lincoln	1
Madison	10
Marshall	1

County	Number of Teachers
McNairy	4
Montgomery	1
Perry	1
Rutherford	1
Shelby	27
Sumner	1
Wayne	3
Wilson	1

## Free Will Baptist Bible College

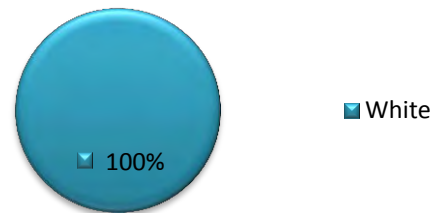
### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	7
Top Endorsement Areas:	Elementary K-6 (5 completers) Early Childhood Ed PK-3 (3 completers)

#### Program Completers

<b>Total Number</b>	<b>11</b>
Male	27%
Female	73%
In-state	55%
Out-of-state	45%
Traditional License	10
Alternative License	1

#### Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.27	2.83 – 3.84	3.27		<b>3.57</b>
<b>Major GPA</b>	3.33	2.58 – 3.92	3.33		<b>3.55</b>
<b>High School GPA</b>	n/a				<b>3.39</b>
<b>ACT Composite</b>	21.8	16 – 28	21.8		<b>22.9</b>
<b>ACT Reading</b>	21.9	13 – 28	21.9		<b>23.5</b>
<b>ACT Science</b>	21.4	16 – 29	21.4		<b>21.8</b>
<b>ACT English</b>	22.3	16 – 31	22.3		<b>23.2</b>
<b>ACT Math</b>	21.8	16 – 29	21.8		<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	13	7.7%	7.7%	7.7%	7.7%
2007 - 08	10	20.0%	20.0%	10.0%	
2008 - 09	11	27.3%	18.2%		
2009 - 10	11	9.1%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	10	10	100%
Summary Pass Rates			
- Alternative	1		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

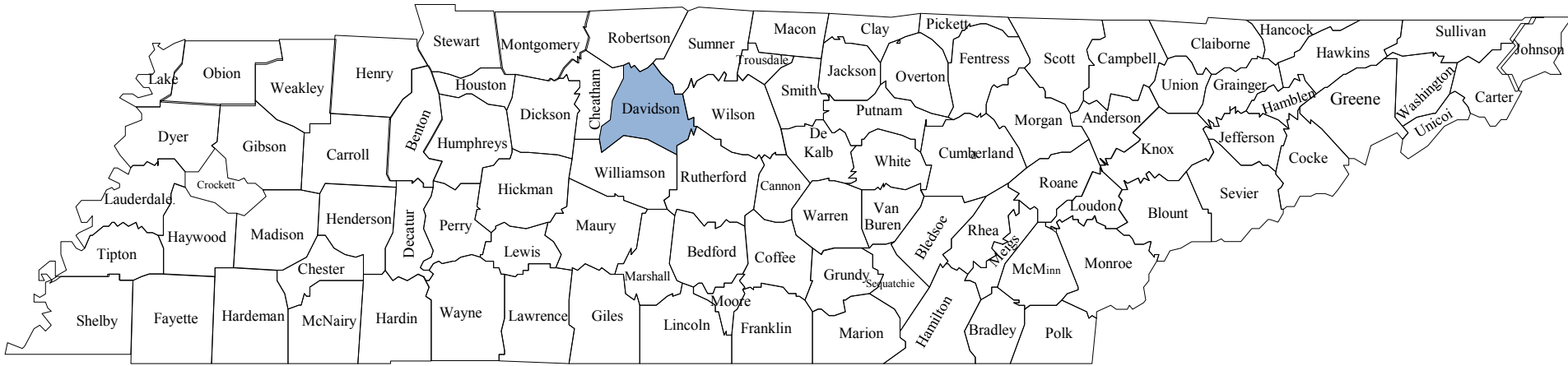
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

# Free Will Baptist Bible College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Davidson	1

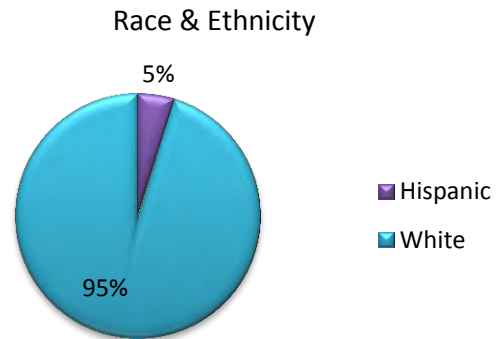
## Johnson University

### Teacher Education Program Information

<b>Location:</b>	<b>Knoxville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	8
Top Endorsement Areas:	Elementary K-6 (16 completers) ESL PreK-12 (7 completers)

#### Program Completers

<b>Total Number</b>	<b>21</b>
Male	14%
Female	86%
In-state	57%
Out-of-state	43%
Traditional License	21
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.51	2.96 – 3.96			<b>3.57</b>
<b>Major GPA</b>	3.69	3.37 – 4.00			<b>3.55</b>
<b>High School GPA</b>	3.64	3.09 – 4.00			<b>3.39</b>
<b>ACT Composite</b>	24.1	19 – 29			<b>22.9</b>
<b>ACT Reading</b>	26.2	18 – 33			<b>23.5</b>
<b>ACT Science</b>	22.8	19 – 31			<b>21.8</b>
<b>ACT English</b>	24.6	16 – 35			<b>23.2</b>
<b>ACT Math</b>	21.9	19 – 25			<b>20.8</b>
<b>SAT Cumulative</b>	1001.3	850 – 1090			<b>1182</b>
<b>SAT Math</b>	483.8	430 – 520			<b>560</b>
<b>SAT Verbal</b>	517.5	420 – 600			<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	20	20.0%	20.0%	10.0%	15.0%
2007 - 08	26	19.2%	23.1%	19.2%	
2008 - 09	27	25.9%	25.9%		
2009 - 10	21	19.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	27	27	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)*KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	2	25
<b>EOC Composite (High school)</b>	-	0	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	2	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	2	25
<b>EOC Composite (High school)</b>	-	0	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

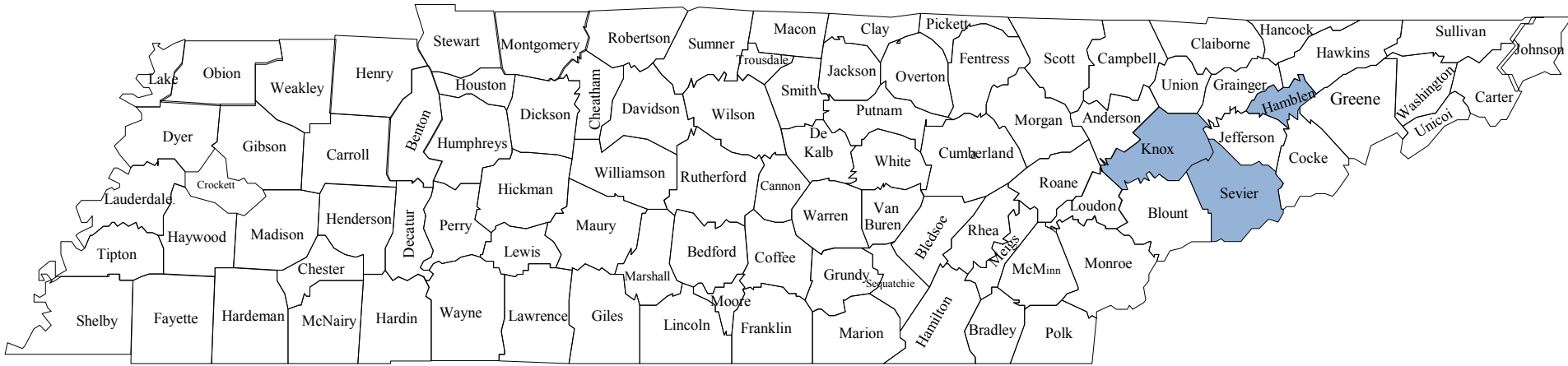
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	0

# Johnson University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Hamblen	1
Knox	2
Sevier	1

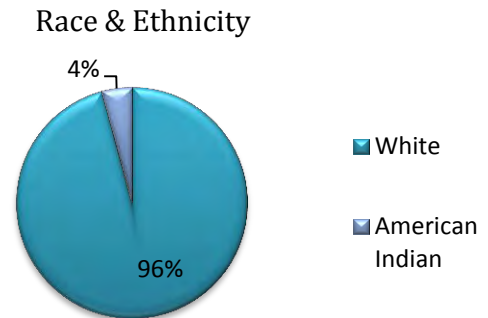
## King College

### Teacher Education Program Information

<b>Location:</b>	<b>Bristol, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	15
Top Endorsement Areas:	Elementary K-6 (11 completers) Mathematics 7-12 (4 completers)

### Program Completers

<b>Total Number</b>	<b>24</b>
Male	25%
Female	75%
In-state	71%
Out-of-state	29%
Traditional License	24
Alternative License	0



### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.62	3.19 – 3.90			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	14	64.3%	57.1%	57.1%	57.1%
2007 - 08	17	52.9%	58.8%	52.9%	
2008 - 09	21	47.6%	66.7%		
2009 - 10	24	58.3%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	19	19	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.7121	6	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	3	24
- <b>Science</b>	-0.1106	5	24
- <b>Social Studies</b>	-	4	23
<b>EOC Composite (High school)</b>	-	1	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.7121	6	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	-	3	27
- <b>Science</b>	-0.1106	5	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	2	26



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1297	6	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	3	24
- <b>Science</b>	0.0086	5	24
- <b>Social Studies</b>	-	4	23
<b>EOC Composite (High school)</b>	-	1	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3001	6	34
- <b>Math</b>	-	1	29
- <b>Reading/Language</b>	-	3	27
- <b>Science</b>	-0.3267	5	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	2	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	16.7%	16.7%	6
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	20.0%	0.0%	5
- <b>Social Studies</b>	-	-	4
<b>EOC Composite (High school)</b>	-	-	1

#### Alternatively Licensed Teachers

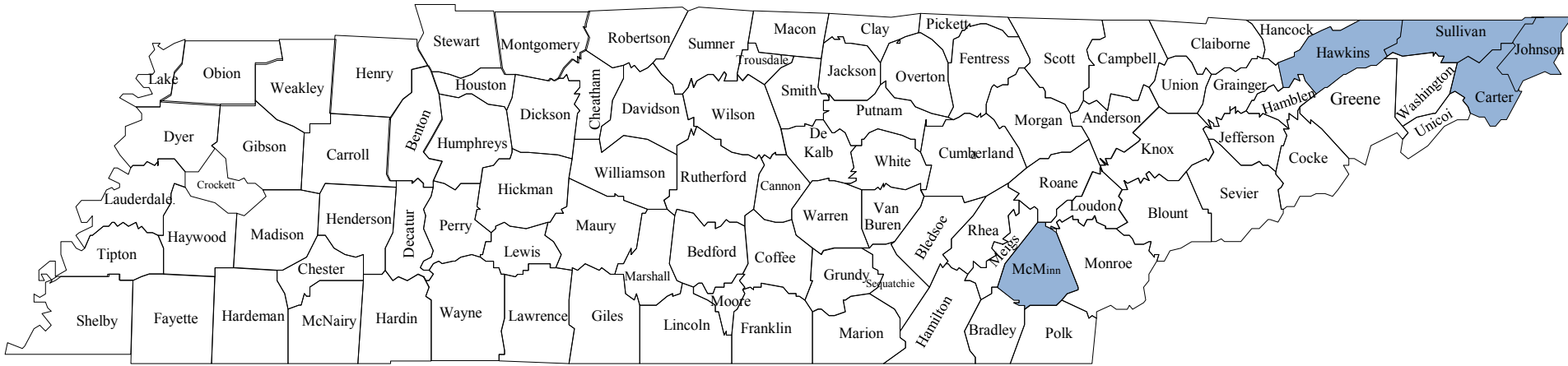
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	16.7%	16.7%	6
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	20.0%	0.0%	5
- <b>Social Studies</b>	-	-	4
<b>EOC Composite (High school)</b>	-	-	2

# King College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Carter	1
Hawkins	3
Johnson	1
McMinn	1
Sullivan	8

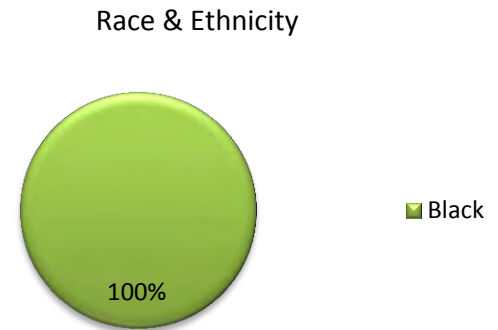
## Lane College

### Teacher Education Program Information

<b>Location:</b>	<b>Jackson, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	2
Top Endorsement Area:	Elementary K-6 (1 completer)

#### Program Completers

<b>Total Number</b>	<b>1</b>
Male	0%
Female	100%
In-state	100%
Out-of-state	0%
Traditional License (Professional)	1
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>					<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	3	66.7%	66.7%	66.7%	66.7%
2007 - 08	2	0.0%	50.0%	0.0%	
2008 - 09	2	50.0%	100%		
2009 - 10	1	0.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	2		
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	1	25
<b>EOC Composite (High school)</b>	-	1	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	1	25
<b>EOC Composite (High school)</b>	-	1	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	-	-	1



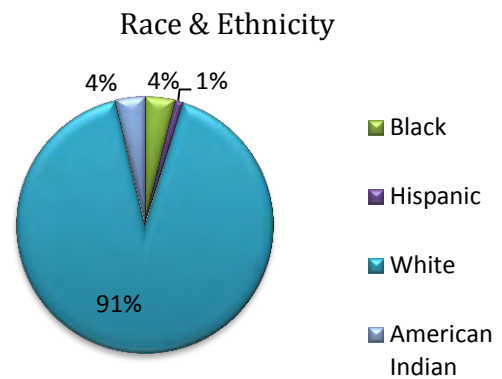
## Lee University

### Teacher Education Program Information

<b>Location:</b>	<b>Cleveland, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	29
Top Endorsement Areas:	Elementary K-6 (70 completers) Special Ed Modified K-12 (28 completers) Middle Grades 4-8 (19 completers)

#### Program Completers

<b>Total Number</b>	<b>183</b>
Male	28%
Female	72%
In-state	65%
Out-of-state	35%
Traditional License	139
Alternative License	44



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.66	2.75 – 4.00	3.58	3.88	<b>3.57</b>
<b>Major GPA</b>	3.43	2.34 – 4.00	3.43		<b>3.55</b>
<b>High School GPA</b>	3.76	3.22 – 4.00	3.76		<b>3.39</b>
<b>ACT Composite</b>	24.6	16 – 32	24.6		<b>22.9</b>
<b>ACT Reading</b>	23.0	15 – 29	23.0		<b>23.5</b>
<b>ACT Science</b>	26.1	18 – 35	26.1		<b>21.8</b>
<b>ACT English</b>	25.9	15 – 34	25.9		<b>23.2</b>
<b>ACT Math</b>	22.7	16 – 29	22.7		<b>20.8</b>
<b>SAT Cumulative</b>	992.5	810 – 1120	992.5		<b>1182</b>
<b>SAT Math</b>	476.7	450 – 520	476.7		<b>560</b>
<b>SAT Verbal</b>	473.3	350 - 600	473.3		<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	192	39.1%	37.5%	26.6%	34.9%
2007 - 08	130	40.8%	40.0%	34.6%	
2008 - 09	168	42.3%	47.0%		
2009 - 10	183	49.7%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	137	137	100%
Summary Pass Rates			
- Alternative	20	20	100%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1298	34	30
- <b>Math</b>	0.0825	21	25
- <b>Reading/Language</b>	-0.1078	19	24
- <b>Science</b>	0.4775	18	24
- <b>Social Studies</b>	0.0101	18	23
<b>EOC Composite (High school)</b>	0.7976	7	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-0.3744	6	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0448	38	34
- <b>Math</b>	0.0693	23	29
- <b>Reading/Language</b>	-0.1475	22	27
- <b>Science</b>	0.4775	18	28
- <b>Social Studies</b>	-0.0377	19	25
<b>EOC Composite (High school)</b>	0.2567	13	26
- <b>Algebra I</b>	-1.7843	6	15

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.7122	34	30
- <b>Math</b>	0.3469	21	25
- <b>Reading/Language</b>	0.0677	19	24
- <b>Science</b>	0.5967	18	24
- <b>Social Studies</b>	0.3773	18	23
<b>EOC Composite (High school)</b>	1.1439	7	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	3	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-0.3318	6	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.4568	38	34
- <b>Math</b>	0.1932	23	29
- <b>Reading/Language</b>	0.0010	22	27
- <b>Science</b>	0.2614	18	28
- <b>Social Studies</b>	0.0825	19	25
<b>EOC Composite (High school)</b>	0.4608	13	26
- <b>Algebra I</b>	-1.9552	6	15

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.6%	20.6%	34
- <b>Math</b>	33.3%	23.8%	21
- <b>Reading/Language</b>	21.1%	15.8%	19
- <b>Science</b>	22.2%	33.3%	18
- <b>Social Studies</b>	27.8%	33.3%	18
<b>EOC Composite (High school)</b>	0.0%	28.6%	7

#### Alternatively Licensed Teachers

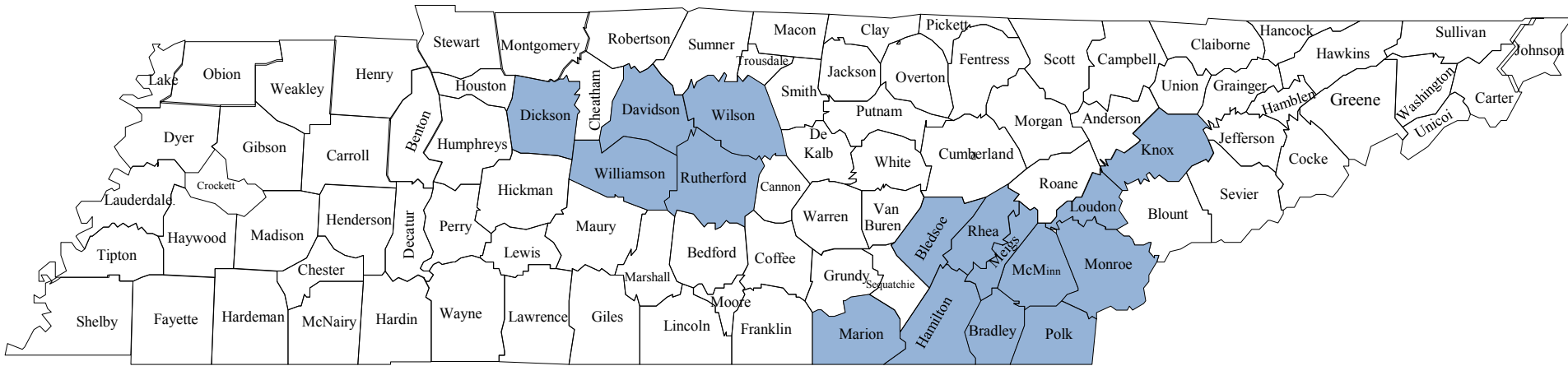
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	3
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	16.7%	16.7%	6

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	18.4%	18.4%	38
- <b>Math</b>	30.4%	21.7%	23
- <b>Reading/Language</b>	18.2%	13.6%	22
- <b>Science</b>	22.2%	33.3%	18
- <b>Social Studies</b>	26.3%	31.6%	19
<b>EOC Composite (High school)</b>	7.7%	23.1%	13
- <b>Algebra I</b>	33.3%	0.0%	6

# Lee University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Bledsoe	1
Bradley	35
Davidson	1
Dickson	1
Hamilton	21
Knox	2
Loudon	1
Marion	2

County	Number of Teachers
McMinn	6
Meigs	3
Monroe	4
Polk	4
Rhea	7
Rutherford	1
Williamson	1
Wilson	1

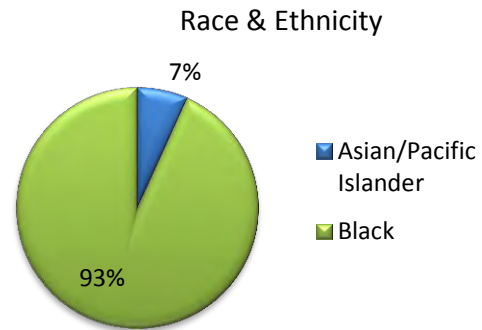
## LeMoyne-Owen College

### Teacher Education Program Information

<b>Location:</b>	<b>Memphis, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	10
Top Endorsement Areas:	Special Ed Modified K-12 (8 completers) Early Childhood Ed PK-3 (4 completers)

#### Program Completers

<b>Total Number</b>	<b>15</b>
Male	0%
Female	100%
In-state	100%
Out-of-state	0%
Traditional License	3
Alternative License	12



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.21	2.93-3.55	3.39	2.95	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	6	66.7%	100%	50.0%	83.3%
2007 - 08	3	33.3%	100%	33.3%	
2008 - 09	16	93.8%	93.8%		
2009 - 10	16	75.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	1		
Summary Pass Rates			
- Alternative	15	15	100%

Note: The pass rate is not provided if there were less than 10 test takers



**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	1	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	30
- <b>Math</b>	-	1	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	1	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

## LeMoyne-Owen College Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	12

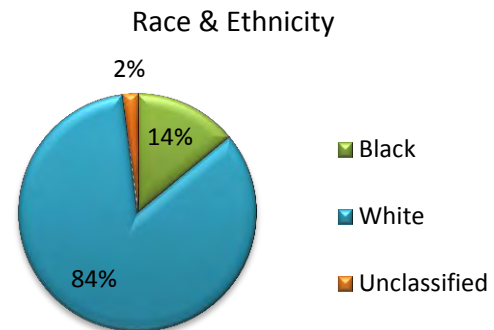
## Lipscomb University

### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	47
Top Endorsement Areas:	Elementary K-6 (176 completers) Early Childhood Ed PK-3 (45 completers) Beg Admin PreK-12 A (45 completers)

#### Program Completers

<b>Total Number</b>	<b>171</b>
Male	26%
Female	74%
In-state	92%
Out-of-state	8%
Traditional License	132
Alternative License	35



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.75	2.64 – 4.00	3.73	3.84	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.62	2.79 – 4.00	3.62	3.46	<b>3.39</b>
<b>ACT Composite</b>	22.6	15 – 32	22.8	22.5	<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>	1112	890 – 1390	1096	1165	<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	56	58.9%	42.9%	37.5%	48.2%
2007 - 08	76	46.1%	61.8%	42.1%	
2008 - 09	83	54.2%	62.7%		
2009 - 10	171	63.2%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	66	60	90%
Summary Pass Rates			
- Alternative	17	16	94%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1234	29	30
- <b>Math</b>	-0.3827	20	25
- <b>Reading/Language</b>	0.1189	14	24
- <b>Science</b>	<b>1.2743</b>	16	24
- <b>Social Studies</b>	-0.5467	13	23
<b>EOC Composite (High school)</b>	-0.5262	9	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	3	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	<b>3.6862</b>	7	18
- <b>Algebra I</b>	<b>4.8476</b>	5	6

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2390	32	34
- <b>Math</b>	-0.3827	20	29
- <b>Reading/Language</b>	-0.0012	15	27
- <b>Science</b>	0.8511	19	28
- <b>Social Studies</b>	-0.5467	13	25
<b>EOC Composite (High school)</b>	<b>1.3167</b>	16	26
- <b>Algebra I</b>	<b>2.9328</b>	7	15
- <b>English I</b>	<b>-0.0139</b>	5	6

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.4590	29	30
- <b>Math</b>	-0.1183	20	25
- <b>Reading/Language</b>	0.2944	14	24
- <b>Science</b>	<b>1.3935</b>	16	24
- <b>Social Studies</b>	-0.1795	13	23
<b>EOC Composite (High school)</b>	-0.1799	9	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	3	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	<b>3.7289</b>	7	18
- <b>Algebra I</b>	<b>3.8788</b>	5	6

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1730	32	34
- <b>Math</b>	-0.2587	20	29
- <b>Reading/Language</b>	0.1473	15	27
- <b>Science</b>	0.6349	19	28
- <b>Social Studies</b>	-0.4264	13	25
<b>EOC Composite (High school)</b>	<b>1.5209</b>	16	26
- <b>Algebra I</b>	<b>2.7619</b>	7	15
- <b>English I</b>	0.0823	5	6



**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	24.1%	17.2%	29
- <b>Math</b>	20.0%	10.0%	20
- <b>Reading/Language</b>	14.3%	28.6%	14
- <b>Science</b>	18.8%	37.5%	16
- <b>Social Studies</b>	23.1%	0.0%	13
<b>EOC Composite (High school)</b>	11.1%	11.1%	9

#### Alternatively Licensed Teachers

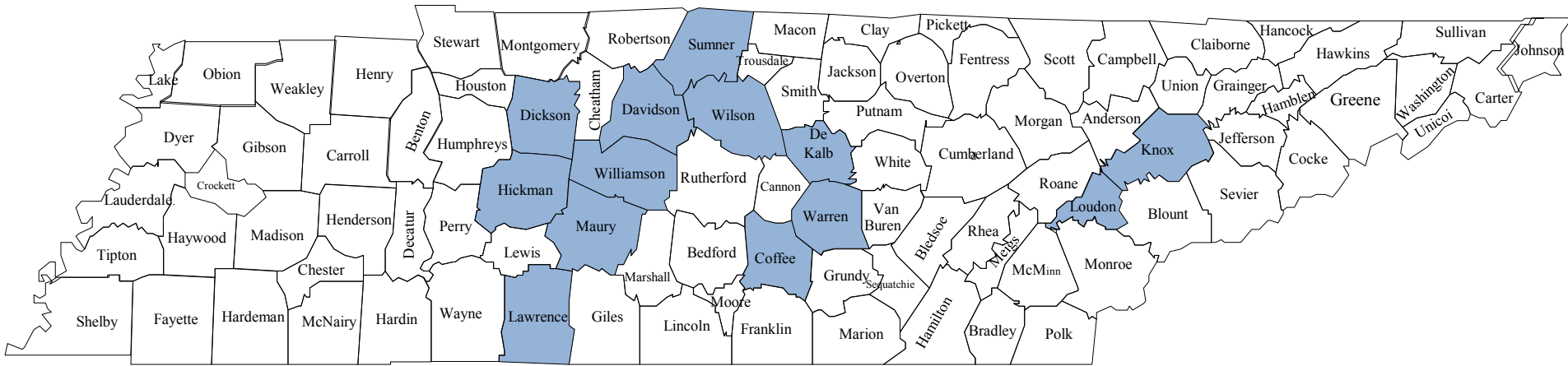
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	3
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	0.0%	57.1%	7
- <b>Algebra I</b>	0.0%	60.0%	5

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.0%	18.8%	32
- <b>Math</b>	20.0%	10.0%	20
- <b>Reading/Language</b>	20.0%	26.7%	15
- <b>Science</b>	26.3%	31.6%	19
- <b>Social Studies</b>	23.1%	0.0%	13
<b>EOC Composite (High school)</b>	6.3%	31.3%	16
- <b>Algebra I</b>	14.3%	42.9%	7
- <b>English I</b>	20.0%	20.0%	5

# Lipscomb University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Coffee	1
Davidson	68
DeKalb	1
Dickson	3
Hickman	1
Knox	1
Lawrence	1

County	Number of Teachers
Loudon	1
Maury	2
Sumner	3
Warren	1
Williamson	14
Wilson	1

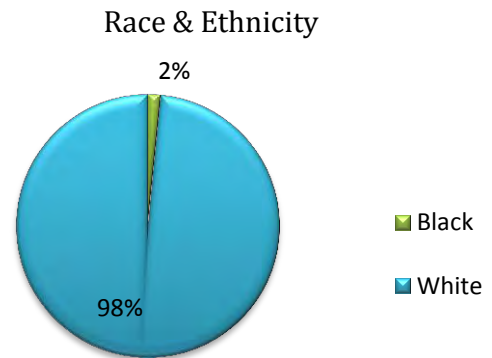
## Lincoln Memorial University

### Teacher Education Program Information

<b>Location:</b>	<b>Harrogate, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	10
Top Endorsement Areas:	Elementary K-6 (70 completers) History 7-12 (13 completers) Business Education 7-12 (10 completers)

#### Program Completers

<b>Total Number</b>	<b>131</b>
Male	26%
Female	74%
In-state	91%
Out-of-state	9%
Traditional License	131
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Degree	Average Non-Degree	State Average All Completers
<b>Final GPA</b>	3.54	2.00 – 4.00	3.21	3.63	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	23.1	20 – 31	23.1		<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	158	60.8%	62.0%	51.9%	60.1%
2007 - 08	148	49.3%	53.4%	41.2%	
2008 - 09	135	38.5%	45.2%		
2009 - 10	131	49.6%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	134	134	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.9604	38	30
- <b>Math</b>	-0.2558	17	25
- <b>Reading/Language</b>	-0.3772	25	24
- <b>Science</b>	-0.6398	20	24
- <b>Social Studies</b>	-0.9044	16	23
<b>EOC Composite (High school)</b>	-0.5659	17	17
- <b>Algebra I</b>	-0.0759	7	5
- <b>English II</b>	-0.3952	6	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.9604	38	34
- <b>Math</b>	-0.2558	17	29
- <b>Reading/Language</b>	-0.3772	91	27
- <b>Science</b>	-0.6398	20	28
- <b>Social Studies</b>	-0.9044	16	25
<b>EOC Composite (High school)</b>	-0.7994	18	26
- <b>Algebra I</b>	-0.0759	7	15
- <b>English II</b>	-0.3952	6	5

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3780	38	30
- <b>Math</b>	0.0085	17	25
- <b>Reading/Language</b>	-0.2017	25	24
- <b>Science</b>	-0.5206	20	24
- <b>Social Studies</b>	-0.5372	16	23
<b>EOC Composite (High school)</b>	-0.2195	17	17
- <b>Algebra I</b>	0.0189	7	5
- <b>English II</b>	-0.2189	6	4

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5484	38	34
- <b>Math</b>	-0.1319	17	29
- <b>Reading/Language</b>	0.2287	25	27
- <b>Science</b>	-0.8559	20	28
- <b>Social Studies</b>	-0.7841	16	25
<b>EOC Composite (High school)</b>	-0.5952	18	26
- <b>Algebra I</b>	-0.2468	7	15
- <b>English II</b>	-0.4266	6	6

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	15.8%	5.3%	38
- <b>Math</b>	17.7%	17.7%	17
- <b>Reading/Language</b>	28.0%	4.0%	25
- <b>Science</b>	25.0%	20.0%	20
- <b>Social Studies</b>	25.0%	6.3%	16
<b>EOC Composite (High school)</b>	23.5%	17.7%	17
- <b>Algebra I</b>	42.9%	28.6%	7
- <b>English II</b>	33.3%	16.7%	6

#### Alternatively Licensed Teachers

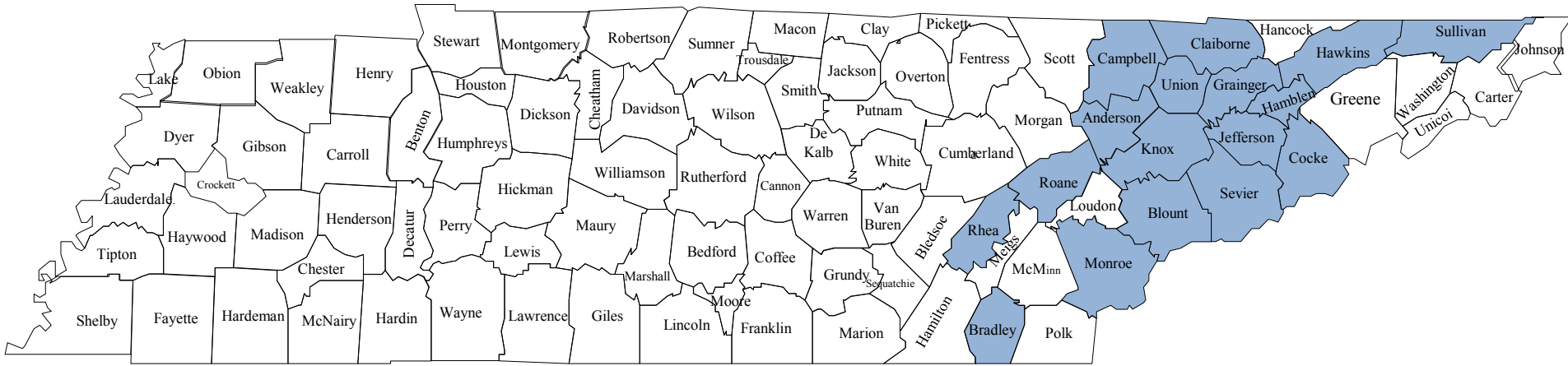
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	15.8%	5.3%	38
- <b>Math</b>	17.7%	17.7%	17
- <b>Reading/Language</b>	28.0%	4.0%	25
- <b>Science</b>	25.0%	20.0%	20
- <b>Social Studies</b>	25.0%	6.3%	16
<b>EOC Composite (High school)</b>	27.8%	16.7%	18
- <b>Algebra I</b>	42.9%	28.6%	7
- <b>English II</b>	33.3%	16.7%	6

# Lincoln Memorial University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	1
Blount	8
Bradley	1
Campbell	2
Claiborne	5
Cocke	2
Grainger	2
Hamblen	3
Hawkins	1

County	Number of Teachers
Jefferson	3
Knox	23
Monroe	1
Rhea	1
Roane	1
Sevier	7
Sullivan	2
Union	2



## Martin Methodist College

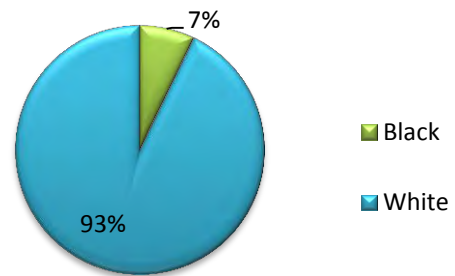
### Teacher Education Program Information

<b>Location:</b>	<b>Pulaski, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	6
Top Endorsement Areas:	Elementary K-6 (5 completers) English 7-12 (3 completers)

#### Program Completers

<b>Total Number</b>	<b>14</b>
Male	36%
Female	64%
In-state	86%
Out-of-state	14%
Traditional License	13
Alternative License	1

Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.53	2.88 – 4.00	3.53		<b>3.57</b>
<b>Major GPA</b>	3.62	3.53 – 3.71	3.62		<b>3.55</b>
<b>High School GPA</b>	3.86	3.78 – 4.00	3.86		<b>3.39</b>
<b>ACT Composite</b>	23.2	17 – 29	23.2		<b>22.9</b>
<b>ACT Reading</b>	24.4	17 – 33	24.4		<b>23.5</b>
<b>ACT Science</b>	23.3	17 – 30	23.3		<b>21.8</b>
<b>ACT English</b>	23.4	17 – 32	23.4		<b>23.2</b>
<b>ACT Math</b>	20.7	14 – 30	20.7		<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	14	85.7%	85.7%	64.3%	71.4%
2007 - 08	15	46.7%	53.3%	33.3%	
2008 - 09	22	50.0%	68.2%		
2009 - 10	14	21.4%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	20	20	100%
Summary Pass Rates			
- Alternative	2		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-2.0329</b>	5	30
- <b>Math</b>	-	2	25
- <b>Reading/Language</b>	-	2	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-	1	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-2.0329	5	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	2	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-	2	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.4505	5	30
- <b>Math</b>	-	2	25
- <b>Reading/Language</b>	-	2	24
- <b>Science</b>	-	2	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-	1	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.6209	5	34
- <b>Math</b>	-	2	29
- <b>Reading/Language</b>	-	2	27
- <b>Science</b>	-	2	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-	2	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	40.0%	0.0%	5
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	-	-	1

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	40.0%	0.0%	5
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	-	-	2

# Martin Methodist College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Giles	3

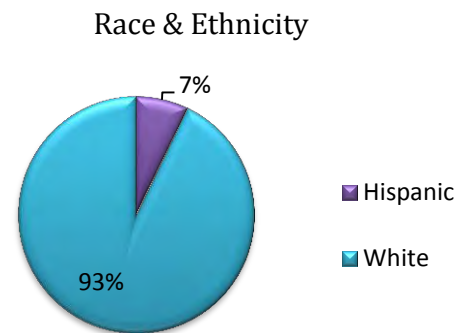
## Maryville College

### Teacher Education Program Information

<b>Location:</b>	<b>Maryville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	17
Top Endorsement Areas:	Elementary K-6 (12 completers) Phys Ed K-12 (6 completers) Health & Wellness K-12 (6 completers)

#### Program Completers

<b>Total Number</b>	<b>28</b>
Male	36%
Female	64%
In-state	86%
Out-of-state	14%
Traditional License	28
Alternative License	



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.28	2.80 – 3.92	3.28		<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.66	2.50 – 4.00	3.66		<b>3.39</b>
<b>ACT Composite</b>	23.8	18 – 30	23.8		<b>22.9</b>
<b>ACT Reading</b>	24.5	16 – 34	24.5		<b>23.5</b>
<b>ACT Science</b>	22.9	17 – 32	22.9		<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>	23.2	17 – 27	23.2		<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	50	40.0%	56.0%	34.0%	52.0%
2007 - 08	45	46.7%	55.6%	42.2%	
2008 - 09	29	27.6%	48.3%		
2009 - 10	28	32.1%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	29	29	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers



**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	2	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.9698	5	34
- <b>Math</b>	1.7403	5	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	3	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	1	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	2	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	1.3818	5	34
- <b>Math</b>	1.8642	5	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	3	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	2

#### Alternatively Licensed Teachers

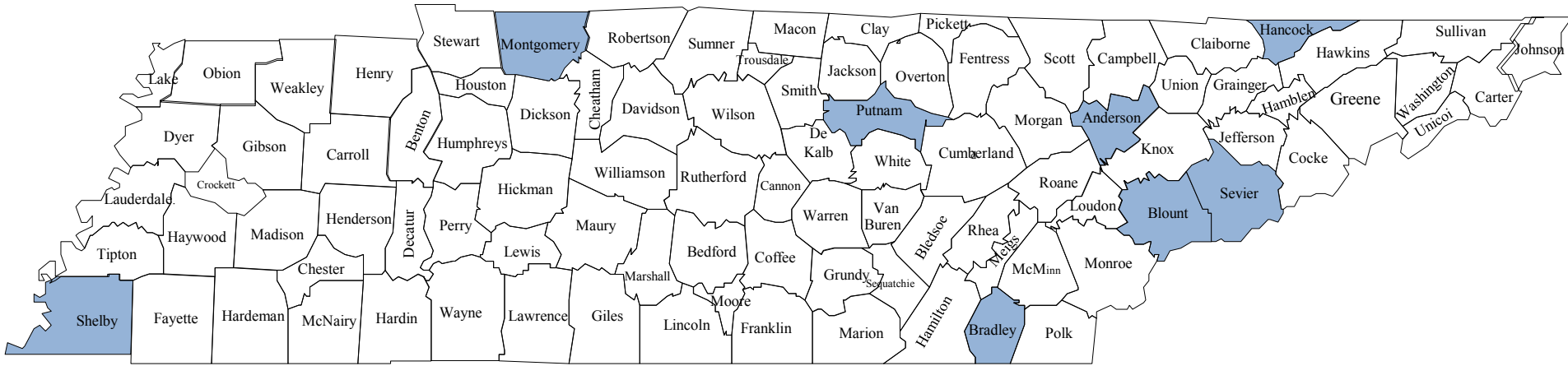
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	20.0%	5
- <b>Math</b>	20.0%	20.0%	5
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	3

# Maryville College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	1
Blount	1
Bradley	1
Hancock	1
Montgomery	1
Putnam	1
Sevier	2
Shelby	1

## Memphis College of Art

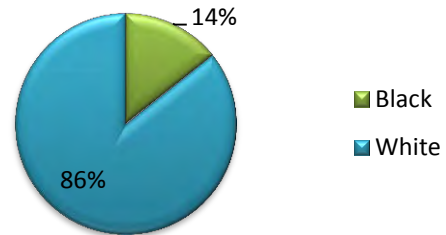
### Teacher Education Program Information

<b>Location:</b>	<b>Memphis, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	2
Top Endorsement Area:	Visual Arts K-12 (7 completers)

#### Program Completers

<b>Total Number</b>	<b>7</b>
Male	43%
Female	57%
In-state	100%
Out-of-state	0%
Traditional License	2
Alternative License	5

Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.79	3.47 – 3.97		3.75	<b>3.57</b>
<b>Major GPA</b>	3.79	3.47 – 3.97		3.75	<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

**Placement and Retention Data**

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	n/a				
2007 - 08	n/a				
2008 - 09	4	100%	100%		
2009 - 10	7	85.7%			

**Teacher Assessments**

*Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.*

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	1		
Summary Pass Rates			
- Alternative	3		

*Note: The pass rate is not provided if there were less than 10 test takers*

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26



**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

**Alternatively Licensed Teachers**

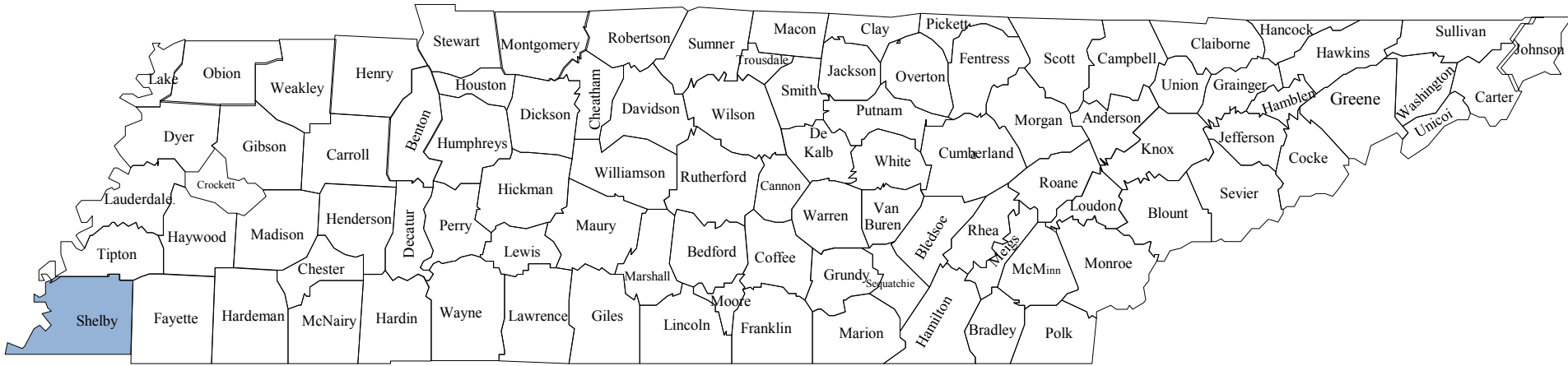
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

# Memphis College of Art

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	6

**Memphis Teacher Residency**  
Partnership with Union University

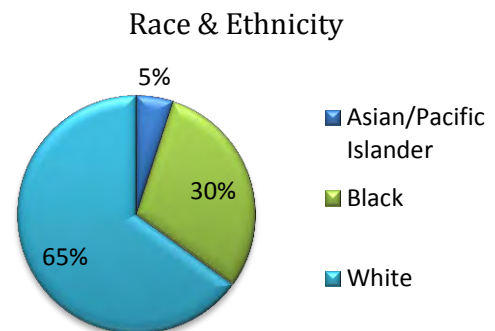
**Location:** **Memphis, TN**

**Description:** Memphis Teacher Residency (MTR) is a four-year training program for aspiring urban teachers. The program begins with a 12-month residency in which the Resident earns a Masters of Urban Education (MUEd) from Union University and completes their internship under the leadership of a mentor/master teacher. MTR coaches observe Residents and provide feedback on a weekly basis. Residents receive a small stipend, housing allowance and full tuition assistance, with their commitment to teach for three consecutive years in a Memphis urban school, defined as any school operating within the Memphis city limits and serving an enrollment that is 60%+ FRPL ([www.MemphisTR.org](http://www.MemphisTR.org)).

Top Endorsement Areas: Elementary K-6 (8 completers)  
History 7-12 (4 completers)

Program Completers

<b>Total Number</b>	<b>20</b>
Male	40%
Female	60%
In-state	95%
Out-of-state	5%
Traditional License	20
Alternative License	



Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.89	3.36 – 4.00	3.89		<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

**Placement and Retention Data**

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution’s graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	n/a				
2007 - 08	n/a				
2008 - 09	n/a				
2009 - 10	20	80.0%			

**Teacher Assessments**

*Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.*

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	20	19	95%
Summary Pass Rates			
- Alternative			

*Note: The pass rate is not provided if there were less than 10 test takers*

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1202	5	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	2	24
- <b>Science</b>	-	1	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	<b>-3.7717</b>	5	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.1202	5	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	2	27
- <b>Science</b>	-	1	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	<b>-3.7717</b>	5	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.7026	5	30
- <b>Math</b>	-	3	25
- <b>Reading/Language</b>	-	2	24
- <b>Science</b>	-	1	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	<b>-3.4254</b>	5	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.5322	5	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	2	27
- <b>Science</b>	-	1	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	<b>-3.5675</b>	5	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	40.0%	5
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	1
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	80.0%	0.0%	5

**Alternatively Licensed Teachers**

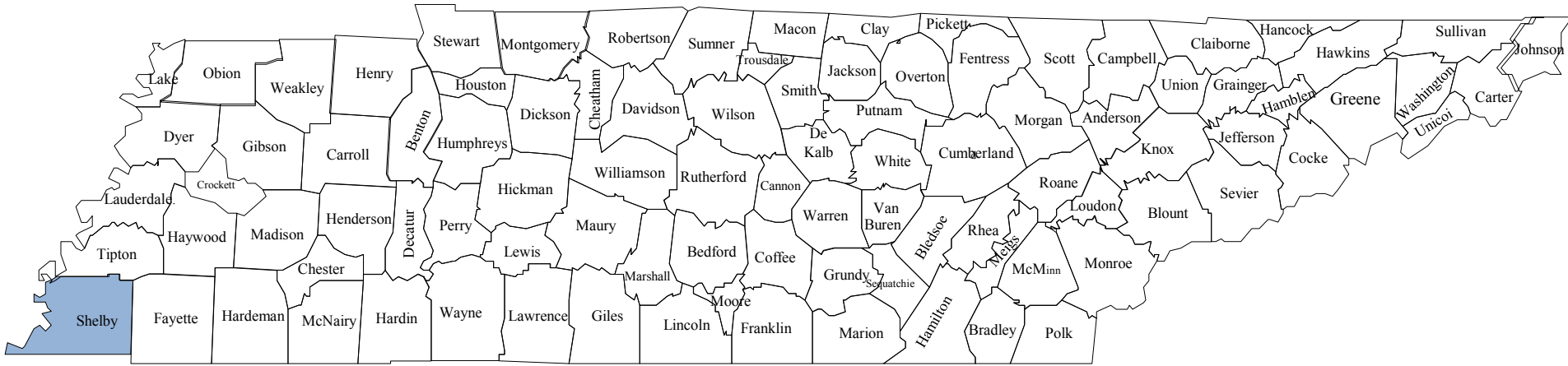
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	40.0%	5
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	1
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	80.0%	0.0%	5

# Memphis Teacher Residency

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	16



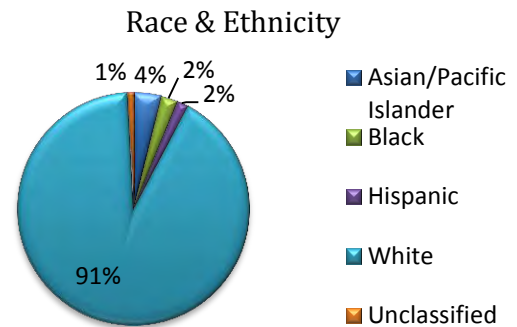
## Middle Tennessee State University

### Teacher Education Program Information

<b>Location:</b>	<b>Murfreesboro, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	47
Top Endorsement Areas:	Elementary K-6 (176 completers) Early Childhood Ed PK-3 (45 completers) Beg Admin PreK-12 A (45 completers)

#### Program Completers

<b>Total Number</b>	<b>608</b>
Male	20%
Female	80%
In-state	99%
Out-of-state	1%
Traditional License	507
Alternative License	55



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.50	2.45 – 4.00			<b>3.57</b>
<b>Major GPA</b>	3.48	2.52 – 4.00			<b>3.55</b>
<b>High School GPA</b>	3.35	1.54 – 4.00			<b>3.39</b>
<b>ACT Composite</b>	22.0	14 – 33			<b>22.9</b>
<b>ACT Reading</b>	23.6	12 – 36			<b>23.5</b>
<b>ACT Science</b>	21.7	10 – 34			<b>21.8</b>
<b>ACT English</b>	23.1	12 – 36			<b>23.2</b>
<b>ACT Math</b>	20.7	0 – 33			<b>20.8</b>
<b>SAT Cumulative</b>	1125	910 – 1400			<b>1182</b>
<b>SAT Math</b>	578	480 – 690			<b>560</b>
<b>SAT Verbal</b>	389	104 – 930			<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	414	70.5%	71.5%	58.7%	70.5%
2007 - 08	338	67.2%	71.6%	57.4%	
2008 - 09	444	48.0%	57.0%		
2009 - 10	608	63.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	380	361	95%
Summary Pass Rates			
- Alternative	37	35	95%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green**: Statistically significant positive difference
- **Yellow**: Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.6739</b>	127	30
- <b>Math</b>	-0.2496	65	25
- <b>Reading/Language</b>	-0.2102	84	24
- <b>Science</b>	-0.0433	63	24
- <b>Social Studies</b>	<b>-0.6120</b>	61	23
<b>EOC Composite (High school)</b>	-0.3019	22	17
- <b>Algebra I</b>	0.1746	7	5
- <b>English I</b>	0.3352	8	4
- <b>English II</b>	-0.3867	7	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.4322	18	15
- <b>Math</b>	-0.8138	6	7
- <b>Reading/Language</b>	-0.4283	7	7
- <b>Science</b>	-1.1600	9	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-0.1469	17	18
- <b>Algebra I</b>	-0.6198	6	6
- <b>Biology I</b>	0.6570	7	4

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.7680</b>	145	34
- <b>Math</b>	-0.2973	71	29
- <b>Reading/Language</b>	<b>-0.2270</b>	91	27
- <b>Science</b>	-0.1829	72	28
- <b>Social Studies</b>	<b>-0.6359</b>	62	25
<b>EOC Composite (High school)</b>	-0.2343	39	26
- <b>Algebra I</b>	-0.1921	13	15
- <b>Biology I</b>	-0.1750	9	9
- <b>English I</b>	0.4898	9	6
- <b>English II</b>	-0.3471	8	5

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0915	127	30
- Math	0.0148	65	25
- Reading/Language	-0.0347	84	24
- Science	0.0759	63	24
- Social Studies	-0.2448	61	23
<b>EOC Composite (High school)</b>	0.0444	22	17
- Algebra I	0.2693	7	5
- English I	0.2740	8	4
- English II	-0.2104	7	4

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.3835	18	15
- Math	-1.0325	6	7
- Reading/Language	-0.2724	7	7
- Science	<b>-2.3630</b>	9	8
- Social Studies	-	1	5
<b>EOC Composite (High school)</b>	-0.1042	17	18
- Algebra I	-1.5886	6	6
- Biology I	1.6624	7	4

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3560	145	34
- Math	-0.1734	71	29
- Reading/Language	-0.0785	91	27
- Science	-0.3990	72	28
- Social Studies	<b>-0.5156</b>	62	25
<b>EOC Composite (High school)</b>	-0.0301	39	26
- Algebra I	-0.3630	13	15
- Biology I	-0.0338	9	9
- English I	0.5860	9	6
- English II	-0.3785	8	5

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	18.9%	14.2%	127
- <b>Math</b>	18.5%	15.4%	65
- <b>Reading/Language</b>	20.2%	14.3%	84
- <b>Science</b>	20.6%	22.2%	63
- <b>Social Studies</b>	21.3%	16.4%	61
<b>EOC Composite (High school)</b>	18.2%	18.2%	22
- <b>Algebra I</b>	14.3%	14.3%	7
- <b>English I</b>	37.5%	37.5%	8
- <b>English II</b>	42.9%	14.3%	7

#### Alternatively Licensed Teachers

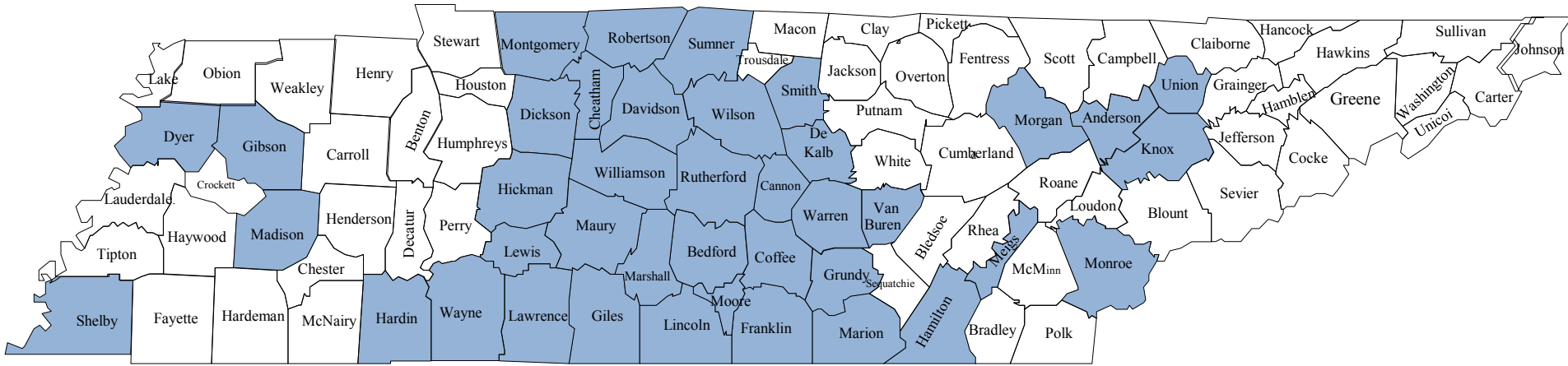
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	44.4%	16.7%	18
- <b>Math</b>	33.3%	33.3%	6
- <b>Reading/Language</b>	57.1%	28.6%	7
- <b>Science</b>	33.3%	11.1%	9
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	23.5%	23.5%	17
- <b>Algebra I</b>	33.3%	16.7%	6
- <b>Biology I</b>	14.3%	28.6%	7

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	22.1%	14.5%	145
- <b>Math</b>	19.7%	16.9%	71
- <b>Reading/Language</b>	23.1%	15.4%	91
- <b>Science</b>	22.2%	20.8%	72
- <b>Social Studies</b>	22.6%	16.1%	62
<b>EOC Composite (High school)</b>	20.5%	20.5%	39
- <b>Algebra I</b>	23.1%	15.4%	13
- <b>Biology I</b>	33.3%	22.2%	9
- <b>English I</b>	33.3%	44.4%	9
- <b>English II</b>	37.5%	12.5%	8

# Middle Tennessee State University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers	County	Number of Teachers	County	Number of Teachers
Anderson	3	Hardin	1	Morgan	1
Bedford	16	Hickman	2	Robertson	8
Cannon	8	Knox	1	Rutherford	119
Cheatham	5	Lawrence	9	Shelby	3
Coffee	14	Lewis	2	Smith	2
Davidson	45	Lincoln	6	Sumner	19
DeKalb	1	Madison	1	Union	1
Dickson	1	Marion	3	Van Buren	1
Dyer	1	Marshall	8	Warren	2
Franklin	5	Maury	14	Wayne	1
Gibson	1	Meigs	1	Williamson	29
Giles	2	Monroe	1	Wilson	35
Grundy	1	Montgomery	4		
Hamilton	3	Moore	3		163

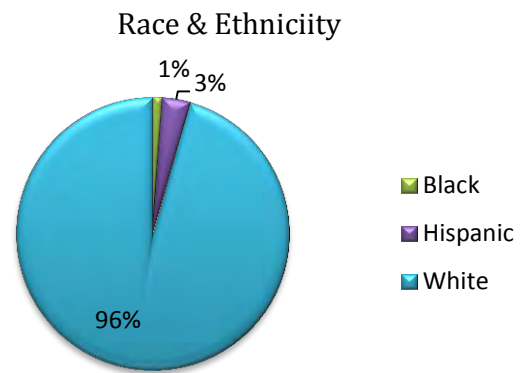
## Milligan College

### Teacher Education Program Information

<b>Location:</b>	<b>Milligan College, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	21
Top Endorsement Areas:	Elementary K-6 (26 completers) Early Childhood Ed PK-3 (1 completers) History 7-12 (11 completers)

#### Program Completers

<b>Total Number</b>	<b>91</b>
Male	32%
Female	68%
In-state	82%
Out-of-state	18%
Traditional License	89
Alternative License	2



#### Academic Information

	Average All Completers	Range All Completers	Average BA/BS	Average MEd	State Average All Completers
<b>Final GPA</b>	3.73	2.52 – 4.00	3.46	3.83	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	23.4	15 – 30	23.8	23.1	<b>22.9</b>
<b>ACT Reading</b>	25.0	14 – 33	25.8	24.5	<b>23.5</b>
<b>ACT Science</b>	23.0	14 – 32	24.0	22.2	<b>21.8</b>
<b>ACT English</b>	23.5	12 – 33	24.0	23.1	<b>23.2</b>
<b>ACT Math</b>	22.5	16 – 27	21.8	23.0	<b>20.8</b>
<b>SAT Cumulative</b>	1087	820 – 1300	1010	1190	<b>1182</b>
<b>SAT Math</b>	537	390 – 670	504	582	<b>560</b>
<b>SAT Verbal</b>	551	390 – 690	508	608	<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	60	63.3%	61.7%	56.7%	61.7%
2007 - 08	44	56.8%	54.5%	45.5%	
2008 - 09	57	54.4%	57.9%		
2009 - 10	91	65.9%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	54	54	100%
Summary Pass Rates			
- Alternative	2		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.2557</b>	24	30
- <b>Math</b>	-1.0463	13	25
- <b>Reading/Language</b>	-0.3889	16	24
- <b>Science</b>	-0.9122	9	24
- <b>Social Studies</b>	-0.9204	14	23
<b>EOC Composite (High school)</b>	0.5865	8	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.2557</b>	24	34
- <b>Math</b>	-1.0463	13	29
- <b>Reading/Language</b>	-0.3889	16	27
- <b>Science</b>	-0.9122	9	28
- <b>Social Studies</b>	-0.9204	14	25
<b>EOC Composite (High school)</b>	0.5865	8	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6733	24	30
- <b>Math</b>	-0.7820	13	25
- <b>Reading/Language</b>	-0.2134	16	24
- <b>Science</b>	-0.7930	9	24
- <b>Social Studies</b>	-0.5532	14	23
<b>EOC Composite (High school)</b>	0.9328	8	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.8437	24	34
- <b>Math</b>	-0.9224	13	29
- <b>Reading/Language</b>	-0.2404	16	27
- <b>Science</b>	-1.1284	9	28
- <b>Social Studies</b>	-0.8001	14	25
<b>EOC Composite (High school)</b>	0.7907	8	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	33.3%	4.2%	24
- <b>Math</b>	30.8%	7.7%	13
- <b>Reading/Language</b>	25.0%	6.3%	16
- <b>Science</b>	33.3%	11.1%	9
- <b>Social Studies</b>	28.6%	7.1%	14
<b>EOC Composite (High school)</b>	12.5%	12.5%	8

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	33.3%	4.2%	24
- <b>Math</b>	30.8%	7.7%	13
- <b>Reading/Language</b>	25.0%	6.3%	16
- <b>Science</b>	33.3%	11.1%	9
- <b>Social Studies</b>	28.6%	7.1%	14
<b>EOC Composite (High school)</b>	12.5%	12.5%	8

# Milligan College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Carter	17
Claiborne	1
Greene	1
Hamblen	1
Hawkins	2
Johnson	4
Knox	2
Sullivan	19
Washington	13

## South College

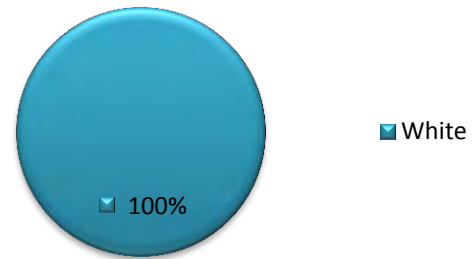
### Teacher Education Program Information

<b>Location:</b>	<b>Knoxville, TN</b>
<b>System:</b>	
Accreditation:	SACS
Approved Teacher Education Programs:	2
Top Endorsement Area:	Elementary K-6 (60 completers)

#### Program Completers

<b>Total Number</b>	<b>60</b>
Male	32%
Female	68%
In-state	100%
Out-of-state	
Traditional License	60
Alternative License	0

#### Race & Ethnicity



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.77				<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	24.7				<b>22.9</b>
<b>ACT Reading</b>	26				<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>	24.3				<b>23.2</b>
<b>ACT Math</b>	23				<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

Note: Academic information provided only for 12 degree recipients. All others were not degree recipients.

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	33	72.7%	75.8%	63.6%	66.7%
2007 - 08	41	48.8%	39.0%	29.3%	
2008 - 09	67	43.3%	49.3%		
2009 - 10	60	50.0%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	67	67	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)*KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.2531	22	30
- <b>Math</b>	-0.7143	18	25
- <b>Reading/Language</b>	-0.4086	19	24
- <b>Science</b>	-1.0270	15	24
- <b>Social Studies</b>	-0.3177	11	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.2531	22	34
- <b>Math</b>	-0.7143	18	29
- <b>Reading/Language</b>	-0.4086	19	27
- <b>Science</b>	-1.0270	15	28
- <b>Social Studies</b>	-0.3177	11	25
<b>EOC Composite (High school)</b>	-	0	26



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6707	22	30
- <b>Math</b>	-0.4499	18	25
- <b>Reading/Language</b>	-0.2331	19	24
- <b>Science</b>	-0.9077	15	24
- <b>Social Studies</b>	0.0495	11	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.8411	22	34
- <b>Math</b>	-0.5904	18	29
- <b>Reading/Language</b>	-0.2601	19	27
- <b>Science</b>	<b>-1.2431</b>	15	28
- <b>Social Studies</b>	-0.1974	11	25
<b>EOC Composite (High school)</b>	-	0	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	36.4%	0.0%	22
- <b>Math</b>	27.8%	5.6%	18
- <b>Reading/Language</b>	15.8%	0.0%	19
- <b>Science</b>	46.7%	6.7%	15
- <b>Social Studies</b>	27.3%	27.3%	11
<b>EOC Composite (High school)</b>	-	-	0

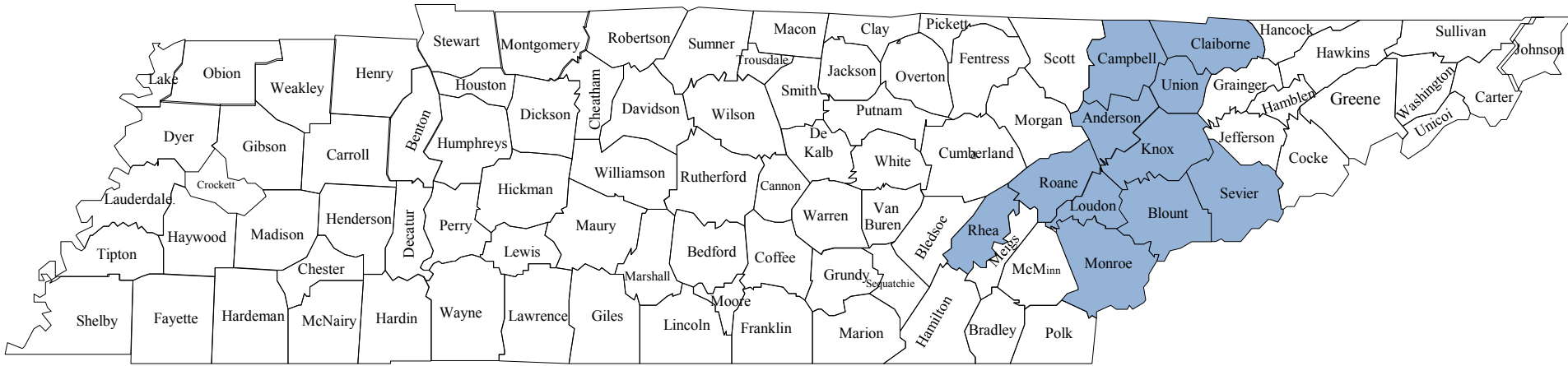
#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	36.4%	0.0%	22
- <b>Math</b>	27.8%	5.6%	18
- <b>Reading/Language</b>	15.8%	0.0%	19
- <b>Science</b>	46.7%	6.7%	15
- <b>Social Studies</b>	27.3%	27.3%	11
<b>EOC Composite (High school)</b>	-	-	0

## South College Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	2
Blount	1
Campbell	1
Claiborne	1
Knox	16
Loudon	3

County	Number of Teachers
Monroe	1
Rhea	1
Roane	1
Sevier	2
Union	1

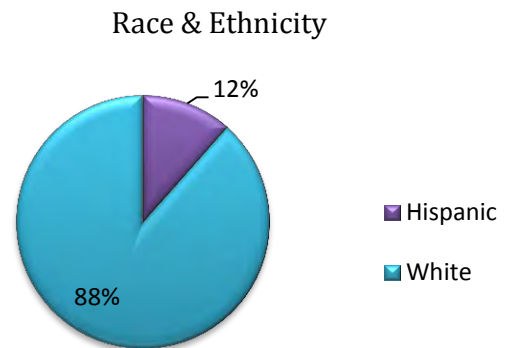
## Southern Adventist University

### Teacher Education Program Information

<b>Location:</b>	<b>Collegedale, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	15
Top Endorsement Areas:	Elementary K-6 (9 completers) English 7-12 (5 completers)

#### Program Completers

<b>Total Number</b>	<b>26</b>
Male	35%
Female	65%
In-state	35%
Out-of-state	65%
Traditional License	26
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.37				<b>3.57</b>
<b>Major GPA</b>	3.21				<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	23				<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	26	15.4%	11.5%	7.7%	7.7%
2007 - 08	32	0.0%	0.0%	0.0%	
2008 - 09	29	6.9%	13.8%		
2009 - 10	26	3.8%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	29	29	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	34
- <b>Math</b>	-	0	29
- <b>Reading/Language</b>	-	0	27
- <b>Science</b>	-	0	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-	0	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

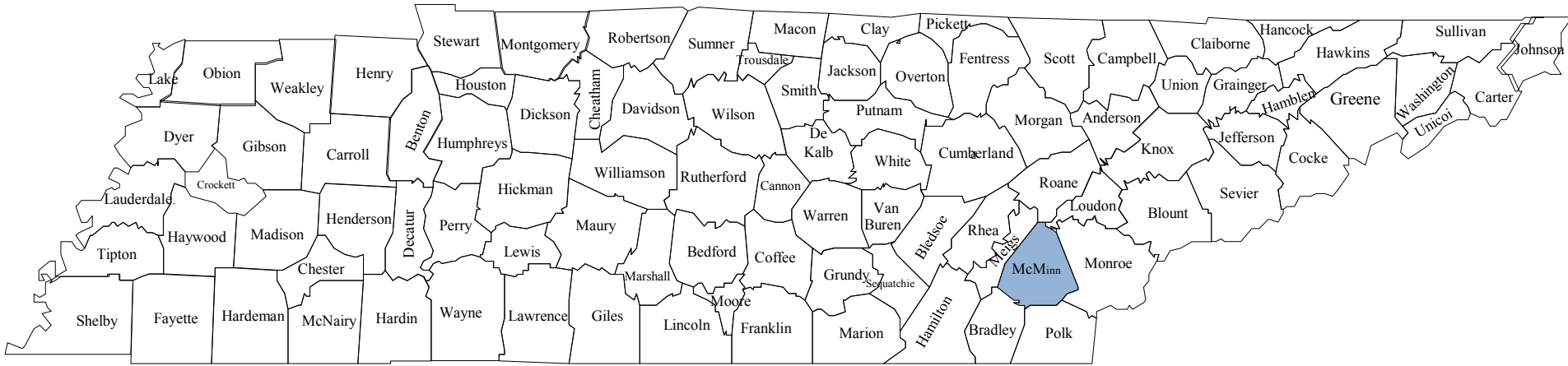
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0



# Southern Adventist University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
McMinn	1

## Teach for America, Memphis

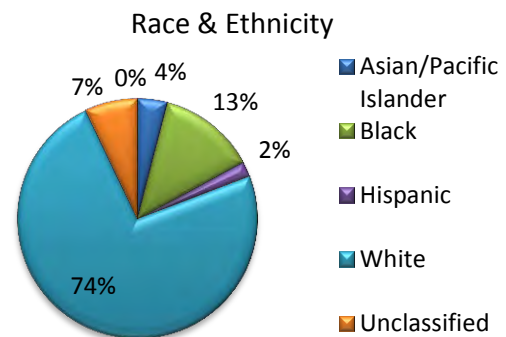
**Location:** **Memphis, TN**

Description: Teach for America began placing corps members in Memphis City Schools 2006. Currently, corps members make up about 3% of Memphis City Schools' teachers and teach in 85 of the lowest-performing/highest need schools. Corps members are able to obtain their teaching license based on their TFA professional development and are not required to take university courses to continue teaching. The program is partnered with Christian Brothers University to provide corps members the option to pursue a master's in education. (<https://www.teachforamerica.org/where-we-work/memphis>)

Top Endorsement Areas: Middle Grades 4-8 (26 corps members)  
Elementary K-6 (18 corps members)  
Mathematics 7-12 (15 corps members)

### Corps Members

<b>Total Number</b>	<b>99</b>
Male	30%
Female	70%
In-state	6%
Out-of-state	94%
Traditional License	1
Alternative License	98



### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.56	2.80 – 4.00			<b>3.57</b>
<b>Major GPA</b>	3.61	3.00 – 3.97			<b>3.55</b>
<b>High School GPA</b>	3.69	2.40 – 4.00			<b>3.39</b>
<b>ACT Composite</b>	26.9	19 – 32			<b>22.9</b>
<b>ACT Reading</b>	30.5	27 – 36			<b>23.5</b>
<b>ACT Science</b>	24.8	19 – 28			<b>21.8</b>
<b>ACT English</b>	29.5	21 – 34			<b>23.2</b>
<b>ACT Math</b>	27.7	25 – 32			<b>20.8</b>
<b>SAT Cumulative</b>	1330	1030 – 1560			<b>1182</b>
<b>SAT Math</b>	655	350 – 800			<b>560</b>
<b>SAT Verbal</b>	671	500 – 800			<b>557</b>

## Placement and Retention Data

*Data reflect the placement and retention rates of Teach for America (TFA) corps members for each cohort year listed. These data are based on information provided by the TFA Memphis program. TFA corps members make a two-year commitment to teaching when they join. The 2010-11 data are based on the corps members teaching in public TN K-12 as reported in the Personnel Information Reporting System (PIRS).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching in Year 3	Teaching in Year 4
2006 - 07	45	100%	95.6%	15.6%	8.9%
2007 - 08	45	100%	100%	31.1%	
2008 - 09	52	100%	90.4%		
2009 - 10	49	100%			
2010 - 11*	99	85.9%			

\* Data may not reflect all corps members teaching in charter schools.

## Program Requirements

Teach for America has the following prerequisites for applicants to be considered:

- Bachelor's Degree from an accredited college or university by the first day of the summer institute
- GPA: a minimum 2.50 cumulative undergraduate grade point average on a 4.0 scale (the average GPA is 3.6)
- US citizenship or nation/permanent resident<sup>1</sup>

<sup>1</sup> Retrieved from <https://www.teachforamerica.org/online/info/goto.do?page=prerequisites>

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>3.7113</b>	55	15
- <b>Math</b>	<b>2.1711</b>	12	7
- <b>Reading/Language</b>	<b>0.7525</b>	17	7
- <b>Science</b>	<b>6.3823</b>	14	8
- <b>Social Studies</b>	<b>4.1699</b>	19	5
<b>EOC Composite (High school)</b>	-0.7065	27	18
- <b>Algebra I</b>	0.2930	16	6
- <b>Biology I</b>	-1.7579	5	4

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>3.7113</b>	55	34
- <b>Math</b>	<b>2.1711</b>	12	29
- <b>Reading/Language</b>	<b>0.7525</b>	17	27
- <b>Science</b>	<b>6.3823</b>	14	28
- <b>Social Studies</b>	<b>4.1699</b>	19	25
<b>EOC Composite (High school)</b>	-0.7065	27	26
- <b>Algebra I</b>	0.2930	16	15
- <b>Biology I</b>	-1.7579	5	9

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>3.7601</b>	55	15
- <b>Math</b>	<b>1.9524</b>	12	7
- <b>Reading/Language</b>	<b>0.9084</b>	17	7
- <b>Science</b>	<b>5.1793</b>	14	8
- <b>Social Studies</b>	<b>3.3225</b>	19	5
<b>EOC Composite (High school)</b>	-0.6638	27	18
- <b>Algebra I</b>	-0.6758	16	6
- <b>Biology I</b>	-0.7526	5	4

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>4.1233</b>	55	34
- <b>Math</b>	<b>2.2951</b>	12	29
- <b>Reading/Language</b>	<b>0.9010</b>	17	27
- <b>Science</b>	<b>6.1662</b>	14	28
- <b>Social Studies</b>	<b>4.2902</b>	19	25
<b>EOC Composite (High school)</b>	-0.5023	27	26
- <b>Algebra I</b>	0.1221	16	15
- <b>Biology I</b>	-1.6167	5	9

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>5.5%</b>	<b>54.6%</b>	55
- <b>Math</b>	16.7%	41.7%	12
- <b>Reading/Language</b>	11.8%	<b>47.1%</b>	17
- <b>Science</b>	<b>0.0%</b>	<b>78.6%</b>	14
- <b>Social Studies</b>	10.5%	<b>57.9%</b>	19
<b>EOC Composite (High school)</b>	33.3%	25.9%	27
- <b>Algebra I</b>	12.5%	18.8%	16
- <b>Biology I</b>	60.0%	20.0%	5

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>5.5%</b>	<b>54.6%</b>	55
- <b>Math</b>	16.7%	41.7%	12
- <b>Reading/Language</b>	11.8%	<b>47.1%</b>	17
- <b>Science</b>	<b>0.0%</b>	<b>78.6%</b>	14
- <b>Social Studies</b>	10.5%	<b>57.9%</b>	19
<b>EOC Composite (High school)</b>	33.3%	25.9%	27
- <b>Algebra I</b>	12.5%	18.8%	16
- <b>Biology I</b>	60.0%	20.0%	5

# Teach for America- Memphis

## Counties where 2010-2011 Corps Members taught



County	Number of Teachers
Shelby	85

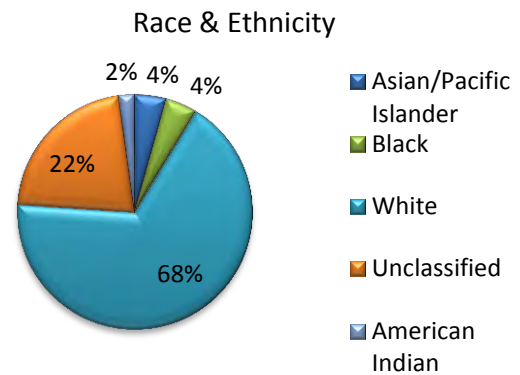
## Teach for America, Nashville

**Location:** Nashville, TN

**Description:** Teach for America began placing corps members in Greater Nashville in 2009. There are currently teachers in 40 schools across the area, which includes Davidson, Cheatham and Rutherford Counties. Corps members are required to pass content-specific Praxis exams prior to and during the school year. They take courses at Lipscomb University specifically designed for this program in order to receive a transitional teaching license. By taking additional courses, they have the option to earn a traditional license as well as a master's of education. (<https://www.teachforamerica.org/where-we-work/greater-nashville>)

### Corps Members

<b>Total Number</b>	<b>46</b>
Male	28%
Female	72%
In-state	
Out-of-state	
Traditional License	0
Alternative License	46



### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.96	3.50 – 4.00			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.66	2.61 – 3.98			<b>3.39</b>
<b>ACT Composite</b>	28.8	20 – 35			<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of Teach for America (TFA) corps members for each cohort year listed. These data are based on information provided by the TFA Memphis program. TFA corps members make a two-year commitment to teaching when they join. The 2010-11 data are based on the corps members teaching in public TN K-12 as reported in the Personnel Information Reporting System (PIRS).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching in Year 3	Teaching in Year 4
2006 - 07	n/a				
2007 - 08	n/a				
2008 - 09	n/a				
2009 - 10	52	100%			
2010 - 11*	46	78.3%			

\* Data may not reflect all corps members teaching in charter schools.

## Program Requirements

Teach for America has the following prerequisites for applicants to be considered:

- Bachelor's Degree from an accredited college or university by the first day of the summer institute
- GPA: a minimum 2.50 cumulative undergraduate grade point average on a 4.0 scale (the average GPA is 3.6)
- US citizenship or nation/permanent resident<sup>1</sup>

<sup>1</sup> Retrieved from <https://www.teachforamerica.org/online/info/goto.do?page=prerequisites>

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>1.3362</b>	25	15
- <b>Math</b>	0.1143	11	7
- <b>Reading/Language</b>	0.0149	11	7
- <b>Science</b>	<b>2.1796</b>	11	8
- <b>Social Studies</b>	1.0970	10	5
<b>EOC Composite (High school)</b>	<b>2.7269</b>	19	18
- <b>Algebra I</b>	<b>4.5386</b>	11	6

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>1.3362</b>	25	34
- <b>Math</b>	0.1143	11	29
- <b>Reading/Language</b>	0.0149	11	27
- <b>Science</b>	<b>2.1796</b>	11	28
- <b>Social Studies</b>	1.0970	10	25
<b>EOC Composite (High school)</b>	<b>2.7269</b>	19	26
- <b>Algebra I</b>	<b>4.5386</b>	11	15

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>1.3849</b>	25	15
- <b>Math</b>	-0.1045	11	7
- <b>Reading/Language</b>	0.1708	11	7
- <b>Science</b>	0.9766	11	8
- <b>Social Studies</b>	0.2496	10	5
<b>EOC Composite (High school)</b>	<b>2.7696</b>	19	18
- <b>Algebra I</b>	<b>3.5698</b>	11	6

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>1.7482</b>	25	34
- <b>Math</b>	0.2382	11	29
- <b>Reading/Language</b>	0.1634	11	27
- <b>Science</b>	<b>1.9635</b>	11	28
- <b>Social Studies</b>	<b>1.2173</b>	10	25
<b>EOC Composite (High school)</b>	<b>2.9311</b>	19	26
- <b>Algebra I</b>	<b>4.3677</b>	11	15

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Alternatively Licensed Teachers

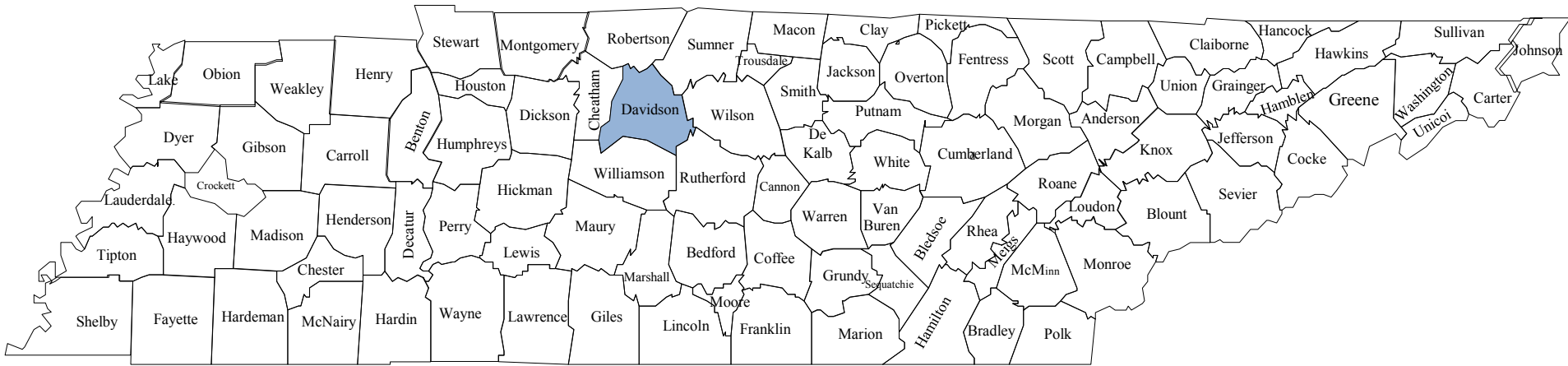
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	12.0%	<b>44.0%</b>	25
- <b>Math</b>	18.2%	27.3%	11
- <b>Reading/Language</b>	18.2%	27.3%	11
- <b>Science</b>	18.2%	<b>54.6%</b>	11
- <b>Social Studies</b>	10.0%	<b>50.0%</b>	10
<b>EOC Composite (High school)</b>	5.3%	<b>63.2%</b>	19
- <b>Algebra I</b>	9.1%	<b>63.6%</b>	11

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	12.0%	<b>44.0%</b>	25
- <b>Math</b>	18.2%	27.3%	11
- <b>Reading/Language</b>	18.2%	27.3%	11
- <b>Science</b>	18.2%	<b>54.6%</b>	11
- <b>Social Studies</b>	10.0%	<b>50.0%</b>	10
<b>EOC Composite (High school)</b>	5.3%	<b>63.2%</b>	19
- <b>Algebra I</b>	9.1%	<b>63.6%</b>	11

# Teach for America- Nashville

## Counties where 2010-2011 Corps Members taught



County	Number of Teachers
Davidson	36

## Teach Tennessee

**Location:** **TN Department of Education**

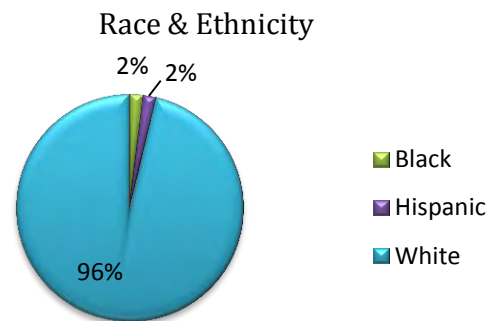
**Description:** *Teach Tennessee* is an accelerated teacher licensure program that is run by the Tennessee Department of Education. The program targets those with strong content knowledge who wish to teach high need subjects in grades 7-12. The program offers two pathways; both groups attend a twelve day summer institute.

- *Governor's Fellows* must have five years of work experience related to the high need subject area they want to teach in grades 7-12.
- *Commissioner's Fellows* do not need the five years of work experience, but must still meet the minimum requirements. (<http://www.tn.gov/education/teachtn/index.shtml>)

Top Endorsement Areas: Biology 7-12 (26 completers)  
Mathematics 7-12 (24 completers)

### Teach Tennessee Fellows

<b>Total Number</b>	<b>55</b>
Male	40%
Female	60%
In-state	98%
Out-of-state	2%
Traditional License	
Alternative License	55



### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.24	2.20 – 3.90			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools.

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching in Year 3	Teaching in Year 4
2006 - 07*	40	95.0%	85.0%	75.0%	57.5%
2007 - 08*	41	87.8%	80.5%	75.6%	
2008 - 09	15	93.3%	93.3%		
2009 - 10	55	65.5%			

\* The placement and retention rates for the 2006-07 and 2007-08 cohorts of Teach TN were calculated and provided by the TDOE.

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	15	15	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green**: Statistically significant positive difference
- **Yellow**: Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	2	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.4169	9	15
- <b>Math</b>	-1.4869	8	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-1.2903	14	18
- <b>Algebra I</b>	-1.9744	6	6
- <b>Biology I</b>	-0.5412	8	4

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.4169	9	34
- <b>Math</b>	-1.4869	8	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	3	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-0.9563	16	26
- <b>Algebra I</b>	-1.3775	8	15
- <b>Biology I</b>	-0.5412	8	9



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	2	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.3682	9	15
- <b>Math</b>	-1.7056	8	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-1.2476	14	18
- <b>Algebra I</b>	<b>-2.9433</b>	6	6
- <b>Biology I</b>	0.4642	8	4

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.0050	9	34
- <b>Math</b>	-1.3630	8	29
- <b>Reading/Language</b>	-	1	27
- <b>Science</b>	-	3	28
- <b>Social Studies</b>	-	0	25
<b>EOC Composite (High school)</b>	-0.7521	16	26
- <b>Algebra I</b>	-1.5484	8	15
- <b>Biology I</b>	-0.4000	8	9

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	2

#### Alternatively Licensed Teachers

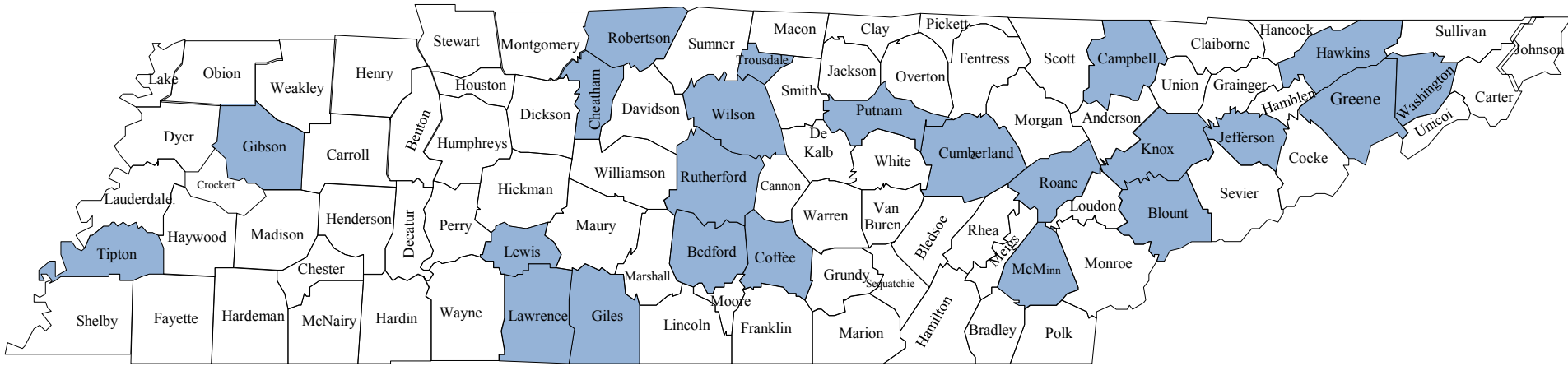
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	33.3%	11.1%	9
- <b>Math</b>	25.0%	0.0%	8
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	28.6%	7.1%	14
- <b>Algebra I</b>	33.3%	0.0%	6
- <b>Biology I</b>	37.5%	0.0%	8

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	33.3%	11.1%	9
- <b>Math</b>	25.0%	0.0%	8
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	25.0%	12.5%	16
- <b>Algebra I</b>	25.0%	0.0%	8
- <b>Biology I</b>	37.5%	0.0%	8

# Teach Tennessee

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Bedford	3
Blount	2
Campbell	1
Cheatham	1
Coffee	1
Cumberland	1
Gibson	1
Giles	1

County	Number of Teachers
Greene	1
Hawkins	1
Jefferson	1
Knox	5
Lawrence	1
Lewis	1
McMinn	4
Putnam	2

County	Number of Teachers
Roane	1
Robertson	3
Rutherford	1
Tipton	1
Trousdale	1
Washington	1
Wilson	3

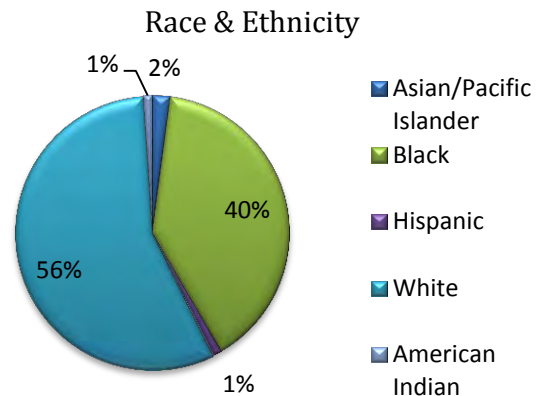
## Tennessee State University

### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	37
<b>Top Endorsement Areas:</b>	Elementary K-6 (55 completers) Inst/General Music K-12 (11 completers) English 7-12 (6 completers)

#### Program Completers

<b>Total Number</b>	<b>96</b>
Male	20%
Female	80%
In-state	86%
Out-of-state	14%
Traditional License	96
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.49				<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	93	53.8%	41.9%	30.1%	46.2%
2007 - 08	94	60.6%	70.2%	51.1%	
2008 - 09	88	45.5%	59.1%		
2009 - 10	96	63.5%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	87	87	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.3691</b>	40	30
- <b>Math</b>	-0.1978	26	25
- <b>Reading/Language</b>	<b>-0.5617</b>	27	24
- <b>Science</b>	<b>-1.3183</b>	26	24
- <b>Social Studies</b>	-0.5779	27	23
<b>EOC Composite (High school)</b>	-	3	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2982	7	15
- <b>Math</b>	-	4	7
- <b>Reading/Language</b>	-	4	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	4	5
<b>EOC Composite (High school)</b>	-0.1583	8	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.2096</b>	47	34
- <b>Math</b>	-0.2873	30	29
- <b>Reading/Language</b>	<b>-0.5375</b>	31	27
- <b>Science</b>	<b>-1.3047</b>	28	28
- <b>Social Studies</b>	-0.3110	31	25
<b>EOC Composite (High school)</b>	-0.4308	11	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.7867</b>	40	30
- Math	0.0666	26	25
- Reading/Language	-0.3862	27	24
- Science	<b>-1.1991</b>	26	24
- Social Studies	-0.2107	27	23
<b>EOC Composite (High school)</b>	-	3	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2494	7	15
- Math	-	4	7
- Reading/Language	-	4	7
- Science	-	2	8
- Social Studies	-	4	5
<b>EOC Composite (High school)</b>	-0.1156	8	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.7976</b>	47	34
- Math	-0.1633	30	29
- Reading/Language	<b>-0.3891</b>	31	27
- Science	<b>-1.5209</b>	28	28
- Social Studies	-0.1908	31	25
<b>EOC Composite (High school)</b>	-0.2266	11	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.0%	<b>7.5%</b>	40
- <b>Math</b>	19.2%	11.5%	26
- <b>Reading/Language</b>	33.3%	22.2%	27
- <b>Science</b>	30.8%	<b>3.9%</b>	26
- <b>Social Studies</b>	25.9%	14.8%	27
<b>EOC Composite (High school)</b>	-	-	3

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	28.6%	14.3%	7
- <b>Math</b>	-	-	4
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	4
<b>EOC Composite (High school)</b>	0.0%	0.0%	8

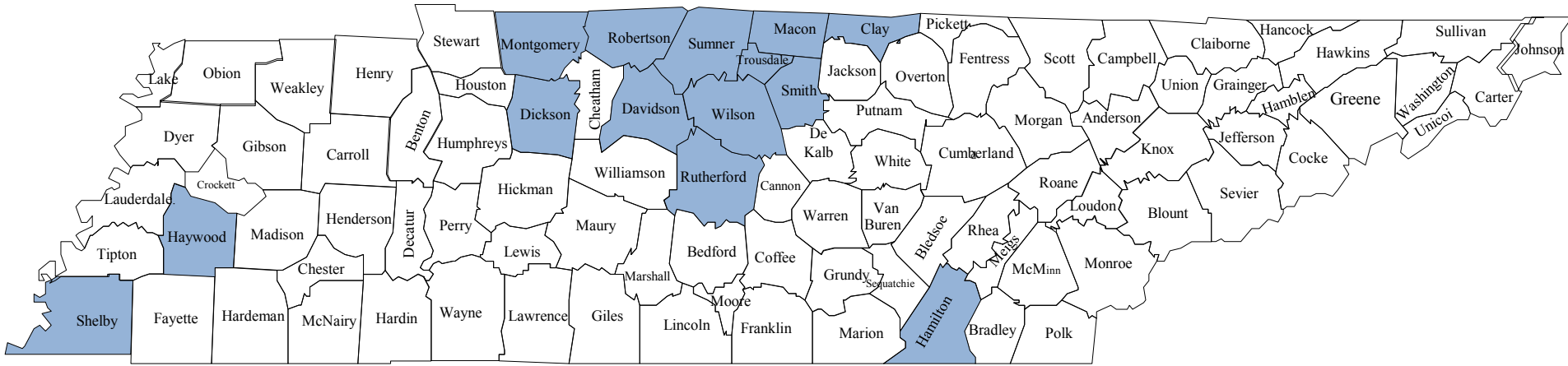
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.5%	<b>8.5%</b>	47
- <b>Math</b>	20.0%	10.0%	30
- <b>Reading/Language</b>	32.3%	19.4%	31
- <b>Science</b>	32.1%	<b>3.6%</b>	28
- <b>Social Studies</b>	22.6%	16.1%	31
<b>EOC Composite (High school)</b>	0.0%	0.0%	11



# Tennessee State University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Clay	2
Davidson	21
Dickson	1
Hamilton	1
Haywood	1
Macon	3
Montgomery	2

County	Number of Teachers
Robertson	3
Rutherford	2
Shelby	4
Smith	1
Sumner	13
Troupdale	3
Wilson	4

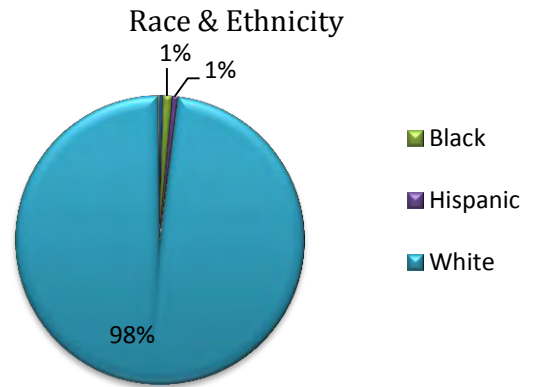
## Tennessee Tech University

### Teacher Education Program Information

<b>Location:</b>	<b>Cookeville, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	31
Top Endorsement Areas:	Elementary K-6 (262 completers) Beginning Admin PreK-12 A (118 completers) English 7-12 (29 completers)

#### Program Completers

<b>Total Number</b>	<b>611</b>
Male	24%
Female	76%
In-state	99%
Out-of-state	1%
Traditional License	448
Alternative License	45



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.59	2.30 – 4.00	3.46	3.85	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	326	65.6%	72.4%	58.3%	67.8%
2007 - 08	374	59.6%	67.6%	50.5%	
2008 - 09	388	51.3%	62.6%		
2009 - 10	611	61.5%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	369	362	98%
Summary Pass Rates			
- Alternative	19	15	79%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.7381</b>	157	30
- <b>Math</b>	-0.1862	92	25
- <b>Reading/Language</b>	<b>-0.3719</b>	112	24
- <b>Science</b>	-0.1365	93	24
- <b>Social Studies</b>	<b>-0.4885</b>	80	23
<b>EOC Composite (High school)</b>	0.0424	37	17
- <b>Algebra I</b>	0.3500	12	5
- <b>Biology I</b>	0.6458	6	2
- <b>English I</b>	0.4191	11	4
- <b>English II</b>	-0.7274	8	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6381	9	15
- <b>Math</b>	-	4	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-0.4991	7	8
- <b>Social Studies</b>	-	3	5
<b>EOC Composite (High school)</b>	-0.6447	7	18

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.7327	166	34
- <b>Math</b>	-0.1525	96	29
- <b>Reading/Language</b>	<b>-0.3758</b>	114	27
- <b>Science</b>	-0.1619	100	28
- <b>Social Studies</b>	<b>-0.5174</b>	83	25
<b>EOC Composite (High school)</b>	-0.0669	44	26
- <b>Algebra I</b>	0.0921	15	15
- <b>Biology I</b>	1.3767	7	9
- <b>English I</b>	0.3612	12	6
- <b>English II</b>	-0.5774	9	5
- <b>U.S. History</b>	0.1194	6	3

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1557	157	30
- Math	0.0781	92	25
- Reading/Language	-0.1964	112	24
- Science	-0.0173	93	24
- Social Studies	-0.1213	80	23
<b>EOC Composite (High school)</b>	0.3887	37	17
- Algebra I	0.4448	12	5
- Biology I	-0.2213	6	2
- English I	0.3579	11	4
- English II	-0.5511	8	4

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5893	9	15
- Math	-	4	7
- Reading/Language	-	2	7
- Science	-1.7022	7	8
- Social Studies	-	3	5
<b>EOC Composite (High school)</b>	-0.6021	7	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3207	166	34
- Math	-0.0286	96	29
- Reading/Language	<b>-0.2273</b>	114	27
- Science	-0.3780	100	28
- Social Studies	-0.3971	83	25
<b>EOC Composite (High school)</b>	0.1373	44	26
- Algebra I	-0.0788	15	15
- Biology I	1.5179	7	9
- English I	0.4574	12	6
- English II	-0.6088	9	5
- U.S. History	0.0825	6	3

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>29.3%</b>	<b>13.4%</b>	157
- Math	23.9%	20.7%	92
- Reading/Language	26.8%	14.3%	112
- Science	16.1%	17.2%	93
- Social Studies	22.5%	<b>10.0%</b>	80
<b>EOC Composite (High school)</b>	13.5%	16.2%	37
- Algebra I	8.3%	16.7%	12
- Biology I	0.0%	50.0%	6
- English I	9.1%	27.3%	11
- English II	37.5%	12.5%	8

#### Alternatively Licensed Teachers

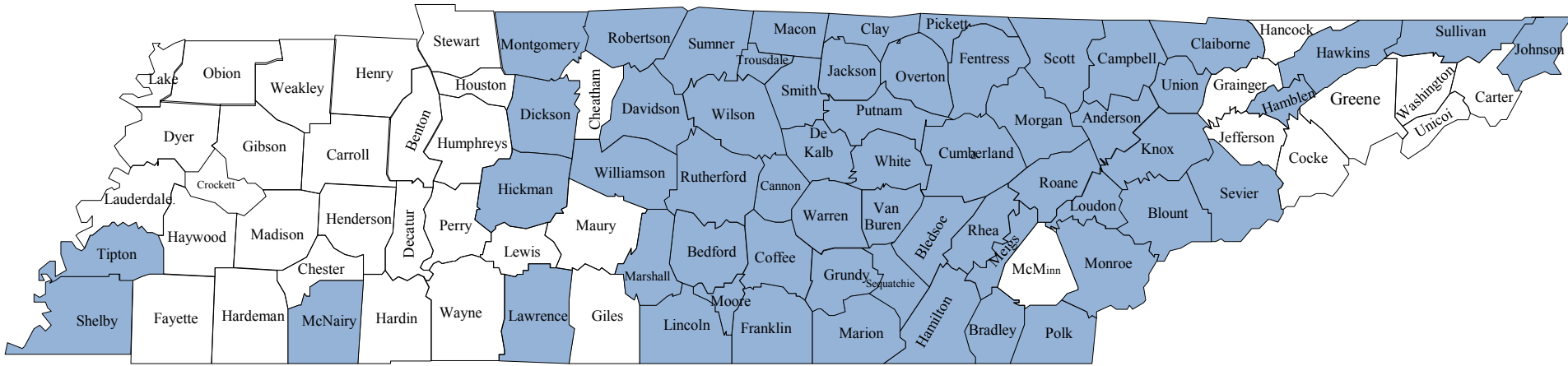
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	44.4%	11.1%	9
- Math	-	-	4
- Reading/Language	-	-	2
- Science	28.6%	28.6%	7
- Social Studies	-	-	3
<b>EOC Composite (High school)</b>	28.6%	28.6%	7

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>30.1%</b>	<b>13.3%</b>	166
- Math	22.9%	20.8%	96
- Reading/Language	26.3%	14.0%	114
- Science	17.0%	18.0%	100
- Social Studies	22.9%	<b>9.6%</b>	83
<b>EOC Composite (High school)</b>	15.9%	18.2%	44
- Algebra I	13.3%	20.0%	15
- Biology I	0.0%	<b>57.1%</b>	7
- English I	8.3%	25.0%	12
- English II	33.3%	11.1%	9
- U.S. History	16.7%	16.7%	6

# Tennessee Technological University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Bedford, Blount, Bradley, Campbell, Cannon, Claiborne, Clay, Dickson, Franklin, Hamblen, Hawkins, Hickman, Jackson, Johnson, Lawrence, Marion, Marshall, McNairy, Meigs, Montgomery, Moore, Pickett, Polk, Rhea, Robertson, Sevier, Shelby, Sullivan, Tipton, Trousdale, Union, Van Buren, Williamson	1-5
Bledsoe, Fentress, Grundy, Hamilton, Lincoln, Loudon, Macon, Monroe, Morgan, Roane, Rutherford, Sequatchie, Sumner, Wilson	6-10

County	Number of Teachers
Anderson	14
Coffee	16
Cumberland	20
Davidson	11
DeKalb	16
Knox	17

County	Number of Teachers
Overton	12
Putnam	27
Scott	17
Smith	12
Warren	13
White	13



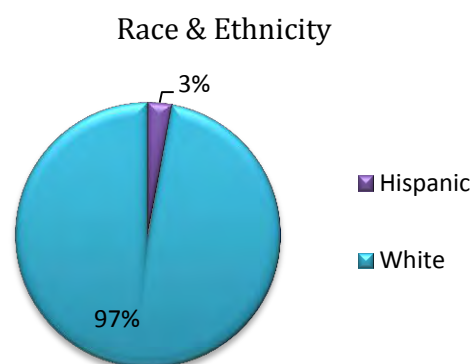
## Tennessee Wesleyan College

### Teacher Education Program Information

<b>Location:</b>	<b>Athens, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	10
Top Endorsement Areas:	Spanish PreK-12 (15 completers) Special Education Vision PreK-12 (9 completers)

#### Program Completers

<b>Total Number</b>	<b>35</b>
Male	20%
Female	80%
In-state	100%
Out-of-state	
Traditional License	35
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.40	2.68 – 3.94			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.59	2.88 – 3.99			<b>3.39</b>
<b>ACT Composite</b>	23.0	16 – 29			<b>22.9</b>
<b>ACT Reading</b>	24.0	16 – 34			<b>23.5</b>
<b>ACT Science</b>	22.2	13 – 30			<b>21.8</b>
<b>ACT English</b>	23.4	13 – 34			<b>23.2</b>
<b>ACT Math</b>	21.4	15 – 26			<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	32	65.6%	75.0%	59.4%	68.8%
2007 - 08	35	71.4%	80.0%	68.6%	
2008 - 09	34	64.7%	70.6%		
2009 - 10	35	68.6%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	34	34	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.8532</b>	10	30
- <b>Math</b>	-1.5100	7	25
- <b>Reading/Language</b>	-0.5538	7	24
- <b>Science</b>	<b>-1.8902</b>	5	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-1.0782	9	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.8532</b>	10	34
- <b>Math</b>	-1.5100	7	29
- <b>Reading/Language</b>	-0.5538	7	27
- <b>Science</b>	-1.8902	5	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-1.0782	9	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.2708	10	30
- <b>Math</b>	-1.2457	7	25
- <b>Reading/Language</b>	-0.3783	7	24
- <b>Science</b>	<b>-1.7709</b>	5	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-0.7319	9	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-1.4412	10	34
- <b>Math</b>	-1.3861	7	29
- <b>Reading/Language</b>	-0.4053	7	27
- <b>Science</b>	<b>-2.1063</b>	5	28
- <b>Social Studies</b>	-	3	25
<b>EOC Composite (High school)</b>	-0.8740	9	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	0.0%	10
- <b>Math</b>	14.3%	0.0%	7
- <b>Reading/Language</b>	14.3%	0.0%	7
- <b>Science</b>	20.0%	0.0%	5
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	44.4%	11.1%	9

#### Alternatively Licensed Teachers

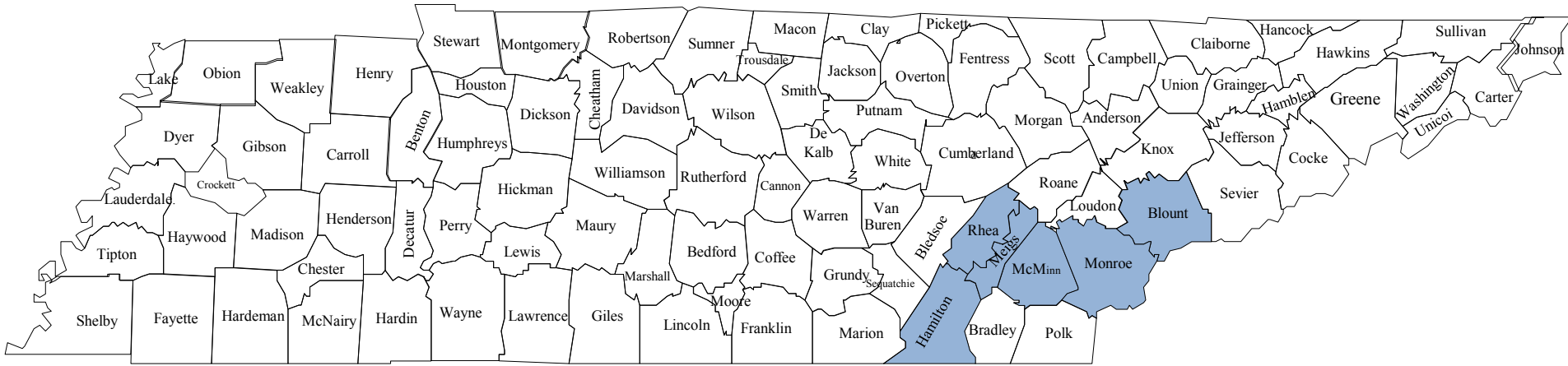
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.0%	0.0%	10
- <b>Math</b>	14.3%	0.0%	7
- <b>Reading/Language</b>	14.3%	0.0%	7
- <b>Science</b>	20.0%	0.0%	5
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	44.4%	11.1%	9

# Tennessee Wesleyan College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Blount	3
Hamilton	6
McMinn	8
Meigs	1
Monroe	5
Rhea	1

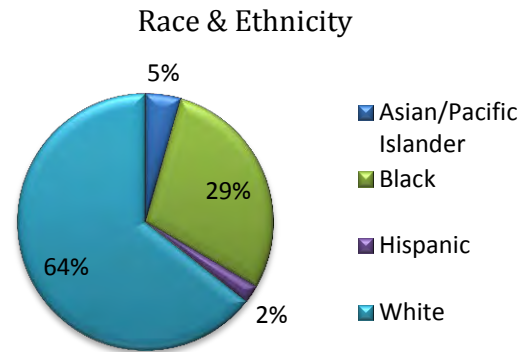
## Memphis Teaching Fellows

### The New Teacher Project

<b>Location:</b>	<b>Memphis, TN</b>
<b>Description:</b> Memphis Teaching Fellows is a partnership between Memphis City Schools and the New Teacher Project. Fellows participate in a six-week training institute prior to teaching, and then complete certification coursework through the TNTP Academy during their first year in the classroom. ( <a href="http://memphisteachingfellows.ttrack.org/AboutUs/ProgramOverview.aspx">http://memphisteachingfellows.ttrack.org/AboutUs/ProgramOverview.aspx</a> )	
<b>Top Endorsement Areas:</b>	Special Education Modified K-12 (23 Fellows) Middles Grades 4-8 (8 Fellows)

#### Teaching Fellows

<b>Total Number</b>	<b>45</b>
Male	27%
Female	73%
In-state	
Out-of-state	
Traditional License	
Alternative License	45



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>					<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

**Placement and Retention Data**

*Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution’s graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).*

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	n/a				
2007 - 08	n/a				
2008 - 09	n/a				
2009 - 10	45	100%			

**Eligibility Requirements**

The Tennessee Department of Education has set the following eligibility requirements for all Memphis Teaching Fellows:

- Must possess bachelor’s degree
- Undergraduate GPA must be 2.75 or higher
- Must meet all legal requirements to work in the U.S.
- Must meet credit and testing requirements to teach in specific subject area
- Cannot be a credentialed teacher
- Cannot have previously participated in an alternate route certification program or have earned more than 12 hours of credits in education courses
- Candidates must pass the Praxis II Content Knowledge Exam in order to be fully admitted into the program  
(<http://memphisteachingfellows.ttrack.org/HowToApply/Eligibility.aspx>)



**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6557	8	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	4	7
- <b>Science</b>	-	4	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-	4	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6557	8	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	4	28
- <b>Social Studies</b>	-	1	25
<b>EOC Composite (High school)</b>	-	4	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	30
- <b>Math</b>	-	0	25
- <b>Reading/Language</b>	-	0	24
- <b>Science</b>	-	0	24
- <b>Social Studies</b>	-	0	23
<b>EOC Composite (High school)</b>	-	0	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5690	8	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	4	7
- <b>Science</b>	-	4	8
- <b>Social Studies</b>	-	1	5
<b>EOC Composite (High school)</b>	-	4	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2437	8	34
- <b>Math</b>	-	3	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	4	28
- <b>Social Studies</b>	-	1	25
<b>EOC Composite (High school)</b>	-	4	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

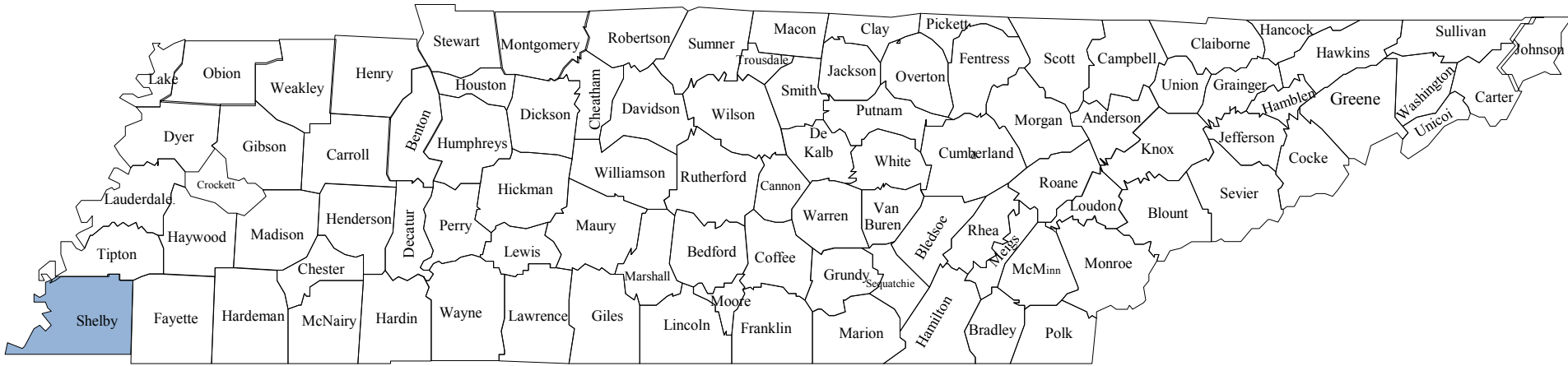
**Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	0.0%	0.0%	8
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	4
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	-	-	4

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	0.0%	0.0%	8
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	4
- <b>Social Studies</b>	-	-	1
<b>EOC Composite (High school)</b>	-	-	4

## TNTP: Memphis Teaching Fellows Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	45

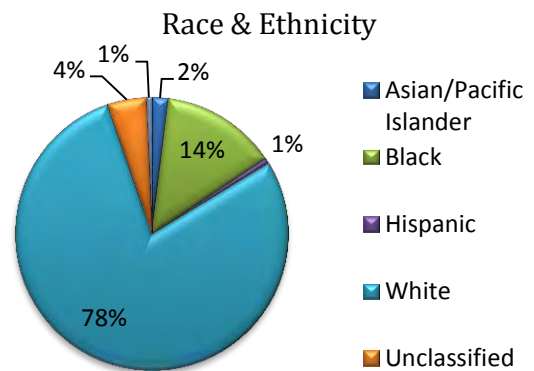
## Trevecca Nazarene University

### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	20
Top Endorsement Areas:	Elementary K-6 (105 completers) English 7-12 (13 completers) History 7-12 (10 completers)

#### Program Completers

<b>Total Number</b>	<b>153</b>
Male	22%
Female	73%
Unknown	5%
In-state	89%
Out-of-state	11%
Traditional License	98
Alternative License	55



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.80	2.64 – 4.00	3.77	3.84	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	121	71.1%	56.2%	46.3%	61.2%
2007 - 08	65	56.9%	61.5%	44.6%	
2008 - 09	124	69.4%	70.2%		
2009 - 10	153	63.4%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	82	81	99%
Summary Pass Rates			
- Alternative	36	36	100%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.7224</b>	43	30
- <b>Math</b>	0.2875	28	25
- <b>Reading/Language</b>	0.2683	29	24
- <b>Science</b>	-0.3596	29	24
- <b>Social Studies</b>	<b>-0.7769</b>	34	23
<b>EOC Composite (High school)</b>	-	2	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.8608	8	15
- <b>Math</b>	-	4	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	2	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.4740	51	34
- <b>Math</b>	0.5862	32	29
- <b>Reading/Language</b>	0.3659	31	27
- <b>Science</b>	-0.2934	31	28
- <b>Social Studies</b>	<b>-0.7756</b>	36	25
<b>EOC Composite (High school)</b>	-	4	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1400	43	30
- <b>Math</b>	0.5519	28	25
- <b>Reading/Language</b>	<b>0.4438</b>	29	24
- <b>Science</b>	-0.2404	29	24
- <b>Social Studies</b>	-0.4096	34	23
<b>EOC Composite (High school)</b>	-	2	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.9095	8	15
- <b>Math</b>	-	4	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	-	2	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0621	51	34
- <b>Math</b>	0.7101	32	29
- <b>Reading/Language</b>	<b>0.5144</b>	31	27
- <b>Science</b>	-0.5095	31	28
- <b>Social Studies</b>	<b>-0.6553</b>	36	25
<b>EOC Composite (High school)</b>	-	4	26



**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.6%	<b>7.0%</b>	43
- <b>Math</b>	14.3%	0.0%	7
- <b>Reading/Language</b>	20.7%	27.6%	29
- <b>Science</b>	<b>37.9%</b>	10.3%	29
- <b>Social Studies</b>	23.5%	8.8%	34
<b>EOC Composite (High school)</b>	-	-	2

#### Alternatively Licensed Teachers

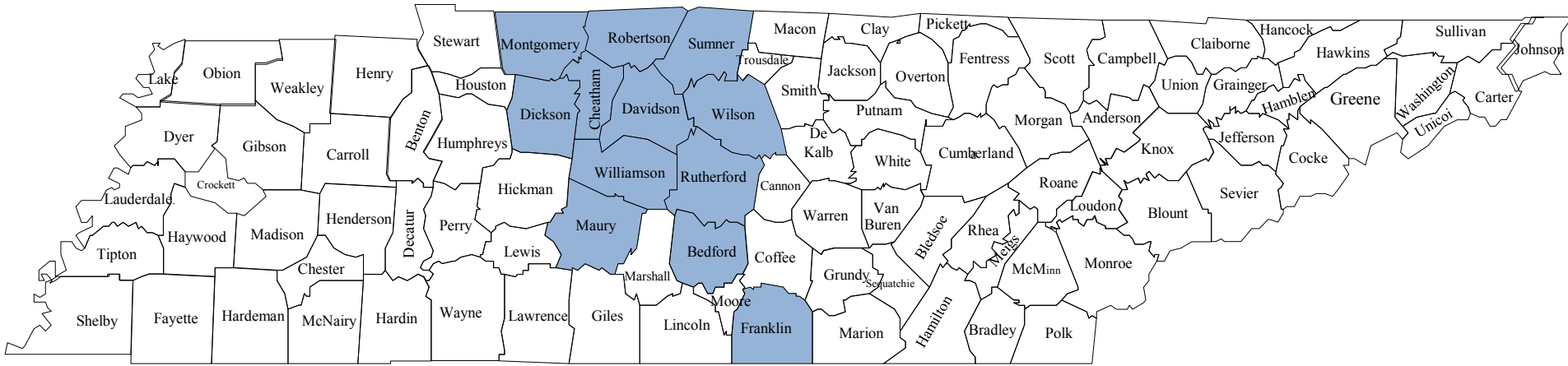
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.0%	50.0%	8
- <b>Math</b>	-	-	4
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	-	-	2

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.5%	13.7%	51
- <b>Math</b>	15.6%	25.0%	32
- <b>Reading/Language</b>	19.4%	32.3%	31
- <b>Science</b>	<b>35.5%</b>	12.9%	31
- <b>Social Studies</b>	22.2%	8.3%	36
<b>EOC Composite (High school)</b>	-	-	4

# Trevecca Nazarene University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Bedford	1
Cheatham	2
Davidson	59
Dickson	1
Franklin	1
Maury	2

County	Number of Teachers
Montgomery	2
Robertson	5
Rutherford	3
Sumner	6
Williamson	11
Wilson	4

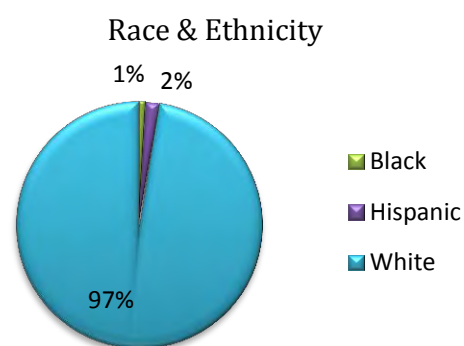
## Tusculum College

### Teacher Education Program Information

<b>Location:</b>	<b>Greeneville, TN</b>
System:	TICUA
Accreditation:	SACS
Approved Teacher Education Programs:	18
Top Endorsement Areas:	Elementary K-6 (96 completers) Physical Education (5 completers) Special Education Modified (5 completers)

#### Program Completers

<b>Total Number</b>	<b>117</b>
Male	22%
Female	78%
In-state	96%
Out-of-state	4%
Traditional License	117
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.38	2.69 – 3.99			<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	22.9	15 – 30			<b>22.9</b>
<b>ACT Reading</b>	24.3	13 – 34			<b>23.5</b>
<b>ACT Science</b>	21.9	13 – 30			<b>21.8</b>
<b>ACT English</b>	23.4	14 – 34			<b>23.2</b>
<b>ACT Math</b>	21.2	14 – 28			<b>20.8</b>
<b>SAT Cumulative</b>	1000	870 – 1170			<b>1182</b>
<b>SAT Math</b>	513	440 – 620			<b>560</b>
<b>SAT Verbal</b>	487	430 – 550			<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	151	72.8%	73.5%	62.3%	70.9%
2007 - 08	155	64.5%	66.5%	57.4%	
2008 - 09	130	51.5%	60.8%		
2009 - 10	117	51.3%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	129	129	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

**KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.9107</b>	50	30
- <b>Math</b>	-0.4888	29	25
- <b>Reading/Language</b>	-0.1653	33	24
- <b>Science</b>	-0.4441	33	24
- <b>Social Studies</b>	-0.1714	23	23
<b>EOC Composite (High school)</b>	-	4	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.9107</b>	50	34
- <b>Math</b>	-0.4888	29	29
- <b>Reading/Language</b>	-0.1653	33	27
- <b>Science</b>	-0.4441	33	28
- <b>Social Studies</b>	-0.1714	23	25
<b>EOC Composite (High school)</b>	-	4	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3283	50	30
- <b>Math</b>	-0.2244	29	25
- <b>Reading/Language</b>	0.0102	33	24
- <b>Science</b>	-0.3249	33	24
- <b>Social Studies</b>	0.1958	23	23
<b>EOC Composite (High school)</b>	-	4	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	0	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	0	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.4987	50	34
- <b>Math</b>	-0.3648	29	29
- <b>Reading/Language</b>	-0.0168	33	27
- <b>Science</b>	-0.6602	33	28
- <b>Social Studies</b>	-0.0511	23	25
<b>EOC Composite (High school)</b>	-	4	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	22.0%	16.0%	50
- <b>Math</b>	17.2%	17.2%	29
- <b>Reading/Language</b>	24.2%	15.2%	33
- <b>Science</b>	27.3%	18.2%	33
- <b>Social Studies</b>	17.4%	17.4%	23
<b>EOC Composite (High school)</b>	-	-	4

#### Alternatively Licensed Teachers

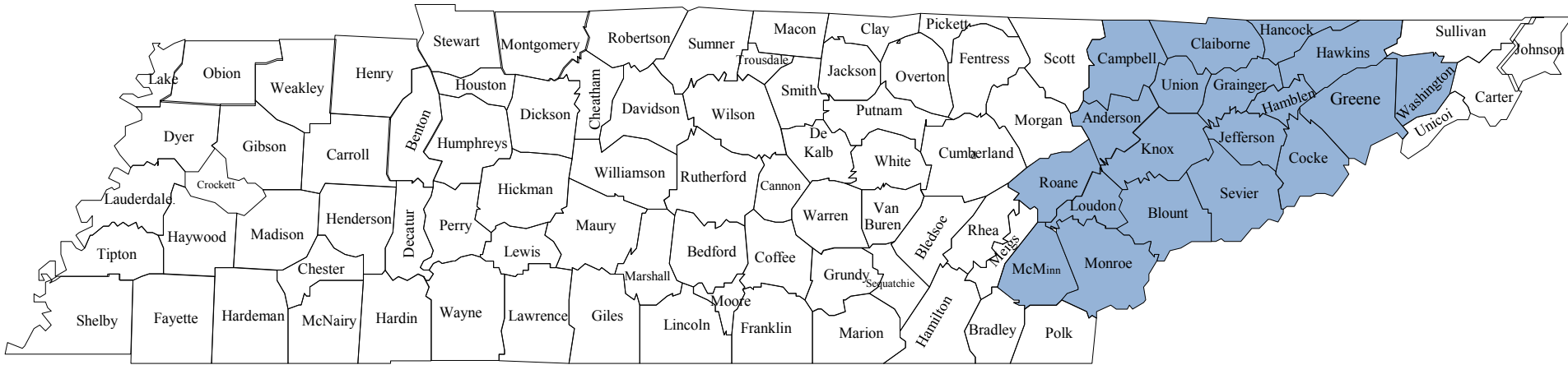
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	0
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	0

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	22.0%	16.0%	50
- <b>Math</b>	17.2%	17.2%	29
- <b>Reading/Language</b>	24.2%	15.2%	33
- <b>Science</b>	27.3%	18.2%	33
- <b>Social Studies</b>	17.4%	17.4%	23
<b>EOC Composite (High school)</b>	-	-	4

# Tusculum College

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	1
Blount	1
Campbell	4
Claiborne	2
Cocke	5
Grainger	2
Greene	4
Hamblen	3
Hancock	2
Hawkins	2

County	Number of Teachers
Jefferson	2
Knox	15
Loudon	2
McMinn	6
Monroe	3
Roane	1
Sevier	3
Union	1
Washington	2
	236



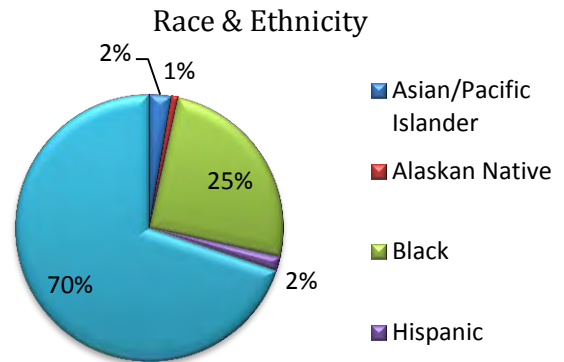
## Union University

### Teacher Education Program Information

<b>Location:</b>	<b>Jackson, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	31
Top Endorsement Areas:	Elementary K-6 (27 completers) English 7-12 (12 completers) Biology 7-12 (11 completers)

#### Program Completers

<b>Total Number</b>	<b>116</b>
Male	28%
Female	72%
In-state	80%
Out-of-state	20%
Traditional License	49
Alternative License	67



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.65	2.65 – 4.00	3.44	3.80	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	24.2	18 – 35	24.2		<b>22.9</b>
<b>ACT Reading</b>	26.9	14 – 35	26.9		<b>23.5</b>
<b>ACT Science</b>	24.8	16 – 35	24.8		<b>21.8</b>
<b>ACT English</b>	28.2	22 – 36	28.2		<b>23.2</b>
<b>ACT Math</b>	24.4	17 – 34	24.4		<b>20.8</b>
<b>SAT Cumulative</b>	1126	890 – 1370	1126		<b>1182</b>
<b>SAT Math</b>	565	470 – 660	565		<b>560</b>
<b>SAT Verbal</b>	562	400 – 710	562		<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	30	53.3%	50.0%	40.0%	46.7%
2007 - 08	43	58.1%	53.5%	46.5%	
2008 - 09	170	82.4%	77.6%		
2009 - 10	116	68.1%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	49	49	100%
Summary Pass Rates			
- Alternative	121	120	99%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.0895</b>	18	30
- <b>Math</b>	-1.2763	7	25
- <b>Reading/Language</b>	-0.4393	7	24
- <b>Science</b>	-0.1915	9	24
- <b>Social Studies</b>	-0.6002	10	23
<b>EOC Composite (High school)</b>	0.6223	6	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0263	12	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	0.0970	7	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-1.0968	5	5
<b>EOC Composite (High school)</b>	-1.1605	11	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.6642	30	34
- <b>Math</b>	-0.8970	9	29
- <b>Reading/Language</b>	-0.1712	14	27
- <b>Science</b>	0.8445	12	28
- <b>Social Studies</b>	-0.7657	15	25
<b>EOC Composite (High school)</b>	-0.5313	17	26

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5071	18	30
- <b>Math</b>	-1.0119	7	25
- <b>Reading/Language</b>	-0.2638	7	24
- <b>Science</b>	-0.0723	9	24
- <b>Social Studies</b>	-0.2329	10	23
<b>EOC Composite (High school)</b>	0.9686	6	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0224	12	15
- <b>Math</b>	-	2	7
- <b>Reading/Language</b>	0.2529	7	7
- <b>Science</b>	-	3	8
- <b>Social Studies</b>	-1.9442	5	5
<b>EOC Composite (High school)</b>	-1.1179	11	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2522	30	34
- <b>Math</b>	-0.7731	9	29
- <b>Reading/Language</b>	-0.0227	14	27
- <b>Science</b>	0.6284	12	28
- <b>Social Studies</b>	-0.6454	15	25
<b>EOC Composite (High school)</b>	-0.3271	17	26
- <b>Biology I</b>	-2.2381	5	9

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	22.2%	5.6%	18
- <b>Math</b>	14.3%	0.0%	7
- <b>Reading/Language</b>	42.9%	0.0%	7
- <b>Science</b>	0.0%	0.0%	9
- <b>Social Studies</b>	20.0%	10.0%	10
<b>EOC Composite (High school)</b>	0.0%	16.7%	6

#### Alternatively Licensed Teachers

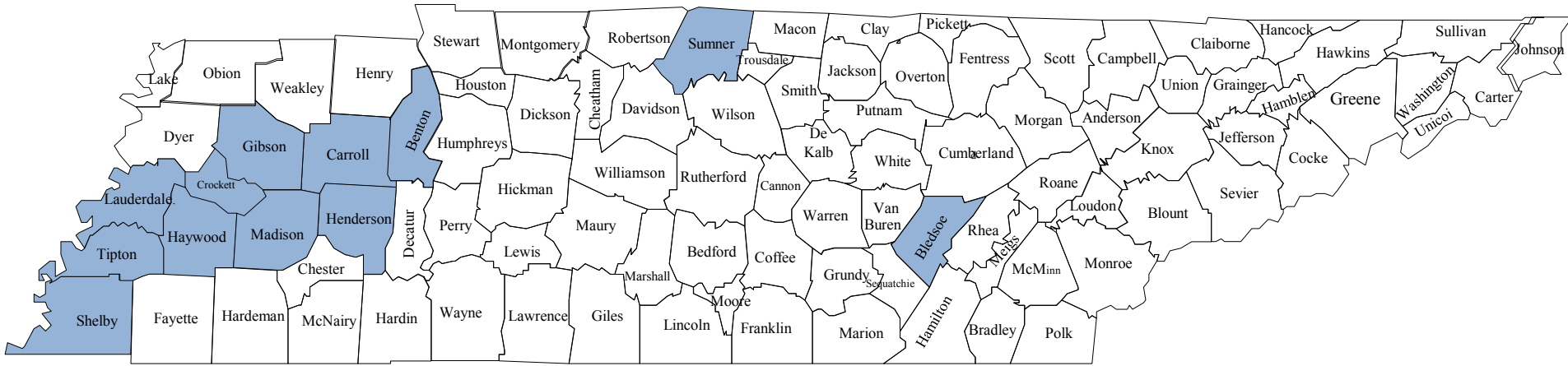
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.0%	16.7%	12
- <b>Math</b>	-	-	2
- <b>Reading/Language</b>	14.3%	42.9%	7
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	60.0%	20.0%	5
<b>EOC Composite (High school)</b>	18.2%	18.2%	11

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	23.3%	10.0%	30
- <b>Math</b>	22.2%	11.1%	9
- <b>Reading/Language</b>	28.6%	21.4%	14
- <b>Science</b>	0.0%	16.7%	12
- <b>Social Studies</b>	33.3%	13.3%	15
<b>EOC Composite (High school)</b>	11.8%	17.7%	17

# Union University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Benton	1
Bledsoe	1
Carroll	2
Crockett	7
Gibson	7
Haywood	3

County	Number of Teachers
Henderson	1
Lauderdale	3
Madison	14
Shelby	37
Sumner	1
Tipton	2

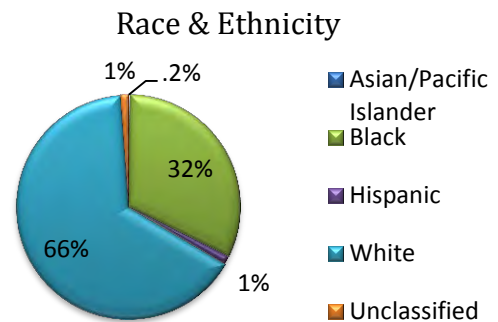
## University of Memphis

### Teacher Education Program Information

<b>Location:</b>	<b>Memphis, TN</b>
System:	TBR
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	47
Top Endorsement Areas:	Elementary K-6 (155 completers) Special Education Modified (64 completers) Middle Grades 4-8 (59 completers)

#### Program Completers

<b>Total Number</b>	<b>436</b>
Male	20%
Female	80%
In-state	91%
Out-of-state	9%
Traditional License	306
Alternative License	120



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.52	2.55 – 4.00	3.47	3.62	<b>3.57</b>
<b>Major GPA</b>	3.57	2.50 – 4.00	3.54	3.62	<b>3.55</b>
<b>High School GPA</b>	3.21	1.56 – 4.00	3.20	3.31	<b>3.39</b>
<b>ACT Composite</b>	21.2	13 – 33	21.2	21.2	<b>22.9</b>
<b>ACT Reading</b>	22.4	9 – 35	22.5	22.1	<b>23.5</b>
<b>ACT Science</b>	20.7	13 – 35	21.0	19.7	<b>21.8</b>
<b>ACT English</b>	22.9	11 – 34	22.7	23.2	<b>23.2</b>
<b>ACT Math</b>	20.1	12 – 30	20.1	20.2	<b>20.8</b>
<b>SAT Cumulative</b>	1017	820 – 1150	998	1073	<b>1182</b>
<b>SAT Math</b>	489	320 – 700	456	590	<b>560</b>
<b>SAT Verbal</b>	528	430 – 600	543	483	<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	496	71.8%	69.6%	61.1%	66.7%
2007 - 08	420	66.9%	69.0%	56.9%	
2008 - 09	424	59.7%	64.4%		
2009 - 10	436	71.6%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	420	406	97%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers



**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)*KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.6692</b>	108	30
- <b>Math</b>	-0.3374	72	25
- <b>Reading/Language</b>	-0.2011	58	24
- <b>Science</b>	-0.2574	59	24
- <b>Social Studies</b>	<b>-0.4909</b>	62	23
<b>EOC Composite (High school)</b>	-	4	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.4120</b>	25	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	<b>-0.7805</b>	19	7
- <b>Science</b>	0.3346	7	8
- <b>Social Studies</b>	0.1746	7	5
<b>EOC Composite (High school)</b>	0.4681	16	18
- <b>English I</b>	-0.9294	5	1

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-0.8089</b>	133	34
- <b>Math</b>	-0.3288	75	29
- <b>Reading/Language</b>	<b>-0.3440</b>	77	27
- <b>Science</b>	-0.1946	66	28
- <b>Social Studies</b>	-0.4234	69	25
<b>EOC Composite (High school)</b>	0.3786	20	26
- <b>English I</b>	-0.9294	5	6
- <b>English II</b>	0.8911	6	5

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.0868	108	30
- <b>Math</b>	-0.0730	72	25
- <b>Reading/Language</b>	-0.0256	58	24
- <b>Science</b>	-0.1382	59	24
- <b>Social Studies</b>	-0.1237	62	23
<b>EOC Composite (High school)</b>	-	4	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	<b>-1.3633</b>	25	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	<b>-0.6246</b>	19	7
- <b>Science</b>	-0.8685	7	8
- <b>Social Studies</b>	-0.6728	7	5
<b>EOC Composite (High school)</b>	0.5107	16	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3969	133	34
- <b>Math</b>	-0.2049	75	29
- <b>Reading/Language</b>	-0.1956	77	27
- <b>Science</b>	-0.4108	66	28
- <b>Social Studies</b>	-0.3031	69	25
<b>EOC Composite (High school)</b>	0.5828	20	26
- <b>English I</b>	-0.8332	5	6
- <b>English II</b>	<b>0.8597</b>	6	5

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>27.8%</b>	15.7%	108
- Math	25.0%	18.1%	72
- Reading/Language	<b>32.8%</b>	15.5%	58
- Science	27.1%	18.6%	59
- Social Studies	24.2%	<b>9.7%</b>	62
<b>EOC Composite (High school)</b>	-	-	4

#### Alternatively Licensed Teachers

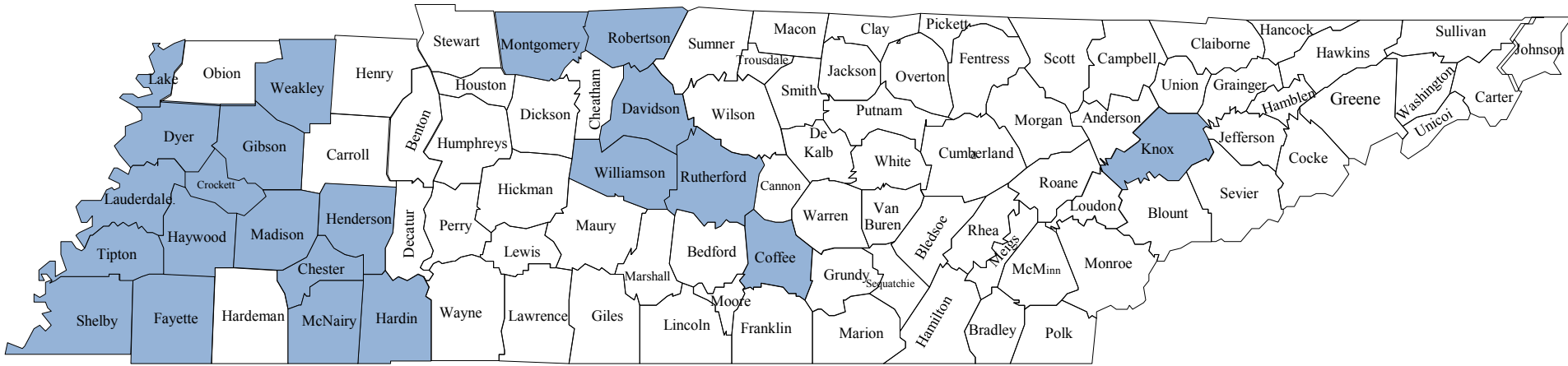
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	32.0%	<b>4.0%</b>	25
- Math	-	-	3
- Reading/Language	26.3%	5.3%	19
- Science	0.0%	0.0%	7
- Social Studies	0.0%	0.0%	7
<b>EOC Composite (High school)</b>	18.8%	31.3%	16
- English I	20.0%	0.0%	5

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	<b>28.6%</b>	<b>13.5%</b>	133
- Math	25.3%	18.7%	75
- Reading/Language	<b>31.2%</b>	13.0%	77
- Science	24.2%	16.7%	66
- Social Studies	21.7%	<b>8.7%</b>	69
<b>EOC Composite (High school)</b>	15.0%	25.0%	20
- English I	20.0%	0.0%	5
- English II	0.0%	33.3%	6

# University of Memphis

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Chester	3
Coffee	1
Crockett	1
Davidson	2
Dyer	6
Fayette	5
Gibson	4
Hardin	1

County	Number of Teachers
Haywood	3
Henderson	1
Knox	2
Lake	2
Lauderdale	3
Madison	5
McNairy	1
Montgomery	1

County	Number of Teachers
Robertson	1
Rutherford	1
Shelby	249
Tipton	18
Weakley	2
Williamson	1

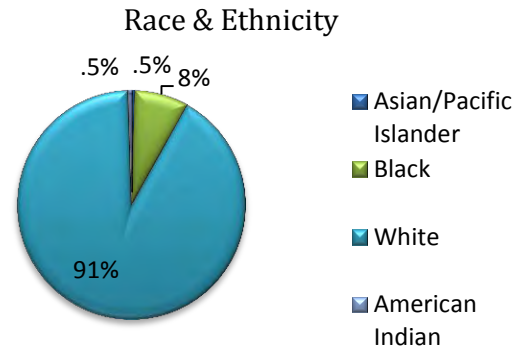
## University of Tennessee, Chattanooga

### Teacher Education Program Information

<b>Location:</b>	<b>Chattanooga, TN</b>
System:	UT
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	29
Top Endorsement Areas:	Early Childhood Ed PK-3 & Special Ed Preschool/Early Child PK-3 (79 completers) Middle Grades 4-8 (21 completers) English 7-12 (19 completers)

#### Program Completers

<b>Total Number</b>	<b>210</b>
Male	22%
Female	78%
In-state	90%
Out-of-state	10%
Traditional License	179
Alternative License	23



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.57	2.41 – 4.00	3.56	3.62	<b>3.57</b>
<b>Major GPA</b>	3.26	2.48 – 4.00	3.26		<b>3.55</b>
<b>High School GPA</b>	3.34	2.00 – 4.00	3.34		<b>3.39</b>
<b>ACT Composite</b>	22.9	17 – 34	22.9	23.0	<b>22.9</b>
<b>ACT Reading</b>	24.0	15 – 35	23.9	26.5	<b>23.5</b>
<b>ACT Science</b>	22.1	14 – 33	22.0	25	<b>21.8</b>
<b>ACT English</b>	23.2	15 – 34	23.3	18.5	<b>23.2</b>
<b>ACT Math</b>	21.0	15 – 32	21.0	20	<b>20.8</b>
<b>SAT Cumulative</b>	1116	860 – 1340	1116		<b>1182</b>
<b>SAT Math</b>	547	440 – 680	547		<b>560</b>
<b>SAT Verbal</b>	569	360 – 700	569		<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	186	57.0%	61.3%	48.9%	56.5%
2007 - 08	215	53.0%	57.2%	46.0%	
2008 - 09	227	56.8%	59.9%		
2009 - 10	210	51.4%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	186	186	100%
Summary Pass Rates			
- Alternative	23	22	

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5200	23	30
- <b>Math</b>	-0.6904	10	25
- <b>Reading/Language</b>	0.3298	10	24
- <b>Science</b>	0.2665	10	24
- <b>Social Studies</b>	-1.0373	11	23
<b>EOC Composite (High school)</b>	-1.1951	16	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	0.4152	5	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5992	27	34
- <b>Math</b>	-0.5219	13	29
- <b>Reading/Language</b>	0.1547	11	27
- <b>Science</b>	0.2568	12	28
- <b>Social Studies</b>	-1.0373	11	25
<b>EOC Composite (High school)</b>	-0.8117	21	26
- <b>Algebra I</b>	-0.9350	5	15
- <b>Biology I</b>	-0.1524	7	9

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0624	23	30
- <b>Math</b>	-0.4261	10	25
- <b>Reading/Language</b>	0.5053	10	24
- <b>Science</b>	0.3857	10	24
- <b>Social Studies</b>	-0.6701	11	23
<b>EOC Composite (High school)</b>	-0.8488	16	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	4	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	1	7
- <b>Science</b>	-	2	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	0.4579	5	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1872	27	34
- <b>Math</b>	-0.3980	13	29
- <b>Reading/Language</b>	0.3032	11	27
- <b>Science</b>	0.0407	12	28
- <b>Social Studies</b>	-0.9170	11	25
<b>EOC Composite (High school)</b>	-0.6075	21	26
- <b>Algebra I</b>	-1.1059	5	15
- <b>Biology I</b>	-0.0112	7	9



**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	21.7%	17.4%	23
- <b>Math</b>	20.0%	10.0%	10
- <b>Reading/Language</b>	0.0%	20.0%	10
- <b>Science</b>	30.0%	20.0%	10
- <b>Social Studies</b>	36.4%	18.2%	11
<b>EOC Composite (High school)</b>	25.0%	12.5%	16

#### Alternatively Licensed Teachers

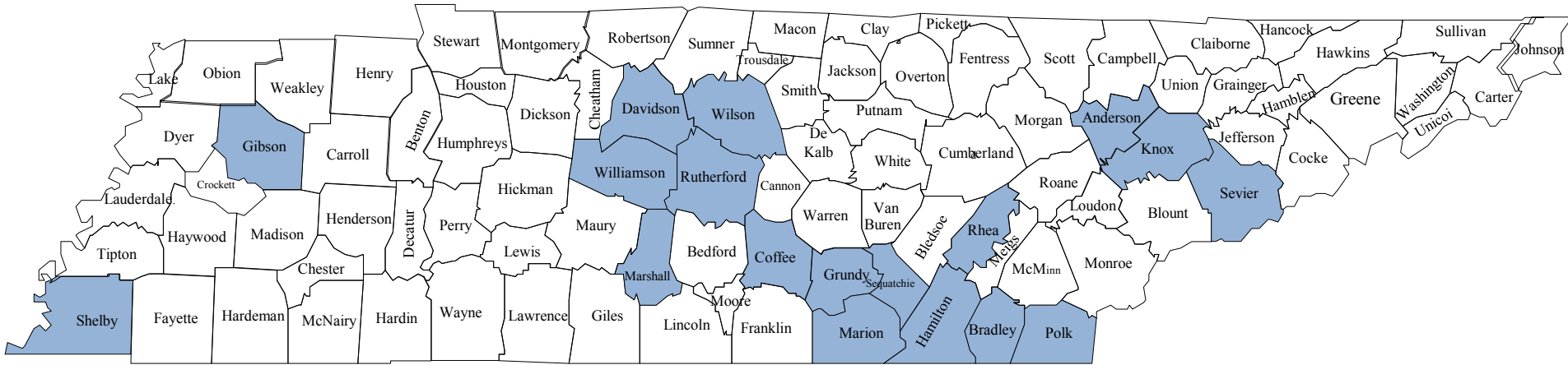
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	4
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	1
- <b>Science</b>	-	-	2
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	0.0%	20.0%	5

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.9%	22.2%	27
- <b>Math</b>	15.4%	7.7%	13
- <b>Reading/Language</b>	9.1%	18.2%	11
- <b>Science</b>	33.3%	25.0%	12
- <b>Social Studies</b>	36.4%	18.2%	11
<b>EOC Composite (High school)</b>	19.1%	14.3%	21
- <b>Algebra I</b>	20.0%	0.0%	5
- <b>Biology I</b>	14.3%	14.3%	7

# University of Tennessee, Chattanooga

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson	1
Bradley	5
Coffee	2
Davidson	2
Gibson	1
Grundy	4
Hamilton	70
Knox	1
Marion	6

County	Number of Teachers
Marshall	1
Polk	1
Rhea	2
Rutherford	1
Sequatchie	5
Sevier	1
Shelby	3
Williamson	1
Wilson	1

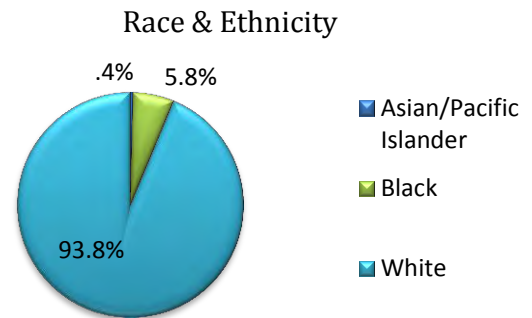
## University of Tennessee, Knoxville

### Teacher Education Program Information

<b>Location:</b>	<b>Knoxville, TN</b>
System:	UT
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	37
Top Endorsement Areas:	Elementary K-6 (75 completers) Special Ed Modified (29 completers) Mathematics 7-12 (20 completers)

#### Program Completers

<b>Total Number</b>	<b>256</b>
Male	26%
Female	74%
In-state	96%
Out-of-state	4%
Traditional License	205
Alternative License	51



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.81	2.50 – 4.00	3.85	3.64	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	24.7	16 – 34	24.9	24	<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>	1118		1115	1128	<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	233	67.0%	64.8%	56.7%	63.1%
2007 - 08	177	70.1%	70.6%	56.5%	
2008 - 09	266	63.2%	63.7%		
2009 - 10	256	66.8%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	256	249	97%
Summary Pass Rates			
- Alternative	5		

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3084	54	30
- <b>Math</b>	-0.1254	35	25
- <b>Reading/Language</b>	-0.3197	38	24
- <b>Science</b>	0.1718	25	24
- <b>Social Studies</b>	-0.1675	25	23
<b>EOC Composite (High school)</b>	<b>1.0094</b>	40	17
- <b>Algebra I</b>	0.8223	11	5
- <b>Biology I</b>	1.0884	7	2
- <b>English I</b>	0.7082	15	4
- <b>English II</b>	<b>0.8041</b>	9	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.7952	8	15
- <b>Math</b>	-	3	7
- <b>Reading/Language</b>	-	2	7
- <b>Science</b>	0.8255	5	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-0.7628	13	18
- <b>Algebra I</b>	-1.2721	9	6

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3712	62	34
- <b>Math</b>	-0.2701	38	29
- <b>Reading/Language</b>	<b>-0.3526</b>	40	27
- <b>Science</b>	0.2808	30	28
- <b>Social Studies</b>	-0.1675	25	25
<b>EOC Composite (High school)</b>	0.5747	53	26
- <b>Algebra I</b>	-0.1201	20	15
- <b>Biology I</b>	0.5503	10	9
- <b>English I</b>	0.7082	15	6
- <b>English II</b>	0.5856	10	5

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.2740	54	30
- Math	0.1390	35	25
- Reading/Language	-0.1442	38	24
- Science	0.2910	25	24
- Social Studies	0.1997	25	23
<b>EOC Composite (High school)</b>	<b>1.3557</b>	40	17
- Algebra I	0.9171	11	5
- Biology I	0.2213	7	2
- English I	0.6469	15	4
- English II	<b>0.9804</b>	9	4

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.7465	8	15
- Math	-	3	7
- Reading/Language	-	2	7
- Science	-0.3775	5	8
- Social Studies	-	0	5
<b>EOC Composite (High school)</b>	-0.7202	13	18
- Algebra I	<b>-2.2409</b>	9	6

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.0408	62	34
- Math	-0.1462	38	29
- Reading/Language	-0.2041	40	27
- Science	0.0646	30	28
- Social Studies	-0.0472	25	25
<b>EOC Composite (High school)</b>	<b>0.7789</b>	53	26
- Algebra I	-0.2911	20	15
- Biology I	0.6915	10	9
- English I	0.8044	15	6
- English II	0.5542	10	5

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	20.4%	16.7%	54
- <b>Math</b>	14.3%	17.1%	35
- <b>Reading/Language</b>	21.1%	13.2%	38
- <b>Science</b>	12.0%	20.0%	25
- <b>Social Studies</b>	24.0%	16.0%	25
<b>EOC Composite (High school)</b>	5.0%	27.5%	40
- <b>Algebra I</b>	0.0%	27.3%	11
- <b>Biology I</b>	0.0%	28.6%	7
- <b>English I</b>	6.7%	26.7%	15
- <b>English II</b>	0.0%	33.3%	9

#### Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	12.5%	12.5%	8
- <b>Math</b>	-	-	3
- <b>Reading/Language</b>	-	-	2
- <b>Science</b>	20.0%	40.0%	5
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	23.1%	30.8%	13
- <b>Algebra I</b>	22.2%	11.1%	9

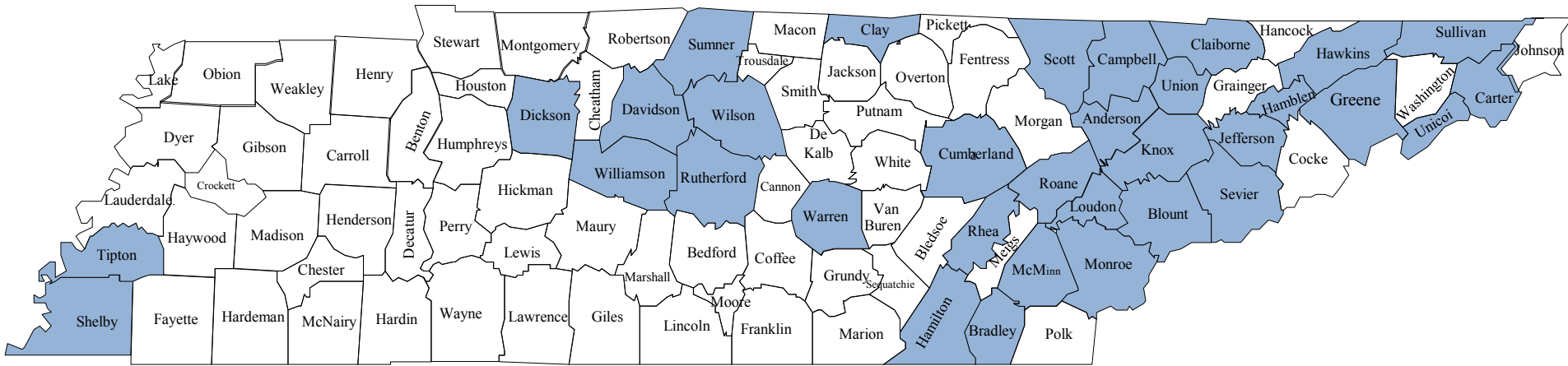
#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	19.4%	16.1%	62
- <b>Math</b>	15.8%	15.8%	38
- <b>Reading/Language</b>	22.5%	12.5%	40
- <b>Science</b>	13.3%	23.3%	30
- <b>Social Studies</b>	24.0%	16.0%	25
<b>EOC Composite (High school)</b>	9.4%	28.3%	53
- <b>Algebra I</b>	10.0%	20.0%	20
- <b>Biology I</b>	10.0%	30.0%	10
- <b>English I</b>	6.7%	26.7%	15
- <b>English II</b>	10.0%	30.0%	10



# University of Tennessee, Knoxville

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Bradley, Dickson, Greene, Hamblen, Hamilton, Hawkins, Monroe, Rhea, Scott, Sullivan, Tipton, Unicoi, Union, Warren	1
Campbell, Carter, Claiborne, Cumberland, Davidson, Jefferson, McMinn, Roane, Sumner, Wilson	2

County	Number of Teachers
Anderson	13
Blount	6
Clay	4
Knox	86
Loudon	6
Rutherford	5
Sevier	6
Shelby	7
Williamson	4

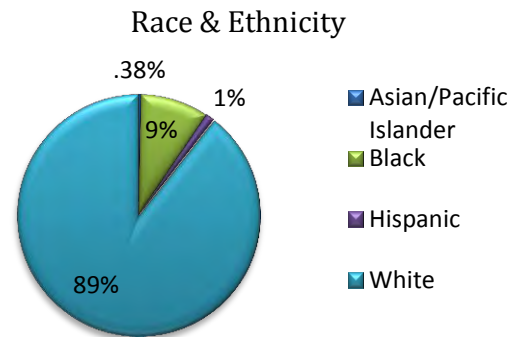
## University of Tennessee, Martin

### Teacher Education Program Information

<b>Location:</b>	<b>Martin, TN</b>
System:	University of Tennessee
Accreditation:	SACS, NCATE
Approved Teacher Education Programs	37
Top Endorsement Areas:	Elementary K-6 (78 completers) Mathematics 7-12 (22 completers) Middle Grades 4-8 (20 completers)

#### Program Completers

<b>Total Number</b>	<b>263</b>
Male	28%
Female	72%
In-state	99%
Out-of-state	1%
Traditional License	172
Alternative License	91



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.43	2.14 – 4.00	3.41	3.46	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>	3.33	1.62 – 4.00	3.37	3.06	<b>3.39</b>
<b>ACT Composite</b>	22.0	13 – 33	22.2	20.1	<b>22.9</b>
<b>ACT Reading</b>	23.1	11 – 33	23.4	21.6	<b>23.5</b>
<b>ACT Science</b>	21.3	13 – 34	21.5	19.9	<b>21.8</b>
<b>ACT English</b>	22.4	13 – 33	22.8	20.4	<b>23.2</b>
<b>ACT Math</b>	20.4	8 – 30	20.5	19.8	<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	201	70.1%	70.1%	57.7%	64.7%
2007 - 08	167	64.1%	71.3%	55.7%	
2008 - 09	282	69.5%	72.0%		
2009 - 10	263	73.4%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	194	177	91%
Summary Pass Rates			
- Alternative	83	71	86%

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.2454	81	30
- <b>Math</b>	-0.4429	44	25
- <b>Reading/Language</b>	<b>-0.3923</b>	50	24
- <b>Science</b>	0.6514	34	24
- <b>Social Studies</b>	-0.1620	43	23
<b>EOC Composite (High school)</b>	<b>-1.3367</b>	14	17
- <b>English I</b>	-1.2176	6	4

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.3570	14	15
- <b>Math</b>	2.5066	5	7
- <b>Reading/Language</b>	-0.7297	8	7
- <b>Science</b>	0.3462	7	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	<b>-2.2895</b>	8	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1566	95	34
- <b>Math</b>	-0.1419	49	29
- <b>Reading/Language</b>	<b>-0.4388</b>	58	27
- <b>Science</b>	0.5993	41	28
- <b>Social Studies</b>	-0.1507	45	25
<b>EOC Composite (High school)</b>	<b>-1.6832</b>	22	26
- <b>Algebra I</b>	<b>-2.6385</b>	6	15
- <b>Biology I</b>	0.2770	7	9
- <b>English I</b>	-1.1929	7	6

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.3370	81	30
- <b>Math</b>	-0.1785	44	25
- <b>Reading/Language</b>	-0.2168	50	24
- <b>Science</b>	<b>0.7706</b>	34	24
- <b>Social Studies</b>	0.2052	43	23
<b>EOC Composite (High school)</b>	-0.9904	14	17
- <b>English I</b>	<b>-1.2788</b>	6	4

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.4057	14	15
- <b>Math</b>	2.2878	5	7
- <b>Reading/Language</b>	-0.5739	8	7
- <b>Science</b>	-0.8568	7	8
- <b>Social Studies</b>	-	2	5
<b>EOC Composite (High school)</b>	<b>-2.2469</b>	8	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.2554	95	34
- <b>Math</b>	-0.0180	49	29
- <b>Reading/Language</b>	<b>-0.2904</b>	58	27
- <b>Science</b>	0.3831	41	28
- <b>Social Studies</b>	-0.0304	45	25
<b>EOC Composite (High school)</b>	<b>-1.4790</b>	22	26
- <b>Algebra I</b>	<b>-2.8094</b>	6	15
- <b>Biology I</b>	0.4182	7	9
- <b>English I</b>	-1.0967	7	6

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

**Traditionally Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	13.6%	16.1%	81
- <b>Math</b>	22.7%	15.9%	44
- <b>Reading/Language</b>	20.0%	8.0%	50
- <b>Science</b>	17.7%	29.4%	34
- <b>Social Studies</b>	16.3%	16.3%	43
<b>EOC Composite (High school)</b>	42.9%	14.3%	14
- <b>English I</b>	50.0%	16.7%	6

**Alternatively Licensed Teachers**

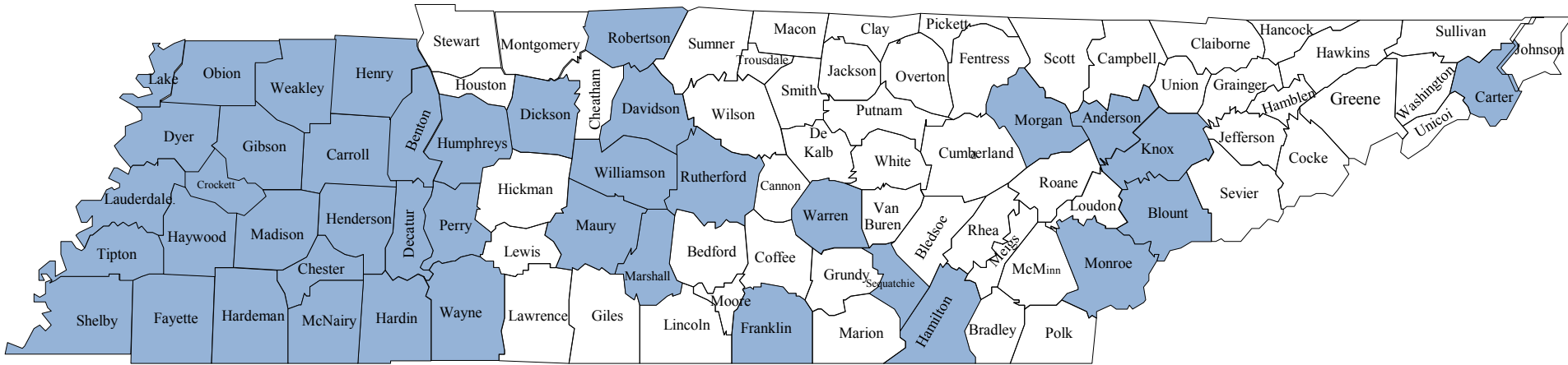
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	14.3%	21.4%	14
- <b>Math</b>	0.0%	60.0%	5
- <b>Reading/Language</b>	25.0%	0.0%	8
- <b>Science</b>	28.6%	14.3%	7
- <b>Social Studies</b>	-	-	2
<b>EOC Composite (High school)</b>	37.5%	0.0%	8

**Traditionally & Alternatively Licensed Teachers**

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	13.7%	16.8%	95
- <b>Math</b>	20.4%	20.4%	49
- <b>Reading/Language</b>	20.7%	6.9%	58
- <b>Science</b>	19.5%	26.8%	41
- <b>Social Studies</b>	15.6%	15.6%	45
<b>EOC Composite (High school)</b>	40.9%	9.1%	22
- <b>Algebra I</b>	66.7%	0.0%	6
- <b>Biology I</b>	14.3%	14.3%	7
- <b>English I</b>	42.9%	14.3%	7

# University of Tennessee, Martin

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Anderson, Blount, Carter, Fayette, Franklin, Humphreys, Knox, Marshall, Maury, Monroe, Robertson, Rutherford, Sequatchie, Warren, Williamson	1
Carroll, Chester, Crockett, Decatur, Dickson, Hamilton, Hardeman, Hardin, Haywood, Henderson, Morgan, Perry, Wayne	2-5
Benton, Davidson, Dyer, Henry, Lake, Lauderdale, Madison, Obion, Shelby	6-10

County	Number of Teachers
Gibson	22
McNairy	15
Tipton	16
Weakley	13

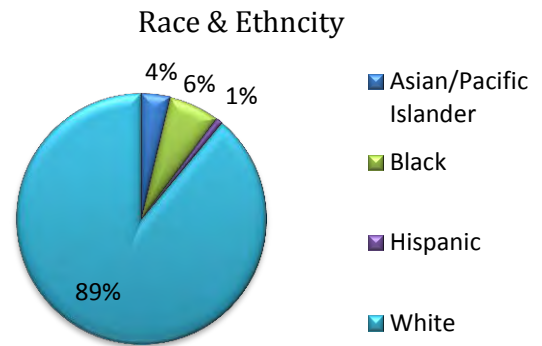
## Vanderbilt University, Peabody College

### Teacher Education Program Information

<b>Location:</b>	<b>Nashville, TN</b>
System:	TICUA
Accreditation:	SACS, NCATE
Approved Teacher Education Programs:	36
Top Endorsement Areas:	Elementary K-6 (30 completers) Special Ed modified (18 completers) English 7-12 (13 completers)

#### Program Completers

<b>Total Number</b>	<b>108</b>
Male	13%
Female	87%
In-state	26%
Out-of-state	74%
Traditional License	108
Alternative License	0



#### Academic Information

	Average All Completers	Range All Completers	Average BS	Average MEd	State Average All Completers
<b>Final GPA</b>	3.69	2.54 – 4.00	3.56	3.86	<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>	28.7	23 – 34			<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>	1289	1020 – 1470	1290	1270	<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>



## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	117	29.9%	22.2%	17.1%	24.8%
2007 - 08	111	15.3%	25.2%	11.7%	
2008 - 09	123	30.1%	35.8%		
2009 - 10	108	27.8%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	119	119	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)***One year estimates of T-value of teacher effects (2010 – 2011)***KEY**

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3801	16	30
- <b>Math</b>	0.9239	7	25
- <b>Reading/Language</b>	-0.3152	12	24
- <b>Science</b>	-	4	24
- <b>Social Studies</b>	-0.1816	8	23
<b>EOC Composite (High school)</b>	0.5028	7	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-0.6732	6	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5819	17	34
- <b>Math</b>	0.9239	7	29
- <b>Reading/Language</b>	-0.3152	12	27
- <b>Science</b>	0.0814	5	28
- <b>Social Studies</b>	-0.1816	8	25
<b>EOC Composite (High school)</b>	-0.0399	13	26
- <b>Algebra I</b>	0.8977	8	15

**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	0.2023	16	30
- <b>Math</b>	1.1883	7	25
- <b>Reading/Language</b>	-0.1397	12	24
- <b>Science</b>	-	4	24
- <b>Social Studies</b>	0.1856	8	23
<b>EOC Composite (High school)</b>	0.8491	7	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	1	15
- <b>Math</b>	-	0	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	1	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-0.6305	6	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.1699	17	34
- <b>Math</b>	1.0479	7	29
- <b>Reading/Language</b>	-0.1667	12	27
- <b>Science</b>	-0.1347	5	28
- <b>Social Studies</b>	-0.0614	8	25
<b>EOC Composite (High school)</b>	0.1642	13	26
- <b>Algebra I</b>	0.7268	8	15

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	18.8%	12.5%	16
- <b>Math</b>	14.3%	28.6%	7
- <b>Reading/Language</b>	25.0%	8.3%	12
- <b>Science</b>	-	-	4
- <b>Social Studies</b>	12.5%	25.0%	8
<b>EOC Composite (High school)</b>	14.3%	42.9%	7

#### Alternatively Licensed Teachers

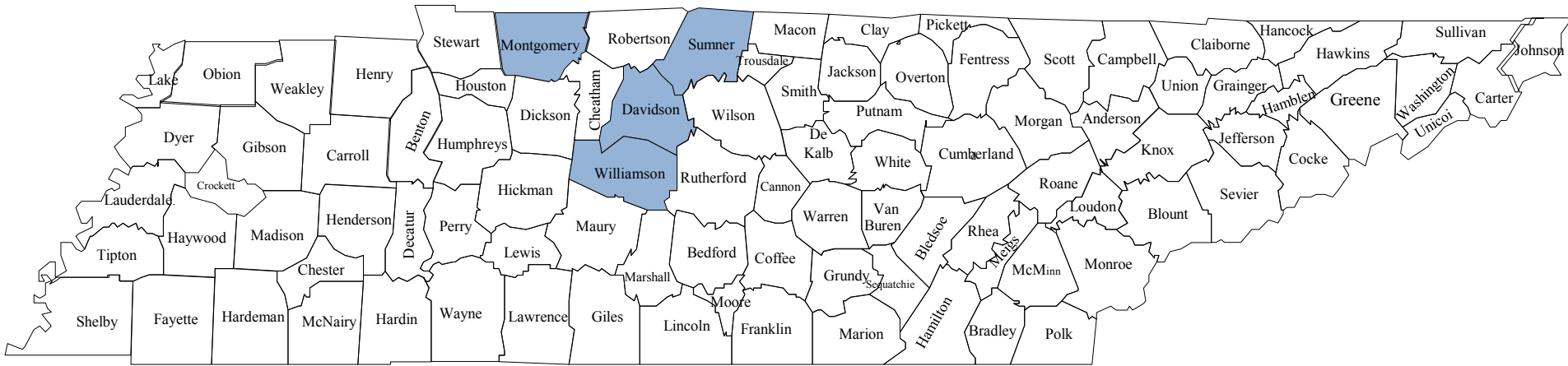
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	1
- <b>Math</b>	-	-	0
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	1
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	16.7%	16.7%	6

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	23.5%	11.8%	17
- <b>Math</b>	14.3%	28.6%	7
- <b>Reading/Language</b>	25.0%	8.3%	12
- <b>Science</b>	20.0%	40.0%	5
- <b>Social Studies</b>	12.5%	25.0%	8
<b>EOC Composite (High school)</b>	15.4%	30.8%	13
- <b>Algebra I</b>	25.0%	37.5%	8

# Vanderbilt University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Davidson	16
Montgomery	2
Sumner	4
Williamson	8

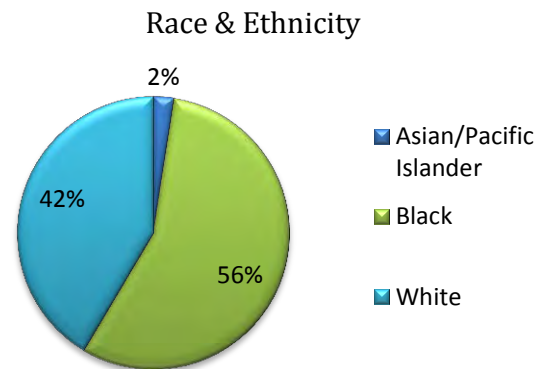
## Victory University

### Teacher Education Program Information

<b>Location:</b>	<b>Memphis, TN</b>
System:	
Accreditation:	SACS
Approved Teacher Education Programs:	15
Top Endorsement Areas:	Other Foreign Language PreK-12 (16 completers) Vocal/General Music K-12 (8 completers)

#### Program Completers

<b>Total Number</b>	<b>42</b>
Male	29%
Female	71%
In-state	93%
Out-of-state	7%
Traditional License	23
Alternative License	18



#### Academic Information

	Average All Completers	Range All Completers	Average Traditional	Average Alternative	State Average All Completers
<b>Final GPA</b>	3.67	3.14 – 4.00	3.67		<b>3.57</b>
<b>Major GPA</b>					<b>3.55</b>
<b>High School GPA</b>					<b>3.39</b>
<b>ACT Composite</b>					<b>22.9</b>
<b>ACT Reading</b>					<b>23.5</b>
<b>ACT Science</b>					<b>21.8</b>
<b>ACT English</b>					<b>23.2</b>
<b>ACT Math</b>					<b>20.8</b>
<b>SAT Cumulative</b>					<b>1182</b>
<b>SAT Math</b>					<b>560</b>
<b>SAT Verbal</b>					<b>557</b>

## Placement and Retention Data

Data reflect the placement and retention rates of graduates for each cohort year listed. These data are based on the program completers in the Personnel Information Reporting System (PIRS). The years refer to the number of years since the completers have graduated and been eligible to teach. Therefore, these data help to inform the rate at which an institution's graduates enter and remain in the teaching field in Tennessee public schools. The number teaching 3 out of 4 years is included to account for the teachers who may leave the profession for a year but do return (e.g. for maternity leave or FMLA).

Cohort Year	Number of Completers	Teaching in Year 1	Teaching in Year 2	Teaching 3 Consecutive Years	Teaching 3 out of 4 years
2006 - 07	27	74.1%	70.4%	63.0%	66.7%
2007 - 08	23	91.3%	78.3%	78.3%	
2008 - 09	17	70.6%	70.6%		
2009 - 10	42	73.2%			

## Teacher Assessments

Tennessee requires that teacher candidates take Praxis examinations to be recommended for licensure and receive endorsements in specific fields. Below are the Praxis summary pass rates for this institution for all exams.

Praxis Results (2008-2009)	Number Tested	Number Passed	Pass Rate
Summary Pass Rates			
- Traditional	17	17	100%
Summary Pass Rates			
- Alternative			

Note: The pass rate is not provided if there were less than 10 test takers

**Teacher T-Value Effects (includes all grades)**

*One year estimates of T-value of teacher effects (2010 – 2011)*

KEY

- No color: No statistically significant difference
- - Fewer than 5 teachers
- **Green:** Statistically significant positive difference
- **Yellow:** Statistically significant negative difference

**Veteran Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who have graduated from this institution as compared to the average effectiveness of veteran teachers in terms of contribution to student achievement growth.

**Traditionally Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.9022	8	30
- <b>Math</b>	0.0811	5	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	-	3	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-	1	17

**Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

**Traditionally & Alternatively Licensed Teachers**

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.9555	10	34
- <b>Math</b>	-0.8209	6	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	3	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	2	26



**Beginning Teacher Comparison:** The average effectiveness of beginning teachers (1-3 years of experience) who graduated from this institution as compared to the mean of the average effectiveness for beginning teachers from all teacher training programs in Tennessee in terms of contribution to student achievement growth

#### Traditionally Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.3198	8	30
- <b>Math</b>	0.3454	5	25
- <b>Reading/Language</b>	-	4	24
- <b>Science</b>	-	3	24
- <b>Social Studies</b>	-	3	23
<b>EOC Composite (High school)</b>	-	1	17

#### Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-	2	15
- <b>Math</b>	-	1	7
- <b>Reading/Language</b>	-	0	7
- <b>Science</b>	-	0	8
- <b>Social Studies</b>	-	0	5
<b>EOC Composite (High school)</b>	-	1	18

#### Traditionally & Alternatively Licensed Teachers

Subject	Mean T-Value	Teachers in Program	Total Programs Statewide
<b>TCAP Composite (grades 4-8)</b>	-0.5435	10	34
- <b>Math</b>	-0.6970	6	29
- <b>Reading/Language</b>	-	4	27
- <b>Science</b>	-	3	28
- <b>Social Studies</b>	-	4	25
<b>EOC Composite (High school)</b>	-	2	26

**Statewide Distribution:** The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based upon the statewide distribution of the t-value of teacher effects

#### Traditionally Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	25.0%	12.5%	8
- <b>Math</b>	40.0%	40.0%	5
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	3
<b>EOC Composite (High school)</b>	-	-	1

#### Alternatively Licensed Teachers

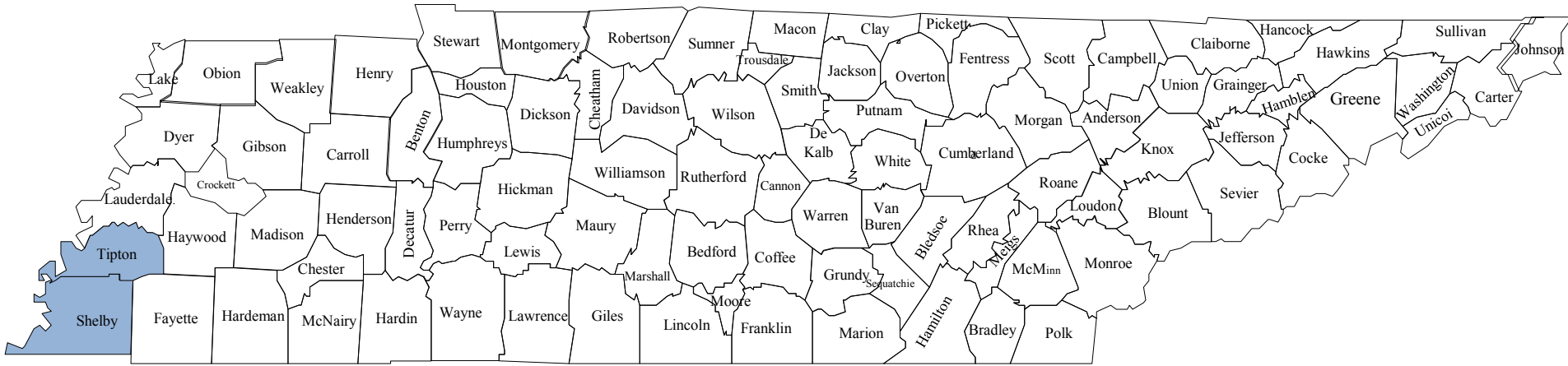
Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	-	-	2
- <b>Math</b>	-	-	1
- <b>Reading/Language</b>	-	-	0
- <b>Science</b>	-	-	0
- <b>Social Studies</b>	-	-	0
<b>EOC Composite (High school)</b>	-	-	1

#### Traditionally & Alternatively Licensed Teachers

Subject	% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile	Teachers in Program
<b>TCAP Composite (grades 4-8)</b>	30.0%	20.0%	10
- <b>Math</b>	50.0%	33.3%	6
- <b>Reading/Language</b>	-	-	4
- <b>Science</b>	-	-	3
- <b>Social Studies</b>	-	-	4
<b>EOC Composite (High school)</b>	-	-	2

# Victory University

## Counties where 2009-2010 Completers taught in 2010-2011



County	Number of Teachers
Shelby	28
Tipton	2

## GLOSSARY OF TERMS

<b>Alternatively Licensed Teacher</b>	Teacher with Tennessee Transitional License.
<b>Beginning Teacher</b>	Teacher with 1 to 3 years of classroom teaching experience in Tennessee.
<b>Beginning Teacher Comparison</b>	Comparison of the 2010 – 2011 mean t-value of teacher effect among beginning teachers (1-3 years of experience) as compared to the mean of means for all teacher training programs in the state.
<b>Completer</b>	<p>A person who has met all the requirements of a state-approved teacher preparation program. Program completers include all those who are documented as having met such requirements. Documentation may take the form of a degree, institutional certificate, program credential, transcript of other written proof of having met the program's requirements. In applying this definition, the fact that an individual has or has not been recommended to the state for initial certification or licensure may not be used as criterion for determining who is a program completer.</p> <p>For alternatively licensed teachers, the reporting includes currently enrolled students who have completed all nonclinical coursework in addition to program completers.</p>
<b>EOC</b>	End-of-Course exams given in specific high school subjects that are used in the value-added analysis. Subjects include: Algebra I, Biology I, English I, English II, and U.S. History.
<b>FMLA</b>	Family Medical Leave Act (referenced in placement and retention explanation)
<b>No Statistically Significant Difference</b>	The t-value of teacher effect can represent a positive or negative difference, but is not considered to be statistically significant.
<b>PIRS</b>	Personnel Information Reporting System (PIRS). PIRS is the State Department of Education reporting system that collects employment information on teachers and school leaders from all Local Education Agencies.

<b>Statewide Distribution</b>	The percentage of beginning teachers (1-3 years of experience) from this teacher training program who fall into either the lowest or highest effectiveness quintiles; the quintiles are based on the 2010 – 2011 statewide distribution of the t-value of teacher effects
<b>Statistically Significant Negative Difference</b>	The mean t-value of teacher effect as compared to the given reference population represent a tendency for those teachers to have lower student achievement gains in the specific subject.
<b>Statistically Significant Positive Difference</b>	The mean t-value of teacher effect as compared to the given reference population represents a tendency for those teachers to have higher student achievement gains in the specific subject.
<b>TCAP</b>	Tennessee Comprehensive Assessment System; exams given in grades 3-8 in Math, Reading/Language Arts, Science, and Social Studies.
<b>Teacher Effect</b>	Teacher effect measures teacher effectiveness relative to the district average gain and is part of the solution to the mixed model equations for TCAP subjects.
<b>Teacher Gain</b>	The teacher gain is defined as the teacher effect added to the district gain.
<b>Traditionally Licensed Teacher</b>	Teachers with the Tennessee Apprentice Teaching License.
<b>T-Value of Teacher Effect</b>	The t-value of the teacher effect is defined as the teacher effect divided by its standard error in all subjects. The mean t-value is derived from one year of value added data (2010-2011) for all beginning teachers from each program. All teachers who have been teaching for one, two, or three years are included in the analysis.
<b>Veteran Teacher</b>	Teacher with more than 3 years of classroom teaching experience in Tennessee.
<b>Veteran Teacher Comparison</b>	Comparison of the 2010 – 2011 mean t-value of teacher effect for beginning teachers (1-3 years of experience) as compared to the mean of veteran teachers (teaching more than 3 years) from the statewide distribution of 2010 – 2011 teacher valued-added data
<b>STEM</b>	Science, Technology, Engineering, and Math

# Technical Report for the Effectiveness Study, 2010 - 2011 Commissioned for the Tennessee Teacher Quality Reforms

## SECTION 1: INTRODUCTION

The Tennessee Teacher Quality Reforms initiative aims to improve student achievement and educational attainment in the state as a part of the state mandate to “develop a report card or assessment on the effectiveness of teacher training programs” (TCA 49-5-108). A key part of this goal will be realized via state and local programs focused on new teachers in terms of the recruitment, selection, preparation, and support for these new teachers. The State of Tennessee asked SAS® EVAAS® to compare the teaching effectiveness of recent licensure recipients from various teacher preparation institutes to the effectiveness of other teachers in the state.

The goals of the effectiveness study were:

- To identify any university that tends to produce beginning teachers who are highly effective as well as to identify any university that tends to produce beginning teachers who are very ineffective; and
- To determine if a university is above or below the reference distribution with a fair and reliable statistical test.

The importance of identifying such teacher training programs is evident in comparing the mean teacher NCE gain between highly effective teachers and highly ineffective teachers. This measure represents the average gain in learning for students. The chart below shows the mean teacher NCE gain for both the highest and lowest quintiles of teachers in the state for various subjects.<sup>1</sup> The difference between the two groups reveals the substantial impact on student progress in terms of a student having a teacher from the highest or lowest quintile.

**Chart 1: Mean Teacher NCE Gains<sup>2</sup>**

TCAP Subjects	Quintiles	
	Low	High
Math	-1.993	11.165
Reading/Language	-1.640	5.555
Science	-3.707	6.435
Social Studies	-4.148	6.6125
Composite across Subjects	-2.934	3.625

In realizing the goals to assess teacher training programs, the effectiveness study also provides a fair, rational method of comparison that is statistically sound, easy to interpret, and useful to both policymakers and the public. This was accomplished by examining the difference between the

<sup>1</sup> How the quintiles were selected is described later in this report.

<sup>2</sup> Appendix 1 contains two additional charts similar to Chart 1, and they show the mean teacher NCE gain for new teachers.

beginning teachers from each institution and two reference groups described in Section 4. This report is a technical document that explains these analyses in detail. This report does not include any results to the effectiveness study.

## SECTION 2: KEY ELEMENTS OF THE TWO ANALYSES

The two analyses chosen to address the effectiveness study's goals used the same underlying data. This section describes what data were used, why and how they were used in the analyses, and the applied definition of effectiveness.

### Data Used in the Effectiveness Study

The only teachers included in these two analyses were those who have value-added data from the Tennessee Value-Added Assessment System (TVAAS), which is “a statistical system for educational outcome assessment which uses measures of student learning to enable the estimation of teacher, school, and school district statistical distributions” (TCA 49-1-603). TVAAS has been a part of state statute since 1992, and its use results in an extensive and useful statewide database on educational attainment of Tennessee students.<sup>3</sup> The longitudinal, multivariate, mixed-model methodology of TVAAS produces more reliable estimates with less bias than other more simplistic models, an opinion recently corroborated by researchers at RAND.<sup>4</sup> TVAAS has produced teacher effect estimates since 1996, and these estimate a teacher's impact on student learning, as measured by students' performance on standardized tests, such as TCAP, Gateway and End-of-Course.

The teacher effect estimates were based on the TCAP subject tests in math, reading/language arts, science and social studies in grades four through eight as well as the high school End-of-Course tests. There was also an estimate available for the composite across subjects for each test (TCAP and End-of-Course). Thus, teachers who teach non-tested subjects were not included in the analyses.

An additional group of teachers who were not included in the study were those who teach primarily special education students or students with low attendance records. This is because state statute prohibits the use of these students in value-added analysis (TCA 49-1-606).

SAS received information from the State of Tennessee linking all teachers who had received their licensure from one of 45 Tennessee teacher preparation institutions to their respective institution of licensure.<sup>5</sup> This information contained teachers who were licensed through the

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<sup>3</sup> More specific information on TVAAS methodology is available online at <http://www.sas.com/govedu/edu/sanderssaxtonhorn.pdf> or <http://www.sas.com/resources/asset/SAS-EVAAS-Statistical-Models.pdf>

<sup>4</sup> McCaffrey, D. F., Han, B. and Lockwood, J. R. (2008). *From Data to Bonuses: A Case Study of the Issues Related to Awarding Teachers Pay on the Basis of the Students' Progress*. Paper presented at the conference on Performance Incentives: Their Growing Impact on American K-12 Education, February 28-29, National Center on Performance Incentives at Vanderbilt University's Peabody College: “Multivariate mixed model methods and fixed effects methods with shrinkage tend to provide estimates that appear to have relatively less noise and relatively less bias. Performance measures from both methods tend to have strong cross-year correlation within teacher, weak correlation with students' prior achievement, and relatively few teachers with small classes ranked in the extremes of the sample” (p. 37).

<sup>5</sup> See Appendix 2 for a list of the teacher training programs.

traditional route during the years 2002 –2011 as well as those teachers who were licensed through the alternative route during the years 2003 –2011. The timeframe was selected based on the study’s focus: the effectiveness of teacher training programs in preparing beginning teachers, with the implicit assumption that other factors beyond the licensing institution could become quite influential in later years. At the request of the State of Tennessee, the definition of “beginning” teacher is those with 1 – 3 years of experience.

### **How the Data Were Used**

Because individual teacher effects are private by state statute (TCA 49-1-606), the effectiveness study reported teacher effect data by group (subject, institution, type of licensure, etc.) so that the privacy of the teachers was not compromised. The grouping also increased the counts for each particular group so that fair comparisons could be made among teacher training programs since most institutions do not produce many teachers in a given subject/grade each year. More specifically, the study considered all grades in each subject together. In order for an institution to be included in the analysis for a particular subject, a minimum of five teachers from that institution were required. Results were reported for each type of licensure as well as for both types together.

Due to the emphasis on beginning teachers and the preparation received by their institutions, the effectiveness study utilized one-year estimates of teacher effectiveness from the year 2010 – 2011. More specifically, the *t-value* of the teacher effect was used as the basis of comparison rather than the teacher effect itself or the teacher gain.<sup>6</sup> This solved three major problems, two of which apply specifically to TCAP tests.

First, using a measure based on the teacher effect rather than the teacher gain overcame issues relating to random assignment. Teachers from different institutions are not randomly assigned to their school districts; geography typically plays a role in the assignment. Because the TCAP tests utilize a value-added teacher effect that is centered on the district gain, an institution with a disproportionate number of their teachers in a district with either a very high or low gain could have a skewed comparison if teacher gain was used as the measure for evaluating teachers. By using a measure related to the teacher effect, the impact of the disproportional location of teachers from different teacher training programs was removed. Note, the district centering was not an issue for any End-of-Course tests because they utilize a value-added teacher effect centered on the average teacher in the *state* of Tennessee.

As a second advantage, using the *t-value* of the teacher effect, instead of the teacher effect alone, enables equitable comparisons across multiple grades, which was necessary for the reasons stated above. Because teacher effects are shrinkage estimates (BLUPs) in TVAAS methodology, they shrink back towards zero. In practice, this means they shrink back towards the district gain since the teacher effects are centered on the district gain. Because teacher variance components vary among grades, there are different amounts of shrinkage among different grades. For example, higher grades typically have less shrinkage. Thus, if one institution produces more teachers in higher grades than other institutions, then that institution could have an unfair

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<sup>6</sup> Teacher effect measures teacher effectiveness relative to the district average gain and is part of the solution to the mixed model equations for TCAP subjects. The *t-value* of the teacher effect is defined as the teacher effect divided by its standard error in all subjects. Teacher gain is defined as the teacher effect added to the district gain.



advantage in any comparison because its teacher effects would likely have less shrinkage. However, as the shrinkage of any teacher effect increases, the standard error of the teacher effect decreases. Therefore, using the t-value of a teacher effect allowed a more fair comparison among teachers in different grades than using the teacher effect itself. Again, this issue did not apply to any End-of-Course tests. However, for consistency as well as for the reason outlined below, the t-value of teacher effect is used for the high school subjects as well.

Finally, the use of the t-value of the teacher effect created a fair measure because teachers with very little data tend to have larger standard errors that shrink their measure towards zero. As a result, the use of the t-value promoted the use of teachers with sufficient data for evaluation. This benefit applies to TCAP tests as well as the high school tests.

### **Definition of Effectiveness in the Study**

At the request of the State of Tennessee, highly effective teachers were defined as those teachers in the highest quintile of the state distribution for their subject and grade, as measured by the t-value of the teacher effect. Likewise, highly ineffective teachers were defined as those teachers in the lowest quintile of the state distribution of teacher effect t-values for their subject and grade. The subject/grade combination was used as the basis of analysis so that teachers within any given subject/grade would not have any unfair advantage over any other subject/grade group. As demonstrated in the chart on page one, the study's emphasis on the highest and lowest quintiles is important because the difference in teacher gains between these two groups is substantial.

## **SECTION 3: IDENTIFYING INSTITUTIONS THAT TEND TO PRODUCE EITHER HIGHLY EFFECTIVE OR VERY INEFFECTIVE TEACHERS**

The key elements discussed in Section 2 were then used to address the first goal of the study: identify whether an institution tends to produce more or less of these extreme teachers. To do so, the effectiveness study assessed the percentage of teachers from each institution in either the highest or lowest quintile, as measured by the t-value of their teacher effects. These percentages were compared to the state distribution and tested for statistical significance. In this way, policymakers can assess the effectiveness of teacher training programs in the state.

### **Defining the Quintiles and Percentages**

As described in the previous section, quintiles used for this analysis were based upon the statewide distribution of the t-value of teacher effects from 2010 – 2011 value-added data. By definition, if an institution produced the same percentage of teachers as the state in each of these quintiles, then that institution would have 20% of its teachers in the quintile.

For each institution, the number of teachers in each of these quintiles was compared to the institution's total number of teachers, thus showing the percentage of teachers from a particular teacher training program in either the highest or lowest quintile.

### **Defining the Model**

The difference between the institution's percentage of teachers in the extreme quintiles and the state's percentage was then tested for statistical significance in order to verify that the institution did tend to produce either highly effective or very ineffective teachers relative to the state population. Upper and lower quintiles were analyzed separately to avoid the inclusion of the middle quintile teachers (quintiles 2 – 4) since this latter group was not the focus of the effectiveness study. If an institution had less than five teachers in a subject/grade group, then they were not included in this analysis.

The model for this analysis utilized the binomial distribution to assess statistical significance, with a null hypothesis that the institution distribution is the same as the state distribution. More specifically, in the upper quintile analysis, a teacher was identified as either in the upper quintile or not. The number of teachers who fall into the upper quintile is distributed as a binomial distribution with success probability of 0.20 and the number of trials as the total number of teachers from that institution. Each institution had a certain percentage of teachers who fell into the upper quintile. The exact probability of this can be computed, assuming the null hypothesis, to provide a statistical test for whether or not the true probability of success is different from 0.20. A level of 0.10 was used to determine significance. Thus, if the probability was less than 0.10 of observing a value equal to or more extreme than the percentage of teachers in this quintile for a given institution, then the null hypothesis was rejected: there is sufficient evidence to show that the institution had a probability of producing teachers in the upper quintile that was either more or less than 0.20. The description of this analysis applied to the lower quintile analysis as well.

The tests described above provide a statistical comparison between each institution and the state distribution with respect to the percentage of teachers being produced that are highly effective or very ineffective.

### **Interpreting the Analysis**

While the lower quintile analysis was the same as that for the upper quintile, the interpretation of the test for each quintile is different. For the lower quintile, it is better to have less than 20% of an institution's teachers in that quintile. Conversely, for the upper quintile, it is better to have more than 20% of an institution's teachers in that quintile.

If an institution has a statistically larger percentage of upper quintile teachers than the state distribution, then it tends to produce more highly effective teachers. Likewise if an institution has a statistically smaller percentage of lower quintile teachers than the state distribution, then it tends to produce less ineffective teachers. Teacher training programs with these qualities are doing a good job at producing beginning teachers. The reverse will also show teacher training programs that are doing a poor job at producing beginning teachers.

## **SECTION 4: DETERMINING IF AN INSTITUTION PRODUCES BEGINNING TEACHERS EITHER ABOVE OR BELOW THE REFERENCE DISTRIBUTION**

The percentage of teachers from each institution who were either in the highest or lowest quintile provides very useful information to the effectiveness study, but a direct comparison of the

teachers from one institution to a reference population would add to an understanding of how a teacher training program is performing overall. The mean t-value of the teachers has a direct relation to value-added analysis, which can enhance understanding among Tennessee's policymakers, educators, and public. Thus, the key elements discussed in Section 2 were then used to address the second goal of the study: determine if a university is above or below the reference distribution with a fair and reliable statistical test. This section describes how such an application was utilized.

### **Defining a Reference Population**

The effectiveness study compared the performance of beginning teachers from the 45 institutions to the performance of teachers in a reference population. In this part of the study, there were two reference populations used for comparison, and they are each described below.

In the first set of analyses, the reference population was a control group that included any teacher who had more than three years of experience from the statewide distribution of teacher value-added data in the 2010 - 2011 school year. Using this reference population, the beginning teachers were compared by institution to these veteran teachers. In this set of analyses, the reference population included all types of licensure.

In the second set of analyses, the reference population was a control group that included beginning teachers linked to the 45 Tennessee institutions. If an institution did not have at least five teachers in a particular subject, then all teachers from that institution were removed from that subject's analyses. In this set of analyses, the reference population included all types of licensure.

It is possible to split the second set of analyses so that only the alternatively licensed teachers are compared to other alternatively licensed teachers and traditionally licensed teachers are compared to other traditionally licensed teachers. However, this reduces the number of teachers in each institution such that some comparisons are only made between a few institutions. For this reason, each institution and the comparison group included all types of licensure.

### **Defining the Model**

The calculation of the mean t-values of the teacher effects utilized a one-way ANOVA model with institution as the fixed effect. In addition to the 45 institutions of higher education used in the model, the institution effect comprised two other levels: (1) teachers with more than three years of experience and (2) any teacher who had three years or less of value-added data with an *unknown* institution of certification. This last group of teachers could include, for example, any teachers who came from other states or who may have been teaching non-tested subjects. For these reasons, they were included as a separate level of the effect. The three types of the institution effect provided the analyses with three distinct and possibly quite different groups of teachers. As such, the model allowed for different levels of variation in each group to ensure that an appropriate statistical test was utilized for each reference population.

As a first comparison, each teacher training program was compared to the veteran teachers in the model, provided that an institution had five or more teachers in that particular subject. The

difference of the estimated mean teacher t-value of effects for each comparison was tested for significance.

As a second comparison, each teacher training program was compared to the beginning teachers. More specifically, each institution mean was compared to the mean of all of the institution means, with each institution weighted the same. The number of teachers for every institution was not a part of this weight since it would cause a small number of institutions to dominate the mean. This method of weighting ensured a more fair comparison among institutions. Again, if an institution had fewer than five teachers, then its data were removed from the analysis due to an insufficient number of teachers for a reliable statistical estimate.

As a third comparison, the difference between the two reference populations was considered to determine if the beginning teachers from the institutions were significantly different from the veteran teachers in Tennessee. More specifically, the mean of veteran teachers was compared to the mean of institution means for beginning teachers, provided that the beginning teachers' institution had at least five teachers in the subject being analyzed.

### **Index for Comparison**

For ease of interpretation and utility for comparing the teacher training program, an index was created, based on the mean t-value of teacher effects. In the calculation of this index, each institution mean was compared with the mean of the reference population.

Each difference was between an individual teacher training program and the reference group, which represented either the veteran teachers or the beginning teacher subset.

The index analyses sought to present a balanced assessment of the net effectiveness of each teacher training program by showing how average teachers from each program would compare to the reference population. If any difference between the institution and reference mean is positive, then the institution mean is greater than the reference population mean t-value of teacher effects. A significant positive number indicates that a teacher training program has produced beginning teachers with statistically significantly larger mean t-values as compared to the reference population in terms of a teacher's mean t-value of effects in 2010 – 2011. A level of 0.10 was used to test statistical significance. These comparisons were made by type of licensure as well as by both types together for institutions that had sufficient data.

### **Interpreting the Indices**

In the TCAP subjects, the mean t-value of teacher effects for each group (i.e., subject/grade combination for a particular institution) is a meaningful comparison that does not confound the district distribution of teachers and is also interpretable in NCE value-added teacher gains. The mean t-value can be interpreted as follows: on average, teachers in this group have estimated teacher gains that are X number of standard errors away from their district's mean NCE gain, where X represents the index for comparison. In other words, teachers in that group have sufficient data to show their estimated teacher gain is either above or below their district's mean NCE gain by the reported factor.

In the high school subjects, the mean t-value of teacher's effects is also a meaningful comparison across the state of Tennessee. The mean t-value can be interpreted as follows: on average, teachers in this group have estimated teacher effects that are X number of standard errors away from the average teacher effect in the state of Tennessee, where X represents the index for comparison. In other words, teachers in that group have sufficient data to show their estimated teacher effect is above or below the average teacher effect in the state of Tennessee.

Thus in both cases, an institution producing beginning teachers with significantly better t-values of teacher effects will have a positive impact on student progress. Ideally, new methods of training at the institutions enable beginning teachers to outperform existing teachers.

### **SECTION 5: REPORTING THE RESULTS OF THE EFFECTIVENESS STUDY**

The effectiveness study results present the number, percentages, and index measures associated with each of the 45 Tennessee institutions by subject as long as that teacher training program has sufficient data. If the percentage or index measure is statistically significant from the statewide average at the 90% confidence level, this will be noted. Results were presented by institution including both types of licensure together.

**Appendix 1: Mean Teacher NCE Gain for Beginning Teachers**

**Chart 2: Mean Teacher NCE Gains for Beginning Teachers with 1-3 Years Experience**

<b>TCAP Subjects</b>	<b>Quintiles</b>	
	<b>Low</b>	<b>High</b>
<b>Math</b>	-2.495	11.002
<b>Reading/Language</b>	-1.895	5.175
<b>Science</b>	-4.067	5.912
<b>Social Studies</b>	-4.436	6.120
<b>Composite across Subjects</b>	-3.363	4.539

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	3
Belmont University	.	0
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	-1.7447	5
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	1
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.0759	7
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	2
Middle Tennessee State University	0.1746	7
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	2

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	0
Tennessee Technological University	<b>0.3500</b>	12
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	2
Union University	.	1
University Of Memphis	.	0
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	<b>0.8223</b>	11
University Of Tennessee, Martin	.	3
Vanderbilt University	.	4
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.



## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	1
Lipscomb University	.	2
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	2
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	1
Tennessee Technological University	<b>0.6458</b>	6
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	0
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	<b>1.0884</b>	7
University Of Tennessee, Martin	.	3
Vanderbilt University	.	2
Victory University	.	0

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.9253	7
Belmont University	.	2
Bethel College	.	4
Bryan College	.	2
Carson-Newman College	0.4617	10
Christian Brothers University	.	4
Cumberland University	.	4
Lipscomb University	-0.5262	9
East Tennessee State University	-0.2346	13
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.0255	6
Johnson University	.	0
King College	.	1
Lane College	.	0
Lee University	0.7976	7
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.5659	17
Martin Methodist College	.	1
Maryville College	.	2
Memphis Teacher Residency	-3.7717	5
Middle Tennessee State University	-0.3019	22
Milligan College	0.5865	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	2

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	0.0424	37
Tennessee Wesleyan College	-1.0782	9
Trevecca Nazarene University	.	2
Tusculum College	.	4
Union University	0.6223	6
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-1.1951	16
University Of Tennessee, Knoxville	1.0094	40
University Of Tennessee, Martin	-1.3367	14
Vanderbilt University	0.5028	7
Victory University	.	1

**Notes**

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	2
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	1
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.3352</b>	<b>8</b>
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	1
Tennessee Technological University	<b>0.4191</b>	11
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	0
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	<b>0.7082</b>	15
University Of Tennessee, Martin	<b>-1.2176</b>	6
Vanderbilt University	.	1
Victory University	.	1

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	1
Lipscomb University	.	2
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.3952	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.3867	7
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	1
Tennessee Technological University	-0.7274	8
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	0
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	0.8041	9
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.



## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1894	35
Belmont University	.	1
Bethel College	1.7472	5
Bryan College	.	3
Carson-Newman College	-0.6164	7
Christian Brothers University	-0.5533	10
Cumberland University	-0.0676	6
Lipscomb University	-0.3827	20
East Tennessee State University	0.2732	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.6740	7
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.0825	21
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.2558	17
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.2496	65
Milligan College	-1.0463	13
South College	-0.7143	18
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.1978	26
Tennessee Technological University	-0.1862	92
Tennessee Wesleyan College	-1.5100	7
Trevecca Nazarene University	0.2875	28
Tusculum College	-0.4888	29
Union University	-1.2763	7
University Of Memphis	-0.3374	72
University Of Tennessee, Chattanooga	-0.6904	10
University Of Tennessee, Knoxville	-0.1254	35
University Of Tennessee, Martin	-0.4429	44
Vanderbilt University	0.9239	7
Victory University	0.0811	5

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1661	50
Belmont University	0.1267	6
Bethel College	.	4
Bryan College	.	4
Carson-Newman College	0.0366	12
Christian Brothers University	0.1576	11
Cumberland University	0.1113	9
Lipscomb University	0.1189	14
East Tennessee State University	-0.1280	38
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.2541	11
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	-0.1078	19
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.3772	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.2102	84
Milligan College	-0.3889	16
South College	-0.4086	19
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.5617	27
Tennessee Technological University	-0.3719	112
Tennessee Wesleyan College	-0.5538	7
Trevecca Nazarene University	0.2683	29
Tusculum College	-0.1653	33
Union University	-0.4393	7
University Of Memphis	-0.2011	58
University Of Tennessee, Chattanooga	0.3298	10
University Of Tennessee, Knoxville	-0.3197	38
University Of Tennessee, Martin	-0.3923	50
Vanderbilt University	-0.3152	12
Victory University	.	4

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers:  
Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the  
Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1734	34
Belmont University	.	3
Bethel College	1.2329	6
Bryan College	.	2
Carson-Newman College	1.4336	10
Christian Brothers University	-0.6859	10
Cumberland University	-0.1333	11
Lipscomb University	1.2743	16
East Tennessee State University	0.3495	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.3956	9
Johnson University	.	0
King College	-0.1106	5
Lane College	.	0
Lee University	0.4775	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.6398	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.0433	63
Milligan College	-0.9122	9
South College	-1.0270	15
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-1.3183	26
Tennessee Technological University	-0.1365	93
Tennessee Wesleyan College	-1.8902	5
Trevecca Nazarene University	-0.3596	29
Tusculum College	-0.4441	33
Union University	-0.1915	9
University Of Memphis	-0.2574	59
University Of Tennessee, Chattanooga	0.2665	10
University Of Tennessee, Knoxville	0.1718	25
University Of Tennessee, Martin	0.6514	34
Vanderbilt University	.	4
Victory University	.	3

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0745	33
Belmont University	.	1
Bethel College	0.8056	5
Bryan College	.	2
Carson-Newman College	-0.5981	12
Christian Brothers University	0.5816	13
Cumberland University	-0.4812	5
Lipscomb University	-0.5467	13
East Tennessee State University	-0.4231	37
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.4600	10
Johnson University	.	2
King College	.	4
Lane College	.	0
Lee University	0.0101	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.9044	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.6120	61
Milligan College	-0.9204	14
South College	-0.3177	11
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.5779	27
Tennessee Technological University	-0.4885	80
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.7769	34
Tusculum College	-0.1714	23
Union University	-0.6002	10
University Of Memphis	-0.4909	62
University Of Tennessee, Chattanooga	-1.0373	11
University Of Tennessee, Knoxville	-0.1675	25
University Of Tennessee, Martin	-0.1620	43
Vanderbilt University	-0.1816	8
Victory University	.	3

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.



## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.3181	66
Belmont University	0.7067	7
Bethel College	1.0360	10
Bryan College	.	4
Carson-Newman College	-0.4120	21
Christian Brothers University	0.3584	17
Cumberland University	-0.6122	13
Lipscomb University	-0.1234	29
East Tennessee State University	-0.2512	60
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.9253	20
Johnson University	.	2
King College	-0.7121	6
Lane College	.	0
Lee University	0.1298	34
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.9604	38
Martin Methodist College	-2.0329	5
Maryville College	.	4
Memphis Teacher Residency	0.1202	5
Middle Tennessee State University	-0.6739	127
Milligan College	-1.2557	24
South College	-1.2531	22
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	-0.5846	7
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-1.3691	40
Tennessee Technological University	-0.7381	157
Tennessee Wesleyan College	-1.8532	10
Trevecca Nazarene University	-0.7224	43
Tusculum College	-0.9107	50
Union University	-1.0895	18
University Of Memphis	-0.6692	108
University Of Tennessee, Chattanooga	-0.5200	23
University Of Tennessee, Knoxville	-0.3084	54
University Of Tennessee, Martin	-0.2454	81
Vanderbilt University	-0.3801	16
Victory University	-0.9022	8

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	1
Cumberland University	.	1
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	1
Milligan College	.	2
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	0
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	2
Trevecca Nazarene University	.	1
Tusculum College	.	1
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	.	4
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	3
Belmont University	.	0
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	-1.6500	5
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	1
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	0.0189	7
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	2
Middle Tennessee State University	0.2693	7
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	2
Tennessee State University	.	0

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	<b>0.4448</b>	<b>12</b>
Tennessee Wesleyan College	.	<b>3</b>
Trevecca Nazarene University	.	<b>0</b>
Tusculum College	.	<b>2</b>
Union University	.	<b>1</b>
University Of Memphis	.	<b>0</b>
University Of Tennessee, Chattanooga	.	<b>4</b>
University Of Tennessee, Knoxville	<b>0.9171</b>	<b>11</b>
University Of Tennessee, Martin	.	<b>3</b>
Vanderbilt University	.	<b>4</b>
Victory University	.	<b>0</b>

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	1
Lipscomb University	.	2
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	2
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	1

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.2213	6
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	0
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	0.2213	7
University Of Tennessee, Martin	.	3
Vanderbilt University	.	2
Victory University	.	0

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.5790	7
Belmont University	.	2
Bethel College	.	4
Bryan College	.	2
Carson-Newman College	0.8080	10
Christian Brothers University	.	4
Cumberland University	.	4
Lipscomb University	-0.1799	9
East Tennessee State University	0.1117	13
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.3718	6
Johnson University	.	0
King College	.	1
Lane College	.	0
Lee University	1.1439	7
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.2195	17
Martin Methodist College	.	1
Maryville College	.	2
Memphis Teacher Residency	-3.4254	5
Middle Tennessee State University	0.0444	22
Milligan College	0.9328	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	2
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	0.3887	37
Tennessee Wesleyan College	-0.7319	9
Trevecca Nazarene University	.	2
Tusculum College	.	4
Union University	0.9686	6
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-0.8488	16
University Of Tennessee, Knoxville	1.3557	40
University Of Tennessee, Martin	-0.9904	14
Vanderbilt University	0.8491	7
Victory University	.	1

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	2
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	1
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.2740</b>	<b>8</b>
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	1

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	0.3579	11
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	0
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	0.6469	15
University Of Tennessee, Martin	-1.2788	6
Vanderbilt University	.	1
Victory University	.	1

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	1
Lipscomb University	.	2
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.2189	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.2104	7
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	1

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.5511	8
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	0
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	0.9804	9
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0749	35
Belmont University	.	1
Bethel College	2.0116	5
Bryan College	.	3
Carson-Newman College	-0.3520	7
Christian Brothers University	-0.2889	10
Cumberland University	0.1967	6
Lipscomb University	-0.1183	20
East Tennessee State University	0.5376	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.4096	7
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.3469	21
Lemoyne Owen College	.	1
Lincoln Memorial University	0.0085	17
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	.	3
Middle Tennessee State University	0.0148	65
Milligan College	-0.7820	13
South College	-0.4499	18
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	.	0
Tennessee State University	0.0666	26

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	0.0781	92
Tennessee Wesleyan College	-1.2457	7
Trevecca Nazarene University	0.5519	28
Tusculum College	-0.2244	29
Union University	-1.0119	7
University Of Memphis	-0.0730	72
University Of Tennessee, Chattanooga	-0.4261	10
University Of Tennessee, Knoxville	0.1390	35
University Of Tennessee, Martin	-0.1785	44
Vanderbilt University	1.1883	7
Victory University	0.3454	5

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0094	50
Belmont University	0.3022	6
Bethel College	.	4
Bryan College	.	4
Carson-Newman College	0.2121	12
Christian Brothers University	0.3331	11
Cumberland University	0.2867	9
Lipscomb University	0.2944	14
East Tennessee State University	0.0475	38
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.0786	11
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	0.0677	19
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.2017	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.0347	84
Milligan College	-0.2134	16
South College	-0.2331	19
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	0
Tennessee State University	-0.3862	27

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.1964	112
Tennessee Wesleyan College	-0.3783	7
Trevecca Nazarene University	0.4438	29
Tusculum College	0.0102	33
Union University	-0.2638	7
University Of Memphis	-0.0256	58
University Of Tennessee, Chattanooga	0.5053	10
University Of Tennessee, Knoxville	-0.1442	38
University Of Tennessee, Martin	-0.2168	50
Vanderbilt University	-0.1397	12
Victory University	.	4

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.0541	34
Belmont University	.	3
Bethel College	1.3521	6
Bryan College	.	2
Carson-Newman College	1.5528	10
Christian Brothers University	-0.5666	10
Cumberland University	-0.0141	11
Lipscomb University	1.3935	16
East Tennessee State University	0.4687	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.2764	9
Johnson University	.	0
King College	0.0086	5
Lane College	.	0
Lee University	0.5967	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.5206	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	0.0759	63
Milligan College	-0.7930	9
South College	-0.9077	15
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	0
Tennessee State University	-1.1991	26

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.0173	93
Tennessee Wesleyan College	-1.7709	5
Trevecca Nazarene University	-0.2404	29
Tusculum College	-0.3249	33
Union University	-0.0723	9
University Of Memphis	-0.1382	59
University Of Tennessee, Chattanooga	0.3857	10
University Of Tennessee, Knoxville	0.2910	25
University Of Tennessee, Martin	0.7706	34
Vanderbilt University	.	4
Victory University	.	3

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.4418	33
Belmont University	.	1
Bethel College	1.1728	5
Bryan College	.	2
Carson-Newman College	-0.2309	12
Christian Brothers University	0.9488	13
Cumberland University	-0.1140	5
Lipscomb University	-0.1795	13
East Tennessee State University	-0.0559	37
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.0928	10
Johnson University	.	2
King College	.	4
Lane College	.	0
Lee University	0.3773	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.5372	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.2448	61
Milligan College	-0.5532	14
South College	0.0495	11
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0
Tennessee State University	-0.2107	27

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.1213	80
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.4096	34
Tusculum College	0.1958	23
Union University	-0.2329	10
University Of Memphis	-0.1237	62
University Of Tennessee, Chattanooga	-0.6701	11
University Of Tennessee, Knoxville	0.1997	25
University Of Tennessee, Martin	0.2052	43
Vanderbilt University	0.1856	8
Victory University	.	3

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.2643	66
Belmont University	1.2891	7
Bethel College	1.6185	10
Bryan College	.	4
Carson-Newman College	0.1704	21
Christian Brothers University	0.9408	17
Cumberland University	-0.0298	13
Lipscomb University	0.4590	29
East Tennessee State University	0.3312	60
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.3429	20
Johnson University	.	2
King College	-0.1297	6
Lane College	.	0
Lee University	0.7122	34
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.3780	38
Martin Methodist College	-1.4505	5
Maryville College	.	4
Memphis Teacher Residency	0.7026	5
Middle Tennessee State University	-0.0915	127
Milligan College	-0.6733	24
South College	-0.6707	22
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	-0.0022	7
Teach Tennessee	.	0
Tennessee State University	-0.7867	40

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.1557	157
Tennessee Wesleyan College	-1.2708	10
Trevecca Nazarene University	-0.1400	43
Tusculum College	-0.3283	50
Union University	-0.5071	18
University Of Memphis	-0.0868	108
University Of Tennessee, Chattanooga	0.0624	23
University Of Tennessee, Knoxville	0.2740	54
University Of Tennessee, Martin	0.3370	81
Vanderbilt University	0.2023	16
Victory University	-0.3198	8

**Notes**

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.**

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	1
Cumberland University	.	1
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	1
Milligan College	.	2
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	0
TFA - Nashville	.	0
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	0

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	2
Trevecca Nazarene University	.	1
Tusculum College	.	1
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	.	4
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Algebra I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	3
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	2
Bryan College	.	.	.	.	1
Carson-Newman College	3	60.0	1	20.0	5
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	0
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	0
Lee University	.	.	.	.	3
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	3	42.9	2	28.6	7
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	1	14.3	1	14.3	7
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	.	.	.	.	2
Tennessee State University	.	.	.	.	0
Tennessee Technological University	1	8.3	2	16.7	12

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Algebra I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	2
Union University	.	.	.	.	1
University Of Memphis	.	.	.	.	0
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	0	0.0	3	27.3	11
University Of Tennessee, Martin	.	.	.	.	3
Vanderbilt University	.	.	.	.	4
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Biology I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	0
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	4
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	2
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	.	.	.	.	2
Milligan College	.	.	.	.	3
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	1
Tennessee Technological University	0	0.0	3	50.0	6

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Biology I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	.	.	.	.	1
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	0
University Of Memphis	.	.	.	.	0
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	0	0.0	2	28.6	7
University Of Tennessee, Martin	.	.	.	.	3
Vanderbilt University	.	.	.	.	2
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	28.6	2	28.6	7
Belmont University	.	.	.	.	2
Bethel College	.	.	.	.	4
Bryan College	.	.	.	.	2
Carson-Newman College	3	30.0	2	20.0	10
Christian Brothers University	.	.	.	.	4
Cumberland University	.	.	.	.	4
Lipscomb University	1	11.1	1	11.1	9
East Tennessee State University	4	30.8	4	30.8	13
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	16.7	1	16.7	6
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	0
Lee University	0	0.0	2	28.6	7
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	4	23.5	3	17.7	17
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	2
Memphis Teacher Residency	4	80.0	0	0.0	5
Middle Tennessee State University	4	18.2	4	18.2	22
Milligan College	1	12.5	1	12.5	8
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	.	.	.	.	2
Tennessee State University	.	.	.	.	3
Tennessee Technological University	5	13.5	6	16.2	37

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	4	44.4	1	11.1	9
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	4
Union University	0	0.0	1	16.7	6
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	4	25.0	2	12.5	16
University Of Tennessee, Knoxville	2	5.0	11	27.5	40
University Of Tennessee, Martin	6	42.9	2	14.3	14
Vanderbilt University	1	14.3	3	42.9	7
Victory University	.	.	.	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	0
Belmont University	.	.	.	.	2
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	0
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	3
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	2
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	3	37.5	3	37.5	8
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	1
Tennessee Technological University	1	9.1	3	27.3	11

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: English I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	2
University Of Memphis	.	.	.	.	0
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	1	6.7	4	26.7	15
University Of Tennessee, Martin	3	50.0	1	16.7	6
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: English II (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	1
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	2
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	2	33.3	1	16.7	6
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	3	42.9	1	14.3	7
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	1
Tennessee Technological University	3	37.5	1	12.5	8

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English II (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	<b>0</b>
Trevecca Nazarene University	.	.	.	.	<b>0</b>
Tusculum College	.	.	.	.	<b>1</b>
Union University	.	.	.	.	<b>0</b>
University Of Memphis	.	.	.	.	<b>2</b>
University Of Tennessee, Chattanooga	.	.	.	.	<b>2</b>
University Of Tennessee, Knoxville	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>33.3</b>	<b>9</b>
University Of Tennessee, Martin	.	.	.	.	<b>1</b>
Vanderbilt University	.	.	.	.	<b>0</b>
Victory University	.	.	.	.	<b>0</b>

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)  
\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	8	22.9	6	17.1	35
Belmont University	.	.	.	.	1
Bethel College	0	0.0	1	20.0	5
Bryan College	.	.	.	.	3
Carson-Newman College	2	28.6	0	0.0	7
Christian Brothers University	2	20.0	2	20.0	10
Cumberland University	0	0.0	0	0.0	6
Lipscomb University	4	20.0	2	10.0	20
East Tennessee State University	6	22.2	7	25.9	27
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	14.3	0	0.0	7
Johnson University	.	.	.	.	1
King College	.	.	.	.	1
Lane College	.	.	.	.	0
Lee University	7	33.3	5	23.8	21
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	3	17.7	3	17.7	17
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	3
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	12	18.5	10	15.4	65
Milligan College	4	30.8	1	7.7	13
South College	5	27.8	1	5.6	18
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	3
Teach Tennessee	.	.	.	.	0
Tennessee State University	5	19.2	3	11.5	26
Tennessee Technological University	22	23.9	19	20.7	92

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	1	14.3	0	0.0	7
Trevecca Nazarene University	4	14.3	6	21.4	28
Tusculum College	5	17.2	5	17.2	29
Union University	1	14.3	0	0.0	7
University Of Memphis	18	25.0	13	18.1	72
University Of Tennessee, Chattanooga	2	20.0	1	10.0	10
University Of Tennessee, Knoxville	5	14.3	6	17.1	35
University Of Tennessee, Martin	10	22.7	7	15.9	44
Vanderbilt University	1	14.3	2	28.6	7
Victory University	2	40.0	2	40.0	5

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Reading/Language (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	11	22.0	9	18.0	50
Belmont University	2	33.3	2	33.3	6
Bethel College	.	.	.	.	4
Bryan College	.	.	.	.	4
Carson-Newman College	2	16.7	3	25.0	12
Christian Brothers University	2	18.2	3	27.3	11
Cumberland University	1	11.1	1	11.1	9
Lipscomb University	2	14.3	4	28.6	14
East Tennessee State University	4	10.5	6	15.8	38
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	3	27.3	1	9.1	11
Johnson University	.	.	.	.	1
King College	.	.	.	.	3
Lane College	.	.	.	.	0
Lee University	4	21.1	3	15.8	19
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	7	28.0	1	4.0	25
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	17	20.2	12	14.3	84
Milligan College	4	25.0	1	6.3	16
South College	3	15.8	0	0.0	19
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	4
Teach Tennessee	.	.	.	.	0
Tennessee State University	9	33.3	6	22.2	27
Tennessee Technological University	30	26.8	16	14.3	112

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Reading/Language (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	1	14.3	0	0.0	7
Trevecca Nazarene University	6	20.7	8	27.6	29
Tusculum College	8	24.2	5	15.2	33
Union University	3	42.9	0	0.0	7
University Of Memphis	19	32.8	9	15.5	58
University Of Tennessee, Chattanooga	0	0.0	2	20.0	10
University Of Tennessee, Knoxville	8	21.1	5	13.2	38
University Of Tennessee, Martin	10	20.0	4	8.0	50
Vanderbilt University	3	25.0	1	8.3	12
Victory University	.	.	.	.	4

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	8	23.5	6	17.7	34
Belmont University	.	.	.	.	3
Bethel College	0	0.0	1	16.7	6
Bryan College	.	.	.	.	2
Carson-Newman College	1	10.0	5	50.0	10
Christian Brothers University	3	30.0	0	0.0	10
Cumberland University	3	27.3	5	45.5	11
Lipscomb University	3	18.8	6	37.5	16
East Tennessee State University	6	20.7	9	31.0	29
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	2	22.2	3	33.3	9
Johnson University	.	.	.	.	0
King College	1	20.0	0	0.0	5
Lane College	.	.	.	.	0
Lee University	4	22.2	6	33.3	18
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	5	25.0	4	20.0	20
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	13	20.6	14	22.2	63
Milligan College	3	33.3	1	11.1	9
South College	7	46.7	1	6.7	15
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	.	.	.	.	0
Tennessee State University	8	30.8	1	3.9	26
Tennessee Technological University	15	16.1	16	17.2	93

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	1	20.0	0	0.0	5
Trevecca Nazarene University	11	37.9	3	10.3	29
Tusculum College	9	27.3	6	18.2	33
Union University	0	0.0	0	0.0	9
University Of Memphis	16	27.1	11	18.6	59
University Of Tennessee, Chattanooga	3	30.0	2	20.0	10
University Of Tennessee, Knoxville	3	12.0	5	20.0	25
University Of Tennessee, Martin	6	17.7	10	29.4	34
Vanderbilt University	.	.	.	.	4
Victory University	.	.	.	.	3

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Social Studies (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	6	18.2	6	18.2	33
Belmont University	.	.	.	.	1
Bethel College	0	0.0	1	20.0	5
Bryan College	.	.	.	.	2
Carson-Newman College	4	33.3	2	16.7	12
Christian Brothers University	4	30.8	3	23.1	13
Cumberland University	0	0.0	0	0.0	5
Lipscomb University	3	23.1	0	0.0	13
East Tennessee State University	9	24.3	6	16.2	37
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	10.0	0	0.0	10
Johnson University	.	.	.	.	2
King College	.	.	.	.	4
Lane College	.	.	.	.	0
Lee University	5	27.8	6	33.3	18
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	4	25.0	1	6.3	16
Martin Methodist College	.	.	.	.	3
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	13	21.3	10	16.4	61
Milligan College	4	28.6	1	7.1	14
South College	3	27.3	3	27.3	11
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	.	.	.	.	0
Tennessee State University	7	25.9	4	14.8	27
Tennessee Technological University	18	22.5	8	10.0	80

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Social Studies (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	8	23.5	3	8.8	34
Tusculum College	4	17.4	4	17.4	23
Union University	2	20.0	1	10.0	10
University Of Memphis	15	24.2	6	9.7	62
University Of Tennessee, Chattanooga	4	36.4	2	18.2	11
University Of Tennessee, Knoxville	6	24.0	4	16.0	25
University Of Tennessee, Martin	7	16.3	7	16.3	43
Vanderbilt University	1	12.5	2	25.0	8
Victory University	.	.	.	.	3

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: TCAP Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	10	15.2	11	16.7	66
Belmont University	0	0.0	1	14.3	7
Bethel College	1	10.0	2	20.0	10
Bryan College	.	.	.	.	4
Carson-Newman College	4	19.1	2	9.5	21
Christian Brothers University	5	29.4	4	23.5	17
Cumberland University	2	15.4	1	7.7	13
Lipscomb University	7	24.1	5	17.2	29
East Tennessee State University	13	21.7	11	18.3	60
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	4	20.0	0	0.0	20
Johnson University	.	.	.	.	2
King College	1	16.7	1	16.7	6
Lane College	.	.	.	.	0
Lee University	7	20.6	7	20.6	34
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	6	15.8	2	5.3	38
Martin Methodist College	2	40.0	0	0.0	5
Maryville College	.	.	.	.	4
Memphis Teacher Residency	1	20.0	2	40.0	5
Middle Tennessee State University	24	18.9	18	14.2	127
Milligan College	8	33.3	1	4.2	24
South College	8	36.4	0	0.0	22
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	0	0.0	0	0.0	7
Teach Tennessee	.	.	.	.	0
Tennessee State University	10	25.0	3	7.5	40
Tennessee Technological University	46	29.3	21	13.4	157

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects

Subject: TCAP Composite (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	2	20.0	0	0.0	10
Trevecca Nazarene University	11	25.6	3	7.0	43
Tusculum College	11	22.0	8	16.0	50
Union University	4	22.2	1	5.6	18
University Of Memphis	30	27.8	17	15.7	108
University Of Tennessee, Chattanooga	5	21.7	4	17.4	23
University Of Tennessee, Knoxville	11	20.4	9	16.7	54
University Of Tennessee, Martin	11	13.6	13	16.1	81
Vanderbilt University	3	18.8	2	12.5	16
Victory University	2	25.0	1	12.5	8

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	0
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	1
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	2
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	0
TFA - Nashville	.	.	.	.	0
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	0
Tennessee Technological University	.	.	.	.	4

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	2
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	1
Union University	.	.	.	.	3
University Of Memphis	.	.	.	.	2
University Of Tennessee, Chattanooga	.	.	.	.	2
University Of Tennessee, Knoxville	.	.	.	.	4
University Of Tennessee, Martin	.	.	.	.	1
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.



## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	4.8476	5
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	.	3
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.6198	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.2930	16
TFA - Nashville	4.5386	11
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.9744	6

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	<b>-1.2721</b>	<b>9</b>
University Of Tennessee, Martin	.	3
Vanderbilt University	.	4
Victory University	.	0

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	1
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	1
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>0.6570</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-1.7579</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-0.5412</b>	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	<b>-2.3794</b>	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	.	4
Vanderbilt University	.	1
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.3063	7
Belmont University	-0.5473	6
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	0.7893	10
Christian Brothers University	.	1
Cumberland University	0.2072	8
Lipscomb University	3.6862	7
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	-0.3744	6
Lemoyne Owen College	.	1
Lincoln Memorial University	.	1
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.1469	17
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.7065	27
TFA - Nashville	2.7269	19
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	-1.2903	14

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.1583	8
Tennessee Technological University	-0.6447	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	-1.1605	11
University Of Memphis	0.4681	16
University Of Tennessee, Chattanooga	0.4152	5
University Of Tennessee, Knoxville	-0.7628	13
University Of Tennessee, Martin	-2.2895	8
Vanderbilt University	-0.6732	6
Victory University	.	1

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	1
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	0
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	1
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	2
University Of Memphis	<b>-0.9294</b>	5
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	1
Vanderbilt University	.	1
Victory University	.	1

### Notes

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**Green** cells indicate a statistically significant positive relationship from the reference population.



## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	1
Belmont University	.	0
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	1
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	1
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.6947	5
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	-0.2654	6
Christian Brothers University	.	1
Cumberland University	.	3
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	2
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.8138	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	2.1711	12
TFA - Nashville	0.1143	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	-1.4869	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	4
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	3
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	<b>2.5066</b>	5
Vanderbilt University	.	0
Victory University	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.0171	6
Belmont University	.	0
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	2
Cumberland University	.	3
Lipscomb University	.	1
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.4283	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.7525	17
TFA - Nashville	0.0149	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	1

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	0.0970	7
University Of Memphis	-0.7805	19
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	2
University Of Tennessee, Martin	-0.7297	8
Vanderbilt University	.	0
Victory University	.	0

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	1.2152	8
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.1600	9
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	6.3823	14
TFA - Nashville	2.1796	11
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	3

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.  
 \*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	<b>-0.4991</b>	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	.	3
University Of Memphis	<b>0.3346</b>	7
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	<b>0.8255</b>	5
University Of Tennessee, Martin	<b>0.3462</b>	7
Vanderbilt University	.	1
Victory University	.	0

**Notes**

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1076	5
Belmont University	.	2
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	4.1699	19
TFA - Nashville	1.0970	10
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	4
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	<b>-1.0968</b>	5
University Of Memphis	<b>0.1746</b>	7
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	2
Vanderbilt University	.	0
Victory University	.	1

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.3481	13
Belmont University	.	4
Bethel College	.	4
Bryan College	.	0
Carson-Newman College	0.0760	8
Christian Brothers University	.	4
Cumberland University	-0.3375	6
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.3679	5
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	4
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.4322	18
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.7113	55
TFA - Nashville	1.3362	25
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.4169	9

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternately Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.2982	7
Tennessee Technological University	-0.6381	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	0.8608	8
Tusculum College	.	0
Union University	-0.0263	12
University Of Memphis	-1.4120	25
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	-0.7952	8
University Of Tennessee, Martin	0.3570	14
Vanderbilt University	.	1
Victory University	.	2

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	4
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	2
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Alternatively Licensed Teachers: Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	0
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

### Notes

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	<b>3.8788</b>	5
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	.	3
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>-1.5886</b>	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-0.6758</b>	16
TFA - Nashville	<b>3.5698</b>	11
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-2.9433</b>	6
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	0
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	-2.2409	9
University Of Tennessee, Martin	.	3
Vanderbilt University	.	4
Victory University	.	0

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	1
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	1
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>1.6624</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-0.7526</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>0.4642</b>	8
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	<b>-1.3740</b>	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	.	4
Vanderbilt University	.	1
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.2636	7
Belmont University	-0.5047	6
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	0.8319	10
Christian Brothers University	.	1
Cumberland University	0.2498	8
Lipscomb University	3.7289	7
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	1
Lane College	.	1
Lee University	-0.3318	6
Lemoyne Owen College	.	1
Lincoln Memorial University	.	1
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.1042	17
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.6638	27
TFA - Nashville	2.7696	19
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	-1.2476	14
Tennessee State University	-0.1156	8

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.6021	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	-1.1179	11
University Of Memphis	0.5107	16
University Of Tennessee, Chattanooga	0.4579	5
University Of Tennessee, Knoxville	-0.7202	13
University Of Tennessee, Martin	-2.2469	8
Vanderbilt University	-0.6305	6
Victory University	.	1

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	1
Cumberland University	.	0
Lipscomb University	.	2
East Tennessee State University	.	0
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	1
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	5
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	1
Vanderbilt University	.	1
Victory University	.	1

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	1
Belmont University	.	0
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	0
Christian Brothers University	.	0
Cumberland University	.	2
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	1

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	1
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	0
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	1
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.



**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.9134	5
Belmont University	.	0
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	-0.4841	6
Christian Brothers University	.	1
Cumberland University	.	3
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	2
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.0325	6
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	1.9524	12
TFA - Nashville	-0.1045	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	-1.7056	8
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	4
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	4
Tusculum College	.	0
Union University	.	2
University Of Memphis	.	3
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	.	3
University Of Tennessee, Martin	<b>2.2878</b>	5
Vanderbilt University	.	0
Victory University	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	<b>0.1388</b>	6
Belmont University	.	0
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	3
Christian Brothers University	.	2
Cumberland University	.	3
Lipscomb University	.	1
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	3
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	<b>-0.2724</b>	7
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>0.9084</b>	17
TFA - Nashville	<b>0.1708</b>	11
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	1
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	0.2529	7
University Of Memphis	-0.6246	19
University Of Tennessee, Chattanooga	.	1
University Of Tennessee, Knoxville	.	2
University Of Tennessee, Martin	-0.5739	8
Vanderbilt University	.	0
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0121	8
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	4
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	-2.3630	9
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	5.1793	14
TFA - Nashville	0.9766	11
TNTP Memphis Teaching Fellows	.	2
Teach Tennessee	.	3
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-1.7022	7
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	.	3
University Of Memphis	-0.8685	7
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	-0.3775	5
University Of Tennessee, Martin	-0.8568	7
Vanderbilt University	.	1
Victory University	.	0

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.9550	5
Belmont University	.	2
Bethel College	.	3
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	0
Cumberland University	.	0
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	1
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.3225	19
TFA - Nashville	0.2496	10
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	4

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	3
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	2
Tusculum College	.	0
Union University	<b>-1.9442</b>	5
University Of Memphis	<b>-0.6728</b>	7
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	2
Vanderbilt University	.	0
Victory University	.	1

**Notes**

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.2994	13
Belmont University	.	4
Bethel College	.	4
Bryan College	.	0
Carson-Newman College	0.1248	8
Christian Brothers University	.	4
Cumberland University	-0.2888	6
Lipscomb University	.	3
East Tennessee State University	.	0
Fisk University	.	2
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.3191	5
Johnson University	.	0
King College	.	0
Lane College	.	1
Lee University	.	4
Lemoyne Owen College	.	1
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-1.3835	18
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	3.7601	55
TFA - Nashville	1.3849	25
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-1.3682	9
Tennessee State University	-0.2494	7

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.5893	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	0.9095	8
Tusculum College	.	0
Union University	0.0224	12
University Of Memphis	-1.3633	25
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	-0.7465	8
University Of Tennessee, Martin	0.4057	14
Vanderbilt University	.	1
Victory University	.	2

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	0
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	4
Lipscomb University	.	0
East Tennessee State University	.	0
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	0
Middle Tennessee State University	.	2
Milligan College	.	0
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	0

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	.	2
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	3
University Of Memphis	.	2
University Of Tennessee, Chattanooga	.	0
University Of Tennessee, Knoxville	.	0
University Of Tennessee, Martin	.	0
Vanderbilt University	.	0
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Algebra I (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	3
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	0
Lipscomb University	0	0.0	3	60.0	5
East Tennessee State University	.	.	.	.	2
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	1
Lee University	.	.	.	.	3
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	2	33.3	1	16.7	6
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	12.5	3	18.8	16
TFA - Nashville	1	9.1	7	63.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	2	33.3	0	0.0	6
Tennessee State University	.	.	.	.	3
Tennessee Technological University	.	.	.	.	3

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Algebra I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	0
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	.	.	.	.	1
University Of Tennessee, Knoxville	2	22.2	1	11.1	9
University Of Tennessee, Martin	.	.	.	.	3
Vanderbilt University	.	.	.	.	4
Victory University	.	.	.	.	0

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Biology I (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	4
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	2
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	1
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	1
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	1	14.3	2	28.6	7
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	60.0	1	20.0	5
TFA - Nashville	.	.	.	.	4
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	3	37.5	0	0.0	8
Tennessee State University	.	.	.	.	2
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Biology I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	2	40.0	1	20.0	5
University Of Memphis	.	.	.	.	1
University Of Tennessee, Chattanooga	.	.	.	.	3
University Of Tennessee, Knoxville	.	.	.	.	3
University Of Tennessee, Martin	.	.	.	.	4
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	28.6	1	14.3	7
Belmont University	1	16.7	1	16.7	6
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	1	10.0	2	20.0	10
Christian Brothers University	.	.	.	.	1
Cumberland University	1	12.5	2	25.0	8
Lipscomb University	0	0.0	4	57.1	7
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	1
Lane College	.	.	.	.	1
Lee University	1	16.7	1	16.7	6
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	1
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	4	23.5	4	23.5	17
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	9	33.3	7	25.9	27
TFA - Nashville	1	5.3	12	63.2	19
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	4	28.6	1	7.1	14
Tennessee State University	0	0.0	0	0.0	8
Tennessee Technological University	2	28.6	2	28.6	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: EOC Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	2	18.2	2	18.2	11
University Of Memphis	3	18.8	5	31.3	16
University Of Tennessee, Chattanooga	0	0.0	1	20.0	5
University Of Tennessee, Knoxville	3	23.1	4	30.8	13
University Of Tennessee, Martin	3	37.5	0	0.0	8
Vanderbilt University	1	16.7	1	16.7	6
Victory University	.	.	.	.	1

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	0
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	2
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	2
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English I (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	2
University Of Memphis	1	20.0	0	0.0	5
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	1
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: English II (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	1
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	0
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	2
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	4
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	1
Tennessee Technological University	.	.	.	.	1

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: English II (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	1
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	.	.	.	.	1
University Of Tennessee, Knoxville	.	.	.	.	1
University Of Tennessee, Martin	.	.	.	.	0
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	1	20.0	1	20.0	5
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	0	0.0	6
Christian Brothers University	.	.	.	.	1
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	2
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	2	33.3	2	33.3	6
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	16.7	5	41.7	12
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	4

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	4
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	2
University Of Memphis	.	.	.	.	3
University Of Tennessee, Chattanooga	.	.	.	.	3
University Of Tennessee, Knoxville	.	.	.	.	3
University Of Tennessee, Martin	0	0.0	3	60.0	5
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Reading/Language (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	33.3	1	16.7	6
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	3
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	3
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	1
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	3
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	4	57.1	2	28.6	7
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	11.8	8	47.1	17
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	1
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	2

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Reading/Language (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	1	14.3	3	42.9	7
University Of Memphis	5	26.3	1	5.3	19
University Of Tennessee, Chattanooga	.	.	.	.	1
University Of Tennessee, Knoxville	.	.	.	.	2
University Of Tennessee, Martin	2	25.0	0	0.0	8
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	2	25.0	4	50.0	8
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	4
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	1
Lipscomb University	.	.	.	.	3
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	3	33.3	1	11.1	9
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	0	0.0	11	78.6	14
TFA - Nashville	2	18.2	6	54.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	2
Teach Tennessee	.	.	.	.	3
Tennessee State University	.	.	.	.	2
Tennessee Technological University	2	28.6	2	28.6	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Science (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	3
University Of Memphis	0	0.0	0	0.0	7
University Of Tennessee, Chattanooga	.	.	.	.	2
University Of Tennessee, Knoxville	1	20.0	2	40.0	5
University Of Tennessee, Martin	2	28.6	1	14.3	7
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Social Studies (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	0	0.0	0	0.0	5
Belmont University	.	.	.	.	2
Bethel College	.	.	.	.	3
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	0
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	1
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	1
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	10.5	11	57.9	19
TFA - Nashville	1	10.0	5	50.0	10
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	4
Tennessee Technological University	.	.	.	.	3

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: Social Studies (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	0
Union University	3	60.0	1	20.0	5
University Of Memphis	0	0.0	0	0.0	7
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	2
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	1

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: TCAP Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	3	23.1	3	23.1	13
Belmont University	.	.	.	.	4
Bethel College	.	.	.	.	4
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	1	12.5	8
Christian Brothers University	.	.	.	.	4
Cumberland University	1	16.7	1	16.7	6
Lipscomb University	.	.	.	.	3
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	0	0.0	0	0.0	5
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	1
Lee University	.	.	.	.	4
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	8	44.4	3	16.7	18
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	5.5	30	54.6	55
TFA - Nashville	3	12.0	11	44.0	25
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	3	33.3	1	11.1	9
Tennessee State University	2	28.6	1	14.3	7
Tennessee Technological University	4	44.4	1	11.1	9

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: TCAP Composite (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	2	25.0	4	50.0	8
Tusculum College	.	.	.	.	0
Union University	3	25.0	2	16.7	12
University Of Memphis	8	32.0	1	4.0	25
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	1	12.5	1	12.5	8
University Of Tennessee, Martin	2	14.3	3	21.4	14
Vanderbilt University	.	.	.	.	1
Victory University	.	.	.	.	2

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: US History (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	0
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	4
Lipscomb University	.	.	.	.	0
East Tennessee State University	.	.	.	.	0
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	.	.	.	.	2
Milligan College	.	.	.	.	0
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	0
Tennessee Technological University	.	.	.	.	2

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Alternatively Licensed Teachers**

**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

**Subject: US History (includes all grades)**

**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	0
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	3
University Of Memphis	.	.	.	.	2
University Of Tennessee, Chattanooga	.	.	.	.	0
University Of Tennessee, Knoxville	.	.	.	.	0
University Of Tennessee, Martin	.	.	.	.	0
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.8152	5
Belmont University	.	3
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	-0.4185	8
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	2.9328	7
East Tennessee State University	0.5361	5
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	-1.7843	6
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.0759	7
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.1921	13
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	0.2930	16
TFA - Nashville	4.5386	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.3775	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	0.0921	15
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	2
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-0.9350	5
University Of Tennessee, Knoxville	-0.1201	20
University Of Tennessee, Martin	-2.6385	6
Vanderbilt University	0.8977	8
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	1.5311	8
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	4
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	4
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	4
Lemoyne Owen College	.	0
Lincoln Memorial University	.	3
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.1750	9
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-1.7579	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	-0.5412	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	1.3767	7
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	-2.3794	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	-0.1524	7
University Of Tennessee, Knoxville	0.5503	10
University Of Tennessee, Martin	0.2770	7
Vanderbilt University	.	3
Victory University	.	0

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.6158	14
Belmont University	-0.3743	8
Bethel College	0.3794	5
Bryan College	.	2
Carson-Newman College	0.6255	20
Christian Brothers University	0.5973	5
Cumberland University	0.0551	12
Lipscomb University	1.3167	16
East Tennessee State University	-0.8168	16
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.1107	8
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	0.2567	13
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.7994	18
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	-3.7717	5
Middle Tennessee State University	-0.2343	39
Milligan College	0.5865	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.7065	27
TFA - Nashville	2.7269	19
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	-0.9563	16

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.4308	11
Tennessee Technological University	-0.0669	44
Tennessee Wesleyan College	-1.0782	9
Trevecca Nazarene University	.	4
Tusculum College	.	4
Union University	-0.5313	17
University Of Memphis	0.3786	20
University Of Tennessee, Chattanooga	-0.8117	21
University Of Tennessee, Knoxville	0.5747	53
University Of Tennessee, Martin	-1.6832	22
Vanderbilt University	-0.0399	13
Victory University	.	2

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	<b>-0.0139</b>	5
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.4898</b>	9
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	3
Tennessee Technological University	<b>0.3612</b>	12
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	.	4
University Of Memphis	<b>-0.9294</b>	5
University Of Tennessee, Chattanooga	.	4
University Of Tennessee, Knoxville	<b>0.7082</b>	15
University Of Tennessee, Martin	<b>-1.1929</b>	7
Vanderbilt University	.	2
Victory University	.	2

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	3
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.3952	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.3471	8
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	2
Tennessee Technological University	-0.5774	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	1
University Of Memphis	0.8911	6
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	0.5856	10
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.2526	40
Belmont University	.	1
Bethel College	1.7942	6
Bryan College	.	3
Carson-Newman College	-0.4544	13
Christian Brothers University	-0.3173	11
Cumberland University	-0.3299	9
Lipscomb University	-0.3827	20
East Tennessee State University	0.2732	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.3096	9
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.0693	23
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.2558	17
Martin Methodist College	.	2
Maryville College	1.7403	5
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.2973	71
Milligan College	-1.0463	13
South College	-0.7143	18
Southern Adventist University	.	0
TFA - Memphis	2.1711	12
TFA - Nashville	0.1143	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.4869	8

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.2873	30
Tennessee Technological University	-0.1525	96
Tennessee Wesleyan College	-1.5100	7
Trevecca Nazarene University	0.5862	32
Tusculum College	-0.4888	29
Union University	-0.8970	9
University Of Memphis	-0.3288	75
University Of Tennessee, Chattanooga	-0.5219	13
University Of Tennessee, Knoxville	-0.2701	38
University Of Tennessee, Martin	-0.1419	49
Vanderbilt University	0.9239	7
Victory University	-0.8209	6

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:  
Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1501	56
Belmont University	0.1267	6
Bethel College	-0.4136	7
Bryan College	.	4
Carson-Newman College	0.0313	15
Christian Brothers University	0.2692	13
Cumberland University	0.0555	12
Lipscomb University	-0.0012	15
East Tennessee State University	-0.1280	38
Fisk University	.	3
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.2835	13
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	-0.1475	22
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.3772	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.2270	91
Milligan College	-0.3889	16
South College	-0.4086	19
Southern Adventist University	.	0
TFA - Memphis	0.7525	17
TFA - Nashville	0.0149	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	1

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:  
Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.5375	31
Tennessee Technological University	-0.3758	114
Tennessee Wesleyan College	-0.5538	7
Trevecca Nazarene University	0.3659	31
Tusculum College	-0.1653	33
Union University	-0.1712	14
University Of Memphis	-0.3440	77
University Of Tennessee, Chattanooga	0.1547	11
University Of Tennessee, Knoxville	-0.3526	40
University Of Tennessee, Martin	-0.4388	58
Vanderbilt University	-0.3152	12
Victory University	.	4

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0911	42
Belmont University	-0.1486	6
Bethel College	1.2329	6
Bryan College	.	2
Carson-Newman College	1.1192	14
Christian Brothers University	-0.8202	12
Cumberland University	-0.1178	12
Lipscomb University	0.8511	19
East Tennessee State University	0.3495	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.4465	10
Johnson University	.	0
King College	-0.1106	5
Lane College	.	0
Lee University	0.4775	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.6398	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.1829	72
Milligan College	-0.9122	9
South College	-1.0270	15
Southern Adventist University	.	0
TFA - Memphis	6.3823	14
TFA - Nashville	2.1796	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	3

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-1.3047	28
Tennessee Technological University	-0.1619	100
Tennessee Wesleyan College	-1.8902	5
Trevecca Nazarene University	-0.2934	31
Tusculum College	-0.4441	33
Union University	0.8445	12
University Of Memphis	-0.1946	66
University Of Tennessee, Chattanooga	0.2568	12
University Of Tennessee, Knoxville	0.2808	30
University Of Tennessee, Martin	0.5993	41
Vanderbilt University	0.0814	5
Victory University	.	3

### Notes

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**  
**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	0.0506	38
Belmont University	.	3
Bethel College	0.2977	8
Bryan College	.	2
Carson-Newman College	-0.4793	14
Christian Brothers University	0.5816	13
Cumberland University	-0.4812	5
Lipscomb University	-0.5467	13
East Tennessee State University	-0.4231	37
Fisk University	.	4
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.0442	12
Johnson University	.	2
King College	.	4
Lane College	.	1
Lee University	-0.0377	19
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.9044	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.6359	62
Milligan College	-0.9204	14
South College	-0.3177	11
Southern Adventist University	.	0
TFA - Memphis	4.1699	19
TFA - Nashville	1.0970	10
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:  
Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-0.3110	31
Tennessee Technological University	-0.5174	83
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.7756	36
Tusculum College	-0.1714	23
Union University	-0.7657	15
University Of Memphis	-0.4234	69
University Of Tennessee, Chattanooga	-1.0373	11
University Of Tennessee, Knoxville	-0.1675	25
University Of Tennessee, Martin	-0.1507	45
Vanderbilt University	-0.1816	8
Victory University	.	4

### Notes

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	-0.3230	79
Belmont University	-0.0654	11
Bethel College	0.6161	14
Bryan College	.	4
Carson-Newman College	-0.2774	29
Christian Brothers University	0.0620	21
Cumberland University	-0.5255	19
Lipscomb University	-0.2390	32
East Tennessee State University	-0.2512	60
Fisk University	.	4
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.8138	25
Johnson University	.	2
King College	-0.7121	6
Lane College	.	1
Lee University	0.0448	38
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.9604	38
Martin Methodist College	-2.0329	5
Maryville College	0.9698	5
Memphis Teacher Residency	0.1202	5
Middle Tennessee State University	-0.7680	145
Milligan College	-1.2557	24
South College	-1.2531	22
Southern Adventist University	.	0
TFA - Memphis	3.7113	55
TFA - Nashville	1.3362	25
TNTP Memphis Teaching Fellows	-0.6557	8
Teach Tennessee	-1.4169	9

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:  
Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	-1.2096	47
Tennessee Technological University	-0.7327	166
Tennessee Wesleyan College	-1.8532	10
Trevecca Nazarene University	-0.4740	51
Tusculum College	-0.9107	50
Union University	-0.6642	30
University Of Memphis	-0.8089	133
University Of Tennessee, Chattanooga	-0.5992	27
University Of Tennessee, Knoxville	-0.3712	62
University Of Tennessee, Martin	-0.1566	95
Vanderbilt University	-0.5819	17
Victory University	-0.9555	10

### Notes

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## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	2
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	1
Cumberland University	-0.2938	5
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	3
Milligan College	.	2
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0

## Tennessee Higher Education Study

**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect for Traditionally and Alternatively Licensed Teachers:**

**Beginning Teachers\* Mean by Institution Compared to the Mean of Veteran Teachers\*\* from the Statewide Distribution of 2009 - 2010 Teacher Valued-Added Data**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

\*\*Veteran Teachers defined as having more than 3 years of experience.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee State University	.	0
Tennessee Technological University	<b>0.1194</b>	6
Tennessee Wesleyan College	.	2
Trevecca Nazarene University	.	2
Tusculum College	.	1
Union University	<b>0.2851</b>	6
University Of Memphis	.	4
University Of Tennessee, Chattanooga	.	2
University Of Tennessee, Knoxville	.	4
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

### Notes

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.



**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	<b>0.6443</b>	5
Belmont University	.	3
Bethel College	.	2
Bryan College	.	1
Carson-Newman College	<b>-0.5894</b>	8
Christian Brothers University	.	2
Cumberland University	.	0
Lipscomb University	<b>2.7619</b>	7
East Tennessee State University	<b>0.3652</b>	5
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	<b>-1.9552</b>	6
Lemoyne Owen College	.	1
Lincoln Memorial University	<b>-0.2468</b>	7
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	<b>-0.3630</b>	13
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>0.1221</b>	16
TFA - Nashville	<b>4.3677</b>	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	<b>-1.5484</b>	8
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Algebra I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.0788	15
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	.	0
Tusculum College	.	2
Union University	.	1
University Of Memphis	.	4
University Of Tennessee, Chattanooga	-1.1059	5
University Of Tennessee, Knoxville	-0.2911	20
University Of Tennessee, Martin	-2.8094	6
Vanderbilt University	0.7268	8
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	1
Bryan College	.	0
Carson-Newman College	<b>1.6723</b>	8
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	4
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	4
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	4
Lemoyne Owen College	.	0
Lincoln Memorial University	.	3
Martin Methodist College	.	0
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>-0.0338</b>	9
Milligan College	.	3
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	<b>-1.6167</b>	5
TFA - Nashville	.	4
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	<b>-0.4000</b>	8
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Biology I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	1.5179	7
Tennessee Wesleyan College	.	1
Trevecca Nazarene University	.	1
Tusculum College	.	0
Union University	-2.2381	5
University Of Memphis	.	1
University Of Tennessee, Chattanooga	-0.0112	7
University Of Tennessee, Knoxville	0.6915	10
University Of Tennessee, Martin	0.4182	7
Vanderbilt University	.	3
Victory University	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.4116	14
Belmont University	-0.1701	8
Bethel College	0.5835	5
Bryan College	.	2
Carson-Newman College	0.8297	20
Christian Brothers University	0.8015	5
Cumberland University	0.2593	12
Lipscomb University	1.5209	16
East Tennessee State University	-0.6126	16
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	0.3149	8
Johnson University	.	0
King College	.	2
Lane College	.	1
Lee University	0.4608	13
Lemoyne Owen College	.	1
Lincoln Memorial University	-0.5952	18
Martin Methodist College	.	2
Maryville College	.	3
Memphis Teacher Residency	-3.5675	5
Middle Tennessee State University	-0.0301	39
Milligan College	0.7907	8
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	-0.5023	27
TFA - Nashville	2.9311	19
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	-0.7521	16
Tennessee State University	-0.2266	11

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: EOC Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	0.1373	44
Tennessee Wesleyan College	-0.8740	9
Trevecca Nazarene University	.	4
Tusculum College	.	4
Union University	-0.3271	17
University Of Memphis	0.5828	20
University Of Tennessee, Chattanooga	-0.6075	21
University Of Tennessee, Knoxville	0.7789	53
University Of Tennessee, Martin	-1.4790	22
Vanderbilt University	0.1642	13
Victory University	.	2

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	3
Bethel College	.	0
Bryan College	.	0
Carson-Newman College	.	2
Christian Brothers University	.	2
Cumberland University	.	1
Lipscomb University	<b>0.0823</b>	5
East Tennessee State University	.	3
Fisk University	.	1
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	1
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	2
Lemoyne Owen College	.	0
Lincoln Memorial University	.	2
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	1
Middle Tennessee State University	<b>0.5860</b>	9
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	2
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	3

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English I (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	<b>0.4574</b>	<b>12</b>
Tennessee Wesleyan College	.	<b>3</b>
Trevecca Nazarene University	.	<b>1</b>
Tusculum College	.	<b>0</b>
Union University	.	<b>4</b>
University Of Memphis	<b>-0.8332</b>	<b>5</b>
University Of Tennessee, Chattanooga	.	<b>4</b>
University Of Tennessee, Knoxville	<b>0.8044</b>	<b>15</b>
University Of Tennessee, Martin	<b>-1.0967</b>	<b>7</b>
Vanderbilt University	.	<b>2</b>
Victory University	.	<b>2</b>

**Notes**

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	3
Belmont University	.	0
Bethel College	.	0
Bryan College	.	1
Carson-Newman College	.	1
Christian Brothers University	.	0
Cumberland University	.	3
Lipscomb University	.	2
East Tennessee State University	.	2
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	0
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	0
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.4266	6
Martin Methodist College	.	1
Maryville College	.	1
Memphis Teacher Residency	.	0
Middle Tennessee State University	-0.3785	8
Milligan College	.	1
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	4
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	2

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: English II (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.6088	9
Tennessee Wesleyan College	.	0
Trevecca Nazarene University	.	0
Tusculum College	.	1
Union University	.	1
University Of Memphis	0.8597	6
University Of Tennessee, Chattanooga	.	3
University Of Tennessee, Knoxville	0.5542	10
University Of Tennessee, Martin	.	1
Vanderbilt University	.	0
Victory University	.	0

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	-0.1287	40
Belmont University	.	1
Bethel College	1.9182	6
Bryan College	.	3
Carson-Newman College	-0.3305	13
Christian Brothers University	-0.1933	11
Cumberland University	-0.2059	9
Lipscomb University	-0.2587	20
East Tennessee State University	0.3971	27
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.1857	9
Johnson University	.	1
King College	.	1
Lane College	.	0
Lee University	0.1932	23
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.1319	17
Martin Methodist College	.	2
Maryville College	1.8642	5
Memphis Teacher Residency	.	3
Middle Tennessee State University	-0.1734	71
Milligan College	-0.9224	13
South College	-0.5904	18
Southern Adventist University	.	0
TFA - Memphis	2.2951	12
TFA - Nashville	0.2382	11
TNTP Memphis Teaching Fellows	.	3
Teach Tennessee	-1.3630	8
Tennessee State University	-0.1633	30

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Math (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.0286	96
Tennessee Wesleyan College	-1.3861	7
Trevecca Nazarene University	0.7101	32
Tusculum College	-0.3648	29
Union University	-0.7731	9
University Of Memphis	-0.2049	75
University Of Tennessee, Chattanooga	-0.3980	13
University Of Tennessee, Knoxville	-0.1462	38
University Of Tennessee, Martin	-0.0180	49
Vanderbilt University	1.0479	7
Victory University	-0.6970	6

**Notes**

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**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	-0.0016	56
Belmont University	0.2752	6
Bethel College	-0.2651	7
Bryan College	.	4
Carson-Newman College	0.1797	15
Christian Brothers University	0.4177	13
Cumberland University	0.2040	12
Lipscomb University	0.1473	15
East Tennessee State University	0.0205	38
Fisk University	.	3
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.1350	13
Johnson University	.	1
King College	.	3
Lane College	.	0
Lee University	0.0010	22
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.2287	25
Martin Methodist College	.	2
Maryville College	.	1
Memphis Teacher Residency	.	2
Middle Tennessee State University	-0.0785	91
Milligan College	-0.2404	16
South College	-0.2601	19
Southern Adventist University	.	0
TFA - Memphis	0.9010	17
TFA - Nashville	0.1634	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	1
Tennessee State University	-0.3891	31

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Reading/Language (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.2273	114
Tennessee Wesleyan College	-0.4053	7
Trevecca Nazarene University	0.5144	31
Tusculum College	-0.0168	33
Union University	-0.0227	14
University Of Memphis	-0.1956	77
University Of Tennessee, Chattanooga	0.3032	11
University Of Tennessee, Knoxville	-0.2041	40
University Of Tennessee, Martin	-0.2904	58
Vanderbilt University	-0.1667	12
Victory University	.	4

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	-0.1250	42
Belmont University	-0.3647	6
Bethel College	1.0168	6
Bryan College	.	2
Carson-Newman College	0.9031	14
Christian Brothers University	-1.0363	12
Cumberland University	-0.3339	12
Lipscomb University	0.6349	19
East Tennessee State University	0.1334	29
Fisk University	.	2
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	-0.6626	10
Johnson University	.	0
King College	-0.3267	5
Lane College	.	0
Lee University	0.2614	18
Lemoyne Owen College	.	0
Lincoln Memorial University	-0.8559	20
Martin Methodist College	.	2
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	-0.3990	72
Milligan College	-1.1284	9
South College	-1.2431	15
Southern Adventist University	.	0
TFA - Memphis	6.1662	14
TFA - Nashville	1.9635	11
TNTP Memphis Teaching Fellows	.	4
Teach Tennessee	.	3
Tennessee State University	-1.5209	28

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Science (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.3780	100
Tennessee Wesleyan College	-2.1063	5
Trevecca Nazarene University	-0.5095	31
Tusculum College	-0.6602	33
Union University	0.6284	12
University Of Memphis	-0.4108	66
University Of Tennessee, Chattanooga	0.0407	12
University Of Tennessee, Knoxville	0.0646	30
University Of Tennessee, Martin	0.3831	41
Vanderbilt University	-0.1347	5
Victory University	.	3

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.



**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	<b>0.1709</b>	38
Belmont University	.	3
Bethel College	<b>0.4180</b>	8
Bryan College	.	2
Carson-Newman College	<b>-0.3590</b>	14
Christian Brothers University	<b>0.7019</b>	13
Cumberland University	<b>-0.3609</b>	5
Lipscomb University	<b>-0.4264</b>	13
East Tennessee State University	<b>-0.3028</b>	37
Fisk University	.	4
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	<b>0.1645</b>	12
Johnson University	.	2
King College	.	4
Lane College	.	1
Lee University	<b>0.0825</b>	19
Lemoyne Owen College	.	0
Lincoln Memorial University	<b>-0.7841</b>	16
Martin Methodist College	.	3
Maryville College	.	0
Memphis Teacher Residency	.	3
Middle Tennessee State University	<b>-0.5156</b>	62
Milligan College	<b>-0.8001</b>	14
South College	<b>-0.1974</b>	11
Southern Adventist University	.	0
TFA - Memphis	<b>4.2902</b>	19
TFA - Nashville	<b>1.2173</b>	10
TNTP Memphis Teaching Fellows	.	1
Teach Tennessee	.	0
Tennessee State University	<b>-0.1908</b>	31

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: Social Studies (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.3971	83
Tennessee Wesleyan College	.	3
Trevecca Nazarene University	-0.6553	36
Tusculum College	-0.0511	23
Union University	-0.6454	15
University Of Memphis	-0.3031	69
University Of Tennessee, Chattanooga	-0.9170	11
University Of Tennessee, Knoxville	-0.0472	25
University Of Tennessee, Martin	-0.0304	45
Vanderbilt University	-0.0614	8
Victory University	.	4

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

<b>Institution</b>	<b>Mean T-Value</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	0
Austin Peay State University	0.0889	79
Belmont University	0.3466	11
Bethel College	1.0281	14
Bryan College	.	4
Carson-Newman College	0.1346	29
Christian Brothers University	0.4740	21
Cumberland University	-0.1135	19
Lipscomb University	0.1730	32
East Tennessee State University	0.1608	60
Fisk University	.	4
Free-Will Baptist Bible College	.	1
Freed-Hardeman University	-0.4018	25
Johnson University	.	2
King College	-0.3001	6
Lane College	.	1
Lee University	0.4568	38
Lemoyne Owen College	.	2
Lincoln Memorial University	-0.5484	38
Martin Methodist College	-1.6209	5
Maryville College	1.3818	5
Memphis Teacher Residency	0.5322	5
Middle Tennessee State University	-0.3560	145
Milligan College	-0.8437	24
South College	-0.8411	22
Southern Adventist University	.	0
TFA - Memphis	4.1233	55
TFA - Nashville	1.7482	25
TNTP Memphis Teaching Fellows	-0.2437	8
Teach Tennessee	-1.0050	9
Tennessee State University	-0.7976	47

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: TCAP Composite (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	-0.3207	166
Tennessee Wesleyan College	-1.4412	10
Trevecca Nazarene University	-0.0621	51
Tusculum College	-0.4987	50
Union University	-0.2522	30
University Of Memphis	-0.3969	133
University Of Tennessee, Chattanooga	-0.1872	27
University Of Tennessee, Knoxville	0.0408	62
University Of Tennessee, Martin	0.2554	95
Vanderbilt University	-0.1699	17
Victory University	-0.5435	10

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Aquinas College	.	0
Austin Peay State University	.	2
Belmont University	.	1
Bethel College	.	2
Bryan College	.	0
Carson-Newman College	.	1
Christian Brothers University	.	1
Cumberland University	-0.3307	5
Lipscomb University	.	1
East Tennessee State University	.	3
Fisk University	.	0
Free-Will Baptist Bible College	.	0
Freed-Hardeman University	.	2
Johnson University	.	0
King College	.	0
Lane College	.	0
Lee University	.	1
Lemoyne Owen College	.	0
Lincoln Memorial University	.	0
Martin Methodist College	.	0
Maryville College	.	0
Memphis Teacher Residency	.	1
Middle Tennessee State University	.	3
Milligan College	.	2
South College	.	0
Southern Adventist University	.	0
TFA - Memphis	.	1
TFA - Nashville	.	1
TNTP Memphis Teaching Fellows	.	0
Teach Tennessee	.	0
Tennessee State University	.	0

**Tennessee Higher Education Study**  
**Comparison of the 2010 - 2011 Mean T-Value of Teacher Effect Among Beginning Teachers\* for**  
**Traditionally and Alternatively Licensed Teachers:**  
**Mean by Institution Compared to the Mean of Means for All Institutions**

**Subject: US History (includes all grades)**

\*Beginning Teachers defined as having 1-3 years of experience from institutions with at least 5 teachers.

Institution	Mean T-Value	Number of Teachers in Institution
Tennessee Technological University	<b>0.0825</b>	<b>6</b>
Tennessee Wesleyan College	.	<b>2</b>
Trevecca Nazarene University	.	<b>2</b>
Tusculum College	.	<b>1</b>
Union University	<b>0.2482</b>	<b>6</b>
University Of Memphis	.	<b>4</b>
University Of Tennessee, Chattanooga	.	<b>2</b>
University Of Tennessee, Knoxville	.	<b>4</b>
University Of Tennessee, Martin	.	<b>1</b>
Vanderbilt University	.	<b>0</b>
Victory University	.	<b>0</b>

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the reference population.

**Green** cells indicate a statistically significant positive relationship from the reference population.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Algebra I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	1	20.0	2	40.0	5
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	2
Bryan College	.	.	.	.	1
Carson-Newman College	4	50.0	2	25.0	8
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	0
Lipscomb University	1	14.3	3	42.9	7
East Tennessee State University	1	20.0	1	20.0	5
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	2
Lane College	.	.	.	.	1
Lee University	2	33.3	0	0.0	6
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	3	42.9	2	28.6	7
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	3	23.1	2	15.4	13
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	12.5	3	18.8	16
TFA - Nashville	1	9.1	7	63.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	3
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	.	.	.	.	3
Tennessee Technological University	2	13.3	3	20.0	15

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Algebra I (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	0
Tusculum College	.	.	.	.	2
Union University	.	.	.	.	1
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	1	20.0	0	0.0	5
University Of Tennessee, Knoxville	2	10.0	4	20.0	20
University Of Tennessee, Martin	4	66.7	0	0.0	6
Vanderbilt University	2	25.0	3	37.5	8
Victory University	.	.	.	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Biology I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	1
Bryan College	.	.	.	.	0
Carson-Newman College	0	0.0	3	37.5	8
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	4
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	4
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	4
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	3
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	3	33.3	2	22.2	9
Milligan College	.	.	.	.	3
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	60.0	1	20.0	5
TFA - Nashville	.	.	.	.	4
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	3	37.5	0	0.0	8
Tennessee State University	.	.	.	.	3
Tennessee Technological University	0	0.0	4	57.1	7

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Biology I (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	1
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	2	40.0	1	20.0	5
University Of Memphis	.	.	.	.	1
University Of Tennessee, Chattanooga	1	14.3	1	14.3	7
University Of Tennessee, Knoxville	1	10.0	3	30.0	10
University Of Tennessee, Martin	1	14.3	1	14.3	7
Vanderbilt University	.	.	.	.	3
Victory University	.	.	.	.	0

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: EOC Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	4	28.6	3	21.4	14
Belmont University	1	12.5	1	12.5	8
Bethel College	1	20.0	1	20.0	5
Bryan College	.	.	.	.	2
Carson-Newman College	4	20.0	4	20.0	20
Christian Brothers University	2	40.0	2	40.0	5
Cumberland University	2	16.7	3	25.0	12
Lipscomb University	1	6.3	5	31.3	16
East Tennessee State University	5	31.3	4	25.0	16
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	12.5	1	12.5	8
Johnson University	.	.	.	.	0
King College	.	.	.	.	2
Lane College	.	.	.	.	1
Lee University	1	7.7	3	23.1	13
Lemoyne Owen College	.	.	.	.	1
Lincoln Memorial University	5	27.8	3	16.7	18
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	3
Memphis Teacher Residency	4	80.0	0	0.0	5
Middle Tennessee State University	8	20.5	8	20.5	39
Milligan College	1	12.5	1	12.5	8
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	9	33.3	7	25.9	27
TFA - Nashville	1	5.3	12	63.2	19
TNTP Memphis Teaching Fellows	.	.	.	.	4
Teach Tennessee	4	25.0	2	12.5	16
Tennessee State University	0	0.0	0	0.0	11
Tennessee Technological University	7	15.9	8	18.2	44

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: EOC Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	4	44.4	1	11.1	9
Trevecca Nazarene University	.	.	.	.	4
Tusculum College	.	.	.	.	4
Union University	2	11.8	3	17.7	17
University Of Memphis	3	15.0	5	25.0	20
University Of Tennessee, Chattanooga	4	19.1	3	14.3	21
University Of Tennessee, Knoxville	5	9.4	15	28.3	53
University Of Tennessee, Martin	9	40.9	2	9.1	22
Vanderbilt University	2	15.4	4	30.8	13
Victory University	.	.	.	.	2

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: English I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	3
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	2
Christian Brothers University	.	.	.	.	2
Cumberland University	.	.	.	.	1
Lipscomb University	1	20.0	1	20.0	5
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	1
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	1
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	2
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	2
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	3	33.3	4	44.4	9
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	2
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	3
Tennessee Technological University	1	8.3	3	25.0	12

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: English I (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	.	.	.	.	1
Tusculum College	.	.	.	.	0
Union University	.	.	.	.	4
University Of Memphis	1	20.0	0	0.0	5
University Of Tennessee, Chattanooga	.	.	.	.	4
University Of Tennessee, Knoxville	1	6.7	4	26.7	15
University Of Tennessee, Martin	3	42.9	1	14.3	7
Vanderbilt University	.	.	.	.	2
Victory University	.	.	.	.	2

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: English II (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	3
Belmont University	.	.	.	.	0
Bethel College	.	.	.	.	0
Bryan College	.	.	.	.	1
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	0
Cumberland University	.	.	.	.	3
Lipscomb University	.	.	.	.	2
East Tennessee State University	.	.	.	.	2
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	0
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	0
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	2	33.3	1	16.7	6
Martin Methodist College	.	.	.	.	1
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	0
Middle Tennessee State University	3	37.5	1	12.5	8
Milligan College	.	.	.	.	1
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	4
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	2
Tennessee Technological University	3	33.3	1	11.1	9

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: English II (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	<b>0</b>
Trevecca Nazarene University	.	.	.	.	<b>0</b>
Tusculum College	.	.	.	.	<b>1</b>
Union University	.	.	.	.	<b>1</b>
University Of Memphis	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>33.3</b>	<b>6</b>
University Of Tennessee, Chattanooga	.	.	.	.	<b>3</b>
University Of Tennessee, Knoxville	<b>1</b>	<b>10.0</b>	<b>3</b>	<b>30.0</b>	<b>10</b>
University Of Tennessee, Martin	.	.	.	.	<b>1</b>
Vanderbilt University	.	.	.	.	<b>0</b>
Victory University	.	.	.	.	<b>0</b>

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.



**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	9	22.5	7	17.5	40
Belmont University	.	.	.	.	1
Bethel College	0	0.0	1	16.7	6
Bryan College	.	.	.	.	3
Carson-Newman College	2	15.4	0	0.0	13
Christian Brothers University	2	18.2	2	18.2	11
Cumberland University	1	11.1	1	11.1	9
Lipscomb University	4	20.0	2	10.0	20
East Tennessee State University	6	22.2	7	25.9	27
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	11.1	0	0.0	9
Johnson University	.	.	.	.	1
King College	.	.	.	.	1
Lane College	.	.	.	.	0
Lee University	7	30.4	5	21.7	23
Lemoyne Owen College	.	.	.	.	2
Lincoln Memorial University	3	17.7	3	17.7	17
Martin Methodist College	.	.	.	.	2
Maryville College	1	20.0	1	20.0	5
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	14	19.7	12	16.9	71
Milligan College	4	30.8	1	7.7	13
South College	5	27.8	1	5.6	18
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	16.7	5	41.7	12
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	3
Teach Tennessee	2	25.0	0	0.0	8
Tennessee State University	6	20.0	3	10.0	30
Tennessee Technological University	22	22.9	20	20.8	96

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Math (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	1	14.3	0	0.0	7
Trevecca Nazarene University	5	15.6	8	25.0	32
Tusculum College	5	17.2	5	17.2	29
Union University	2	22.2	1	11.1	9
University Of Memphis	19	25.3	14	18.7	75
University Of Tennessee, Chattanooga	2	15.4	1	7.7	13
University Of Tennessee, Knoxville	6	15.8	6	15.8	38
University Of Tennessee, Martin	10	20.4	10	20.4	49
Vanderbilt University	1	14.3	2	28.6	7
Victory University	3	50.0	2	33.3	6

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Reading/Language (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	13	23.2	10	17.9	56
Belmont University	2	33.3	2	33.3	6
Bethel College	2	28.6	1	14.3	7
Bryan College	.	.	.	.	4
Carson-Newman College	2	13.3	3	20.0	15
Christian Brothers University	3	23.1	4	30.8	13
Cumberland University	1	8.3	1	8.3	12
Lipscomb University	3	20.0	4	26.7	15
East Tennessee State University	4	10.5	6	15.8	38
Fisk University	.	.	.	.	3
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	3	23.1	1	7.7	13
Johnson University	.	.	.	.	1
King College	.	.	.	.	3
Lane College	.	.	.	.	0
Lee University	4	18.2	3	13.6	22
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	7	28.0	1	4.0	25
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	1
Memphis Teacher Residency	.	.	.	.	2
Middle Tennessee State University	21	23.1	14	15.4	91
Milligan College	4	25.0	1	6.3	16
South College	3	15.8	0	0.0	19
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	11.8	8	47.1	17
TFA - Nashville	2	18.2	3	27.3	11
TNTP Memphis Teaching Fellows	.	.	.	.	4
Teach Tennessee	.	.	.	.	1
Tennessee State University	10	32.3	6	19.4	31
Tennessee Technological University	30	26.3	16	14.0	114

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Reading/Language (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	1	14.3	0	0.0	7
Trevecca Nazarene University	6	19.4	10	32.3	31
Tusculum College	8	24.2	5	15.2	33
Union University	4	28.6	3	21.4	14
University Of Memphis	24	31.2	10	13.0	77
University Of Tennessee, Chattanooga	1	9.1	2	18.2	11
University Of Tennessee, Knoxville	9	22.5	5	12.5	40
University Of Tennessee, Martin	12	20.7	4	6.9	58
Vanderbilt University	3	25.0	1	8.3	12
Victory University	.	.	.	.	4

**Notes**

. indicates an institution had fewer than 5 teachers.

**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	10	23.8	10	23.8	42
Belmont University	1	16.7	2	33.3	6
Bethel College	0	0.0	1	16.7	6
Bryan College	.	.	.	.	2
Carson-Newman College	1	7.1	5	35.7	14
Christian Brothers University	3	25.0	0	0.0	12
Cumberland University	3	25.0	5	41.7	12
Lipscomb University	5	26.3	6	31.6	19
East Tennessee State University	6	20.7	9	31.0	29
Fisk University	.	.	.	.	2
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	2	20.0	3	30.0	10
Johnson University	.	.	.	.	0
King College	1	20.0	0	0.0	5
Lane College	.	.	.	.	0
Lee University	4	22.2	6	33.3	18
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	5	25.0	4	20.0	20
Martin Methodist College	.	.	.	.	2
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	16	22.2	15	20.8	72
Milligan College	3	33.3	1	11.1	9
South College	7	46.7	1	6.7	15
Southern Adventist University	.	.	.	.	0
TFA - Memphis	0	0.0	11	78.6	14
TFA - Nashville	2	18.2	6	54.6	11
TNTP Memphis Teaching Fellows	.	.	.	.	4
Teach Tennessee	.	.	.	.	3
Tennessee State University	9	32.1	1	3.6	28
Tennessee Technological University	17	17.0	18	18.0	100

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: Science (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

Institution	Number Below 20th Percentile	Percentage Below 20th Percentile	Number Above 80th Percentile	Percentage Above 80th Percentile	Number of Teachers in Institution
Tennessee Wesleyan College	1	20.0	0	0.0	5
Trevecca Nazarene University	11	35.5	4	12.9	31
Tusculum College	9	27.3	6	18.2	33
Union University	0	0.0	2	16.7	12
University Of Memphis	16	24.2	11	16.7	66
University Of Tennessee, Chattanooga	4	33.3	3	25.0	12
University Of Tennessee, Knoxville	4	13.3	7	23.3	30
University Of Tennessee, Martin	8	19.5	11	26.8	41
Vanderbilt University	1	20.0	2	40.0	5
Victory University	.	.	.	.	3

**Notes**

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**Red** cells indicate a statistically significant negative difference from the state distribution.

**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Social Studies (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	6	15.8	6	15.8	38
Belmont University	.	.	.	.	3
Bethel College	1	12.5	1	12.5	8
Bryan College	.	.	.	.	2
Carson-Newman College	4	28.6	2	14.3	14
Christian Brothers University	4	30.8	3	23.1	13
Cumberland University	0	0.0	0	0.0	5
Lipscomb University	3	23.1	0	0.0	13
East Tennessee State University	9	24.3	6	16.2	37
Fisk University	.	.	.	.	4
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	1	8.3	1	8.3	12
Johnson University	.	.	.	.	2
King College	.	.	.	.	4
Lane College	.	.	.	.	1
Lee University	5	26.3	6	31.6	19
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	4	25.0	1	6.3	16
Martin Methodist College	.	.	.	.	3
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	3
Middle Tennessee State University	14	22.6	10	16.1	62
Milligan College	4	28.6	1	7.1	14
South College	3	27.3	3	27.3	11
Southern Adventist University	.	.	.	.	0
TFA - Memphis	2	10.5	11	57.9	19
TFA - Nashville	1	10.0	5	50.0	10
TNTP Memphis Teaching Fellows	.	.	.	.	1
Teach Tennessee	.	.	.	.	0
Tennessee State University	7	22.6	5	16.1	31
Tennessee Technological University	19	22.9	8	9.6	83

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: Social Studies (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	3
Trevecca Nazarene University	8	22.2	3	8.3	36
Tusculum College	4	17.4	4	17.4	23
Union University	5	33.3	2	13.3	15
University Of Memphis	15	21.7	6	8.7	69
University Of Tennessee, Chattanooga	4	36.4	2	18.2	11
University Of Tennessee, Knoxville	6	24.0	4	16.0	25
University Of Tennessee, Martin	7	15.6	7	15.6	45
Vanderbilt University	1	12.5	2	25.0	8
Victory University	.	.	.	.	4

**Notes**

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**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: TCAP Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	13	16.5	14	17.7	79
Belmont University	1	9.1	2	18.2	11
Bethel College	2	14.3	3	21.4	14
Bryan College	.	.	.	.	4
Carson-Newman College	4	13.8	3	10.3	29
Christian Brothers University	7	33.3	5	23.8	21
Cumberland University	3	15.8	2	10.5	19
Lipscomb University	8	25.0	6	18.8	32
East Tennessee State University	13	21.7	11	18.3	60
Fisk University	.	.	.	.	4
Free-Will Baptist Bible College	.	.	.	.	1
Freed-Hardeman University	4	16.0	0	0.0	25
Johnson University	.	.	.	.	2
King College	1	16.7	1	16.7	6
Lane College	.	.	.	.	1
Lee University	7	18.4	7	18.4	38
Lemoyne Owen College	.	.	.	.	2
Lincoln Memorial University	6	15.8	2	5.3	38
Martin Methodist College	2	40.0	0	0.0	5
Maryville College	1	20.0	1	20.0	5
Memphis Teacher Residency	1	20.0	2	40.0	5
Middle Tennessee State University	32	22.1	21	14.5	145
Milligan College	8	33.3	1	4.2	24
South College	8	36.4	0	0.0	22
Southern Adventist University	.	.	.	.	0
TFA - Memphis	3	5.5	30	54.6	55
TFA - Nashville	3	12.0	11	44.0	25
TNTP Memphis Teaching Fellows	0	0.0	0	0.0	8
Teach Tennessee	3	33.3	1	11.1	9
Tennessee State University	12	25.5	4	8.5	47
Tennessee Technological University	50	30.1	22	13.3	166

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: TCAP Composite (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	2	20.0	0	0.0	10
Trevecca Nazarene University	13	25.5	7	13.7	51
Tusculum College	11	22.0	8	16.0	50
Union University	7	23.3	3	10.0	30
University Of Memphis	38	28.6	18	13.5	133
University Of Tennessee, Chattanooga	7	25.9	6	22.2	27
University Of Tennessee, Knoxville	12	19.4	10	16.1	62
University Of Tennessee, Martin	13	13.7	16	16.8	95
Vanderbilt University	4	23.5	2	11.8	17
Victory University	3	30.0	2	20.0	10

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**

Subject: US History (includes all grades)

\*Beginning Teachers defined as having 1-3 years of experience

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Aquinas College	.	.	.	.	0
Austin Peay State University	.	.	.	.	2
Belmont University	.	.	.	.	1
Bethel College	.	.	.	.	2
Bryan College	.	.	.	.	0
Carson-Newman College	.	.	.	.	1
Christian Brothers University	.	.	.	.	1
Cumberland University	1	20.0	1	20.0	5
Lipscomb University	.	.	.	.	1
East Tennessee State University	.	.	.	.	3
Fisk University	.	.	.	.	0
Free-Will Baptist Bible College	.	.	.	.	0
Freed-Hardeman University	.	.	.	.	2
Johnson University	.	.	.	.	0
King College	.	.	.	.	0
Lane College	.	.	.	.	0
Lee University	.	.	.	.	1
Lemoyne Owen College	.	.	.	.	0
Lincoln Memorial University	.	.	.	.	0
Martin Methodist College	.	.	.	.	0
Maryville College	.	.	.	.	0
Memphis Teacher Residency	.	.	.	.	1
Middle Tennessee State University	.	.	.	.	3
Milligan College	.	.	.	.	2
South College	.	.	.	.	0
Southern Adventist University	.	.	.	.	0
TFA - Memphis	.	.	.	.	1
TFA - Nashville	.	.	.	.	1
TNTP Memphis Teaching Fellows	.	.	.	.	0
Teach Tennessee	.	.	.	.	0
Tennessee State University	.	.	.	.	0
Tennessee Technological University	1	16.7	1	16.7	6

**Tennessee Higher Education Study**  
**Number and Percentage of Beginning Teachers\* by Institution in Upper and Lower Quintiles for**  
**Traditionally and Alternatively Licensed Teachers**  
**Quintiles are based on the 2010 - 2011 State Distribution of Teacher T-Value of Effects**  
**Subject: US History (includes all grades)**  
**\*Beginning Teachers defined as having 1-3 years of experience**

<b>Institution</b>	<b>Number Below 20th Percentile</b>	<b>Percentage Below 20th Percentile</b>	<b>Number Above 80th Percentile</b>	<b>Percentage Above 80th Percentile</b>	<b>Number of Teachers in Institution</b>
Tennessee Wesleyan College	.	.	.	.	2
Trevecca Nazarene University	.	.	.	.	2
Tusculum College	.	.	.	.	1
Union University	1	16.7	0	0.0	6
University Of Memphis	.	.	.	.	4
University Of Tennessee, Chattanooga	.	.	.	.	2
University Of Tennessee, Knoxville	.	.	.	.	4
University Of Tennessee, Martin	.	.	.	.	1
Vanderbilt University	.	.	.	.	0
Victory University	.	.	.	.	0

**Notes**

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**Green** cells indicate a statistically significant positive relationship from the state distribution.