

2023

ANNUAL REPORT



TENNESSEE
STATE BOARD OF EDUCATION

INTRODUCTION

The Tennessee State Board of Education (“State Board”) is charged in state law with developing and maintaining a master plan for public education, kindergarten through grade twelve, and providing recommendations to the executive branch, the general assembly and the local boards of education and directors of schools regarding the use of public funds for education. The State Board’s master plan provides a lens through which all Tennesseans can examine state-level efforts and determine if rules and policies are positioning school districts to effectively prepare Tennessee students for workforce, post-secondary success, and productive citizenship.

This annual report is designed to publicly share the key initiatives, challenges, and outcomes for each annual goal set within the master plan. The State Board regularly evaluates progress and updates its master plan to inform recommendations regarding the use of public funds for education every three years.

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LETTER FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

To the citizens of Tennessee,

We are pleased to release our first annual Master Plan Report which focuses on state-wide outcomes and the State Board's efforts to ensure our rules, policies, and systems are working together to support student success.

In 2022, the State Board revised its plan for K-12 education to elevate four intentional strategic focus areas and to set ambitious yet attainable incremental goals. This report details the work of the Board over the last year within these strategic focus areas and shares outcomes for each of our annual goals. The State Board will continue to examine and share our outcomes through the publication of our annual report and will develop recommendations on the use of public funds for education every three years.

We remain focused on what's best for the students of Tennessee and know that this work extends far beyond the role of the State Board. Our report outlines the State Board's key focus areas, the steps we have taken over the last year to strengthen rules, policies, and systems, and Tennessee's state-wide outcomes to date. For example, within the focus area of literacy, the State Board set annual goals for increases in outcomes for all students in grades 3 and 8 and, while we are proud to celebrate our State's increase in English Language Arts (ELA) scores across nearly all subgroups of students, only two of the grade 3 subgroups identified within our master plan met the established goals. There is work ahead and we believe it is important to publicly recognize our gains while also bringing attention to the areas where progress is needed.

We share this information with the understanding that we must be transparent about our outcomes, measure our progress, and construct innovative solutions together. Please continue to engage with your appointed board member as we work together to ensure all students in Tennessee are prepared for postsecondary and life success.

In Partnership,



Robert Eby, Chairman



Dr. Sara Morrison, Executive Director



ABOUT THE STATE BOARD

The State Board is a gubernatorially and legislatively appointed board charged under the law with rulemaking and policymaking for K-12 education. The Board is composed of 11 members with one from each of Tennessee's nine congressional districts, plus a voting student member, and the executive director of the [Tennessee Higher Education Commission](#) ("THEC") who serves as an ex-officio, non-voting member. Dr. Sara Heyburn Morrison serves as [Executive Director](#) of the State Board. Board members serve a five-year term and may be re-appointed; the student member serves a one-year term.

OUR MISSION

The mission of the State Board is to ensure rules, policies and systems are in place so that all students are prepared for success after graduation.



Mrs. Krissi McInturff
District 1



Mr. Jordan Mollenhour
District 2



Mr. Robert Eby
District 3



Mr. Warren Wells
District 4



Mr. Ryan Holt
District 5



Mrs. Lillian Hartgrove
District 6



Mr. Nate Morrow
District 7



Mr. Larry Jensen
District 8



Mr. Darrell Cobbins
District 9



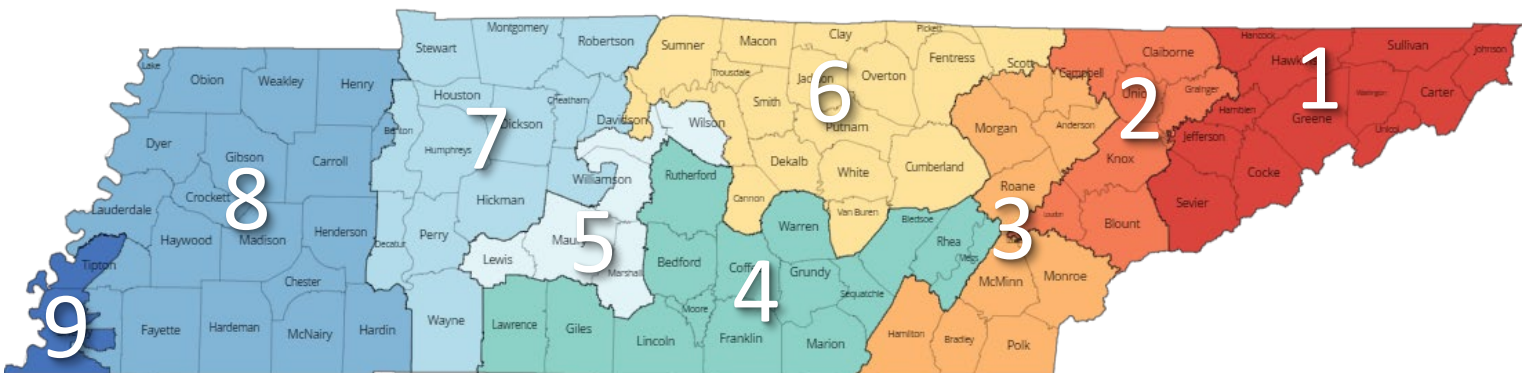
Ms. Laurel Cox
Student Member



Steven Gentile
THEC Interim
Executive Director



Dr. Sara Morrison
Executive Director



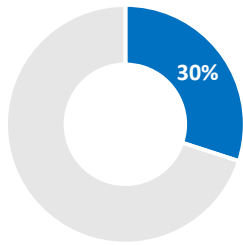
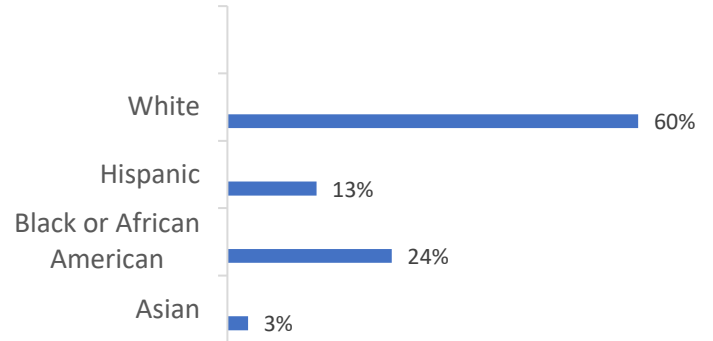
TENNESSEE BY THE NUMBERS

2021-22 School Year

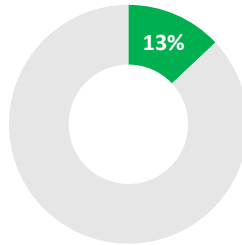
967,326 STUDENTS

1,921 SCHOOLS

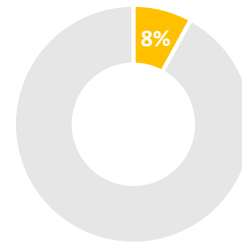
147 DISTRICTS



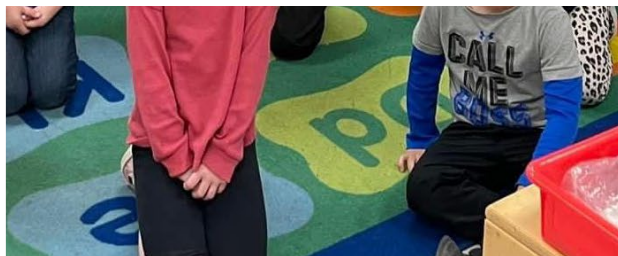
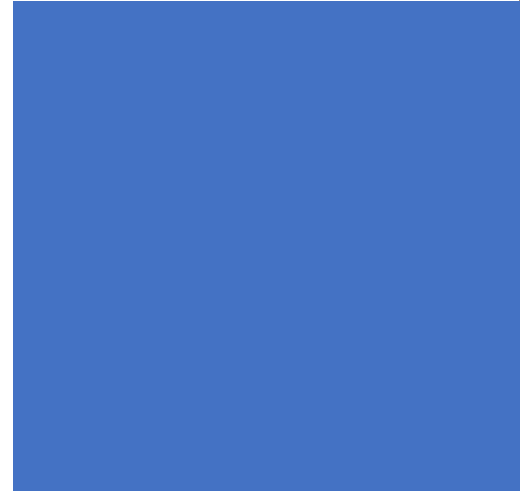
Economically Disadvantaged



Students with Disabilities



English Learners



OUR MASTER PLAN

The master plan has four strategic focus areas: Literacy, Postsecondary and Career, Teachers and Leaders, and Engagement and Accountability. Each focus area includes annual incremental goals that are designed to move Tennessee toward attainment of each strategic focus.



All students are on grade level in English language arts (ELA) as measured by the Tennessee Comprehensive Assessment Program (TCAP) results.

- ▶ The percentage of all third-grade students on grade level in ELA will increase by 4 points annually; economically disadvantaged students and students with disabilities will increase by 5 points; and English learners by 6 points.
- ▶ The percentage of all eighth-grade students on grade level in ELA will increase by 5 points annually; economically disadvantaged students, students with disabilities and English learners will increase by 6 points.



All students are prepared for success in high school, postsecondary, and career.

- ▶ The percentage of all students demonstrating readiness for postsecondary and careers after high school will increase by 4 points annually; economically disadvantaged will increase by 5 points and students with disabilities and English learners will increase by 6 points.
- ▶ The percentage of students enrolling in a postsecondary institution following graduation will increase by 3 points annually.



All schools are staffed with qualified and effective educators.

- ▶ The percentage of newly licensed teachers who remain teaching in Tennessee public schools for at least three years will increase by 0.5 points annually.
- ▶ The percentage of racially diverse teacher and leader candidates receiving initial licensure from Tennessee Educator Preparation Programs will increase by 1 point annually.
- ▶ 65% of the educators teaching on a permit will obtain a full and valid practitioner or professional license within three years.



Our public meetings will ensure transparency, accountability, and effective implementation of education policy.

- ▶ The State Board will annually identify its rules and policies for review and update based on changes in law or opportunities to improve outcomes, as needed.



LITERACY

Strategic Focus: All students are on grade level in ELA as measured by TCAP results.

Information the Board Considered to Inform Decisions

- The State Board’s Literacy Study Committee received a presentation from the Department of Education on the implementation of the new literacy standards for educator preparation providers during its December 5, 2022 [meeting](#) and a presentation on mid-year data for the universal reading screeners required for all students in grades K-3 during its [meeting](#) on May 15, 2023.
- The State Board heard from the Department of Education on the literacy licensure assessment design and implementation timeline as well as updates to third grade retention and promotion rules during its [quarterly workshop](#) on May 18, 2023.
- The Department of Education presented the 2023 summer learning camps pre- and post-assessment data results, universal reading screener year-end results, TCAP assessment outcomes, and the implementation and impact of the third grade promotion and retention law that went into effect in the 2022-23 school year to the State Board at its [quarterly workshop](#) on November 2, 2023.

Actions of the Board

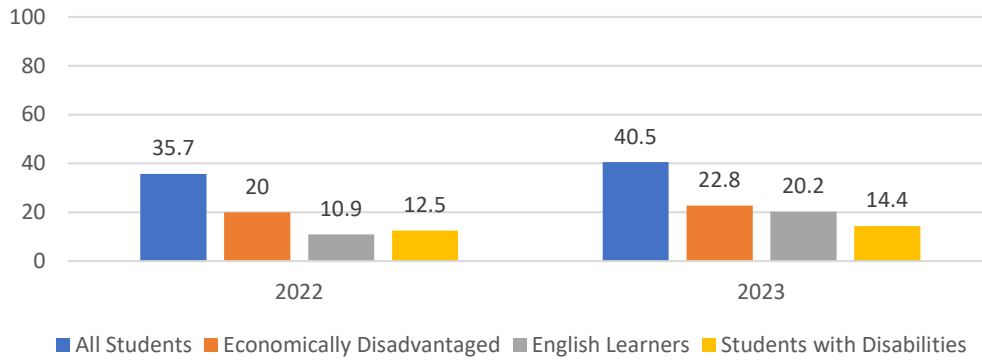
- The State Board revised its professional assessments policy to require grades K-3 educators and instructional leaders to complete and pass the newly created Foundational Literacy Skills Assessment or complete a foundational literacy skills professional development course to acquire, renew or advance a license or to add a qualifying endorsement to a license.
- The State Board amended its promotion and retention policy to define how a third grade student at risk of retention would demonstrate adequate growth in ELA during summer school to be promoted to the fourth grade.

► **Annual Goal:** The percentage of all third grade students on grade level in ELA will increase by 4 points annually; economically disadvantaged students and students with disabilities will increase by 5 points; and English learners by 6 points.

Outcomes:

- In 2023, the percentage of all third grade students on grade level in ELA *increased* by 4.8 points.
- In 2023, the percentage of economically disadvantaged students on grade level in ELA *increased* by 2.8 points.
- In 2023, the percentage of students with disabilities on grade level in ELA *increased* by 1.9 points.
- In 2023, the percentage of English learner students on grade level in ELA *increased* by 9.3 points.

% of Third Grade Students on Grade Level in ELA



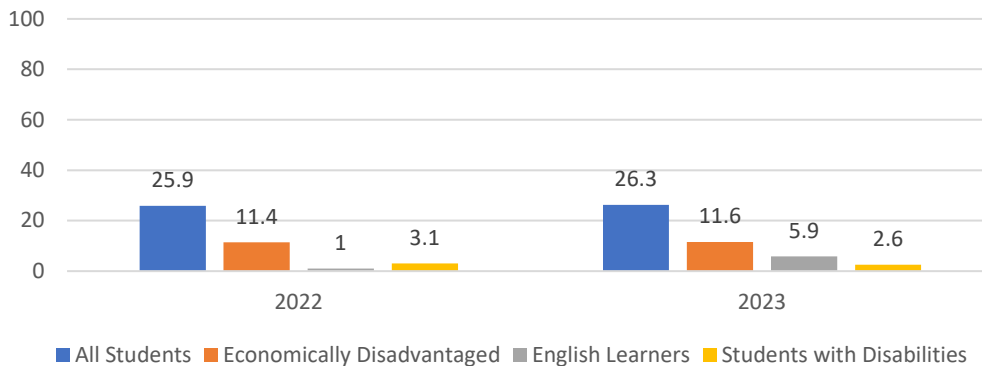
Source: [TN State Report Card](#), Department of Education

- ▶ **Annual Goal:** The percentage of all eighth grade students on grade level in ELA will increase by 5 points annually; economically disadvantaged students, students with disabilities and English learners will increase by 6 points.

Outcomes:

- In 2023, the percentage of all eighth grade students on grade level in ELA *increased* by 0.4 points.
- In 2023, the percentage of economically disadvantaged students on grade level in ELA *increased* by 0.2 points.
- In 2023, the percentage of students with disabilities on grade level in ELA *decreased* by 0.5 points.
- In 2023, the percentage of English learner students on grade level in ELA *increased* by 4.9 points.

% of Eighth Grade Students on Grade Level in ELA



Source: [TN State Report Card](#), Department of Education

The Work Ahead

- While our State saw increases in ELA scores across nearly all subgroups of students in 2023, only two subgroups met the annual incremental goals set by the State Board. With several early literacy initiatives in place across the State, we expect to see continued progress in ELA outcomes as measured by TCAP.



POSTSECONDARY & CAREER

Strategic Focus: All students are prepared for success in high school, postsecondary and career.

Information the Board Considered to Inform Decisions

- The State Board’s Career and Technical Education (CTE) and Workforce Development Study Committee heard presentations on the successes and challenges of an industry partnerships with Collierville Schools and a higher education partnership with Tipton County Schools on November 21, 2022.
- The State Board received an update from staff at the Tennessee Higher Education Commission on the percentage of students enrolling in a postsecondary institution after graduation and TN Promise during its [quarterly workshop](#) on August 3, 2023. Additionally, the Department of Labor and Workforce Development shared details on alternative high school pathways with the Board at the August workshop.

Actions of the Board

- The State Board updated its work-based learning rule and its high school policy to provide students with additional time to earn high school credit through work-based learning.
- The State Board revised its high school policy to allow students to receive graduation credit for select high school courses by achieving a qualifying score on an exam without being enrolled in the course.
- The State Board also revised its high school policy to create a framework for Industry Professional Partnerships which provides details regarding how districts and industry partners can work together to support industry-relevant curricula, instruction, and work-based learning opportunities.

- ▶ **Annual Goal:** The percentage of all students demonstrating readiness for postsecondary and careers after high school will increase by 4 points annually; readiness for economically disadvantaged students will increase by 5 points; and readiness for students with disabilities and English learners will increase by 6 points.

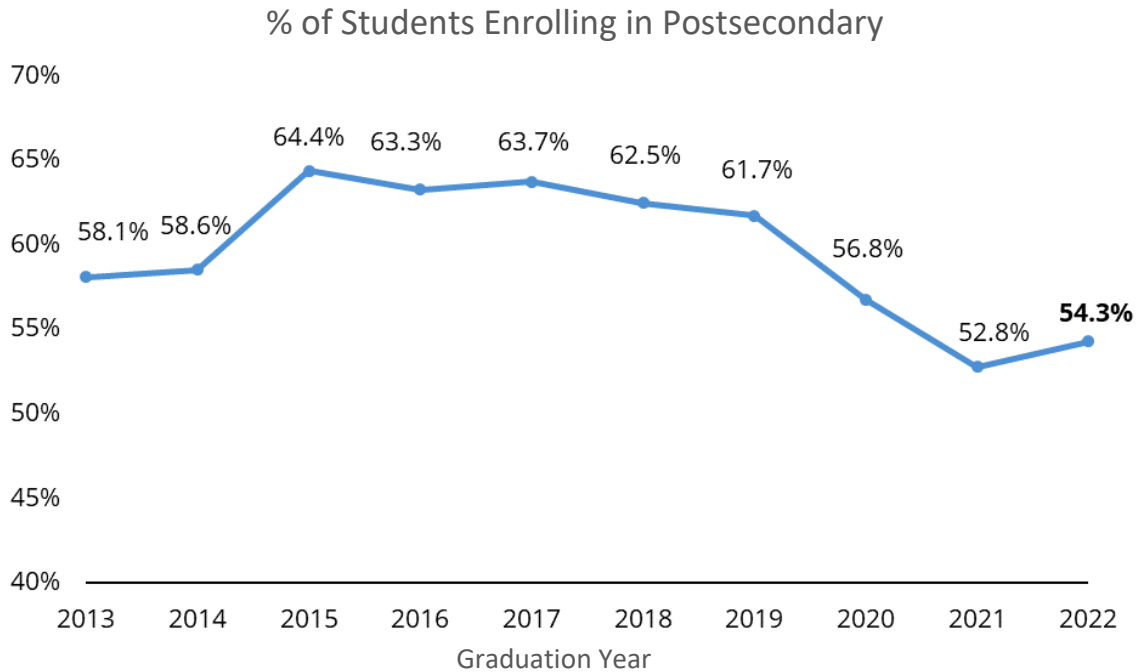
Outcomes:

- The percentage of students demonstrating readiness for postsecondary and careers after high school *increased* by 3.6 points for the class of 2022.
- The percentage of economically disadvantaged students demonstrating readiness for postsecondary and careers after high school *increased* by 3.5 points for the class of 2022.
- The percentage of students with disabilities demonstrating readiness for postsecondary and careers after high school *increased* by 3.8 points for the class of 2022.
- The percentage of English learner students demonstrating readiness for postsecondary and careers after high school *increased* by 1 point for the class of 2022.

- ▶ **Annual Goal:** The percentage of students enrolling in a postsecondary institution following graduation will increase by 3 points annually.

Outcome:

- The percentage of students enrolling in a postsecondary institution *increased* by 1.5 points for the class of 2022.



Source: THEC, August 3, 2023 [workshop presentation](#)

The Work Ahead

- Though an increase of 1.5 points in the percentage of students enrolling in a postsecondary institution for the class of 2022 brings our state closer to pre-pandemic levels, our collective efforts are needed to continue to see more students choosing postsecondary institutions following graduation. Additionally, while the percentage of high school students demonstrating readiness for postsecondary and careers increased overall and across several subgroups of students, the increases were just short of our goals.



TEACHERS & LEADERS

Strategic Focus: All schools are staffed with qualified and effective educators.

Information the Board Considered to Inform Decisions

- The State Board’s Educator Preparation & Licensure Study Committee discussed emergency teaching credentials as a pathway into teaching and assessment data by clinical practice license types during its [meeting](#) on November 10, 2022.
- The State Board heard presentations from the Department of Education on updates to educator candidate assessments and licensure recommendations as well as additional endorsement pathways during its February 9, 2023 [board workshop](#).
- The State Board received a presentation from the Department of Education on state-wide educator vacancy data during its [quarterly workshop](#) on May 18, 2023.
- The State Board received a presentation from the Department of Education regarding educator diversity across the state during its [quarterly workshop](#) on August 3, 2023.

Actions of the Board

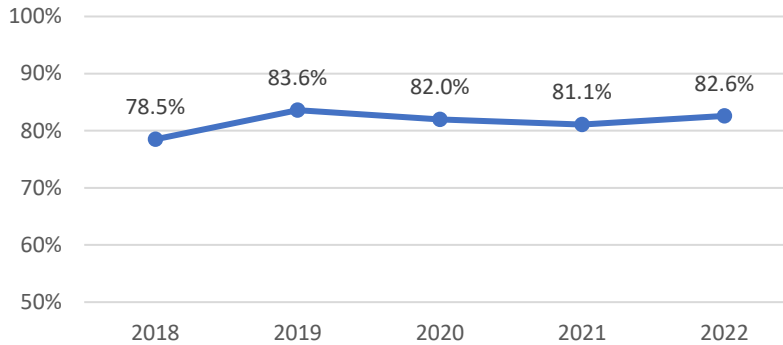
- The State Board expanded flexibility in its educator preparation pathways by updating its educator licensure rule to create a new pathway to occupational licensure and by modifying its professional assessments policy to eliminate the requirement for educators in a job-embedded preparation program to complete pedagogical assessments. Additionally, educators with a degree in the content area they are seeking to teach are no longer required to complete certain content area assessments.
- The State Board updated its educator licensure policy to create a no-cost option for educators to obtain a computer science endorsement through the Department of Education and revised the state minimum salary schedule to reflect an increase from \$40,000 to \$42,000 as the minimum base salary for educators.
- The State Board revised its educator preparation rule to allow educator preparation providers to form partnerships with charter management organizations for the purpose of supporting candidate recruitment, developing clinical experiences, and selecting clinical mentors.
- State Board staff formed a partnership with the National Association of State Boards of Education and the Department of Education to begin the development of an ongoing structure to review licensure requirements and ensure they are meeting the needs of all educators and students.

- ▶ **Annual Goal:** The percentage of newly licensed teachers who remain teaching in Tennessee public schools for at least three years will increase by 0.5 points annually.

Outcome:

- Between 2021 and 2022, the percentage of newly licensed teachers who remain in Tennessee public schools for at least three years *increased* by 1.5 points.

3-Year Retention Rate for Newly Licensed Teachers in Tennessee Public Schools

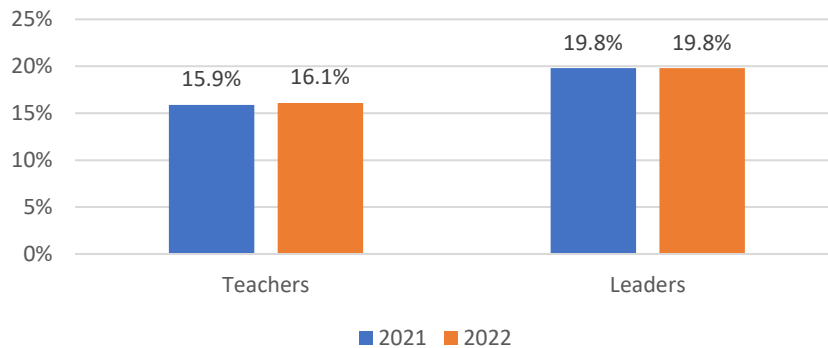


- ▶ **Annual Goal:** The percentage of racially diverse teacher and leader candidates receiving initial licensure from Tennessee EPPs will increase by 1 point annually.

Outcome:

Between 2021 and 2022, the percentage of racially diverse teachers receiving initial licensure *increased* by 0.2 points and the percentage of racially diverse leaders remained the same.

Percentage of Newly Licensed Educators from Racially Diverse Backgrounds

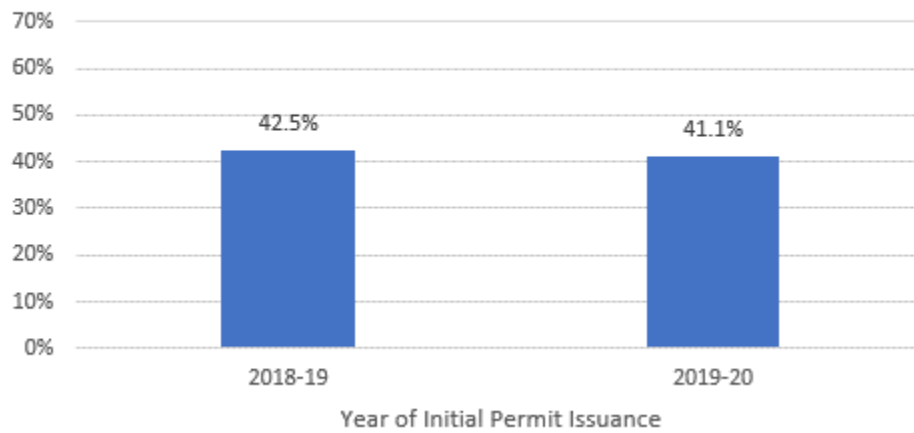


- ▶ **Annual Goal:** 65% of the educators teaching on a permit will obtain a full and valid practitioner or professional license within three years.

Outcome:

By the end of the 2022-23 school year, the percentage of educators teaching on a permit who obtained a full and valid practitioner or professional license within three years *decreased* by 1.4 points.

Percentage of Educators Teaching on a Permit Who
Obtained a Full and Valid License within 3 Years



The Work Ahead

- Two of the three annual goals within this strategic focus area are measured by the State Board's annual [Educator Preparation Report Card](#), which revealed a 1.5 percentage point increase in three-year teacher retention rates between 2021 and 2022 and a slight increase in the percentage of recently licensed teachers with a racially or ethnically diverse background. However, our state experienced a slight decline in the percentage of educators teaching on a permit moving to a full and valid license. The State Board is focused on further streamlining educator pathway options and providing additional flexibilities to ensure we obtain and retain qualified and effective teachers in the classroom.



ENGAGEMENT & ACCOUNTABILITY

Strategic Focus: Our public meetings will ensure transparency, accountability, and effective implementation of education policy.

Information the Board Considered to Inform Decisions

- The State Board held four [study committee](#) meetings to discuss topics related to each of our strategic focus areas since approval of the Master Plan during its [meeting](#) on October 28, 2022.
- The State Board received a presentation by the Department of Education regarding changes to the State's ESSA Plan during its [quarterly workshop](#) on February 9, 2023.
- The State Board heard updates on proposed changes to the TISA rules and TISA implementation during its [quarterly workshops](#) on February 9, 2023 and May 18, 2023, respectively.
- The State Board received updates from the Department of Education on the implementation of the third grade promotion and retention law during its May [quarterly workshop](#).
- 100% of our Board members attended at least one [superintendent study council](#) meeting in 2023.
- State Board members attended the [Education Commission of the States'](#) national conference in July and the [National Association of State Boards of Education's](#) national conference in October 2023.
- In the Fall of 2023, State Board members attended the superintendent study council conference, SCORE's [Future Forward Summit](#), the [Tennessee School Boards Association's](#) district meetings for local school board members, participated in the recognition of schools across the state that earned the [Purple Star award](#), and spent several days visiting districts and schools.

Actions of the Board

- The State Board revised several rules and policies in response to the passage of [TISA](#), the state's new funding formula for K-12 education.
- The State Board approved the results of its 2022 [charter school authorizer evaluations](#) during its board meeting on February 10, 2023.
- The State Board published the [2022 Educator Preparation Report Card](#) on February 15, 2023.
- State Board staff began the development of the Board's accountability hearings process, as required in law, which will begin in the 2025-26 school year.
- The State Board completed its standards review process for social studies, with proposed revisions before the Board at its November 3, 2023 [meeting](#).

► **Annual Goal:** The State Board will annually identify its rules and policies for review and update based on changes in law or opportunities to improve outcomes, as needed.

Outcome:

- ☑ State Board staff supported the Department of Education in its review of State Board rules for a legislative report due on December 1, 2023. As a result, State Board and Department staff will bring recommended rule amendments and repeals before the Board in 2024.

The Work Ahead

- The State Board spent significant time engaging with education stakeholders and conducted multiple public meetings in 2023 to ensure its rule and policy actions are transparent and informed. As the State Board acquires new accountability responsibilities through law, it will rely on further public engagement and continued transparency to ensure the effective implementation of education policy and greater student success.



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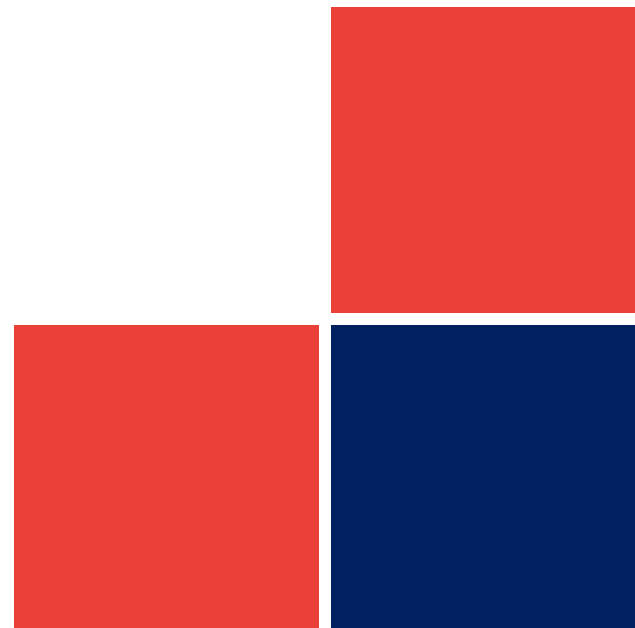
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TENNESSEE

STATE BOARD OF EDUCATION

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