

## ***Introduction to the Data***

In response to Tennessee Code Annotated 49-5-108, the State Board of Education collaborated with the Governor's Office of State Planning and Policy to commission a study of teacher effect data, performed by SAS Institute, Inc.

The goals of the study were:

- to identify teacher training programs that tend to produce new teachers who are highly effective as well as to identify programs that tend to produce new teachers who are very ineffective.
- to determine if a teacher training program is above or below the reference distribution for each level of effectiveness with a fair and reliable statistical test.

This year's report allows programs to differentiate between the performance of traditionally licensed and alternatively licensed teachers (1 to 3 years experience) in comparison to three reference populations. The reference populations are as follows<sup>1</sup>:

- the 2008- 2009 state distribution of teacher t-value of effects (grades 4 – 8).
- the 2008 – 2009 mean t-value effects of beginning teachers compared to the mean of the means for other Tennessee teacher training programs.
- the 2008 – 2009 mean t-value of teacher effect for beginning teachers compared to the mean of veteran teachers (i.e. teachers possessing more than 3 years experience).

The following institution report card is based on the following demarcations:

- **Green** indicates a ***statistically significant positive difference*** in relationship to the reference population or state distribution.
- **Red** indicates a ***statistically significant negative difference*** in relationship to the reference population or state distribution.

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<sup>1</sup> The technical report for the study can be found on pages 16 – 27.

**Freed-Hardeman University: Teacher T-Value Effects (Grades 4 – 8)**  
*One year estimates of T-value of teacher effects (2008 – 2009)*

**Percentage of Effective Teachers (1 to 3 Years Experience) based on the 2008-2009 State Distribution of Teacher T-Value of Effects**

*Traditionally Licensed Teachers (2002 – 2008)*

Math (N=7)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
14.3%	14.3%

Science (N=9)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
11.1%	33.3%

Reading / Language Arts (N=6)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
33.3%	16.7%

Social Studies (N=7)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
28.6%	14.3%

*Alternatively Licensed Teachers (2003 – 2009)*

Math (N=3)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
-	-

Science (N=2)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
-	-

Reading / Language Arts (N=6)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
16.7%	0.0%

Social Studies (N=7)

% Below the 20 <sup>th</sup> Percentile	% Above the 80 <sup>th</sup> Percentile
14.3%	28.6%

**Freed-Hardeman University: Teacher T-Value Effects (Grades 4 – 8)**

*One year estimates of T-value of teacher effects (2008 – 2009)*

**Comparison of the 2008 – 2009 Mean T-Value of Teacher Effect Among Beginning Teachers as Compared to the Mean of Means for All Institutions**

Key

- NSSD - No Statistically Significant Difference
- ( - ) – Statistically significant negative difference
- ( + ) – Statistically significant positive difference

*Traditionally Licensed Teachers: Mean T-Value*

Math

(-)	NSSD	(+)
	0.2896	

Science

(-)	NSSD	(+)
	0.5867	

Reading / Language Arts

(-)	NSSD	(+)
	-0.1432	

Social Studies

(-)	NSSD	(+)
	-0.0920	

*Alternatively Licensed Teachers: Mean T-Value*

Math

(-)	NSSD	(+)
	-	

Science

(-)	NSSD	(+)
	-	

Reading / Language Arts

(-)	NSSD	(+)
	-0.0312	

Social Studies

(-)	NSSD	(+)
	0.7392	

**Freed-Hardeman University: Teacher T-Value Effects (Grades 4 – 8)**  
*One year estimates of T-value of teacher effects (2008 – 2009)*

**Comparison of the 2008 – 2009 Mean T-Value of Teacher Effect for Beginning Teachers as Compared to the Mean of Veteran Teachers from the Statewide Distribution of 2008- 2009 Teacher Value-Added Data**

Key

- NSSD - No Statistically Significant Difference
- ( - ) – Statistically significant negative difference
- ( + ) – Statistically significant positive difference

*Traditionally Licensed Teachers: Mean T-Value*

Math

(-)	NSSD	(+)
	-0.0099	

Science

(-)	NSSD	(+)
	0.4704	

Reading / Language Arts

(-)	NSSD	(+)
	-0.2537	

Social Studies

(-)	NSSD	(+)
	-0.2053	

*Alternatively Licensed Teachers: Mean T-Value*

Math

(-)	NSSD	(+)
	-	

Science

(-)	NSSD	(+)
	-	

Reading / Language Arts

(-)	NSSD	(+)
	-0.1816	

Social Studies

(-)	NSSD	(+)
	0.3029	

**Freed-Hardeman University: Placement & Retention**

2002 – 03 Completers in the Personnel Information Reporting System (PIRS)				
% of state total	Year 1	3 consecutive years	2 out of 3 Years	4 out of 5 years
2.1%	68.9%	58.1%	74.3%	79.7%

2003 – 04 Completers in the Personnel Information Reporting System (PIRS)				
% of state total	Year 1	3 consecutive years	2 out of 3 Years	4 out of 5 years
1.6%	60.7%	51.8%	69.6%	71.4%