

Learn about becoming a teacher or school leader in Tennessee

### Tennessee's Educator Preparation Report Card

Teachers impact every other profession in our state by developing people — equipping students with the critical knowledge, tools, and skills they need to succeed in post-secondary education, careers, and beyond. The knowledge and skills taught in educator preparation programs are vital to ensuring every student in Tennessee has a well-prepared teacher from Day 1 in the classroom. This Report Card uses multiple metrics to provide information about teacher and leader preparation in the state to shine a spotlight on each provider's strengths and areas to continue to grow.

In 2007, the Tennessee General Assembly passed legislation requiring the publication of a report on key metrics of educator preparation providers throughout the state. Several aspects of the report card are required by that legislation, including indicators on: placement and retention rates, scores on licensure exams, and teacher effect data based on Tennessee Value-Added Assessment System (TVAAS) scores. The report card also includes other key priority areas for the State Board. This information can help providers make program improvements and provide the public with information on important aspects of educator preparation in the state

Leader prep

Teacher prep

18  
programs

43  
providers

1,476  
leaders in  
three-year cohort

8,646  
teachers in  
three-year cohort



Find the provider that meets your needs

#### Prospective Educators

Use the Report Card to identify providers that offer quality programs in your preferred content area.



Develop strong partnerships

#### School and District Staff

Data from the Report Card may help in your recruitment and hiring efforts, as well as building relationships with providers in your area.



Learn from peer providers

#### Educator Preparation Providers

Find new ways to collaborate with colleagues at other providers that have strengths in areas you're looking to improve. Share best practices from your own programs

Want more details?  
Learn More about This Report

[Download the technical report, state-level data & other supplemental resources](#)



# University of Memphis

3720 Alumni Ave, Memphis, TN



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Overview

## Performance

This is a measure of an EPP's performance in the four scored domains on the Report Card: Candidate Profile, Employment, Provider Impact, and Candidate Assessment.

### Overall Rating

# Exceeds Expectations

#### What does this mean?

"Does Not Meet Expectations" means the provider received less than 40% of possible points. "Meets Expectations" means the provider received 40-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

#### Why is this important?

The overall rating indicates how well a provider is doing in the State Board's key priority areas for preparing educators: recruiting strong candidates to teach in the areas of greatest need, preparing candidates for employment in Tennessee public schools, and preparing candidates to effectively support students' learning.

## Domains

The metrics in the Report Card are divided into five domains. Four domains are scored and one is unscored.

### Candidate Profile

# Exceeds Expectations

#### What does this mean?

The Candidate Profile domain evaluates the provider's ability to recruit a strong cohort of teacher candidates and prepare them to teach in the content areas of greatest need.

### Employment

# Exceeds Expectations

#### What does this mean?

The Employment domain evaluates a provider's performance in preparing educators to begin and remain teaching in Tennessee public schools.

### Provider Impact

# Exceeds Expectations

#### What does this mean?

The Provider Impact domain reports on the effectiveness of a provider's cohort members in Tennessee public school classrooms.

### Candidate Assessment

# Does Not Meet Expectations

#### What does this mean?

The Candidate Assessment domain evaluates a provider's performance in preparing candidates to pass the literacy and subject-area assessments required to obtain a Tennessee teaching license.

### Satisfaction

# This domain is unscored

#### What does this mean?

The Satisfaction domain reports how well cohort members feel that their preparation program prepared them for teaching.

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Employment

### Employment

The Employment domain evaluates a provider's performance in preparing educators to begin and remain teaching in Tennessee public schools. Educators who are teaching in private schools or in another state are not captured in this domain

#### Performance

Exceeds Expectations

**What does this mean?**  
"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

**Why is this important?**  
Teacher retention is important because teachers become more effective as they gain experience. Retaining more teachers also helps to alleviate teacher shortages.

#### Employment by Locale Type

Locale Type	Percentage
Urban	53.25%
Suburban	20.58%
Town	15.68%
Rural	10.49%

**What does this mean?**  
This chart reports the percentage of cohort members employed in urban, suburban, town, and rural school districts in Tennessee

Metrics  
This domain includes two scored metrics and one unscored metric  
(No data is shown for metrics with an n-size (maximum) than 10.)



EPPs at or above the score will receive the maximum points possible (200% within the scored range) and receive partial points. EPPs below the score will receive no points.

#### Rate of First-Year Employment in Tennessee Public Schools

University of Memphis: 79.8%

State Average: 84.6%

N-Size: 346

**What is this metric?**  
This metric reports the percentage of cohort members who were employed in Tennessee public schools within one year of completing their preparation program or within one year of enrolling in a job-embedded program.

This metric is unscored.

#### Second Year Retention Rate

Score: 96.1%

State Average: 94.2

N-Size: 207

**What is this metric?**  
This metric reports the percentage of first-year employed cohort members who remain teaching in Tennessee public schools for a second year.

**What does this mean?**  
The score of 96.1 earned this EPP 9.00 out of 9 points possible

#### Third Year Retention Rate

Score: 84.4%

State Average: 85.1

N-Size: 96

**What is this metric?**  
This metric reports the percentage of first-year employed cohort members who remain teaching in Tennessee public schools for three years.

**What does this mean?**  
The score of 84.4 earned this EPP 4.70 out of 6 points possible



Select a Page to View  
Provider Impact

### Provider Impact

The Provider Impact domain reports the evaluation scores of a provider's cohort members who are teaching in Tennessee public schools. [Teacher evaluation](#) in Tennessee consists of multiple metrics, including classroom observations by trained evaluators and measures of teachers' impact on students' learning.

#### Performance

## Exceeds Expectations

##### What does this mean?

"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

##### Why is this important?

Teachers are the most important in-school factor contributing to students' success.

#### Metrics

This domain includes four scored metrics and two unscored metrics.  
(No data is shown for metrics with an n-size smaller than 10.)



EPPs above the score range receive the maximum points possible. EPPs within the score range receive partial points. EPPs below the score range receive 0 points.

##### Percentage of Cohort Members whose Classroom Observation Scores are Level 3 or Above



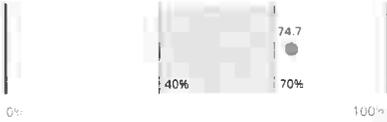
State Average: 95  
N-Size: 498

**What is this metric?**  
This metric reports the percentage of cohort members' observation scores that are 3 ("At Expectations") or higher on a scale of 1-5.

**What does this mean?**  
The score of 97.4 earned this EPP 9.00 out of 9 points possible.

[View Disaggregations](#)

##### Percentage of Cohort Members whose Classroom Observation Scores are Level 4 or Above



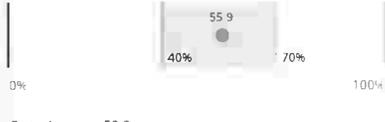
State Average: 63.2  
N-Size: 498

**What is this metric?**  
This metric reports the percentage of cohort members' observation scores that are 4 ("Above Expectations") or higher on a scale of 1-5.

**What does this mean?**  
The score of 74.7 earned this EPP 6.00 out of 8 points possible.

[View Disaggregations](#)

##### Percentage of Cohort Members whose Student Growth (TVAAS) Scores are Level 3 or Above



State Average: 58.9  
N-Size: 102

**What is this metric?**  
This metric reports the percentage of cohort members who earned a student growth (TVAAS) score of at least a 3 ("At Expectations") on a scale of 1-5. Only cohort members who teach a grade or subject that has a state assessment receive TVAAS scores. For most EPPs, this includes 25-50% of cohort members.

**What does this mean?**  
The score of 55.9 earned this EPP 7.90 out of 14 points possible.

[View Disaggregations](#)

##### Percentage of Cohort Members whose Student Growth (TVAAS) Scores are Level 4 or Above



State Average: 23.4  
N-Size: 102

**What is this metric?**  
This metric reports the percentage of cohort members who earned a student growth (TVAAS) score of at least a 4 ("Above Expectations") on a scale of 1-5. Only cohort members who teach a grade or subject that has a state assessment receive TVAAS scores. For most EPPs, this includes 25-50% of cohort members.

**What does this mean?**  
The score of 26 earned this EPP 7.70 out of 10 points possible.

[View Disaggregations](#)

##### Percentage of Cohort Members whose LOE Scores are Level 3 or Above

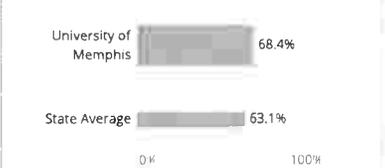


N-Size: 462

**What is this metric?**  
This metric reports the percentage of cohort members' level of overall effectiveness (LOE) scores that are 3 ("At Expectations") or higher on a scale of 1-5. LOE includes all components of a teacher's annual evaluation required by state law and policy.

This metric is unscored.

##### Percentage of Cohort Members whose LOE Scores are Level 4 or Above



N-Size: 462

**What is this metric?**  
This metric reports the percentage of cohort members' level of overall effectiveness (LOE) scores that are 4 ("Above Expectations") or higher on a scale of 1-5. LOE includes all components of a teacher's annual evaluation required by state law and policy.

This metric is unscored.

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Satisfaction

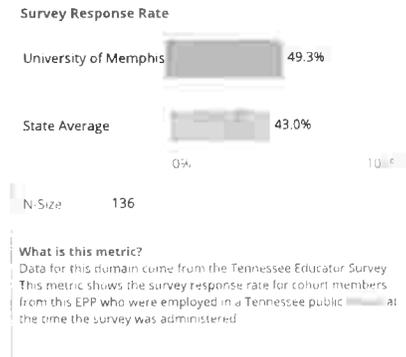
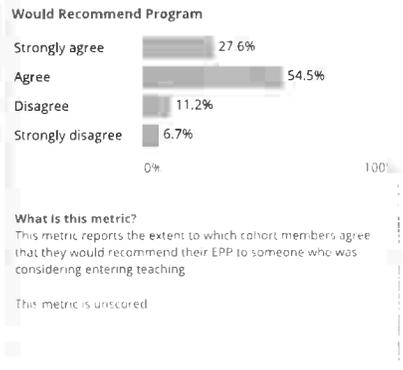
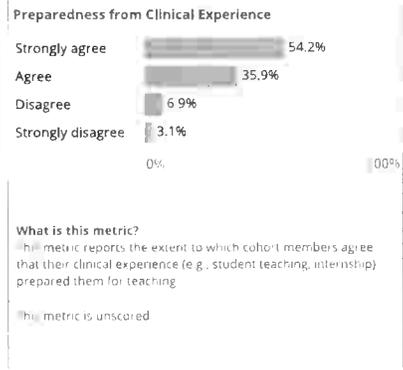
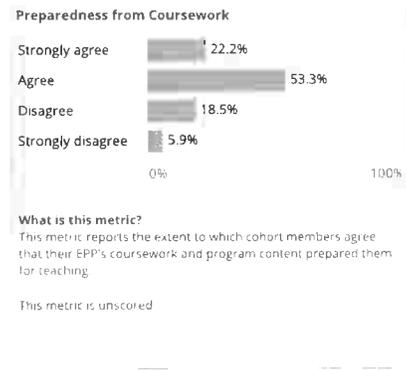
### Satisfaction

The Satisfaction domain reports how well cohort members feel that their preparation program prepared them for teaching. Data for this domain come from the annual [Tennessee Educator Survey](#).

#### Metrics

This domain includes three unscored metrics.

(No data is shown for metrics with an n-size smaller than 10.)





Select a Page to View  
Candidate Profile

## Candidate Profile

The Candidate Profile domain evaluates the provider's ability to recruit a strong cohort of teacher candidates and prepare them to teach in the content areas of greatest need.

### Performance

**Exceeds Expectations**

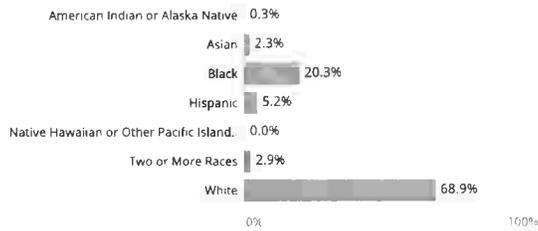
#### What does this mean?

"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

#### Why is this important?

EPPs play a critical role in diversifying Tennessee's teaching workforce and ensuring that enough teachers are trained in high-demand subject areas.

### Cohort Members by Race



#### What does this mean?

This metric shows the racial and ethnic composition of the three-year cohort.

#### Why is this important?

Research indicates that a racially and ethnically diverse teaching force can have a variety of positive impacts on students.

### Metrics

This domain includes one scored metric.

(No data is shown for metrics with an n-size smaller than 10.)



EPPs above the scored range receive the maximum points possible. EPPs within the scored range receive partial points. EPPs below the scored range receive zero points.

### Percentage of High-Demand Endorsements



State Average: 39.1

N-Size: 344

#### What is this metric?

This measure reports the percentage of cohort members who earned endorsements in the areas of Early Childhood Education, English as a Second Language, Secondary Math (6-10 or 6-12), Secondary Science (Biology, Chemistry, or Physics), Special Education (Comprehensive or Interventionist), and World Languages.

#### What does this mean?

The score of 43.0 earned this EPP 10.00 out of 10 points possible.

[View disaggregations](#)

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Select a Page to View  
Candidate Assessment

## Candidate Assessment

The Candidate Assessment domain evaluates a provider's performance in preparing candidates to pass the literacy and subject-area assessments required to obtain a Tennessee teaching license

### Performance

# Does Not Meet Expectations

#### What does this mean?

"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

#### Why is this important?

Candidate assessments help ensure that new teachers enter the classroom with the knowledge and skills they need to be successful. EPPs play a key role in preparing candidates for these assessments.

### Metrics

This domain includes two scored metrics and one unscored metric.  
(No data is shown for metrics with an n size smaller than 10.)



EPPs above the scored range receive the maximum possible points. EPPs within the scored range receive partial points. EPPs below the scored range receive zero points.

#### Literacy Assessment Pass Rate



State Average: 88.2  
N-Size: 169

#### What is this metric?

This metric reports the percentage of candidates who passed the Praxis Teaching Reading: Elementary assessment within two attempts. This assessment is required for candidates seeking endorsements in Elementary Education, Early Childhood Education, or Special Education.

#### What does this mean?

The score of 89.3 earned this EPP 4.20 out of 9 points possible.

#### Subject-Area Assessment Pass Rate



State Average: 86.5  
N-Size: 388

#### What is this metric?

This metric reports the percentage of cohort members who passed the subject area assessments required for their endorsement area(s) within two attempts.

#### What does this mean?

The score of 83.8 earned this EPP 2.60 out of 6 points possible.

#### Tennessee Early Literacy Assessment First-Time Pass Rate



N-Size: <10

#### What is this metric?

This metric reports the percentage of cohort members who passed the Tennessee Early Literacy Assessment (TELA) on the first attempt. This assessment is only required for certain candidates seeking to teach in grades K-3.

This metric is unscored.

[View Disaggregations](#)