“This is my commitment to you: We will improve our teaching, learning, retention and graduation. Every student deserves a great teacher, and every school needs a great principal. The tools will be in place – the rest is up to each of us to seize the opportunities.”

Governor Bill Haslam
Inaugural Address, Jan. 15, 2011
Race to the Top
Key Areas of Reform

The $4.35 billion Race to the Top Fund is designed to reward states leading the way in four key areas:

1. Recruiting, developing, rewarding, and retaining effective teachers and principals, especially where they are needed most
2. Adopting standards and assessments that prepare students to succeed in college and the workplace
3. Building data systems that measure student growth and success and inform how to improve instruction
4. Turning around their lowest-performing schools
5. Science, Technology, Engineering, and Math (STEM)

Great Teachers and Leaders

Tennessee will find and support the best possible talent for its schools:

- Multiple-measures teacher and principal effectiveness evaluation system to inform local decision-making
- Integrating data to improve instruction
- Teacher access to classroom-specific value-added data
- Teacher and principal professional development
- Support for differentiated compensation
- School leader supply and demand study
- UTeach
- Teacher residency programs
Teacher and Principal Evaluation

- Teacher Evaluation Advisory Committee (TEAC) will build a new teacher and principal evaluation framework to be adopted by the State Board of Education
- Requires annual evaluation of all teachers and principals and that personnel decisions be based in part on evaluations, including:
  - Promotion
  - Retention
  - Tenure
  - Compensation

Teacher and Principal Evaluation Requirements

Teacher and Principal Evaluation

50% Student Achievement

- 35% Student Growth Measure
- 15% Other Student Achievement

50% Other Criteria

- Classroom or Position Observations
- Review of Prior Evaluations
- Possible Other Components
Standards and Assessment

Tennessee is well down the road of implementing college- and career-ready, internationally benchmarked standards:

- Common Core Standards adopted in July
  - Tight alignment exists, allowing for smooth transition
  - Strong support plan for educators
- Embracing balanced assessments
  - Participating in national consortium
  - Plan for formative, summative, end-of-course

Data to Inform Instruction

Tennessee has the nation’s richest data system and will expand its use to reach our student achievement goals:

- Educational data access is now available to every teacher in the state
- Longitudinal Data System plan calls for 360° view of the child
  - Links horizontally and vertically to agencies across government
  - Links to value-added data
  - Links to “dashboard” for educators
  - Presents opportunity for educators and others to see the full set of supports and challenges a student faces that affect learning
**Achievement School District**

- Drastic action for schools in the lowest 5% in achievement and in Restructuring 2 and beyond
- Seven schools out of 13 eligible in major urban districts
- Commissioner has the authority to take over schools
- Collaborative of five national partner organizations will work with the ASD Superintendent and Commissioner to run the schools

**STEM: Raising the Bar**

Tennessee’s political and policy environment is conducive to innovation:

- STEM skills critical to economic development
- Significant STEM assets and commitments already exist
- TN STEM Innovation Network
  - Bringing together assets to share and learn in partnership with Battelle, ORAU, and the Ohio STEM Learning Network
  - Developing more opportunities for students, teachers, schools and communities
TDOE has identified four major goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>Baseline</th>
<th>Target</th>
<th>Number of additional students in 2014-15</th>
<th>This year’s cohort</th>
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<tbody>
<tr>
<td>Early Grades Reading</td>
<td>42%</td>
<td>60%</td>
<td>13,597</td>
<td>Pre-K</td>
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<td>Middle Grades Math</td>
<td>29%</td>
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<td>High School Graduates</td>
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<td>Postsecondary Going</td>
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<td>5,579</td>
<td>9th grade</td>
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Questions & Discussion