



2017 LEAD Conference: LEADing the New Normal

Sunday, October 15, 2017

Dr. Candice McQueen
Commissioner

**What has Tennessee
Accomplished in the
Last 10 Years?**

Historical Timeline of State Standards and State-Required Assessments

Standards define what students should know and be able to do, and they evolve over time to ensure students are prepared for success in postsecondary and the workforce. Our assessments help us make sure students are on the path to get there.



Where We Were in 2007

» 72.6% graduation rate

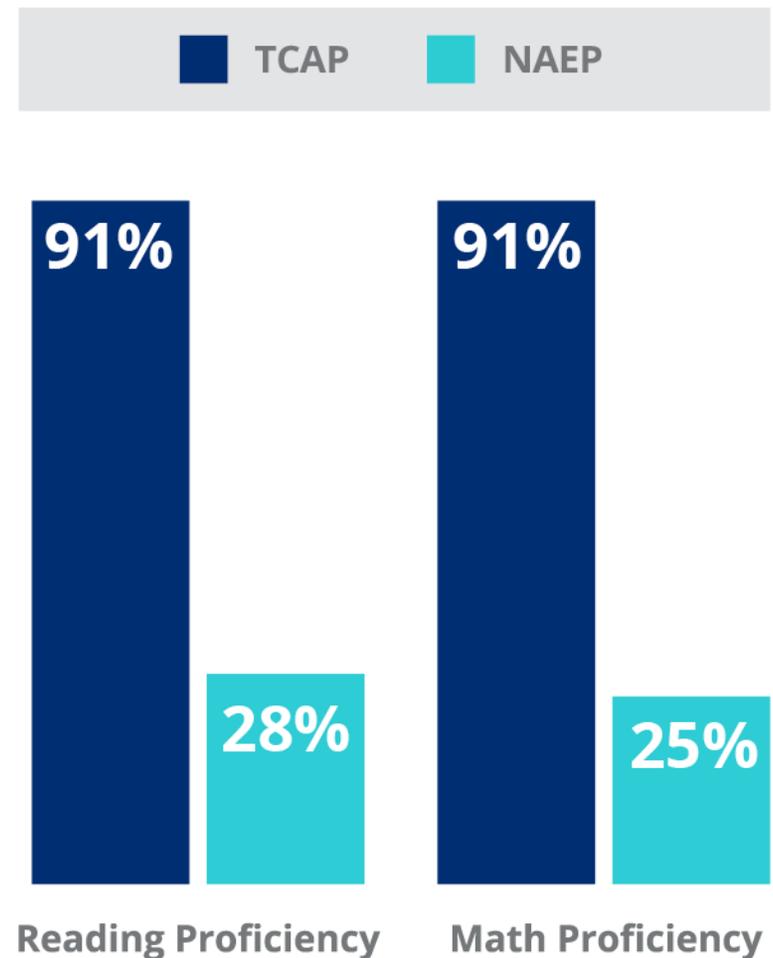
» NAEP rankings:

- » 39th in fourth grade reading
- » 35th in eighth grade reading
- » 43rd in fourth grade math
- » 41st in eighth grade math

» Tennessee proficiency assessments compared to NAEP:

- » Received an “F” in the *Truth in Advertising* category
- » Received an “F” in the *Postsecondary and Workforce Readiness* category

Grade 3-8 Achievement
On TCAP vs. NAEP



In response to these results, we began to take steps to strengthen what must be the core foundation of our education system



2008-09

State Board adopts *Tennessee Diploma Project* standards and new graduation requirements

Tennessee joins the *Common Core State Standards* initiative

2009-10

TCAP aligns to *Tennessee Diploma Project* standards

Proficiency drops on the state assessment as a result of the transition to higher standards

State Board of Education unanimously adopts *Common Core State Standards* in math and English language arts (ELA)

2009-10 (cont.)

Tennessee state legislature
unanimously passes *First to
the Top* legislation

Tennessee wins \$500 million
Race to the Top grant

Transition to and Training on
Higher Standards Begins

- » Summer 2012: 13,000 educators
- » Summer 2013: 30,000 educators
- » Core coaches training model introduced

Teacher and administrator
evaluation systems are
developed and refined

2011-12

Tennessee begins implementing new math and ELA standards
» Closer alignment to postsecondary expectations

Tennessee leads the nation in teacher evaluation implementation (TEAM)

Elementary and Secondary Education Act (ESEA) flexibility waiver approved

Students begin *Constructed Response Assessments* in math

2012-13

Tennessee adopts new social studies standards

2013-14

New math and ELA standards review begins to create Tennessee-specific standards

- » 131,424 reviews and 20,344 comments come out of initial review period
- » Math and ELA educator committee scrutinizes each individual standard for updates/revisions

Steps are taken to support strong evaluation and help educators improve

- » More rigorous educator certification
- » Increased number of TEAM coaches
- » Instructional rubric aligned to shift in standards
- » Introduction of portfolio growth models

Districts begin phasing in online testing with the writing assessment

Tennessee becomes fastest improving state on NAEP

Response to Instruction and Intervention (RTI2) launches

2014-15

New science standards review begins

- » 29,474 reviews come out of initial review period
- » Science educator committee scrutinizes each individual standard for updates/revisions

U.S. Department of Education approves Tennessee’s application for four-year waiver renewal from ESEA

Spring 2015 TCAP results

- » Math scores show steady improvement
- » ELA scores remain flat

Online assessment transition continues

- » All grade 3-11 students take online writing assessment and social studies field test

Tennessee Promise launches statewide

2015-16

Revised math and ELA standards

- » Posted for second public comment period in fall 2015
- » Gain State Board approval in spring 2016 for 2017-18 implementation
- » Streamlined per public and educator feedback, further aligning to postsecondary expectations

Revised science standards

- » Posted for second public comment period in spring 2016

New social studies standards review begins

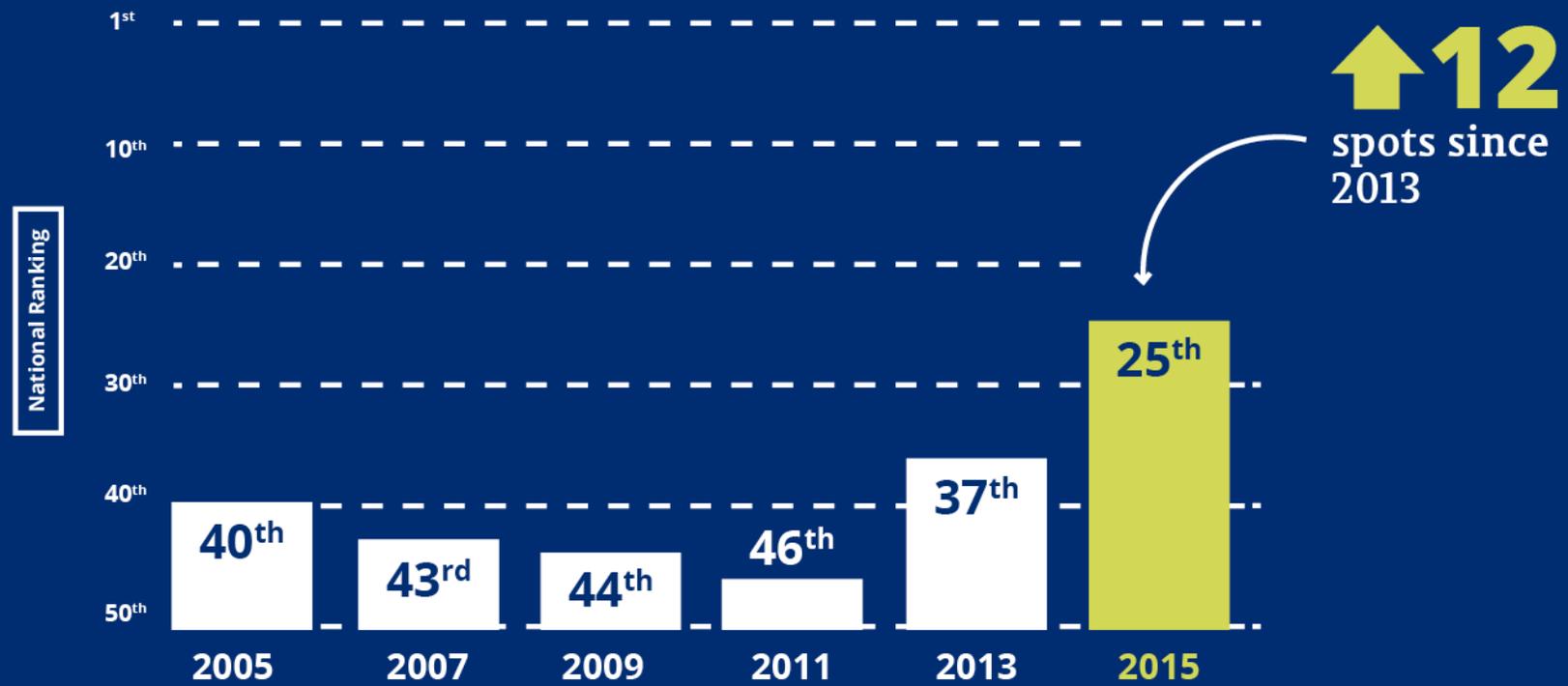
- » Nearly 64,000 reviews and 15,000 comments in initial review period
- » Social studies educator committee scrutinizes each individual standard for updates/revisions

The department launches *Read to be Ready* campaign in response to low ELA scores on the state assessment

2015-16 (cont.)

Tennessee maintains growth on NAEP based on students' performance in reading and math

Tennessee 4th graders earn a ranking of 25th in math



2015-16 (cont.)

High school students take TNReady for the first time

» Students set new baseline for growth

Department phases out ACT Aspire and Plan exams and SAT-10 assessment for K-2

Assessment task force makes recommendations to reduce amount of testing

Teaching Evaluation Enhancement Act passes

- » Weight of student growth data will adjust during transition to new assessments
- » State Board and General Assembly phase in impact on student grades

October 2015: Department rolls out *Tennessee Succeeds*

December 2015: Congress passes the *Every Student Succeeds Act* (ESSA)

Spring 2016: Department begins outreach for ESSA plan development

2016-17

State Board approves new science standards for 2018-19 implementation



Revised social studies standards

- » Posted for a second public comment period, which produces nearly 54,000 reviews and 10,000 comments
- » Gain unanimous State Board approval in July for implementation in 2019-20

Students in grades 3-8 take TNReady for the first time



- » The results finally mirror what NAEP says about students' performance
- » Students set new baseline for growth

Second graders in about 100 districts participate in the new optional grade 2 assessment



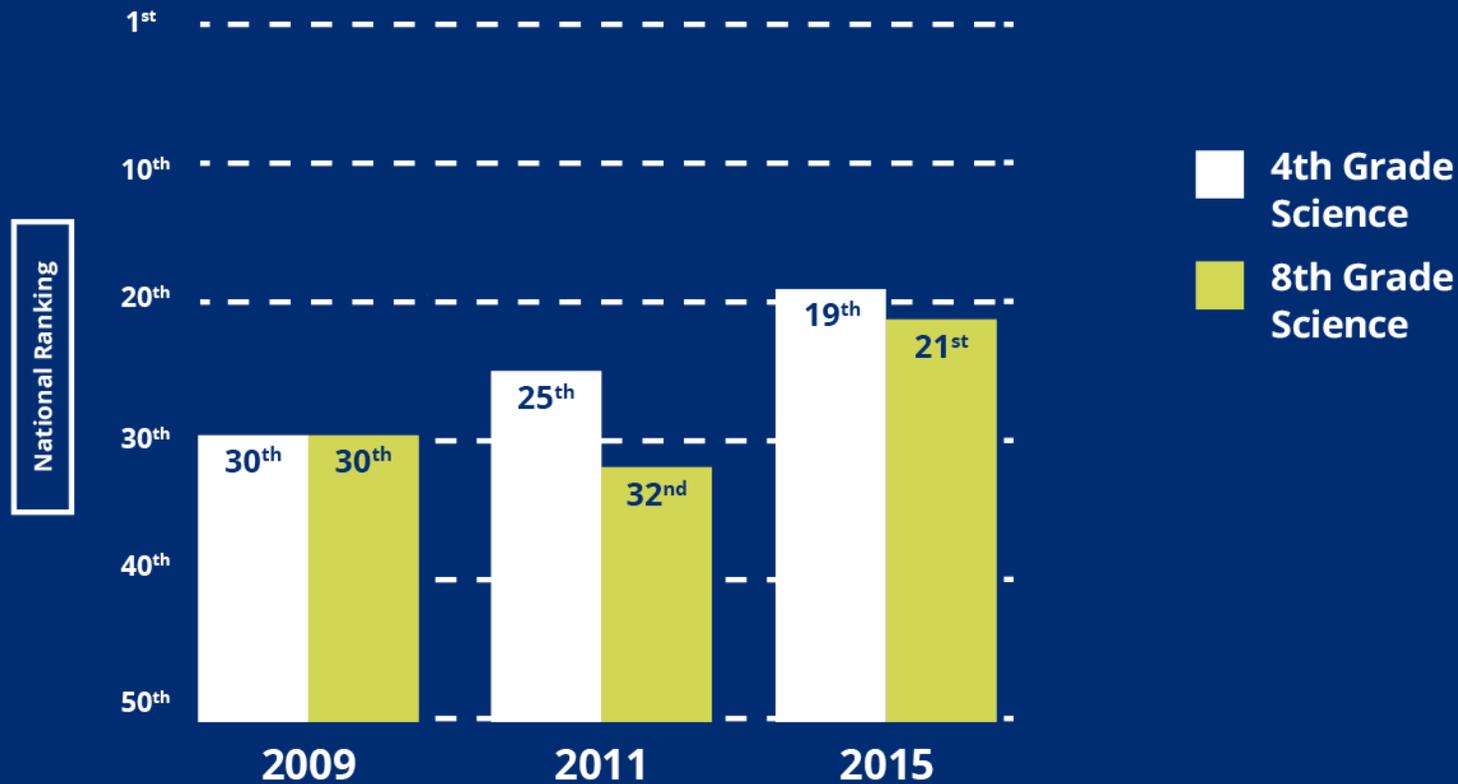
High school students grow across the board in 2nd year of TNReady



2016-17 (cont.)

Tennessee named “*star of the star states*” for NAEP science performance

In science, Tennessee surpasses its goal of ranking in top half of states on NAEP by 2019



2016-17 (cont.)

Department releases Tennessee's final *Every Student Succeeds Act (ESSA)* plan

74% of educators say our evaluation system helps them improve their teaching



2017-18

New standards in math and ELA are implemented



» TNReady is able to adjust

The state's ESSA plan is approved by the U.S. Department of Education



Department continues to reduce and streamline assessments

Cut science and social studies tests in half for grades 3-4

Built out ELA portions of those exams to align both to grade 2 assessment and the state's larger vision for literacy

Where We Are Now

This is Our Vision

Districts and schools in Tennessee will exemplify excellence and equity such that **all students** are equipped with the knowledge and skills to successfully embark upon their chosen path in life.



Early Foundations & Literacy



High School & Bridge to Postsecondary



All Means All



Educator Support



District Empowerment



Goal 1

Tennessee will Rank in the Top Half of All States on the National Assessment of Educational Progress (NAEP) by 2019

Tennessee is the fastest improving state in the nation since 2013



Current NAEP Rankings

Fourth Grade Science 19th

Eighth Grade Science 21st

Fourth Grade Math 25th



Goal 2

75 Percent of Tennessee Third Graders Will Be Proficient in Reading by 2025



2017

TNReady Results

1/3 of Tennessee third graders are on track

2025

TNReady Goal

75% of Tennessee third graders will be proficient in reading



Goal 3

The Average
ACT Composite
Score in
Tennessee Will
Be 21 by 2020

Average ACT Composite Score





Goal 4

The Majority of High School Graduates From the Class of 2020 Will Earn a Postsecondary Certificate, Diploma, or Degree

29%

of graduates from the class of 2011 have a certificate, diploma, or degree



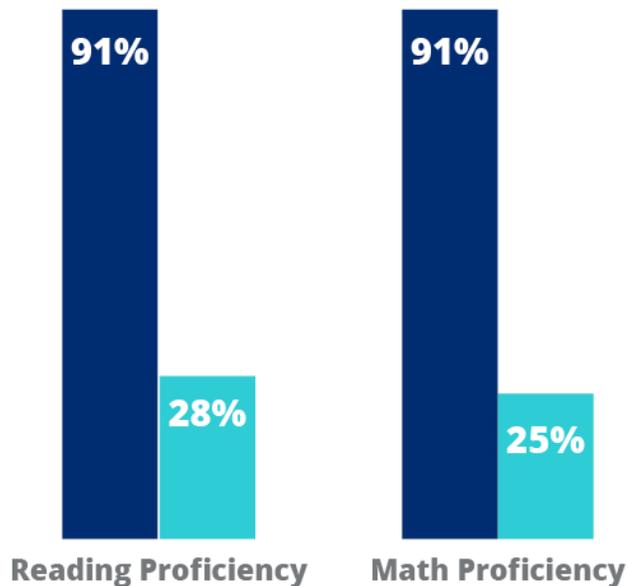
The Majority

of students graduating in 2020 will receive a postsecondary credential

We've closed the gap between our performance on NAEP and the ACT and what we see on TNReady

2007

Grades 3-8 Achievement On TCAP vs. NAEP

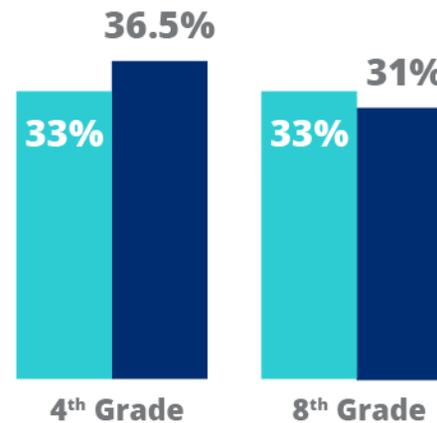


TCAP

NAEP

2017

Reading Proficiency Results

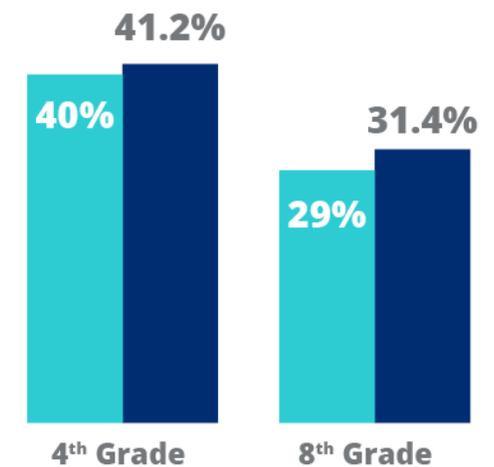


4th Grade

8th Grade

2015 NAEP

Math Proficiency Results

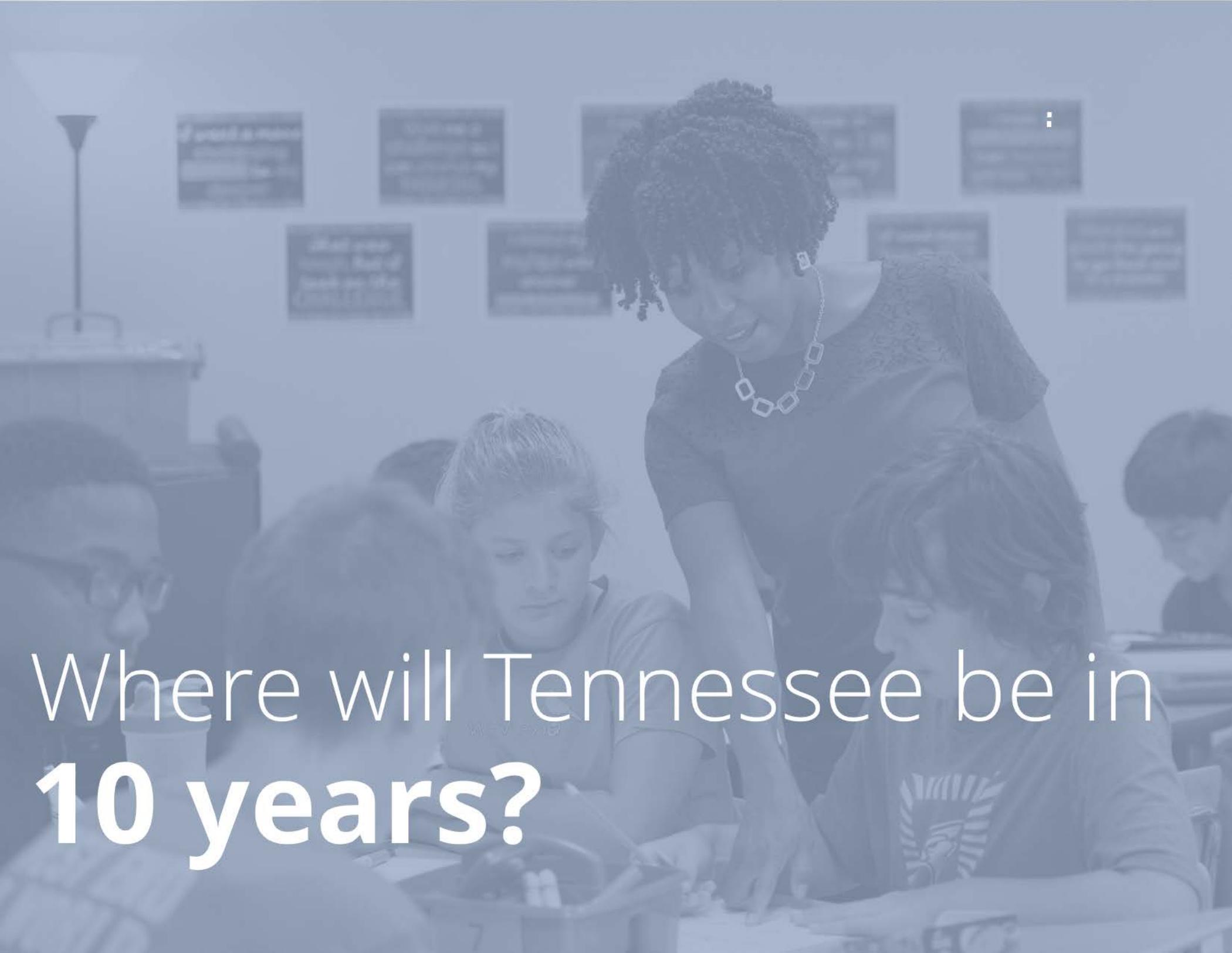


4th Grade

8th Grade

2017 TNReady

**But We Still Have
Work to Do – And
This is Where We are
Headed**



Where will Tennessee be in
10 years?

A young boy is sitting on the floor in a library, reading a book. He is looking down at the pages with a focused expression. The background shows bookshelves filled with books. The entire image has a purple tint.

1

Every child is **growing a strong foundation,** especially in literacy.

Strong Foundation

- ◇ Start with organizing vision
- ◇ Deepen data
- ◇ Emphasize educator expertise
- ◇ Support students



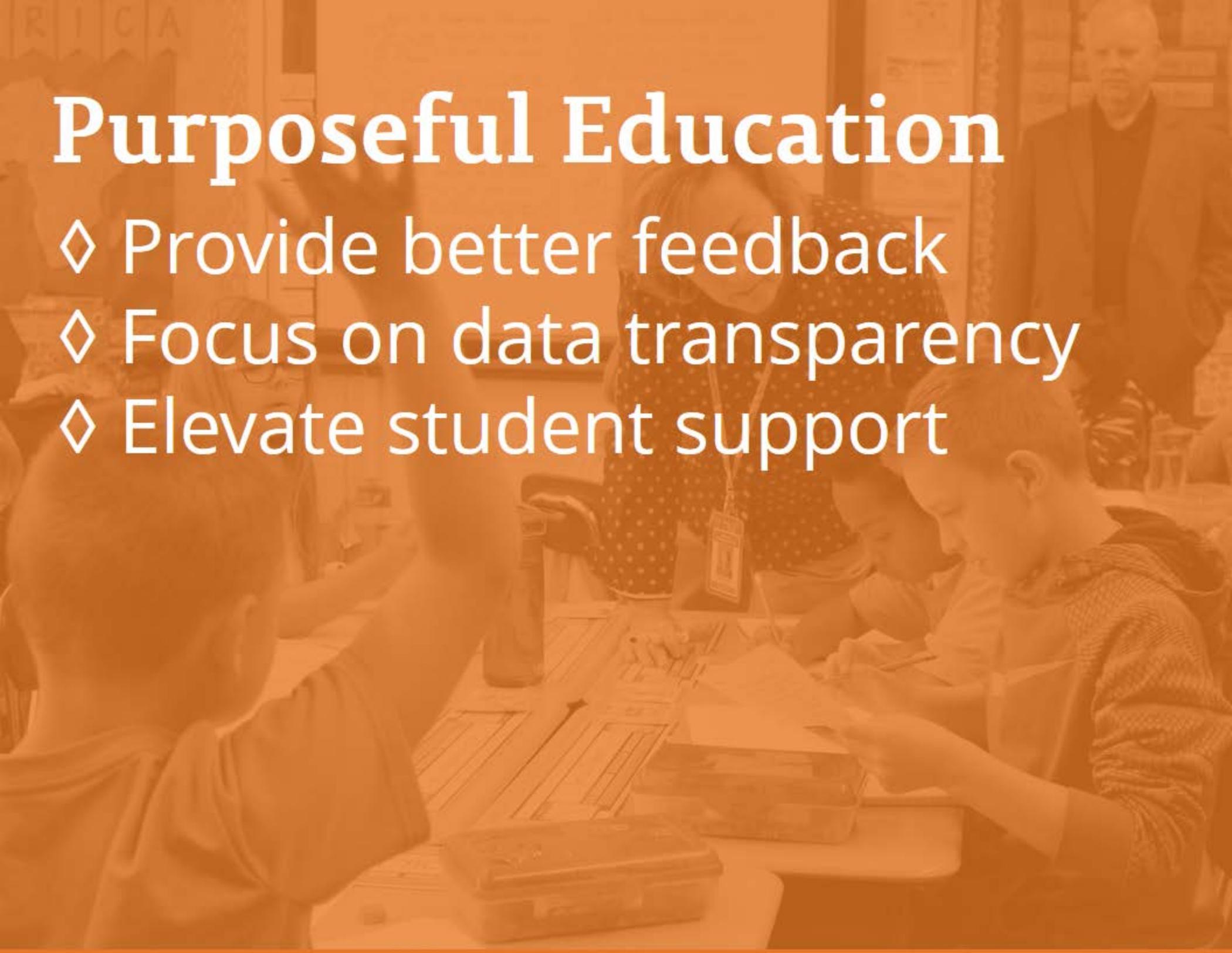


2

All students are gaining **high quality, purposeful education** aligned to meaningful expectations.

Purposeful Education

- ◇ Provide better feedback
- ◇ Focus on data transparency
- ◇ Elevate student support

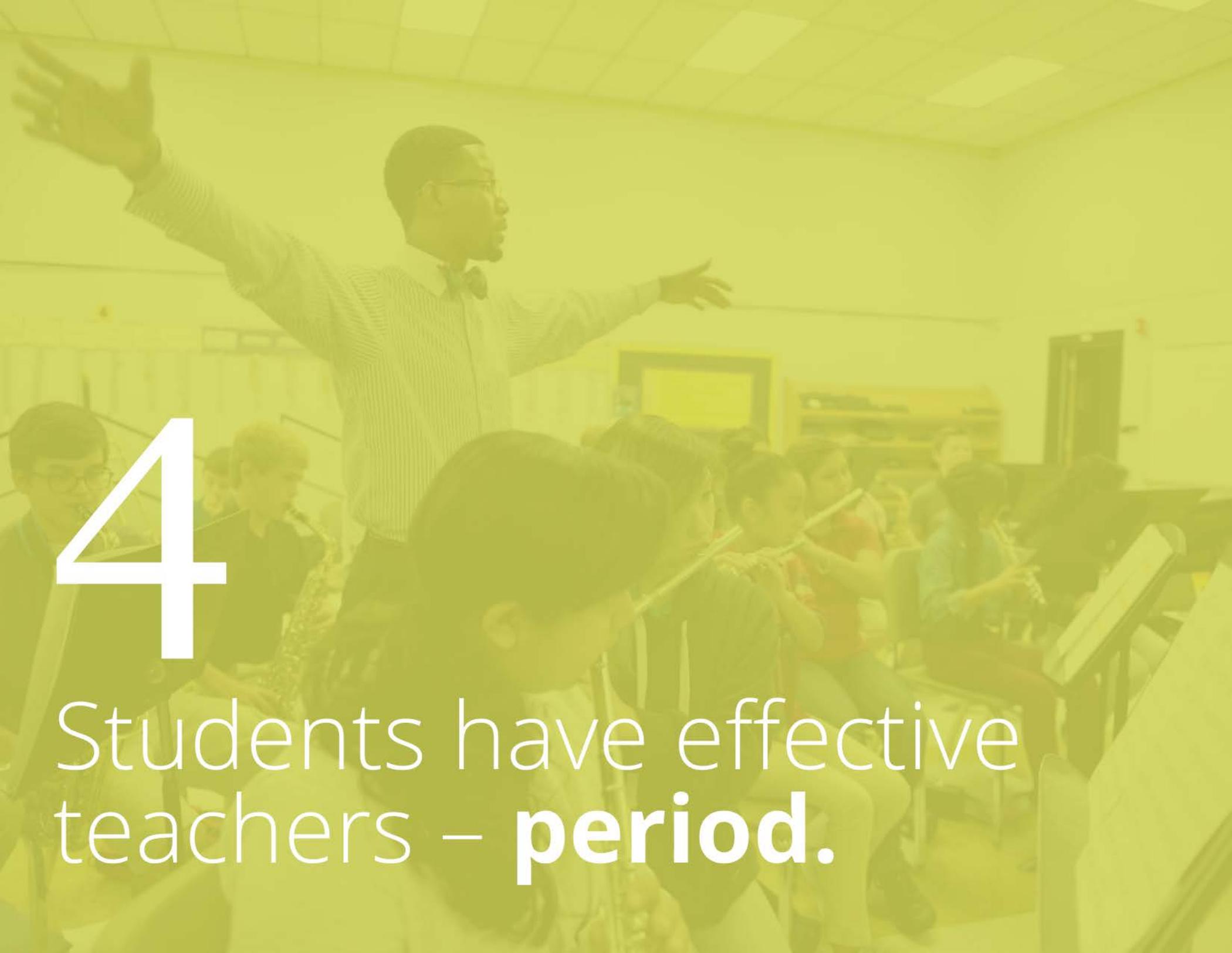


3

Low-performing schools are called out and continuously improving because they have **interventions that put kids back on track.**

School Improvement

- ◇ Continue meaningful identification process started in 2012
- ◇ Provide continuum of tiered interventions
- ◇ Support continuous improvement

A photograph of a male teacher with glasses, wearing a light-colored striped shirt and a dark bow tie, standing at the front of a classroom. He has his arms raised in a conducting gesture. In the foreground and middle ground, several students are seated, playing woodwind instruments like flutes and saxophones. The background shows a typical classroom setting with a whiteboard and a door. The entire image is overlaid with a semi-transparent yellow-green filter.

4

Students have effective teachers – **period.**

Effective Teachers

- ◇ Provide meaningful evaluation of educators
- ◇ Intentionally invest in teachers
- ◇ Dramatically improve educator prep
- ◇ Invest in innovation

5

The majority of students are taking advantage of **more opportunities in high school** that prepare them for what's next.

Opportunities in High School

- ◇ Align to vision
- ◇ Increase access to and success in early college/credentialing options
- ◇ Create seamless transitions

All students have options when they graduate so they can choose their path in life.

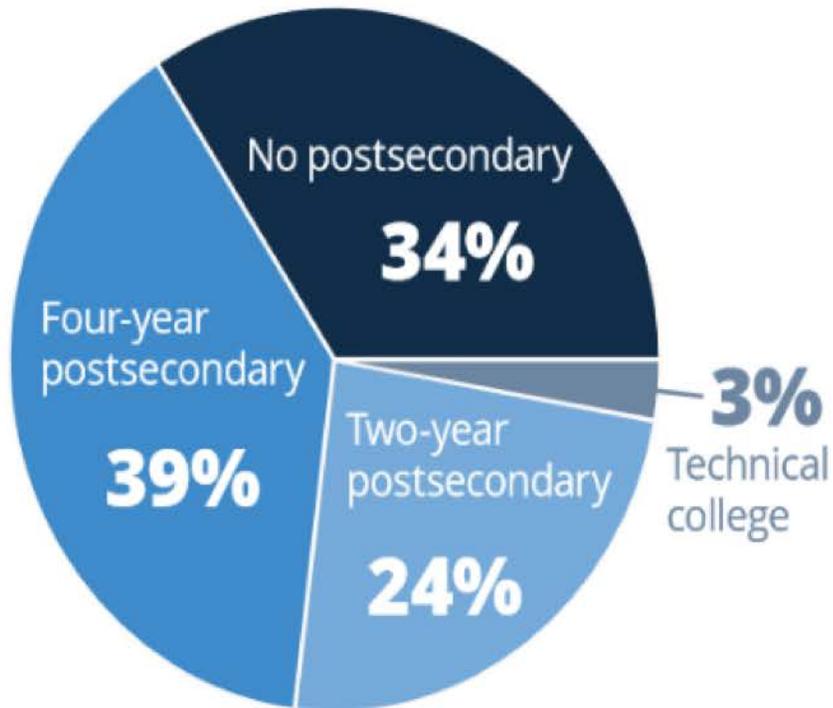
And they are **strengthening their communities** and attracting more jobs to Tennessee.

And we have **momentum**

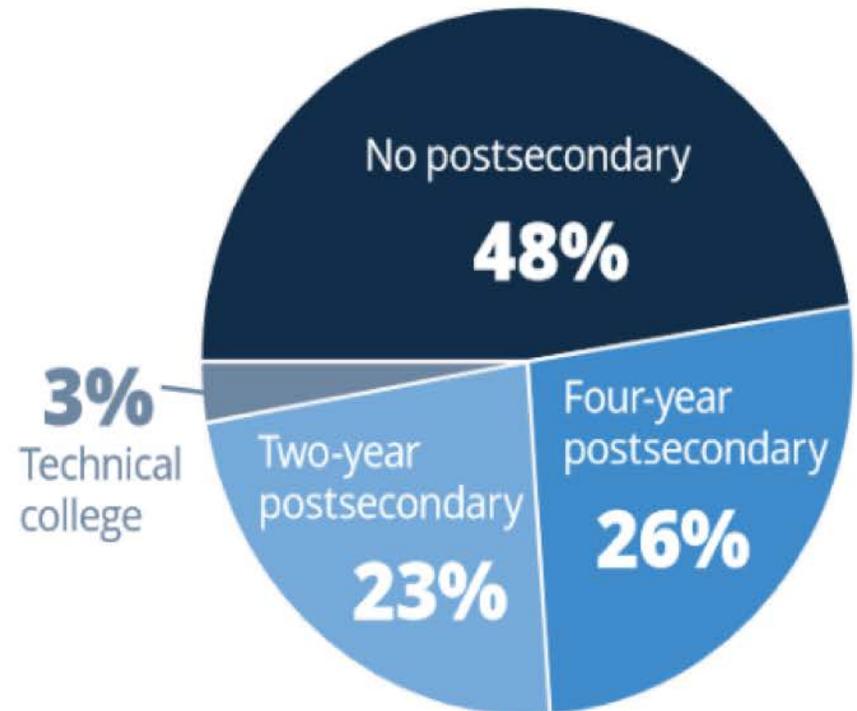
- 2016-17 graduation rate: **89.1 percent**, the highest on record for Tennessee
- Students showed **improvement across the board** on our 2017 state end-of-course exams
- More than **29,000 students took Advanced Placement (AP) exams in 2017** – a record high for Tennessee, and more students earned a 3 or higher
- Students earned as many as **79,833 college credits** from the 2017 AP results – which is a **54 percent increase** since 2012
- We had a record high **ACT score of 20.1** in 2017
- We improved our state's ranking on NAEP into the **top 25** in 2015 – up from the 40s in 2011 – for three exams
- Groundbreaking initiatives like Tennessee Promise and Tennessee Reconnect make it possible to **go to college for free**
- Over the past five years, the need for remedial coursework among community college freshmen has **decreased from 67 to 52 percent**
- We received **more than 6,000 pieces of feedback and met with thousands of stakeholders** in building our ESSA plan – so our plan is theirs

2013-14 High School Graduates

ALL GRADUATES

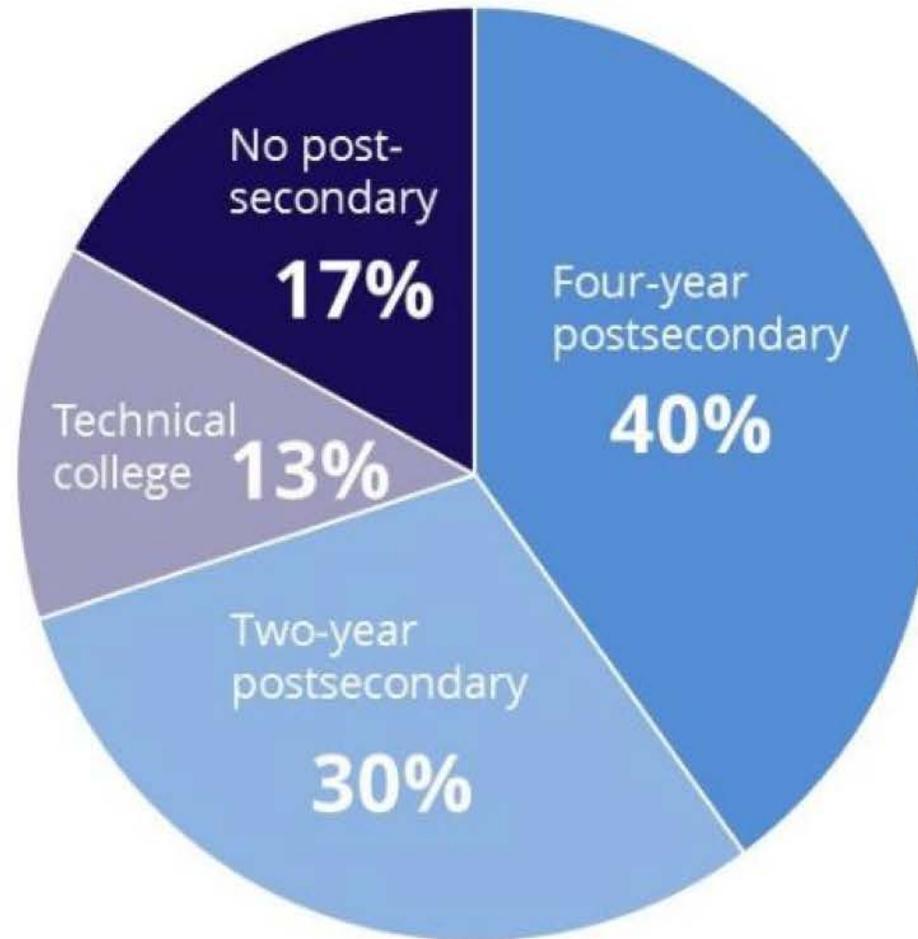


ECONOMICALLY DISADVANTAGED



Students who graduated from high school and entered the workforce earned **an average salary of \$10,880 annually**, far below the poverty line

2023-24 High School Graduates



All students are more likely to enroll in postsecondary.

This is How We Will Get There

Our goal as a K-12 system is to ensure all students are able to take advantage of opportunities after high school graduation, particularly with *Tennessee Promise*. That starts with setting high standards, gathering and sharing feedback about student assessment expectations, and maintaining accountability for ways we are supporting Tennessee students.

Focus Areas



We Must
Collectively
Ensure Equity



We Must
Deeply Align to
High Expectations



We Must
Provide Authentic
Pathways to Success
After High School



Ensuring Equity

Every student deserves the opportunity to succeed. We must do everything possible to provide all students with high expectations, effective educators, and the resources and supports appropriate to his or her specific circumstance.



Tennessee Succeeds **Focus Areas**

Ensuring Equity



Turn & Talk

1. How can school leaders actively support equity for all students?
2. What is one thing you are already doing to drive equity in your school?

What is one action you will take to further drive equity in your schools this year?

Aligning to High Expectations

We have set rigorous standards, and helping our students to meet these will require alignment at every level

Aligning to High Expectations

Turn & Talk

1. As you have implemented more rigorous standards, what have been your successes? Challenges?
2. How do you collaborate with other administrators, teachers, and leaders to support alignment of instruction?

What is one action you will take to support high expectations in your schools this year?

Providing Authentic Pathways to Success

Students must be on clear and guided pathways that move them toward realizing their potential of being college- and career-ready.

Providing Authentic Pathways to Success

Turn & Talk:

1. How are you introducing students to promising career options?
2. How is your district expanding EPSO access?

What is one action you can take to better prepare students for pathways?

All of Our Work is About Supporting Students

Vision: Every child has a high-quality education that puts them on a pathway to be able to *choose their future*.



Equity



Expectations



Pathways

This is how Tennessee Succeeds





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