



Tennessee Department of Education
FIRST TO THE TOP WORKSHOP

July 2010



THE END GAME:

**What is First to the Top
designed to achieve?**

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



Tennessee's Vision

To lead the nation in the development of a skilled workforce – educated and trained by world-class **teachers**, **leaders** and **schools** – comprising the strongest and most responsive public education system in America.



Core Principles

- **Effective instruction:** “Teachers are the single most important variable in a child’s education, and it’s important we support them in providing the best instruction possible. Leadership and professional development are the key components of supporting great teachers.” – *Gov. Phil Bredesen*
- **Strong data systems:** Unlocking the power of TVAAS
- **Refining what works and discarding what doesn’t:** Tracking data and results for the state and the nation
- **Bipartisan political will:** Support from across the political spectrum



GOAL 1

College & Career Readiness

Tennessee's overarching goal:

All students college- and career-ready

- Adopt a series of changes to transform public education for every student, from our urban centers to our rural hamlets, from our growing suburbs to our smallest towns.



FIRST TO THE TOP

Major Goals

Tennessee's goals are bold and reflect our **ongoing work**:

- Increased rates of proficiency on state and national assessments
- Decreased achievement gaps
- Improved teacher effectiveness
- Increased graduation rates
- Higher rates of college enrollment and success

THIS IS NOT A PILOT PROJECT.

It is a comprehensive roadmap for transformational reform for the entire state.



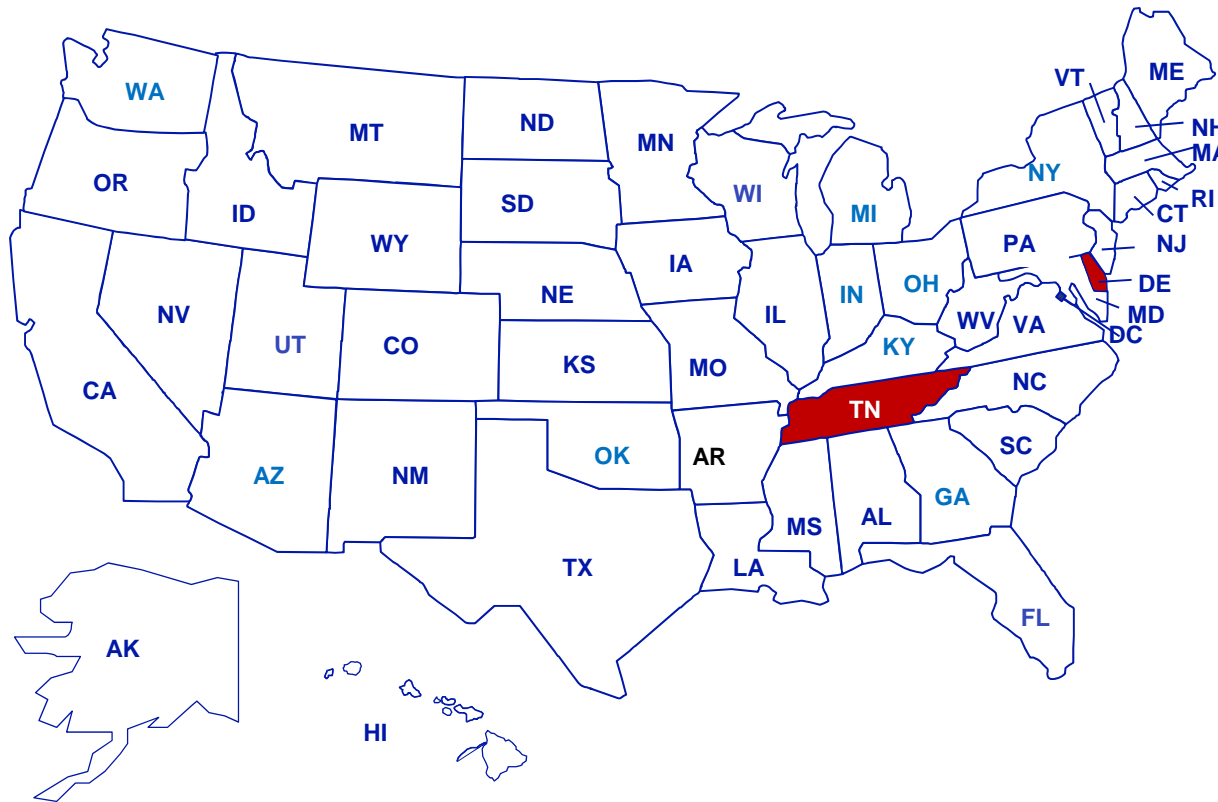
Legislative Changes

- Tennessee First to the Top Act of 2010:
 - Enacted a framework for teacher and principal evaluations with 50% based on student achievement
 - Created an Achievement School District
 - Set in place a college completion agenda
- The Act enhanced Tennessee's First to the Top plan
- The federal government's Race to the Top funding opportunity provided the incentive for timely action



Celebrate Our Success!

Tennessee is one of only **TWO** states awarded funding out of 41 applicants in Race to the Top's first round of competition.



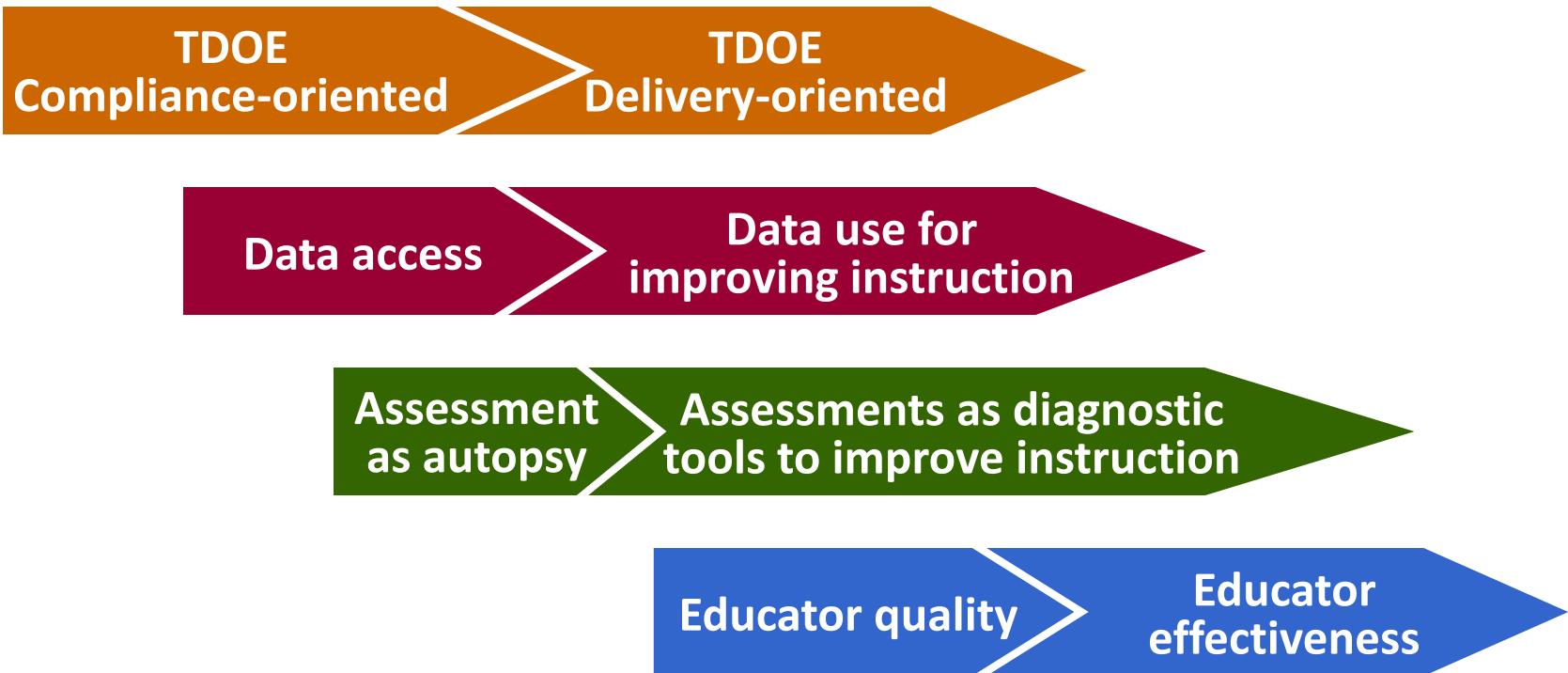
- Approximately \$501 million over four years
- 50% goes directly to LEAs





**What will change as a result of
First to the Top?**

A New Path



**ALL STUDENTS COLLEGE-
AND CAREER-READY**



The Tennessee Plan

- Rigorous standards and assessments
- Longstanding commitment to data use
- Strategy for turnaround schools
- Focus on great teachers and leaders
- Coordination of STEM assets
- LEA Scopes of Work



THEORY OF CHANGE

Teachers at the Heart of Boosting Student Achievement

These elements work together to create a dynamic education system that increases student achievement, supports great teaching, and uses data to inform stakeholders and guide policymakers.

Continuous learning based on data-driven decision making



Standards and Assessment

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

- Common Core Standards to be 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
 - Already committed to college- and career-ready anchor assessment



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
- Electronic Learning Center can be major portal for data use as well as professional development



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



Great Teachers and Leaders

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

- Distinguished Professionals
- Teach Tennessee
- Teacher preparation program effectiveness report card
- Leadership Action Tank
- Teacher working conditions survey



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

- 50% based on student achievement data:
 - 35% TVAAS where available, 15% other objective measures
- Other criteria include:
 - Review of prior evaluations
 - Personal conferences re: strengths, weaknesses and remediation
 - For teachers, classroom or position observation followed by written assessment
 - For principals, additional criteria pursuant to their employment contract
- To inform tenure-granting decisions, removes prohibition on using teacher effect data until data from three academic years is obtained
- Authorizes teacher effect data to be shared with approved teacher preparation programs if the data does not personally identify particular teachers



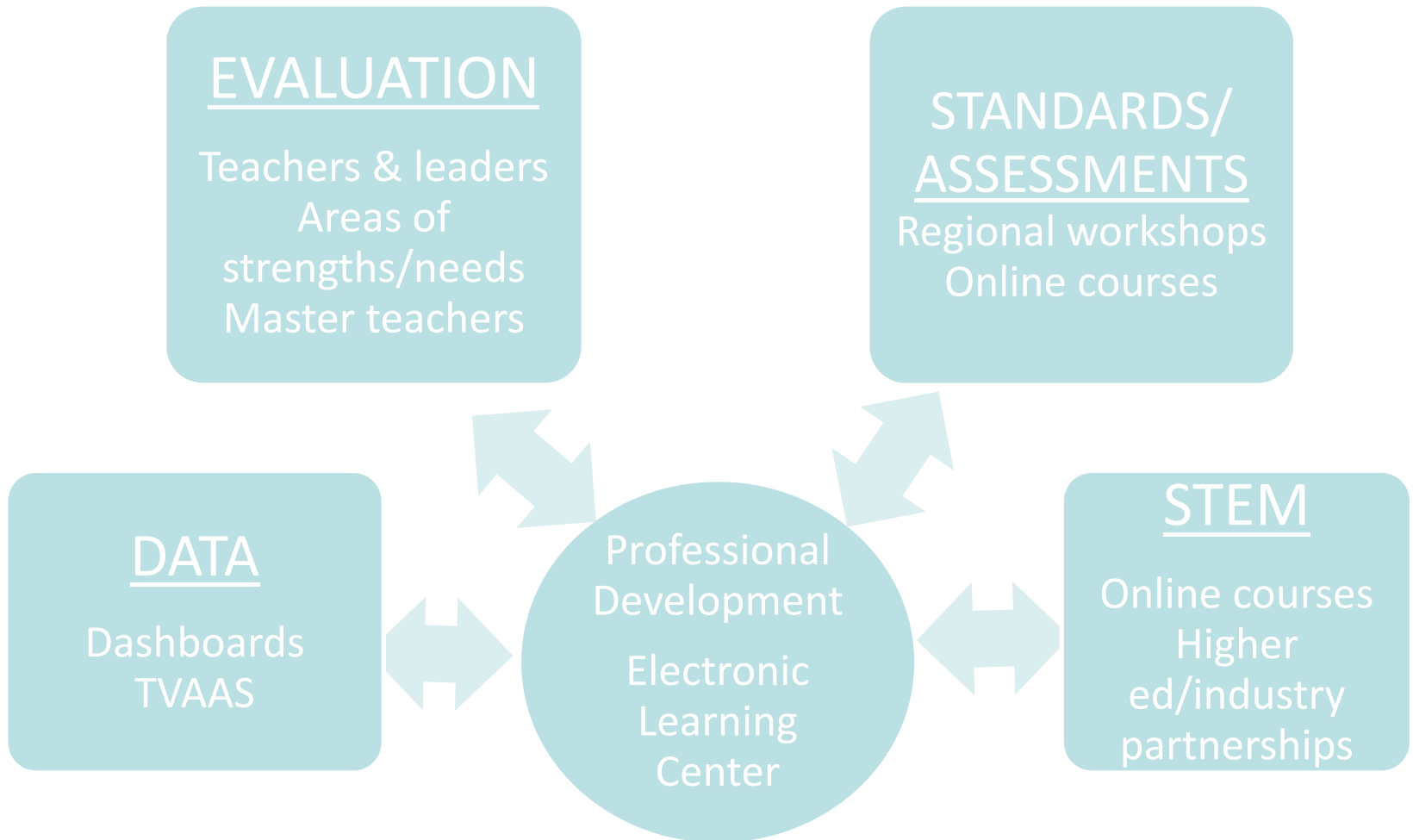
Investment in Professional Development

Tennessee will support teachers and principals for success with high-quality experiences and the best tools in the country:

- Common Core Standards
- Use of data dashboard early warning system
- Data use for instruction, evaluation, professional development and compensation systems at the local level
- Teacher and principal evaluations instrument and value-added assessment
- Data training for using teacher working conditions survey



Sharper Focus on Teacher Success



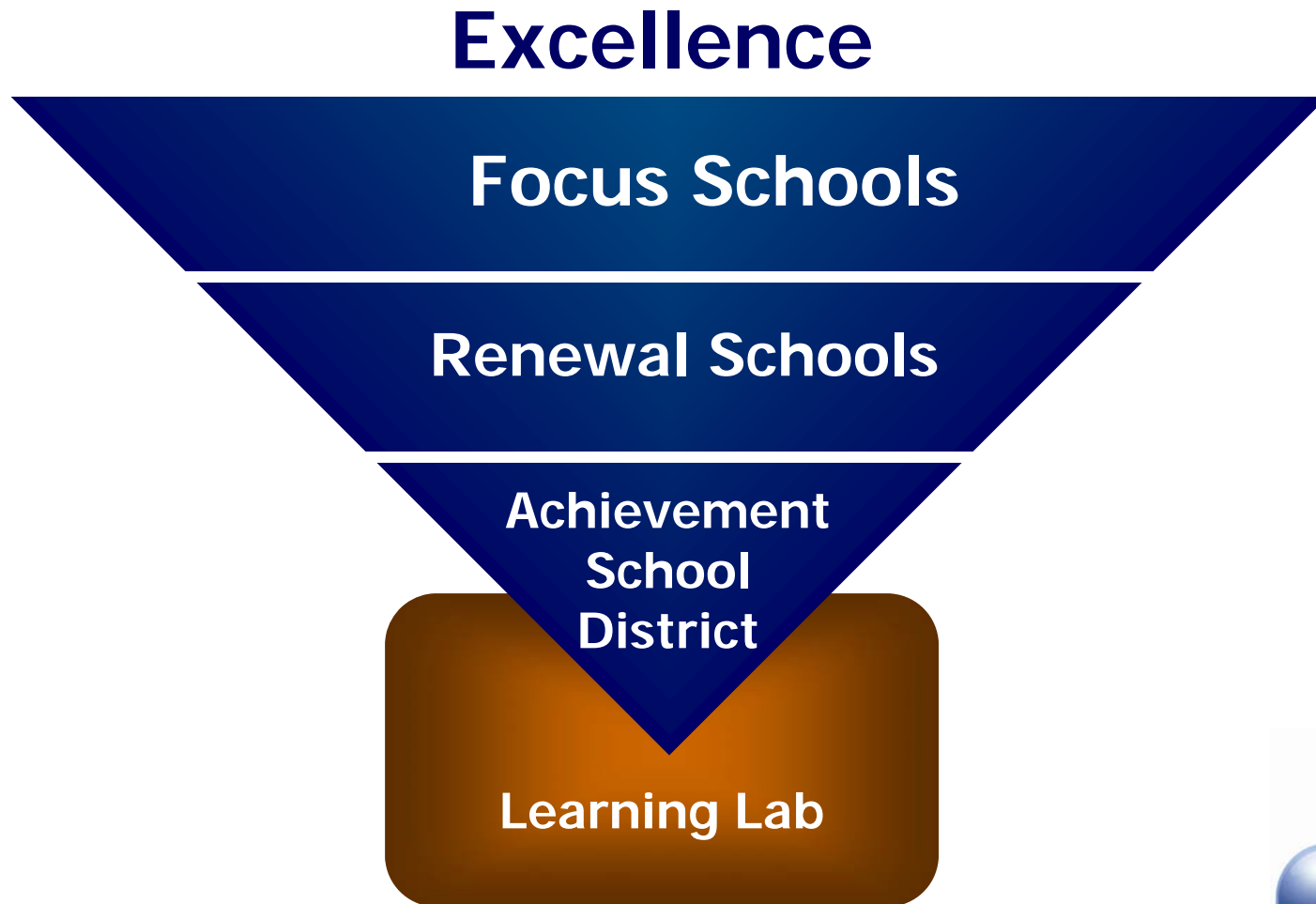
Turnaround Schools

Tennessee will put every school on a path to success:

- Desire and passion to pursue change
- Changes in the way funds are leveraged to accomplish goals and decide who will provide support to certain schools
- New statutory mechanisms and supports to keep struggling schools from falling further
- Partnerships, and governance changes for the lowest-performing schools



Tennessee Pyramid of Intervention



TURNAROUND SCHOOLS

Supports

- Common Core Standards and balanced assessment systems
- Access to enhanced longitudinal data system via the data dashboard
- Training on using data for instructional decision making
- STEM initiative opportunities
- Changes in teacher and principal preparation and individual support for improvement
- Multiple-measure teacher and principal evaluation system for coaching and decision making
- Ongoing research and evaluation of what's working in Tennessee



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 expected in 2010-11
- 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
- Deep investment for success



Tennessee STEM Innovation Network

- STEM Innovation Network Infrastructure
- SITES-M
- ORAU STEM Training Academy
- STEM Platform Schools
- Regional STEM Hubs
- STEM Professional Development



53 Partners and Contractors

OVERALL:

- Tennessee Education Association
- U.S. Education Delivery Institute

DATA:

- SAS & Associates
- Battelle for Kids

STEM:

- Battelle Memorial Institute
- Oak Ridge National Laboratory

HUMAN CAPITAL:

- The New Teacher Project
- National Center for Performance Incentives at Vanderbilt University
- Center for Business and Economic Research

SCHOOL TURNAROUND:

- Charter School Growth Fund
- Knowledge is Power Program
- Teach for America
- New Leaders for New Schools

...AND MORE





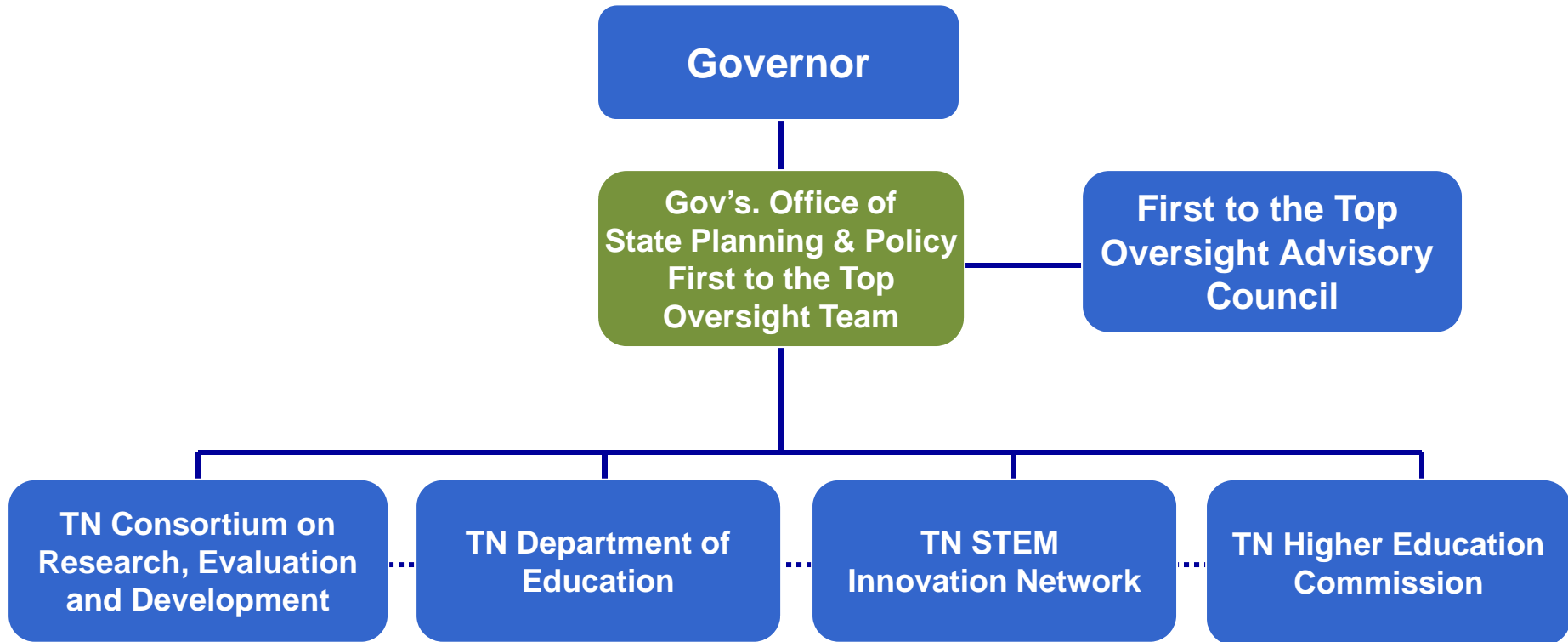
Operations and Reporting

Making it Happen

- First to the Top Oversight Team
 - Based on successful Office of Recovery Act Management model
 - Across multiple agencies
 - State and local
 - Measurement for results
- Tennessee Department of Education
 - Realigning the department for the work ahead
 - Creating Race to the Top Implementation Centers
 - Partnering with the U.S. Education Delivery Institute
- Working with experts from Tennessee and across the country
- Ongoing research and evaluation component built into the proposal to inform decision-making



T E N N E S S E E
FIRST TO THE TOP
Organizational Structure



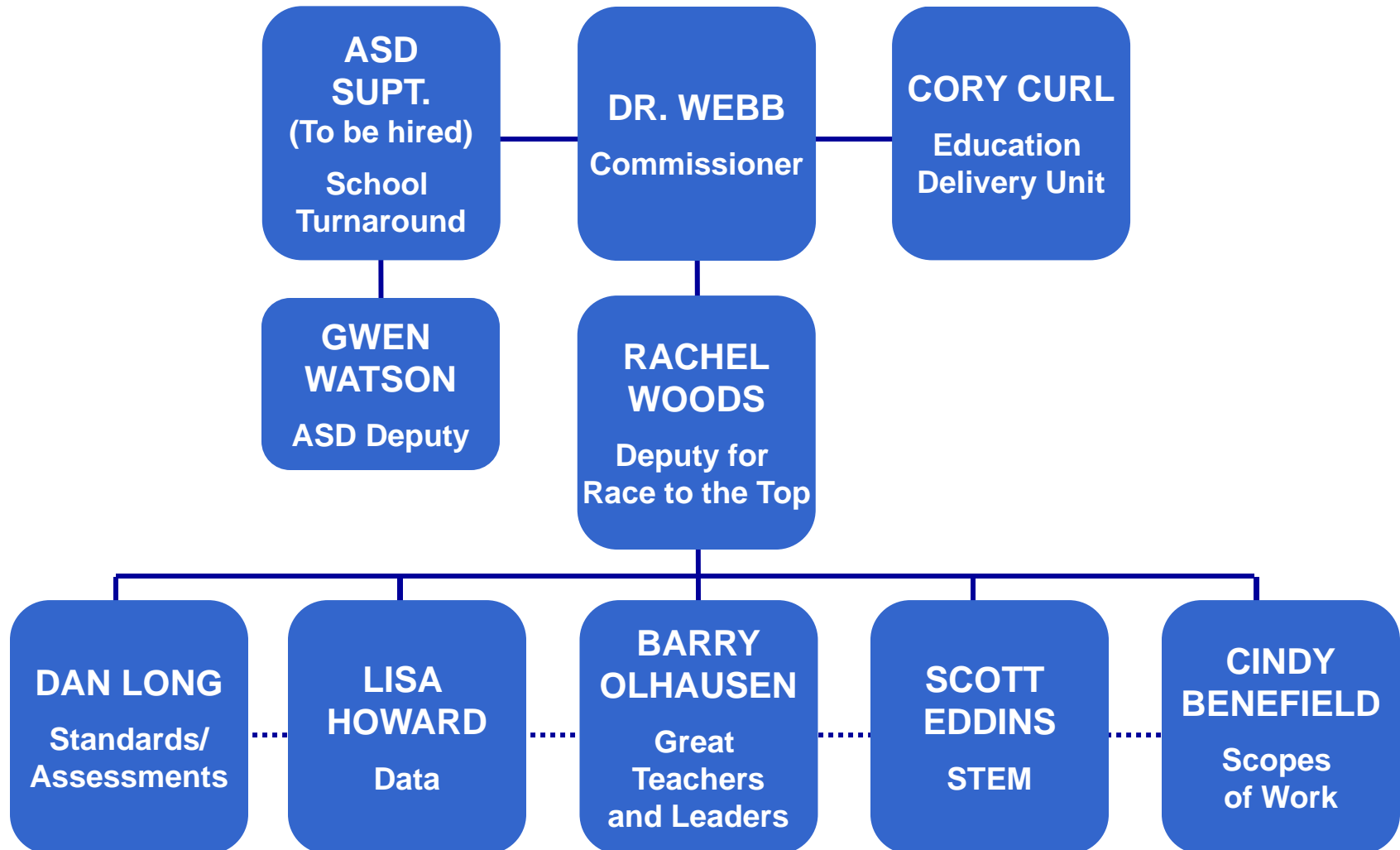
TENNESSEE FIRST TO THE TOP

Advisory Council

A broad-based group of Tennesseans and national experts to provide strategic guidance, direction, and thought leadership.

- The 14-member Advisory Council will:
 - Provide strategic guidance on all aspects of the grant
 - Help communicate our bold First to the Top proposals in their communities, across Tennessee and the nation
 - Work with First to the Top leadership to promote sound decision making
 - Ensure continuous alignment between the state's reform plans and the ambitious First to the Top goals







Questions & Discussion