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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.

<p><b>Performance</b></p> <p style="text-align: center;"><b>Exceeds Expectations</b></p> <p><b>What does this mean?</b> "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.</p> <p><b>Why is this important?</b> EPPs play a critical role in diversifying Tennessee's teaching workforce and ensuring that enough teachers are trained in high-demand subject areas.</p>	<p><b>Cohort Members by Race</b></p> <table border="1"> <thead> <tr> <th>Race</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>American Indian or Alaska Native</td> <td>0.5%</td> </tr> <tr> <td>Asian</td> <td>2.4%</td> </tr> <tr> <td>Black</td> <td>8.2%</td> </tr> <tr> <td>Hispanic</td> <td>8.4%</td> </tr> <tr> <td>Native Hawaiian or Other Pacific Island..</td> <td>0.0%</td> </tr> <tr> <td>Two or More Races</td> <td>3.3%</td> </tr> <tr> <td>White</td> <td>77.1%</td> </tr> </tbody> </table> <p><b>What does this mean?</b> This metric shows the racial and ethnic composition of the three-year cohort.</p> <p><b>Why is this important?</b> Research indicates that a racially and ethnically diverse teaching force can have a variety of positive impacts on students.</p>	Race	Percentage	American Indian or Alaska Native	0.5%	Asian	2.4%	Black	8.2%	Hispanic	8.4%	Native Hawaiian or Other Pacific Island..	0.0%	Two or More Races	3.3%	White	77.1%
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## 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**

0% | 10% | 40% | 62.1 | 100%

State Average: 39.1  
N-Size: 581

**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 62.1 earned this EPP 10.00 out of 10 points possible.

[View disaggregations](#)



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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.

<p><b>Performance</b></p> <p style="text-align: center;"><b>Exceeds Expectations</b></p> <p><b>What does this mean?</b> "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.</p> <p><b>Why is this important?</b> Teacher retention is important because teachers become more effective as they gain experience. Retaining more teachers also helps to alleviate teacher shortages.</p>	<p><b>Employment by Locale Type</b></p> <p><b>What does this mean?</b> This chart reports the percentage of cohort members employed in urban, suburban, town, and rural school districts in Tennessee.</p>
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### 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 points possible. EPPs within the scored range receive partial points. EPPs below the scored range receive zero points.

<p><b>Rate of First-Year Employment in Tennessee Public Schools</b></p> <p>N-Size: 582</p> <p><b>What is this metric?</b> 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.</p> <p>This metric is unscored</p>	<p><b>Second Year Retention Rate</b></p> <p>State Average: 94.2 N-Size: 402</p> <p><b>What is this metric?</b> This metric reports the percentage of first-year employed cohort members who remain teaching in Tennessee public schools for a second year.</p> <p><b>What does this mean?</b> The score of <b>95.5</b> earned this EPP <b>9.00</b> out of 9 points possible.</p>	<p><b>Third Year Retention Rate</b></p> <p>State Average: 85.1 N-Size: 195</p> <p><b>What is this metric?</b> This metric reports the percentage of first-year employed cohort members who remain teaching in Tennessee public schools for three years.</p> <p><b>What does this mean?</b> The score of <b>79.0</b> earned this EPP <b>3.40</b> out of 6 points possible.</p>
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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

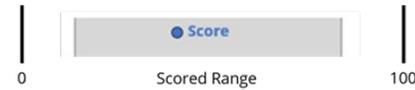
**What does this mean?**  
"Does Not Meet Expectations" means the provider received less than 50% of possible points. "Meets Expectations" means the provider received 50-74.9% of possible points. "Exceeds Expectations" means the provider received 75% or more of possible points.

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

<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose Classroom Observation Scores are Level 3 or Above</h4> <p>State Average: 95 N-Size: 933</p> <p><b>What is this metric?</b> This metric reports the percentage of cohort members' observation scores that are 3 ("At Expectations") or higher on a scale of 1-5.</p> <p><b>What does this mean?</b> The score of <b>94.1</b> earned this EPP <b>8.20</b> out of 9 points possible.</p> <p style="text-align: center;"><a href="#">View Disaggregations</a></p> </div>	<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose Classroom Observation Scores are Level 4 or Above</h4> <p>State Average: 63.2 N-Size: 933</p> <p><b>What is this metric?</b> This metric reports the percentage of cohort members' observation scores that are 4 ("Above Expectations") or higher on a scale of 1-5.</p> <p><b>What does this mean?</b> The score of <b>62.4</b> earned this EPP <b>4.50</b> out of 6 points possible.</p> <p style="text-align: center;"><a href="#">View Disaggregations</a></p> </div>	<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose Student Growth (TVAAS) Scores are Level 3 or Above</h4> <p>State Average: 58.9 N-Size: 222</p> <p><b>What is this metric?</b> 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.</p> <p><b>What does this mean?</b> The score of <b>68.5</b> earned this EPP <b>14.20</b> out of 15 points possible.</p> <p style="text-align: center;"><a href="#">View Disaggregations</a></p> </div>	<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose Student Growth (TVAAS) Scores are Level 4 or Above</h4> <p>State Average: 23.4 N-Size: 222</p> <p><b>What is this metric?</b> 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.</p> <p><b>What does this mean?</b> The score of <b>24</b> earned this EPP <b>6.90</b> out of 10 points possible.</p> <p style="text-align: center;"><a href="#">View Disaggregations</a></p> </div>
<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose LOE Scores are Level 3 or Above</h4> <p>N-Size: 901</p> <p><b>What is this metric?</b> 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.</p> <p>This metric is unscored.</p> </div>		<div style="border: 1px solid gray; padding: 5px;"> <h4 style="margin: 0;">Percentage of Cohort Members whose LOE Scores are Level 4 or Above</h4> <p>N-Size: 901</p> <p><b>What is this metric?</b> 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.</p> <p>This metric is unscored.</p> </div>	