OVERALL PERFORMANCE

**4** PERFORMANCE CATEGORY  
85.4% PERCENT OF POINTS EARNED  
61.5 OUT OF 75.0 POINTS

DOMAIN SUMMARY

**Candidate Profile**  
3 SCORED METRICS  
20 POINTS AVAILABLE  
68.8% PERCENT OF POINTS EARNED

**Employment**  
2 SCORED METRICS  
15 POINTS AVAILABLE  
90.0% PERCENT OF POINTS EARNED

**Satisfaction**  
NOT YET AVAILABLE

**Provider Impact**  
4 SCORED METRICS  
40 POINTS AVAILABLE  
90.8% PERCENT OF POINTS EARNED

HOW TO READ THIS REPORT

The Teacher Preparation Report Card contains four (4) domains: Candidate Profile, Employment, Satisfaction, and Provider Impact. Each domain is comprised of multiple metrics. To date, data has not been collected for the Satisfaction domain, so it will be unscored this year. A provider must have at least ten total completers and must generate a score on at least one half of the metrics in each domain in order to generate an overall performance category rating. For more information, please refer to the [technical guide](#).

Providers are awarded a performance category based on their ability to successfully prepare Tennessee educators. This is calculated using the percentage of points earned across all metrics. Category 1 represents the lowest performance, and Category 4 represents the highest performance.

The 2016 Teacher Preparation Report Card will include data on two cohorts of completers (2013-14 and 2014-15). Performance on each metric is displayed in the format shown in the graphic on the right.
ABOUT THIS PROVIDER

Website
http://www.MemphisTR.org/

Director
Molly Nied

Memphis Teacher Residency (MTR) partners with Union University to prepare elementary and secondary teachers for Memphis schools in six partner neighborhoods where MTR has focused its efforts. Residents in the twelve-month residency program work toward a Master of Urban Education from Union University while gaining classroom experience in a full-year internship placement within a mentor teacher’s classroom. Graduating residents who are not already licensed earn a Tennessee teaching license, and all graduating residents work to fulfill a three-year teaching commitment in a high-needs Memphis school, usually located in an MTR partner neighborhood. This provider has a partnership with Union University. 102 completers reported here also received training from Union University and are reported on that institution’s report card as well.

COMPLETER CHARACTERISTICS

Number of Completers

<table>
<thead>
<tr>
<th>Year</th>
<th>This Institution</th>
<th>Rest of State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-14</td>
<td>45</td>
<td>98.7%</td>
</tr>
<tr>
<td>2014-15</td>
<td>57</td>
<td>100%</td>
</tr>
</tbody>
</table>

Enrollment by Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>This Institution</th>
<th>Rest of State</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>0.0%</td>
<td>100%</td>
</tr>
<tr>
<td>Asian</td>
<td>2.9%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>16.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>75.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Two more More Races</td>
<td>3.9%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Percent of Total State Completers

- This Institution: 1.3%
- Rest of State: 98.7%

Percent of Completers by State of Residency

- Tennessee: 100%
- Out-of-State: 0.0%
Completer Characteristics Continued

**Completers by Type of Initial Licensure**

- Baccalaureate: 0.0%
- Post-Baccalaureate: 100%
- Licensure Only: 0.0%

**Completers by Type of Clinical Practice**

- Student Teaching: 0.0%
- Internship: 100%
- Job Embedded: 0.0%

**Percent of Admissions Based on***:

- SAT: 0.0%
- ACT: 0.0%
- Praxis/CORE: 0.0%
- GRE: 0.0%
- Miller Analogies: 0.0%

* Providers often consider multiple assessments in the admission process; some candidates were admitted using a former version of the Praxis assessment.

**Praxis Principles of Learning and Teaching Passage Rate**

This measure is not available because the sample size is too small. Metrics are excluded when data is available for fewer than ten (10) completers.
CANDIDATE PROFILE

Percentage of completers who scored at or above an ACT score of 21 or an SAT score of 1020

This measure reports the percentage of completers who received an ACT score above 21 or an SAT score above 1020.

Percentage of high-demand endorsements

This measure reports the percentage of all endorsements issued in the area of English as a Second Language, Secondary Math, Secondary Science (Biology, Chemistry, and Physics), Spanish, and Special Education (Modified, Comprehensive, and Interventionist).

Percentage of racially diverse completers

This measure reports the percentage of completers who reported having a racially or ethnically diverse background.

See how the Candidate Profile metrics are calculated.
EMPLOYMENT

FIRST YEAR PLACEMENT RATE
This measure reports the rate at which completers were placed in Tennessee public schools within one year of receiving their initial license.

THREE YEAR PLACEMENT RATE
This measure reports the rate at which completers were placed in Tennessee public schools within three years of receiving their initial license.

BEYOND YEAR ONE RETENTION RATE*
This measure reports the percentage of completers who were placed and remain teaching in Tennessee public schools the following year.

STATE AVERAGE: 65.5%

STATE AVERAGE: 91.4%

*For the 2016 Report Card, the Beyond Year One Retention Rate will only include data from the 2013-14 cohort of completers who were placed in the 2014-15 school year and remained teaching in the 2015-16 school year.
MEMPHIS TEACHER RESIDENCY

OVERALL PERFORMANCE

PROVIDER IMPACT

PERFORMANCE CATEGORY 90.8% PERCENT OF POINTS Earned 36.3 OUT OF 40.0 POINTS

Percentage of completers whose Observation scores are Level 3 or above
This measure reports the percentage of completers who earned an Observation score of at least a 3 ("At Expectations").

RESULTS

<table>
<thead>
<tr>
<th>N-SIZE</th>
<th>POINTS EARNED</th>
</tr>
</thead>
<tbody>
<tr>
<td>73</td>
<td>2.3 OUT OF 6.0 POINTS</td>
</tr>
</tbody>
</table>

Percentage of completers whose Observation scores are Levels 4-5
This measure reports the percentage of completers who earned an Observation score of 4 or 5 ("Above Expectations" or “Significantly Above Expectations").

RESULTS

<table>
<thead>
<tr>
<th>N-SIZE</th>
<th>POINTS EARNED</th>
</tr>
</thead>
<tbody>
<tr>
<td>73</td>
<td>9.0 OUT OF 9.0 POINTS</td>
</tr>
</tbody>
</table>

Percentage of completers whose TVAAS* scores are Level 3 or above
This measure reports the percentage of completers who earned a TVAAS score of at least a 3 ("At Expectations").

RESULTS

<table>
<thead>
<tr>
<th>N-SIZE</th>
<th>POINTS EARNED</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>10.0 OUT OF 10.0 POINTS</td>
</tr>
</tbody>
</table>

Percentage of completers whose TVAAS scores are Levels 4-5
This measure reports the percentage of completers who earned a TVAAS score of 4 or 5 ("Above Expectations" or “Significantly Above Expectations").

RESULTS

<table>
<thead>
<tr>
<th>N-SIZE</th>
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</thead>
<tbody>
<tr>
<td>40</td>
<td>15.0 OUT OF 15.0 POINTS</td>
</tr>
</tbody>
</table>

*The Tennessee Value Added Assessment System (TVAAS) reports the impact teachers have on their students' academic progress. TVAAS measures student growth, not student achievement.

SEE HOW THE PROVIDER IMPACT METRICS ARE CALCULATED