

## 2005 INNOVATIONS AWARDS PROGRAM

### APPLICATION

**Deadline: April 4, 2005**

**Be advised that CSG reserves the right to use or publish in other CSG products and services the information that you provide in this Innovations Awards Program Application. If you object to CSG potentially using or publishing the information contained in this application in other CSG products and services, please advise us in a separate attachment to your program's application.**

1. Program Name

Tennessee Exemplary Educator Program

2. Administering Agency

(Joint) Tennessee Department of Education and Appalachian Educational Laboratory

3. Contact Person (Name and Title)

Dr. Connie J. Smith  
Executive Director, Office of Innovation, Improvement, and Accountability

4. Address

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7. E-mail Address

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8. Web site Address

Tennessee.gov/education

9. Please provide a two-sentence description of the program.

The Tennessee Exemplary Educator (EE) program is a targeted technical assistance program which assists high priority state identified schools through the use of recently retired exemplary educators with expertise in reading, language, math, and writing. Over the past four years, approximately one-third of our initially identified schools have moved off the list with this targeted technical assistance program.

10. How long has this program been operational (month and year)? **Note: the program must be between 9 months and 5 years old on May 1, 2005 to be considered.**

March, 2000

11. Why was the program created? What problem[s] or issue[s] was it designed to address? **Indicate how the program applies to the “change driver” that you listed above.**

The Exemplary Educator program was created in response to a need for providing assistance to low performing state identified schools and school systems. In Tennessee, we decided early on that it is not enough to make a list of high priority schools without providing technical assistance for improvement. The role of government is to provide necessary guidance and targeted resources for high priority schools and systems.

12. Describe the specific activities and operations of the program in chronological order.

**2000** – Established a research-base for operation of the Exemplary Educator Program to construct staffing patterns, criteria for selection, and exemplary educator talent pool.

**2001** – Selection of exemplary educators and training/professional development for placement in identified schools. Staff chosen and research model established. Implementation of program.

**2002-Present** – Over 135 exemplary educators have been placed in 350 schools and school systems between the 2001 and to date with approximately one-third of the schools moving off the state’s list. An additional one-third of the remaining schools have made gains and growth over this time period. A research base with statistical pre/post model has been used to evaluate the effectiveness of the program through the use of identified evaluators.

13. Why is the program a new and creative approach or method?

Previously in Tennessee we had no such model in assistance for use with state identified schools. The program has been well received in K-12 education by Directors of Schools and school personnel.

14. What were the program's start-up costs? (Provide details about specific purchases for this program, staffing needs and other financial expenditures, as well as existing materials, technology and staff already in place.)

On the average, the program costs range from 2.5 and 9 million dollars: These costs include innovative materials for use with schools and systems, salary and travel expenses for Exemplary Educators, and professional development and training costs.

15. What are the program's annual operational costs?

Average of 5.5 million dollars

16. How is the program funded?

The program is funded with a combination of state and federal funds.

17. Did this program require the passage of legislation, executive order or regulations? If YES, please indicate the citation number.

No, the program did not require legislation.

18. What equipment, technology and software are used to operate and administer this program?

We have purchased laptop computers with printers and appropriate software for Exemplary Educator use, as well as research statistical software.

19. To the best of your knowledge, did this program originate in your state? If YES, please indicate the innovator's name, present address, telephone number and e-mail address.

Yes.

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20. Are you aware of similar programs in other states? If YES, which ones and how does this program differ?

No

21. Has the program been fully implemented? If NO, what actions remain to be taken?

Yes

22. Briefly evaluate (pro and con) the program's effectiveness in addressing the defined problem[s] or issue[s]. Provide tangible examples.

**Pro:** The program has been effective in reducing the number of schools and school systems on the state's high priority list by one-third.

**Con:** The costs of the program are high.

23. How has the program grown and/or changed since its inception?

As the number of schools and school systems on the list have increased, the number of Exemplary Educators has increased, as has the training and professional development requirements.

24. What limitations or obstacles might other states expect to encounter if they attempt to adopt this program?

The limitations for funding in the required number of personnel needed for Exemplary Educator positions might exist in other states if they adopt.

Add space as appropriate to this form. Return to:

**CSG Innovations Awards 2005**

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