



Tennessee Investment in Student Achievement

2024-25 Accountability Report

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, [T.C.A. § 49-3-112](#) requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to [T.C.A. § 49-3-114](#) to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please review the TISA Accountability Report Guidance document or contact tnedu.funding@tn.gov. Completed reports should be submitted in ePlan by **November 1, 2024**.

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

DISTRICT INFORMATION

District Name		University Schools
Director of Schools Name		Dr. Sally G. Parish
District Point of Contact for TISA Accountability Report	Name	Kendra Lambert
	Phone Number	901.678.4200
	Email Address	ktillis@memphis.edu
Percent of 3 rd grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the most recent spring TCAP		72%

DISTRICT GOAL STATEMENT(S)

Goal Statement 1: 3 rd Grade ELA Proficiency ²	73.6 percent of University School students will score proficient on the 3rd grade ELA TCAP by May 2025.
Goal Statement 2:	76.6 percent of University Schools third through eighth graders will meet or exceed expectations on TNReady math by May 2025.
Goal Statement 3:	75 percent of juniors will successfully complete at least one Dual Enrollment course by the end of the 2024-25 academic year.

² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal Statement 1 (3rd grade ELA proficiency): 73.6 percent of University School students will score proficient on the 3rd grade ELA TCAP by May 2025.

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	72.1	The district assessment file provided by TDOE will be used. The file's column "percent "met_exceeded" will be filtered to TNReady, 3 rd grade ELA (all students).
Year 2: 2024-2025 school year	73.6	
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	n/a	
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	n/a	

Goal Statement 1 (3rd grade ELA proficiency): 73.6 percent of University School students will score proficient on the 3rd grade ELA TCAP by May 2025.

Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.

- Strengthening core instruction for K-12 students is vital for building foundational skills, ensuring equitable learning, and improving academic outcomes. High-quality instruction fosters student engagement, critical thinking, and long-term academic success. Building and district-level leaders will implement the TEAM observation rubrics with fidelity, providing actionable feedback to educators. Teacher observation and feedback enhance student outcomes by identifying instructional strengths and areas for growth. Regular observations provide actionable insights, enabling teachers to refine strategies, improve engagement, and tailor learning experiences effectively.
- The academics team will lead data digs with building-level leaders after each benchmark. Analyzing data improves core instruction by identifying trends, assessing student progress, and targeting areas for intervention. Data-driven insights enable teachers to adjust instruction, personalize learning, and enhance overall student achievement. Building level teams will provide data analysis and planning support to teachers for utilizing data to identify skill deficits and integrate skills-based instruction throughout lessons with small group instruction, peer support, and teacher modeling. Particular attention will be given to our SWD groups.
- University Schools will support teachers with literacy professional development throughout the year (flex days and as needed). Appropriate staff will continue participation in the Early Literacy Network for foundational grades. By building teachers' capacity to better understand the essential components of strong literacy instruction, they will recognize the value of the district-provided resources and apply that knowledge daily.

Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.

University Schools will prioritize TISA funding for salaries and benefits of teachers. Additional funding considerations include district-wide operational costs, support staff, and support programs.

Goal Statement 2: 76.6 percent of University Schools third through eighth graders will meet or exceed expectations on TNReady math by May 2025.

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	75%	The district assessment file provided by TDOE will be used. The file's column "percent "met_exceeded" will be filtered to TNReady, math (all students) in grades 3-8.
Year 2: 2024-2025 school year	76.6	
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	n/a	
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	n/a	

Goal Statement 2: 76.6 percent of University Schools third through eighth graders will meet or exceed expectations on TNReady math by May 2025.

<p>Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.</p>	<p>Building-level teams will provide data analysis and planning support to teachers, enabling them to utilize benchmark data to identify skill deficits and integrate skills-based instruction throughout lessons with small group instruction, peer support, and teacher modeling.</p> <p>Teacher observation and feedback enhance student outcomes by identifying instructional strengths and areas for growth. Regular observations provide actionable insights, enabling teachers to refine strategies, improve engagement, and tailor learning experiences effectively.</p> <p>University Schools will support teachers with literacy professional development throughout the year (flex days and as needed). Appropriate staff will continue to participate in state sponsored or approved trainings building teachers' capacity to better understand the essential components of strong mathematical instruction, they will recognize the value of the district-provided resources and apply that knowledge daily.</p>
<p>Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>University Schools will prioritize TISA funding for salaries and benefits of teachers.</p> <p>Additional funding considerations include district-wide operational costs, support staff, and support programs.</p>

Goal Statement 3: Seventy-five (75) percent of juniors will successfully complete at least one Dual Enrollment course by the end of the 2024-25 academic year.

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)		Grade reports at the end of the 2024-25 academic year will be used to calculate the percentage of juniors who completed at least one dual enrollment course with a final grade of a “C” or higher.
Year 2: 2024-2025 school year	75%	
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		
<p>Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	n/a	
<p>Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	n/a	

Goal Statement 3: Seventy-five (75) percent of juniors will successfully complete at least one Dual Enrollment course by the end of the 2024-25 academic year.

<p>Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.</p>	<p>Middle and high school students will complete a survey to identify their interests, strengths, and potential career paths. Through a series of questions, students gain insight into various fields of study and future job opportunities and can align their academic plans with their long-term goals and aspirations.</p> <p>Middle school and high school counselors will collaborate quarterly to ensure a more seamless transition for students. This will also provide timely communication regarding course offerings.</p> <p>University Schools, in partnership with the University of Memphis, will implement "Tiger Prep Academy" as a Career Readiness and Skills pathway. The Career Readiness and Skills pathway is intended for students who are seeking additional preparation before seeking university admission. The courses are competency-based and teach skills needed to be successful in other university-level courses. Additionally, students will focus on career exploration and personal development with an aim toward understanding how long-term goals connect to degree options and selection of a college major. The courses in this Pathway are aligned with "Tiger Prep Academy," which is a high school earned admissions initiative through the University of Memphis. Students who successfully complete the Pathway courses ("B" average or higher) will automatically be eligible for admission to the University of Memphis as a Dual Enrollment student and/or first-time Freshman. This two-semester Program of Study can be completed in either the Jr. or Sr. year.</p>
<p>Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>University Schools will prioritize TISA funding for salaries and benefits of teachers. Additional funding considerations include district-wide operational costs, support staff, and support programs.</p>

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Date(s) of opportunity for local public comment.	October 16-October 23
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	The TISA Accountability Report for 2024-25 was posted on our district website, along with a feedback survey. Information was also distributed to our families with Q1 report cards.
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	