



2022 Educator Preparation Report Card

Employment Outcomes of Recent Leader Preparation Completers

[State Board Rule 0520-02-03.10](#) requires all principals, assistant principals, and supervisors serving as instructional leaders in Tennessee to hold the appropriate instructional leader license (ILL). Twenty educator preparation providers (EPPs) offer state-approved programs leading to the ILL.¹

Most educators do not immediately move into an administrative role² after completing their leader preparation program and earning an ILL. Many continue to work as classroom teachers or in other school-based roles (e.g., instructional coach) that do not require an ILL. This report examines the career trajectory of recent leader preparation completers by showing the percentage of educators who move into administrative roles in Tennessee schools within the first few years after completing leader preparation.

This report includes three cohorts of recent leader preparation completers:

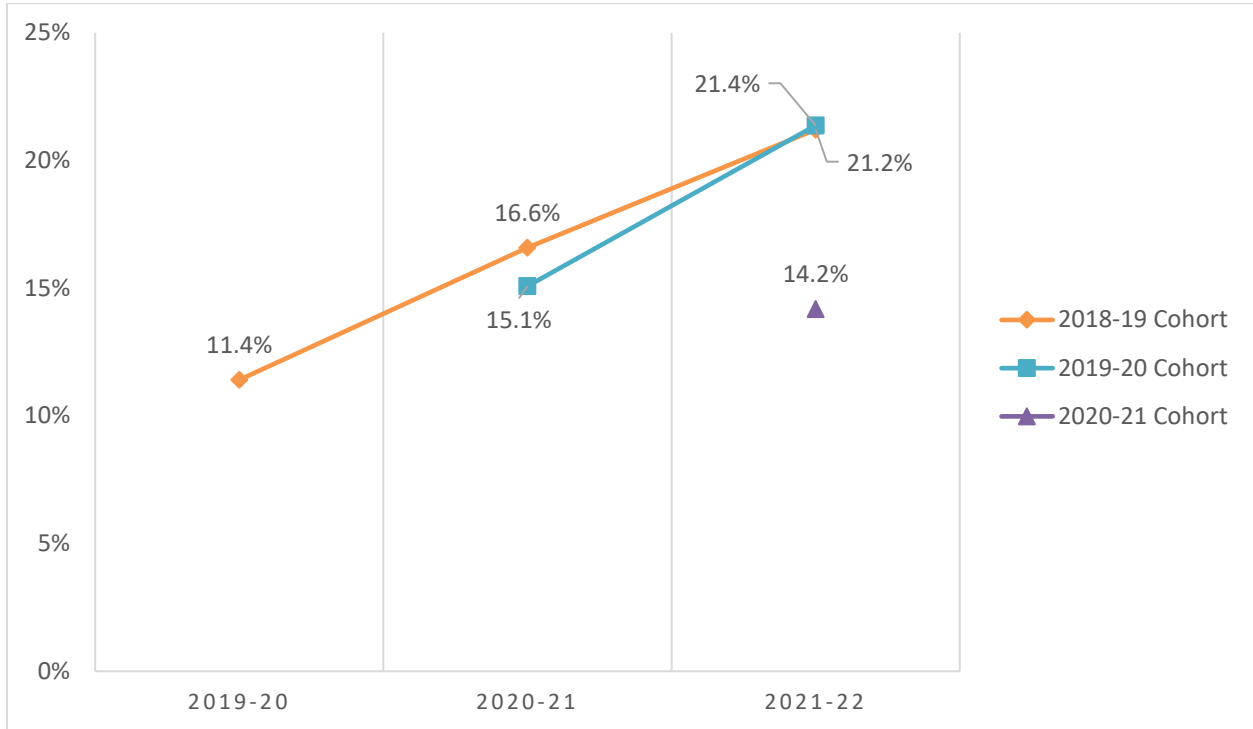
- **2018-19 Cohort** – Educators who completed leader preparation between September 1, 2018 and August 31, 2019
- **2019-20 Cohort** – Educators who completed leader preparation between September 1, 2019 and August 31, 2020
- **2020-21 Cohort** – Educators who completed leader preparation between September 1, 2020 and August 31, 2021

Figure 1 on the next page shows the percentage of educators from each cohort who were employed as administrators in Tennessee public schools during the 2019-20, 2020-21, and 2021-22 academic years. Relatively few educators are employed as administrators in the first year after completing leader preparation, but this percentage increases in subsequent years.

Table 1 breaks the data down by EPP. To ensure a sufficient sample size for as many EPPs as possible, the table combines all three cohorts of recent leader preparation completers.

¹ Educators may also earn an ILL through an out-of-state pathway. However, this report includes only educators who earned an ILL through an approved in-state instructional leader preparation program.

² For the purposes of this report, the terms “administrator” and “administrative role” refer to principals, assistant principals, and supervisors.

Figure 1
Percentage of Recent Leader Preparation Completers Employed as Administrators

Table 1
Percentage of Recent Leader Preparation Completers Employed as Administrators

EPP Name	Number of Completers in 3-Year Cohort ^a	Number Ever Employed as Administrator ^b	Percent Ever Employed as Administrator
Austin Peay State University	85	19	22.4%
Bethel University	74	14	18.9%
Carson-Newman University	203	47	23.2%
Christian Brothers University	35	7	20.0%
Cumberland University	27	**	**
Lipscomb University	216	38	17.6%
East Tennessee State University	33	9	27.3%
Freed-Hardeman University	63	22	34.9%

EPP Name	Number of Completers in 3-Year Cohort ^a	Number Ever Employed as Administrator ^b	Percent Ever Employed as Administrator
Lee University	7	**	**
Lincoln Memorial University	286	58	20.3%
University of Memphis	13	**	**
Middle Tennessee State University	120	18	15.0%
Milligan University	15	**	**
Tennessee State University	58	9	15.5%
Tennessee Technological University	62	11	17.7%
Trevecca Nazarene University	118	16	13.6%
Union University	82	15	18.3%
University of Tennessee – Chattanooga	43	12	27.9%
University of Tennessee – Knoxville	48	16	33.3%
University of Tennessee – Martin	33	9	27.3%

^a 3-year cohort includes individuals who completed leader preparation between September 1, 2018 and August 31, 2021.

^b Includes principals, assistant principals, and supervisors employed in Tennessee public schools (including charter schools) during the 2019-20, 2020-21, and/or 2021-22 school years.

**Data suppressed due to small n-size.