

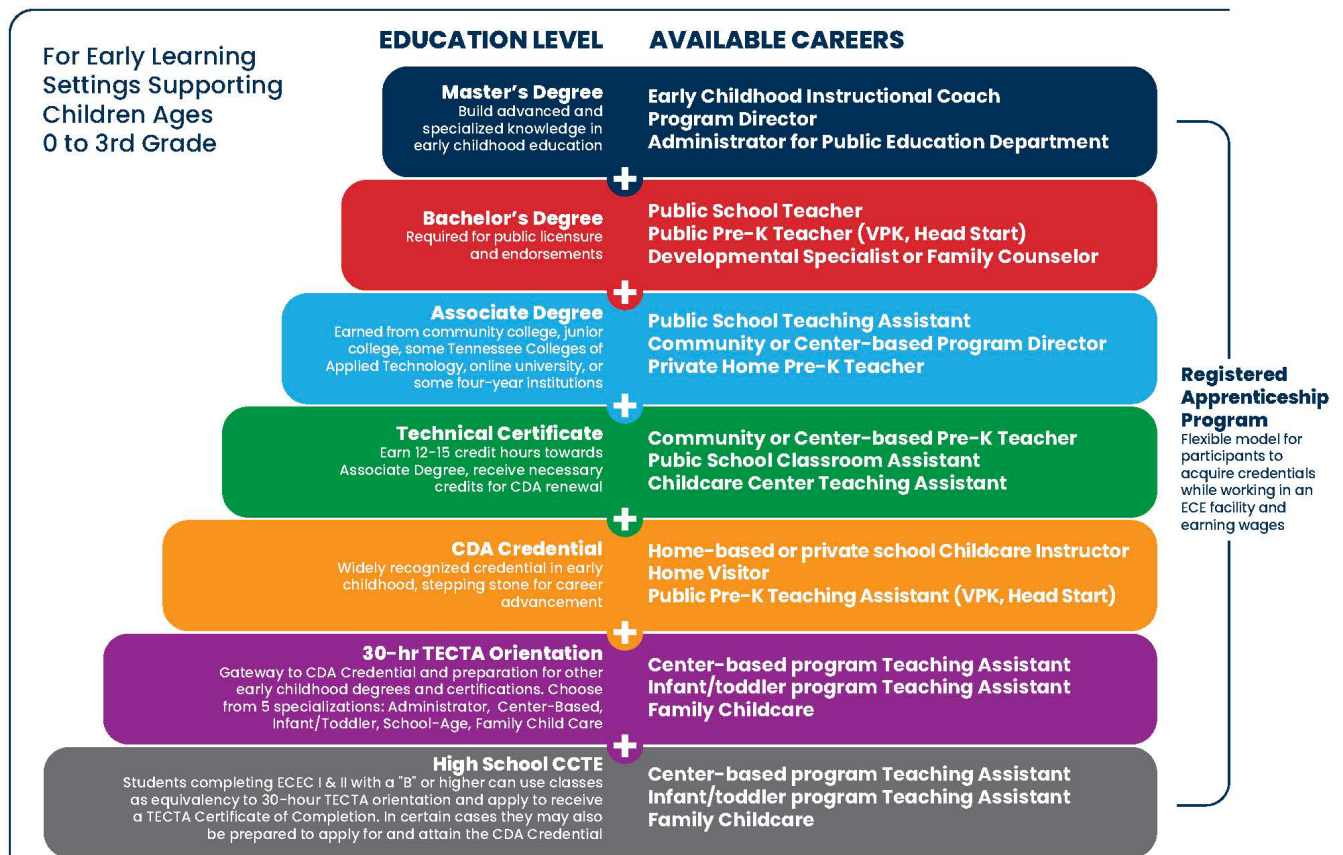


Tennessee Education and Training Resources for Early Educator Pathways

This document outlines the Early Childhood Educator training and education resources available across Tennessee and organized by Bright Start Tennessee Network region. It is intended to serve as a comprehensive list of programs that can prepare prospective early educators for roles across the full range of early learning settings from childcare through 3rd grade.

Additionally, we provide a Career Lattice that details steps individuals can take as they chart careers as an early educator in early learning settings supporting children ages 0 through 3rd grade.

Tennessee Early Educator Career Lattice





Early Educator Programs, Assets and Resources

I. High School Career and Technical Education (CTE)

Currently there are 56 TN high schools offering courses in the Early Childhood Education Careers (Pre-K-4) program of study.

As of September 5, 2023 as per *information provided by Tennessee Department of Education*:

- 24 of those list 0 students enrolled
- 14 list between 1 and 19 students enrolled
- 6 list between 20 and 65 students enrolled
- 7 list between 80 and 140 students enrolled
- 6 don't have the courses officially on TDOE system yet so no enrollment information

Starting in Spring 2024, Niswonger Online will offer an online ECE I course to some rural high school communities and high schools where an in-person ECE offering does not exist. The course is structured as weekly online assignments with instructors who are available to support students via email. Niswonger is also developing an online version of the ECE II high school course.

Chattanooga / Hamilton County

- Hamilton County Collegiate High at Chattanooga State

Knoxville / Knox County

- Career Magnet Academy
- Gibss High School
- Hardin Valley Academy
- Karns High School
- Powell High School

Nashville / Davidson County

- Independence High School

Memphis / Shelby County

- Bartlett High School
- Collierville Virtual Academy
- Germantown High School
- Southwest Career Tech. Center

Upper Cumberland

- Clarkrange High School
- Cookeville High School
- De Kalb County High School
- Warren County High School
- White County High School

Northeast TN

- Carter County Online Academy
- Chuckey Doak High School
- South Greene High School



- Huntingdon High School
- Morristown East High School
- Morristown West High School
- Tennessee Connections Academy Johnson County 9-12
- West Greene High School

West TN

- Dyer County High School
- Jackson Central-Merry Early College High
- Lake County High School

South Central TN

- Holloway High School
- Lincoln County High School

Other

- Anderson County Career Technical Center (Anderson)
- Anderson County High School (Anderson)
- Anderson County Innovation (Anderson)
- Beech Senior High School (Sumner)
- Brighten High School (Tipton)
- Camden Central High School (Benton)
- Campbell County Comprehensive High School (Campbell)
- Central High School – Hollow Rock-Bruceton (Carroll)
- Clinch River Community School (Anderson)
- Clinton High School (Anderson)
- Covington High School (Tipton)
- Franklin County High School (Franklin)
- Franklin High School (Williamson)
- Gallatin Senior High School (Sumner)
- Grainger High School (Grainger)
- Greenback School (Louden)
- Halls High School (Lauderdale)
- Houston County High School (Houston)
- Huntingdon High School (Carroll)
- Independence High School (Williamson)
- Lebanon High School (Wilson)
- Montgomery Central High School (Montgomery)
- Munford High School (Tipton)
- Oak Ridge High School (Anderson)
- Ripley High School (Lauderdale)
- Senator Frank P. Lashlee Career and Technical Center (Benton)
- Spring Hill High School (Maury)
- Summitt High School (Williamson)
- Tipton County Alternative Learning Center
- White House Heritage High School (Robertson)



II. Tennessee Community Colleges

Tennessee Committee Colleges award technical certificates and associate degrees, with 12 of the 13 offering workforce ready programs in ECE. *Information provided by Tennessee Board of Regents in August 2023.*

Note: The institutions below have campuses in multiple locations. They are listed below in the region of their main campus. See [Tennessee Board of Regents website](#) for more information.

Chattanooga / Hamilton County

- [Chattanooga State Community College](#)

Knoxville / Knox County

- [Pellissippi State Community College](#)
- [Roane State Community College](#)

Memphis / Shelby County

- [Southwest Tennessee Community College](#)

Nashville / Davidson County

- [Nashville State Community College](#)

Northeast TN

- [Northeast State Community College](#)
- [Walters State Community College](#)

South Central

- [Motlow State Community College](#)

Upper Cumberland

- [Volunteer State Community College](#)

West TN

- [Dyersburg State Community College](#)
- [Jackson State Community College](#)

Other

- [Cleveland State Community College](#)

III. Tennessee Colleges of Applied Technology (TCATs)

Tennessee Colleges of Applied Technology (TCATs) award technical certificates. Only 1 of Tennessee's 24 TCATs offers a program in ECE. *Information provided by Tennessee Board of Regents in August 2023.*

- [Tennessee College of Applied Technology - Nashville](#)

IV. Public and Private 4-year Colleges and Universities / Educator Prep Programs

These Public and Private Colleges and Universities award bachelor's degrees (some also offer Master's and Doctoral degrees) and most are also [approved Educator Prep Programs \(EPPs\)](#) offering a pathway to teacher licensure and one or more ECE endorsements such as Elementary Education K-5, Early Childhood Education pre-K-3, and Special Education Early Childhood pre-K-3.



The institutions highlighted in red font are EPPs approved for Grow Your Own programs (see Section V for more information). *Information from TN Department of Education and Grow Your Own websites on September 1, 2023.*

Note: Many of the institutions below have campuses in multiple locations. They are listed below in the region of their main campus.

Chattanooga / Hamilton County

- [Lee University](#)
- [University of Tennessee at Chattanooga](#)
- [Southern Adventist University](#)

Knoxville / Knox County

- [Carson-Newman University](#)
- [Crown College](#) – not an approved EPP
- [Johnson University](#)
- [South College](#)
- [Tennessee Wesleyan University](#)
- [University of Tennessee Knoxville](#)

Memphis / Shelby County

- [Christian Brothers University](#)
- [LeMoyne-Owen College](#)
- [Rhodes College](#)
- [University of Memphis](#)

Nashville / Davidson County

- [Aquinas College](#)
- [Belmont University](#)
- [Fisk University](#)
- [Lipscomb University](#)
- [Tennessee State University](#)
- [Trevecca Nazarene University](#)
- [Vanderbilt University](#)

Northeast TN

- [East Tennessee State University](#)
- [King University](#)
- [Milligan University](#)
- [Tusculum University](#)

South Central TN

- [University of Tennessee Southern](#)
- [Middle Tennessee State University](#)

Upper Cumberland

- [Cumberland University](#)
- [Tennessee Technological University](#)

West TN

- [Bethel University](#)
- [Freed-Hardeman University](#)



- [Lane College](#)
- [Union University](#)
- [University of Tennessee Martin](#)

Other

- [Austin Peay State University Montgomery County](#)
- [Bryan College](#) (Rhea County)
- [Lincoln Memorial University \(Claiborne County\)](#)
- [Maryville College](#) (Blount County)
- [Welch College](#) (Sumner County)
- [Western Governors University](#) (Statewide Online)

V. Other Educator Preparation Providers (EPPs)

In addition to the Educator Preparation Providers (EPPs) listed above in **Section IV**, there are a handful of post-baccalaureate EPPs in the state offering pathways to licensure and ECE endorsement.

- Project Inspire Residency (Chattanooga / Hamilton County)
- [Arete Public Montessori Residency \(Memphis / Shelby County\)](#)
- Memphis Teacher Residency (Memphis / Shelby County)
- Relay / Graduate School of Education (Memphis / Shelby County and Nashville / Davidson County)
- Teach for America – Memphis (Memphis / Shelby County)
- Metro Nashville Urban Teacher Residency (Nashville / Davidson County)

VI. Grow Your Own Programs (GYO)

Tennessee's [Grow Your Own \(GYO\) programs](#) are educator apprenticeship programs created through partnerships between Educator Preparation Providers (EPPs) and Local Education Agencies (LEAs). They provide innovative, no-cost pathways to the Pre-k to 12 teaching profession, and build pipelines of qualified teachers.

There are currently 10 EPPs approved to provide GYO programs --see above Section V in red font – and they are currently partnered with 71 school districts.

However, as of today, there are only 2 EPPs programs (working with 16 school districts) that offer a K-5 elementary school endorsement and *none that offer an early childhood Pre-K-3 endorsement*. Those offering bachelor's degree programs with K-5 elementary education endorsement are:

- Austin Peay State University--School District Partners: Clarksville-Montgomery County, Robertson County, Cheatham County, Dickson County, Hickman County
- Lincoln Memorial University--School District Partners: Alcoa City, Anderson County, Blount County, Claiborne County, Clinton City, Grainger County, Hawkins County, Loudon County, Oak Ridge City, Roane County, Washington County

To learn more about GYO programs visit [this link](#) and [this link](#). **Opportunity Alert: Grant proposals are due in November for any of the 10 approved EPPs.**



VII. Childcare Apprenticeships

Tennessee Department of Human Services in partnership with TECTA will be launching a childcare apprenticeship pilot in Fall 2023. To learn more about childcare apprenticeship programs nationwide visit [this link](#).

VIII. The Tennessee Early Childhood Training Alliance (TECTA)

TECTA is a statewide service that provides free training and academic tuition support to childcare providers and administrators. Orientation includes 30-hours of free training in which students learn core childcare competencies and receive a certificate that is recognized by employers. TECTA also provides tuition assistance for the four academic courses required for the Child Development Associate (CDA) as well as financial assistance for textbooks and the application fee, and other supports for CDA candidates. TECTA services are based at 8 colleges / universities throughout Tennessee

- [Austin Peay State University](#)
- [Chattanooga State Community College](#)
- [Dyersburg State Community Colleges](#)
- [East Tennessee State University](#)
- [Roane State Community College](#)
- [Southwest Tennessee Community College](#)
- [Tennessee State University](#)
- [Tennessee Tech University](#)

IX. Other Education and Training Supports

Child Care Resource & Referral Tennessee (CCR&R) provides free childhood resources to families, child care professionals, employers, and the community that support quality child care for Tennessee's youngest children. There are 9 sites across Tennessee serving all 95 counties. For child care owners and early educators CCR&R coaches provide technical assistance, training, on-site coaching, and resources on various early child care topics that include developmentally appropriate practice, Tennessee Early Learning Development Standards, inclusion, health and safety, small business support, infant and toddler specific topics, literacy, social and emotional support, child development, classroom management, adverse childhood experiences, natural play spaces, and technology. CCR&R also offers CPR and First Aid certification to all TDHS licensed child care agencies. More information may be found at [this link](#).

Tennessee Transfer Pathways (TTPs) are academic pathways for community college students to apply their coursework completed while earning an A.A. or A.S degree to a four-year college and university where they can then complete their baccalaureate degree. The TTP program also provides an array of advising tools and supports to help community college students plan for their course transfers to college or university. To learn more about the transfer pathways program for ECE visit [this link](#) .

Small Business Academies provide childcare providers with fiscal and operational management resources and coaching. Specialists provide help and guidance on various topics, including budget planning and projections, financial reports and internal controls, marketing, and recruiting and retaining staff. More information can be found at [this link](#).



Tennessee Department of Human Services Pre-Licensure Unit provides support and guidance for new childcare providers throughout the licensure process. They also assist providers with applying for grant funds through the Establishment Grant program to purchase materials, equipment, and supplies needed to open their doors. Learn more about Pre-Licensure at [this link](#).

Tennessee Child Care Online Training System (TCCOTS) is an online learning management system offering free online training recognized by the TDHS for both basic licensing and report card training hours. Trainings may be completed at any time—days, evenings, or weekends. More information can be found at [this link](#).

Tennessee Professional Archive of Learning (TNPAL) is the official system of record for qualifications, training, and professional development for child care providers licensed by the Tennessee Department of Human Services (TDHS) effective January 01, 2022. This free resource is designed to better support professional development and empower early childhood professionals who work in TDHS-licensed child care agencies by collecting and preserving completed trainings, accomplishments, credentials, education, certifications, and awards. TNPAL also directly supports verification of these records by directors and TDHS for compliance and regulatory purposes. Learn more about TNPAL at [this link](#).

TrainTN is the official clearinghouse for early childhood trainings and continuing education opportunities recognized as approved by the Tennessee Department of Human Services (TDHS). Learn more about TrainTN at [this link](#).

ChildcareTennessee.com is a one-stop information hub for ECE policies, forms, regulations, guidance, discounts, and more to save child care directors time, reduce costs, and improve quality. It features more than 2,600 resources for programs of all sizes – from Family Home Programs to Child Care Centers. Information can be found at [this link](#).