

# Early Childhood Teacher Preparation Programs in the United States



## State Report for Tennessee

National Prekindergarten Center  
FPG Child Development Institute  
The University of North Carolina at Chapel Hill

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## OVERVIEW

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In 2004, the National Prekindergarten Center (NPC) conducted a national survey of post-secondary early childhood teacher preparation programs that prepare individuals to work with children birth through age 4. The primary purpose of the study was to update and extend the 1999 national survey of early childhood teacher preparation programs conducted by the National Center for Early Development and Learning (NCEDL; Early & Winton, 2001).

This report provides state-specific information about early childhood teacher preparation programs that prepare individuals to work with children under age 5. It is intended to supplement the information provided in the national report (Maxwell, Lim, & Early, 2006) and should not be read in isolation. Readers are encouraged to read the national report first because it contains additional detailed information about the study context, purpose, and methodology as well as implications of the national findings. The purpose of this state report is to provide descriptive data about early childhood teacher preparation programs in a single state. Interpretations and implications of these state-specific findings are not included because they are more appropriately drawn by those with greater knowledge of the state context, policies, and practices that influence early childhood teacher preparation programs. We hope the data presented in this report will be useful to state policymakers, practitioners, and others who care about early childhood education and teacher preparation programs.

## METHODOLOGY

We sought to obtain information from every degree-granting Institute of Higher Education

in the US and its territories that prepared individuals to work with children under age 5. We created a list of all IHEs in the United States and its territories that offered one or more programs that might prepare students to work with young children, according to the Integrated Postsecondary Education Data System (IPEDS), which is the National Center for Education Statistics (NCES) annual data collection from all IHEs (NCES, n.d.). For each IHE, we then identified and tried to recruit a key contact in the early childhood teacher preparation program (usually the program chair or director). Data for this study were collected between February and September 2004. A more detailed description of the study methodology is presented in the national report (Maxwell, Lim, & Early, 2006).

According to IPEDS of 2002, there were 98 degree-granting institutions in Tennessee that offer an Associate's degree, Bachelor's degree, Master's degree, and/or Doctorate in any discipline. Of these, 21.4% ( $n = 21$ ) offered an early childhood teacher preparation program of some type. Respondents from 20 of the 21 IHEs with early childhood teacher preparation programs in Tennessee participated in the survey, yielding a response rate of 95.2%.

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## FINDINGS: PROGRAM CHARACTERISTICS

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Of the 20 IHEs offering early childhood programs that participated in the study, 50% ( $n = 10$ ) were 2-year institutions and 50% ( $n = 10$ ) were 4-year institutions. Table 1 presents the percentages of programs that were housed in various types of institutions, including Historically Black Colleges or Universities (HBCU<sup>1</sup>) and Tribal Colleges, as well as private and public.

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<sup>1</sup> HBCUs are IHEs that were established prior to 1964 with the principal mission of educating Black Americans.

**Table 1: Numbers of Institutions of Each Type (percentages appear in parentheses)**

	<b>HBCUs</b>	<b>Tribal</b>	<b>Other IHE</b>	<b>TOTAL</b>
2-year private	0	0	0	0
2-year public	0	0	10 (50.0)	10 (50.0)
4-year private	0	0	5 (25.0)	5 (25.0)
4-year public	1 (5.0)	0	4 (20.0)	5 (25.0)
<b>TOTAL</b>	<b>1 (5.0)</b>	<b>0</b>	<b>19 (95.0)</b>	<b>20 (100)</b>

### **ADMINISTRATIVE HOME**

Early childhood programs are administratively housed in various departments within institutions. In Tennessee, 50% of early childhood programs in 4-year institutions were administratively housed within Schools of Education. The most commonly reported administrative homes for early childhood teacher preparation programs in 2-year institutions were Social/Behavioral Sciences departments (44.4%), Schools of Education (22.2%), and Arts and Sciences departments (22.2%).

### **DEGREE OFFERINGS**

Overall, 3 (15%) of institutions in the study offered a Doctoral program in early childhood education, 8 (40%) offered a Master's degree, 9 (45%) offered a Bachelor's degree, 11 (55%) offered an Associate's degree, 12 (60%) offered CDA training, and 7 (35%) offered a one-year certificate program. Of the participating 20 institutions, 95% ( $n = 19$ ) offered more than one early childhood program. Ten percent of the 4-year institutions offered only a Bachelor's degree (see Table 2). Of the institutes offering an Associate's degree, 54.5% ( $n = 6$ ) granted an Associate in Applied Science (AAS) with 18.2% ( $n = 2$ ) offering an Associate's of Science (AS) and 27.3% ( $n = 3$ ) offering other types of Associate's degrees.

**Table 2: Numbers of 2- and 4-Year Institutions Offering Various Combinations of Degrees (percentages in parentheses)**

Degree/Certification Offered	2-Year	4-Year
	<i>n</i> = 10	<i>n</i> = 10
1-Year Certificate <sup>a</sup> Only	0	0
1-Year Certificate and CDA <sup>b</sup>	0	0
1-Year Certificate, CDA, and Associate's	6 (60.0)	0
1-Year Certificate, CDA, Associate's, and Bachelor's	0	0
1-Year Certificate, CDA, Associate's, and Master's	0	1 (10.0)
1-Year Certificate and Associate's	0	0
1-Year Certificate, Associate's, and Bachelor's	0	0
CDA only	0	0
CDA and Associate's	4 (40.0)	0
CDA, Associate's, and Bachelor's	0	0
CDA, Associate's, Bachelor's, and Master's	0	0
CDA and Bachelor's	0	1 (10.0)
CDA, Bachelor's, and Master's	0	0
CDA, Bachelor's, Master's, and Doctoral	0	0
Associate's only	0	0
Associate's and Bachelor's	0	0
Associate's, Bachelor's, and Master's	0	0
Bachelor's only	0	1 (10.0)
Bachelor's and Master's	0	4 (40.0)
Bachelor's, Master's and, Doctoral	0	3 (30.0)
Master's only	0	0
Master's and Doctoral	0	0

<sup>a</sup> Students may work toward a certificate only or in conjunction with a degree. Some certificates are used to acknowledge specializations (e.g. infants and toddlers, birth to kindergarten), while others may be used to acknowledge an individual's completion of a course of study. Certificates may also be necessary for meeting state licensing requirements. <sup>b</sup> A Child Development Associate (CDA) is a national credential awarded by the Council for Professional Recognition ([www.cdacouncil.org](http://www.cdacouncil.org)) to individuals who demonstrate particular competencies through their work in child care settings.

## AGE RANGES COVERED

In Tennessee, about half of the Associate’s degrees and two-thirds of the Bachelor’s degrees covered a broad age range of infants, toddlers, preschoolers, and elementary school age children (see Table 3).

**Table 3: Age Ranges Covered by Programs (in percentages)**

Age range	Associate’s programs <i>n</i> = 11	Bachelor’s programs <i>n</i> = 9	Master’s programs <i>n</i> = 8	Doctoral programs <i>n</i> = 3
Infants/toddlers only (< 3 years)	0	0	0	0
Infants/toddlers and preschoolers (< 5 years)	0	0	0	0
Preschoolers (ages 3 and 4) only	0	0	0	0
Preschoolers and elementary school age (3-8 years)	18.2	0	12.5	0
Preschoolers and school age (3 and older) <sup>c</sup>	0	0	0	0
Infants/toddlers, preschoolers, and elementary school age (birth-8 years)	54.5	66.7	62.5	66.7
Infants/toddlers, preschoolers, and school age (birth and older) <sup>c</sup>	27.3	33.3	25.0	33.3

<sup>a</sup> These categories cover children older than 8 years of age. The upper end of the range varies. Most commonly, it was 12 but could be as high as age 18 nationally.



## COURSEWORK REQUIREMENTS

In Tennessee, 37.5% ( $n = 3$ ) of Bachelor's programs required at least one complete course in working with children and families from diverse backgrounds and 12.5% ( $n = 1$ ) required at least one complete course in working with bilingual children (see Table 4).

**Table 4: Percentage of Early Childhood Teacher Preparation Programs Requiring An Entire Course or More in Various Content Areas**

Content Area	CDA or other Certificate programs $n = 12$	Associate's programs $n = 11$	Bachelor's programs $n = 8$	Master's programs $n = 7$
Education and care of infants and toddlers	16.7	81.8	75.0	14.3
Education and care of preschool aged children	75.0	81.8	75.0	28.6
Education and care of young children with disabilities	8.3	81.8	75.0	42.9
Working with families	75.0	81.8	62.5	28.6
Working with children and families from diverse ethnic and cultural backgrounds	16.7	18.2	37.5	14.3
Working with bilingual children learning English as a second language	0	9.1	12.5	14.3
Assessment and/or observation of young children	33.3	81.8	62.5	28.6
Emergent literacy and literacy strategies	25.0	81.8	87.5	71.4
Numeracy and math for young children	8.3	72.7	75.0	71.4

<b>Content Area</b>	<b>CDA or other Certificate programs <i>n</i> = 12</b>	<b>Associate's programs <i>n</i> = 11</b>	<b>Bachelor's programs <i>n</i> = 8</b>	<b>Master's programs <i>n</i> = 7</b>
Social and emotional development of young children	0	18.2	75.0	71.4
Physical health and motor development of young children	25.0	54.5	37.5	14.3
Appropriate learning environments and activities for young children	50.0	81.8	75.0	57.1
Classroom or behavioral management of young children	0	9.1	50.0	14.3
Early childhood program administration	25.0	45.5	62.5	57.1
Collaborating with professionals in other disciplines	0	0	12.5	14.3
Professional knowledge (e.g. confidentiality, ethics and codes of conduct)	0	0	37.5	14.3
Adult learning and development	0	0	25.0	14.3
Leadership and advocacy	0	9.1	12.5	14.3
Research and evaluation methods	0	18.2	37.5	28.6

## PRACTICUM REQUIREMENTS

For the Associate's, Bachelor's, and Master's programs, information was obtained about particular content covered in students' practicum requirements (see Table 5). Early childhood practicum was defined as supervised work in a care or educational setting with children, any ages from birth through 4 years. Practicum must include more than observation. Using this definition, practicum may be the same as field placement or student teaching. Ninety-one percent ( $n = 10$ ) of the Associate's programs, all ( $n = 8$ ) of the Bachelor's programs, and 71.4% ( $n = 5$ ) of the Master's programs in Tennessee required a practicum.

**Table 5: Percentage of Early Childhood Teacher Preparation Programs Requiring Practicum in Various Content Areas**

Content Area	Associate's programs $n = 10$	Bachelor's programs $n = 8$	Master's programs $n = 5$
Education and care of infants and toddlers	70.0	87.5	80.0
Education and care of preschool aged children	90.0	100	80.0
Education and care of young children with disabilities	80.0	50.0	80.0
Working with families	60.0	62.5	40.0
Working with bilingual children learning English as a second language	20.0	12.5	40.0

## ACCESSIBILITY

Accessibility of programs to students is increasingly important as federal and state standards require more early childhood teachers to be “highly qualified.” Accessibility of programs is improved through a variety of strategies such as distance learning, branch campuses, and articulation policies. In Tennessee, distance education was offered by three-fifths of 2-year institutions and 44.4% of 4-year institutions (see Table 6).

**Table 6: Accessibility of Early Childhood Teacher Preparation Programs (in percentages)**

<b>Accessibility Options</b>	<b>2-Year <i>n</i> = 10</b>	<b>4-Year <i>n</i> = 10</b>
Satellite or branch campuses affiliated with their institutions where students can take courses but still receive their degree or credential from their institutions	80.0	20.0
Distance education option (e.g. web based instruction or videoconferencing for course dissemination)	60.0	44.4
Articulation policies affecting students wishing to go on for a Bachelor’s degree	80.0	-
Awards transfer credits to students entering with CDA credential	50.0	50.0
Awards college credit for CDA course work	90.0	40.0

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## FINDINGS: FACULTY CHARACTERISTICS

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Faculty members in early childhood teacher preparation programs play a crucial role in ensuring that future teachers can provide a high quality experience for young children and that they are well prepared to face challenges such as teaching diverse learners. This section describes characteristics of faculty in early childhood teacher preparation programs.

### FULL-TIME/PART-TIME FACULTY AND FACULTY-STUDENT RATIOS

Part-time faculty at 2-year institutions made up 69.7% of the total faculty, while 31% of the faculty in 4-year institutions worked part-time (see Table 7). In addition, faculty at 2-year institutions served more students than faculty at 4-year institutions. It is important to note that only students enrolled in degree programs were included in the analyses of the number of students served by faculty. Faculty are also responsible for teaching other students in certificate programs, so their burden is even higher than what is reflected in Table 7.

**Table 7: Mean Number of Full-Time/Part-Time Faculty and Mean Number of Students per Faculty**

	<b>2-Year <i>n</i> = 10</b>	<b>4-Year <i>n</i> = 9</b>
Mean number of full-time faculty	1.4	5.8
Mean number of part-time faculty	5.9	3.0
Percentage of part-time faculty	69.7	31.0
Mean number of students per faculty (full- and part-time) <sup>a</sup>	14.3	13.9
Mean number of students per full-time faculty <sup>a</sup>	48.6	23.4

<sup>a</sup>Only students enrolled in degree programs (Associate's, Bachelor's, Master's or Doctorate) were included in the analyses. Faculty are also responsible for teaching students in certificate programs, so their burden is even higher than what is reflected in this table.

## RACE/ETHNICITY OF FACULTY

Most faculty members in early childhood teacher preparation programs were White, non-Hispanic (see Table 8).

**Table 8: Race/Ethnicity of Faculty in Early Childhood Teacher Preparation Programs (average percentages across IHEs, with ranges in parentheses)**

	2-Year <i>n</i> = 9	4-Year <i>n</i> = 9
<b>Racial/ethnic composition of <u>full-time</u> faculty</b>		
Black, non-Hispanic	22.2 (0-100)	8.1 (0-33.3)
American Indian or Alaskan Native	0	1.2 (0-11.1)
Asian	0	4.5 (0-20.0)
Hispanic	0	0
White, non-Hispanic	77.8 (0-100)	69.5 (0-100)
Others/Multiracial	0	2.8 (0-25.0)
Unknown, refuse, non-resident alien	0	13.9 (0-100)
<b>Racial/ethnic composition of <u>part-time</u> faculty</b>		
Black, non-Hispanic	13.3 (0-66.7)	8.3 (0-66.7)
American Indian or Alaskan Native	0	0
Asian	0	1.0 (0-8.3)
Hispanic	0	12.5 (0-100)
White, non-Hispanic	86.7 (33.3-100)	78.1 (0-100)
Others/Multiracial	0	0
Unknown, refuse, non-resident alien	0	0

## QUALIFICATIONS AND WORK EXPERIENCE OF FACULTY

Early childhood faculty members at 4-year institutions were more likely to have a doctorate degree as compared to faculty at 2-year institutions (see Table 9). All faculty members in 4-year institutions had at least a Master’s degree. Almost all of the faculty members at 2-year institutions, and about three-fifths of faculty members at 4-year institutions had worked with young children.

**Table 9: Qualifications and Work Experience of Faculty in Early Childhood Teacher Preparation Programs (average percentages across IHEs, with ranges in parentheses)**

Qualifications and work experience	2-Year <i>n</i> = 10	4-Year <i>n</i> = 9
Highest degree earned by faculty (including full-time, part-time, and adjunct)		
Doctorate	6.8 (0-60.0)	70.1 (22.2-100)
Master’s	91.9 (40.0-100)	29.9 (0-77.8)
Bachelor’s	0	0
Associate’s or CDA	0	0
High school	1.3 (0-12.5)	0
Faculty with an early childhood degree covering an age span that includes children ages birth to 4	35.4 (0-100)	35.7 (0-100)
Faculty who have had direct employment experience working with children ages birth to 4	92.5 (66.7-100)	60.7 (10.0-100)

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## FINDINGS: STUDENT CHARACTERISTICS

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To fully understand early childhood teacher preparation programs, it is important to gather information not only about the characteristics of those programs but also the characteristics of students in those programs. This section of the report presents basic information about the estimated enrollment and number of degrees awarded in these early childhood teacher preparation programs. Information on student race/ethnicity and employment while enrolled in school is also provided.

### ENROLLMENT AND NUMBER OF DEGREES AWARDED

Data from this study suggest that over 1,800 people were enrolled in some type of early childhood degree program in Tennessee in 2004. A much smaller number—about 428—earned a degree in 2003. Of those who earned a degree, most earned a Bachelor’s degree (see Table 10).

**Table 10: Estimated Number of Students Enrolled in Programs, Students Working Towards Degrees, and Early Childhood Education Degrees Awarded**

	CDA or Other Certification	Associate’s	Bachelor’s	Master’s	Doctorate	Total (Degrees only) <sup>a</sup>
Students enrolled	723	850	811	174	20	1,855
Degrees or certificates awarded in 2003	251	130	216	80	2	428

<sup>a</sup>The totals exclude the CDA and other certifications because the individuals in those programs may also be enrolled in degree programs.



## ESTIMATED STUDENT RACE/ETHNICITY

Respondents were asked to report the number of students in each of several race/ethnicity categories. These were often reported as estimates and should be interpreted cautiously.

About three-quarters of the students in the Bachelor's degree programs and 71% of the students in the Associate's degree programs were White, non-Hispanic (see Table 11).

Program chairs/directors estimated that close to one-fifth of the students in Bachelor's degree programs were Black, non-Hispanic.

**Table 11: Race/Ethnicity of Students Enrolled in Various Degree Programs (average percentages across IHEs, with ranges in parentheses)**

	Associate's programs <i>n</i> = 9	Bachelor's programs <i>n</i> = 8	Master's programs <i>n</i> = 7	Doctoral programs <i>n</i> = 2
Black, non-Hispanic	26.8 (3.3-72.0)	17.1 (4.0-81.7)	9.1 (0-35.0)	6.7 (0-13.3)
American Indian or Alaskan Native	0	0.2 (0-1.1)	0.2 (0-1.6)	0
Asian or Pacific Islander	0.7 (0-5.0)	2.2 (0-8.0)	5.9 (0-10.0)	13.3 (6.7-20.0)
Hispanic	1.0 (0-4.0)	3.0 (0-10.0)	1.7 (0-10.0)	6.7 (0-13.3)
White, non-Hispanic	71.1 (26.8-96.0)	76.5 (18.3-96.0)	83.1 (55.0-100)	73.3 (66.7-80.0)
Race or ethnicity unknown	0	1.0 (0-8.0)	0	0
Others/Multiracial	0.4 (0-3.3)	0	0	0

## **EMPLOYMENT WHILE IN SCHOOL**

Respondents were asked to estimate the percentage of students who work full time while attending school. Twenty-nine percent of the Master's degree programs reported that almost all<sup>2</sup> students work full-time while in school. Twelve and a half percent of the Bachelor's degree programs reported that almost all students work full time while in school.

Comparatively, 45.5% of the Associate's degree programs and 75% of the CDA or other certification programs reported that almost all students work full time while in school.

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### **FINDINGS: CHALLENGES FACED BY EARLY CHILDHOOD TEACHER PREPARATION PROGRAMS**

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One of the purposes of this study was to document the challenges faced by early childhood teacher preparation programs. We asked chairs and directors of programs to rate 14 possible challenges on a 5-point Likert scale, ranging from 1 = not a challenge to 3 = somewhat of a challenge to 5 = a large challenge. Four types of challenges were covered: 1) student-related, 2) faculty-related, 3) institution-related, and 4) community-related. Four of the largest challenges for programs in 2-year institutions were students' competing work or family responsibilities, difficulty attracting and retaining linguistically diverse faculty, problems with transfer of credits and articulation, and attracting and keeping students due to the poor working conditions in the field of early childhood (see Table 12). For programs in 4-year institutions, two of the largest challenges were attracting and retaining faculty who were ethnically or linguistically diverse.

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<sup>2</sup> For purposes of this report "almost all" refers to 75% or more.

**Table 12: Mean Challenges Facing Early Childhood Teacher Preparation Programs**

Challenges Facing Early Childhood Teacher Preparation Programs	2-Year <i>n</i> = 10	4-Year <i>n</i> = 9
<b>Student-related</b>		
students' competing work or family related responsibilities	4.1	3.0
lack of student motivation	2.3	1.9
students' lack of academic preparation or skill	3.6	2.1
lack of financial support or scholarships	3.6	2.3
<b>Faculty-related</b>		
lack of faculty in your department with expertise in early childhood education	1.7	1.9
lack of full-time faculty in your department	3.3	2.4
poor faculty working conditions and wages	3.1	2.8
difficulty attracting and retaining ethnically diverse faculty	3.1	3.9
difficulty attracting and retaining linguistically diverse faculty	3.8	4.4
<b>Institution-related</b>		
problems with transfer of credits and articulation	3.8	2.2
lack of support from your college/university for early childhood teacher preparation	2.8	2.4
inability to serve the number of students who want to enroll	1.9	1.9
<b>Community-related</b>		
lack of quality early childhood practicum sites (any ages 0-4)	3.0	2.7
attracting and keeping students due to poor working conditions and wages in the field of early childhood	3.8	3.4

*Note.* 1 = not a challenge; 3 = somewhat of a challenge; 5 = a large challenge

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