

Mitigating Risk: Reducing Non-Compliance Using Risk Analysis Data

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ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL



Agenda

- Overview
- Every Student Succeeds Act (ESSA) Sub-Category
- Individuals with Disabilities Education Act (IDEA) Sub-Category
- Perkins V Sub-Category
- Fiscal Sub-Category
- Cross-Cutting Sub-Category
- Years Since Last Monitored Sub-Category
- Common Questions
- Business Rules

Overview



Why is a risk analysis required?

- The Tennessee Department of Education (department) must conduct a risk analysis according to 2 C.F.R. § 200.331 [Education Department General Administrative Regulations (EDGAR) p. 147], evaluate each subrecipient's [the local education agency (LEA)] risk of non-compliance for purposes of determining appropriate monitoring, and monitor its subrecipients to assure compliance and performance goals are achieved.
- Monitoring must include reviewing financial [Office of the Chief Financial Officer (OCFO)] and programmatic [Federal Programs and Oversight (FPO)] reports, ensuring corrective action (Monitoring Results), and issuing a management decision on audit findings (approval/non-approval).
- The risk analysis determines the tier of monitoring for each LEA.



Common Terms

- Level: One of three Results-Based Monitoring (RBM) processes
 - Level 3: Monitoring for LEAs earning significant risk on the risk analysis (at least 10%)
 - Level 2: Monitoring tier for LEAs earning elevated risk on risk analysis (at least 10%)
 - Level 1: Monitoring tier for LEAs earning a low risk on the risk analysis (all remaining LEAs)
- Risk Analysis: evaluation of each LEA's risk of non-compliance for purposes of monitoring
 - Risk Analysis Guide: data elements, business rules, and processes that outline the risk analysis



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How does the risk analysis work?

- ESSA
- IDEA
- Perkins V
- Finance
- Cross-Cutting/Other
- Years Since Last Level 3 (formerly on-site)Monitored
 - Years that included closures due to COVID-19 count.



ESSA Sub-Category



ESSA

- Subgroup Data
- Complaints w/ Findings
- WIDA Growth Rates
- Graduation Rates (Homeless & Foster)
- RBM Results
- Director Years of Experience [ESSA & English as a Second Language (ESL)]





Changes/Improvements in FY24

- All subgroup metrics now have a maximum of 10 points each.
- New categories were added (all max 15 points):
 - WIDA Growth Rate
 - Foster Care Graduation Rate
 - Homeless Graduation Rate
- RBM Actions now include ESSA-related Non-Traditional Educational Programs (NEP) results.

Subgroup Data: English Learners



Definition

Number of English learners (ELs) increased/decreased by 10% or more and by 2 or more students between Oct. 1 count and year-end data analysis in June.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

When populations increase or decrease, funding, staffing, and program quality are often impacted.

Mitigation
Strategy
Ensure data
accuracy and
compare Student
Information
System (SIS) to
FPO Data Reports
shared by Trish
Kelly.

Subgroup Data: Students in Foster Care



Definition

Students in Foster Care are less than or equal to 10% of the state average in the LEA.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

If LEA identification varies greatly from SEA average, the LEA is at risk for under-identifying students in this population.

Subgroup Data: Students Experiencing Homelessness

















Definition

Students
Experiencing
Homelessness are
less than or equal
to 10% of the
state average in
the LEA.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

When populations increase or decrease, funding, staffing, and program quality are often impacted.

Subgroup Data: Immigrant Students











2

3



Definition

Immigrant
students for which
the country of birth
was missing or
identified as null,
Puerto Rico, or U.S.
for 10% or more
immigrant
students and two
or more immigrant
students at the end
of the school year.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

When data is incorrectly keyed, funding, staffing, and program quality are often impacted.

Subgroup Data: Migratory Students



Definition

Migratory students in which corrections needed in the migrant student classification affect 10% or more and two or more students at the end of the school year.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

When data is incorrectly keyed, funding, staffing, and program quality are often impacted.

Subgroup Data: Military Dependents



Definition

Students
identified as
Military
Dependents are
less than or equal
to 10% of the
state average in
the LEA.

Risk

0 points if LEA meets metric (no risk).

Max of 10 points if the LEA does not meet the metric.

Significance

If data is incorrectly keyed, data collection at the student level is non-compliant with federal requirements.

ESSA Complaints with Findings



Definition

If a complaint that is investigated results in findings of non-compliance.

Risk Points

0 if the LEA has no complaints with findings.

20 points if the LEA has one or more complaints with findings.

Significance

If students do not receive benefits in programs for which they are eligible, the LEA is at further risk of non-compliance in other areas.

Mitigation Strategy

with parents, families, non-public schools, and other entities to ensure program implementation positively impacts eligible students.

WIDA Growth Rate

















Definition

English Learners meeting the WIDA growth standard is less than or equal to 25% and 10 or more English learners have test scores for two years.

Risk Points

0 points if LEA meets metric (no risk).

Max of 15 points if the LEA does not meet the metric.

Significance

Lack of growth rate indicates program quality concerns and/or non-compliance with federal law and state board rule.

Mitigation Strategy

directors and ESL directors should monitor programs regularly, conduct needs assessments, update ILPs, and adjust strategies based on student need.

Foster Care Graduation Rate



Definition

Graduation rate for foster care students is less than or equal to 36% **and** the foster care graduation cohort includes five or more students.

Risk Points

0 points if LEA meets metric (no risk).

Max of 15 points if the LEA does not meet the metric.

Significance

Students in foster care at any time in high school are less likely to graduate than their peers.

Mitigation Strategy

Prioritizing student's needs (credit recovery, transcript reviews, supplemental supports) increases likelihood of graduation.

Homeless Graduation Rate



Definition

Graduation rate for students experiencing homelessness is less than or equal to 44% **and** the foster care graduation cohort includes five or more students.

Risk Points

0 points if LEA meets metric (no risk).

Max of 15 points if the LEA does not meet the metric.

Significance

Students
experiencing
homelessness are
more transient
than peers, and
more likely to need
additional supports
to graduate.

Mitigation Strategy

Accurately identify student needs; provide supplemental services (backpack programs, Significances to community stakeholders for resource assistance), reduce barriers to CTE programs and extra-curriculars by waiving fees, providing school supplies, etc.

All Monitoring Action Steps



Definition

LEAs with Findings of Non-Compliance or Corrections Needed, and applicable JDC/N&D results, from FY23 monitoring. Risk Points
2 points per
action step with a
maximum of 20
points per
subcategory.

Significance

Risk from previous years increases likelihood of risk in subsequent years.

Mitigation Strategy

Review previous monitoring results, ensure procedures and policies match, keep documentation.

All Experience for Directors, Bookkeepers, etc.

















Definition

Directors must report years of experience in the role within Tennessee upon submission of the applicable funding application each year.

Risk Points

Director who has **3+ years: 0 points**

1-3 years: 2 points

>1 year: 5 points

Significance

Inheriting work, learning a new role, and managing many requirements creates risk of non-compliance.

Mitigation Strategy

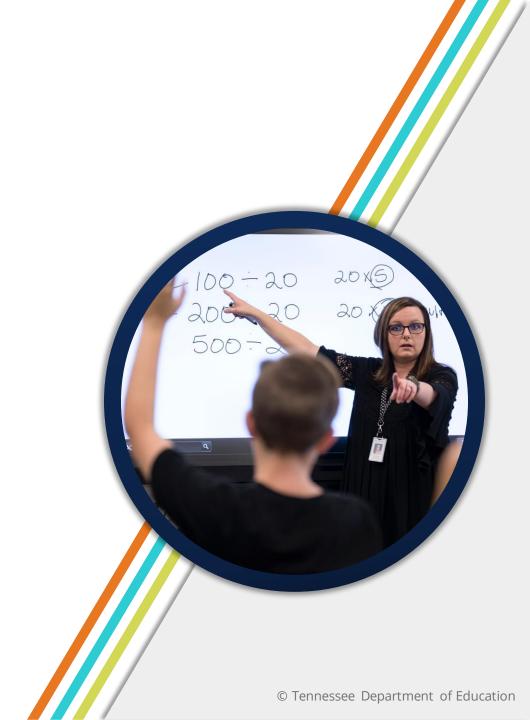
Don't assume inherited work was correct; keep documentation; reach out for support from oversight coordinators.

IDEA Sub-Category



IDEA

- Annual Performance Report (APR)
- IDEA Complaints w/ Findings
- Significant Disproportionality
- Director Years of Experience
- RBM Results
- Individualized Education Plan (IEP) Results
- Isolation/Restraint Incidents





Changes/Improvements in FY24

- No new categories
- Adjusted risk points for several categories
- Updated Isolation/restraint incident times

Annual Performance Report (APR): Final Score (%)



Definition

Inverse of the APR score

Risk Points

Inverse of APR Final Score (%) with a **maximum of 50 points**.

Significance

Missing indicator targets increases risk of non-compliance for students with disabilities.

Mitigation Strategy

Review APR manual and data, attend relevant PD, ensure accurate data collection, IEP meetings, etc.

IDEA Complaints Findings and Due Process Final Orders

















Definition

When department receives IDEA program complaints, conducts a review, and review results in findings.

Risk Points 1 finding, 5 points;

2 findings, 15 points;

3 or more findings, maximum of 50 points.

Significance

When complaints are substantiated, the LEA is not meeting student needs, increasing likelihood of risk in other programmatic areas.

Mitigation Strategy

Review IEPs and companion documentation regularly, ensure program decisions are based on student needs rather than current offerings, document program implementation decisions and supports.

Significant Disproportionality



Definition

collect and examine data to determine if sig. dis. based on race and ethnicity is occurring in the state and LEAs (identification, placement, incidences).

Risk Points
4 points per area
of significant
disproportionality
(with a maximum
of 20 points)

Significance

If over/under identification occurs, there is risk of additional non-compliance within the program.

Mitigation Strategy

Review data elements, continuum of placement options, and conduct trainings to minimize unnecessary disciplinary actions.

IEP Monitoring Risk

















Definition

IEP Monitoring
Results findings
requiring
corrective actions
and the total
number of items
reviewed.

Risk Points

0-9.99% of noncompliance, 0 points; 10-14.99%, 10 points; 15-19.99%, 20 points; 20-24.99%, 30 points; 25-29.99%, 40 points; above 30%, 50 points with a maximum of 50 points.

Significance

Risk from previous years increases likelihood of risk in subsequent years.

Mitigation Strategy

Review previous monitoring results, norm with IEP teams on decision-making and completion of IEPs and companion documents.

Isolation/Restraint Incidents



Definition

Duplicate entries
Missing parent notification
date/time
Notification date/time before
incident date/time
Death reported no death
occurred
Missing staff "Not
Trained/Total Staff"
Isolation exceeds 60 minutes
Restraint exceeds 5 minutes
Incidents reported during
non-school hours

Risk Points 0 points if 0% of incidents flagged;

3 points less than 10% flagged;

5 points if more than 10% flagged (max. 5 points)

Significance

Data quality
errors and
excessive
isolation/restraint
times indicate
additional risk of
non-compliance.

Mitigation Strategy

in incident reports, review procedures and update, train frequently, deescalation techniques, seek department support.

Perkins V Sub-Category



Perkins V

- Professional Development (PD) Attendance
- RBM Results
- Years of Experience
- PD Allocation



CTE PD Attendance (CTEPDA)

















Definition

Mandatory attendance at state and regional Career and Technical Education (CTE) director meetings

Risk Points

Director who attends

<75% of state meetings: 10 points

<75% of regional meetings: 10 points

Maximum of 20 points.

Significance

CTE directors
attending monthly
regional and quarterly
state meetings will
receive crucial
information for the
administration of the
Perkins V grant.

Mitigation Strategy

CTE directors must make all efforts to attend these meetings or send a designee.

CTE Director Years of Experience (CTExp)



Definition

Directors must report years of experience in the role within Tennessee upon submission of the applicable funding application each year.

Risk Points

Director who has **3+ years: 0 points**

1-3 years: 2 points

>1 year: 5 points

Significance

Inheriting work, learning a new role, and managing many requirements creates risk of noncompliance.

Mitigation Strategy

Don't assume inherited work was correct; keep documentation; reach out for support from CTE CORE consultants.

CTE PD Allocation (CTEPDH)



Definition

LEAs must allocate at least five percent of the Perkins Basic allocation to PD.

Risk Points

<5% of the total allocation used for PD= 5 points

Significance

Funds used to provide PD opportunities will increase the skillsets and tools for CTE educators.

Mitigation Strategy

Use PD allocation data to compare years where PD allocations were lower/higher to the core indicator of performance data.

Fiscal Sub-Category



Fiscal

- Single Audit Findings
- RBM Results
- Central Finance Office
- Consolidated Funding Application (CFA) Preliminary Award
- Years of Experience
- Comptroller Findings
- Fiscal Representative and Fiscal Update the same
- Awards/Allocations
- Reimbursement Requests
- Drop Dead/Release/Unexpended
- Deadlines
- Excess Carryover





Changes/Improvements in FY24

- Updated maximum points for Annual Financial Report Findings
- Added Drop Dead/Release of Funds for all federal grants
- Added Reimbursement Request benchmarks

Single Audit Findings or Single Audit Not Required (>\$750k)

















Definition

Single audits provide assurance to the U.S. government as to the management and use of funds by recipients. This category captures LEAs receiving less than \$750K in federal funds.

Risk Points

>1 SA finding= **15 points**

Significance

Audit results are directly connected to allowable expenditures.

Mitigation Strategy

Ensure necessary, reasonable, allowable expenditures, and document, document, document.

Annual Financial Report Findings



Definition

LEAs that are identified during the Annual Financial Report as exhibiting financial risk. For 81 Act counties, all school fund findings will be applied to the applicable LEA.

Risk Points 10 points per finding

50 points max

Significance

Comptroller reports include 81 Act counties and LEAs financial reports reflect non-compliance with federal, state, and local funds.

Mitigation Strategy

Coordinate with central finance office and ensure collaborative opportunities with finance offices.

Central Finance Office



Definition

LEAs that use a
Central Finance office
are at additional risk.
Reduced lack of fiscal
control and
county/city finance
teams risk
misunderstanding
guidance around
allowability with
federal funds granted
by the U.S.
Department of
Education.

Risk Points

Central Finance
Office= **10 points**

Significance

Disconnects
between local
needs/priorities
and LEA allowable
use of funds can
increase risk.

Mitigation Strategy

None

All Awards









1

2

3

4

Definition

Total CFA, Perkins (CTE), Elementary and Secondary School Emergency Relief (ESSER) 1.0, ESSER 2.0, and ESSER 3.0 allocations

Risk Points CFA

1 point per million

Perkins

1 point = <\$30,000; 2 points = \$30,001-\$60,000; 3 points = \$60,001-\$100,000; 4 points = \$100,001-\$150,000; 5 points = >\$150,000 ESSER 1.0, 2.0, &3.0

1 point per million, max 10

Significance

The greater the award, the higher the propensity for misspending funds.

Mitigation Strategy

None

All Drop Dead/Release of/Unexpended Funds



Definition

LEAs that let funds in excess of \$100 drop dead (revert to U.S. Treasury) or LEAs that released funds back to the department (ESSA, Perkins, IDEA, & ESSER 1.0-3.0).

Risk Points

5 points= Drop or release of >\$100 per federal program area

Significance

The release of funds may be an indication that the grant application/plan was not able to be implemented as designed leading to increased risk of noncompliance with required activities and processes.

Mitigation Strategy

Review needs assessments, adjust applications, and make plans to spend down funds.

IDEA Excess Carryover

















Definition

LEAs that carry over 50% or greater from the previous fiscal year in either the IDEA, Part B or IDEA, Preschool grants are at greater risk of not spending funds in a timely and appropriate manner.

Risk Points

50% or greater carryover= **10 points**

Significance

Not spending on fund generators increases risk of program noncompliance.

Mitigation Strategy

Spend funds on fund generators to positively impact students who earned the funds.

Perkins V Drawdown



Definition

Quarterly drawdown of Perkins Basic funds at a rate of 20-25% or greater per quarter is expected so that LEAs spend down funds on fund generators (students who generated funds).

Risk Points

< An average of 20% drawdown per quarter= **15 points**

Significance

Drawdowns not taking place at least quarterly may be an indication the application/plan was not implemented as designed leading to increased risk of non-compliance with required activities and processes and carrying out the local application.

Mitigation Strategy

Communicate with the bookkeeper and/or CFO, ensure obligations and drawdowns are occurring as required per quarter (recommend monthly).

ESSER 2.0 Reimbursement Requests (RR) – 80% Expended



Definition

The total amount of reimbursement requests compared to 80% of the allocation.

Risk Points
Maximum of 10
points if at least
80% of the
allocation has not
been expended as
of June 30, 2023.

Significance

LEAs must expend funds prior to the end of the period of performance.

Mitigation Strategy

Review needs assessments, adjust applications, and make plans to spend down funds.

ESSER 2.0 Monthly Reimbursement Requests



Definition

The total allocation allotted to an LEA in the ESSER 2.0 Application.

Risk Points 5 points per
month without RR

nonth without RR through June 30

10 points max

Significance

RR not taking place at least monthly may be an indication the grant application/plan was not implemented as designed leading to increased risk of non-compliance.

Mitigation Strategy

Communicate with the bookkeeper and/or CFO, ensure obligations and RR are occurring monthly.

ESSER 3.0 Reimbursement Requests – 50% Expended



Definition

The total amount of reimbursement requests compared to 50% of the allocation.

Risk Points
Maximum of 10
points if at least
50% of the
allocation was not
expended as of
June 30, 2023.

Significance

LEAs must expend funds prior to the end of the period of performance.

Mitigation Strategy

Review needs assessments, adjust applications, and make plans to spend down funds.

All Deadlines











2

3



Definition

LEAs that do not complete the CFA and state funds FER by Oct. 1 and/or miss the original budget deadline for the CFA (May 16) or state budget deadline (Oct. 1) are at risk of not spending allocations on fund generators or reverting funds.

Risk Points

Miss final budget or CFA deadline= **10 points; Max 20**

Miss CFA or state funds FER= 10 points; Max 20

Significance

Not meeting deadlines exhibits a breakdown in process at the LEA level, commonly contributing to non-compliance.

Mitigation Strategy

Calendar
deadlines, make
plans to check-in
with fiscal
consultants prior to
deadlines, attend
relevant PD and
office hours.
Request extensions
in advance for
extreme
circumstances.

Cross-Cutting Sub-Category



Cross-Cutting

- Designations
- ESSA/IDEA Same Person
- Office of Civil Rights (OCR) Findings
- Director of Schools (DOS) Years of Experience



Priority and Comprehensive Support and Improvement (CSI) Schools

















Definition

Priority schools, federally known as Comprehensive Support and Improvement (CSI) schools, were the bottom five percent of the schools across the state due to multiple years of low academic performance.

Risk Points

15 points=

Priority or CSI school identified

Significance

Federal laws, including ESSA and IDEA, require positive trends in program outcomes as a goal with related strategies and action steps.

Mitigation Strategy

Connect with stakeholders to create buy-in, adjust strategies that are not providing a return on investment, connect with School Improvement team for support.

In Need of Improvement Schools



Definition

Improvement (TSI)
or Additional
Targeted Support
and Improvement
(ATSI), are
identified based on
school
performance
among student
groups.

Risk Points

15 points= TSI or

ATSI school

identified

Significance

Federal laws, including ESSA and IDEA, require positive trends in program outcomes as a goal with related strategies and action steps.

Mitigation Strategy

Connect with stakeholders to create buy-in, adjust strategies that are not providing a return on investment, connect with School Improvement team for support.

ESSA/IDEA/CTE Director Same Person



Definition

The same person with the responsibilities of two or more programs (ESSA, IDEA, and/or CTE).

Risk Points
10 points= ESSA,
IDEA, and/or CTE
director are the
same.

Significance

Increased
workloads and
information in
multiple program
areas, learning a
new role, and
managing many
requirements
create risk of noncompliance.

Mitigation Strategy

Attend department PD, seek additional PD opportunities, keep documentation; reach out for support from the department area experts; consider reviewing full-time equivalents (FTEs) for adjustment discussions regularly.

TN OCR Findings

















Definition

Determination that an LEA lacked documentation and proof to comply with applicable regulations. The LEA is required to take action to resolve the noncompliance.

Risk Points

10 points= LEA received an OCR complaint resulting in a finding of noncompliance.

Significance

ocr violations
affect many
subgroups
identified in ESSA
and other federal
laws. ocr findings
exhibit risk for
other related
programs.

Mitigation Strategy

Review policies and procedures to ensure practices are inclusive, consider parent and student rights, and involve colleagues to ensure all services are delivered with fidelity.

Years Since Last Monitored Sub-Category



Years Since Last Monitored

- Years Since Last Monitored
 - ESSA/IDEA/ESSER
 - Perkins V
 - Fiscal



ESSA/IDEA/ESSER/Perkins/Fiscal Program Monitoring Years

















Definition

LEAs are monitored via one of three resultsbased monitoring levels. LEAs receive risk points for each year since the last Level 3 (or virtual Level 3) monitoring (formerly on-site).

Risk Points

5 points for each year since last Level 3 monitored for each federal program.

Max points = No limit

Significance

With each year since being monitored, risk increases. New staff may be in place, procedures have been misplaced, etc.

Mitigation Strategy

Stay informed of all current requirements and updates to federal and state laws and ensure these changes are implemented in the LEA where applicable.

Common Questions



Common Questions



- I removed X's role after you ran this report. Can you reduce my score?
- I didn't mean to have ESSA and IDEA directors listed. Can I take one off and you remove my points?
- Am I in trouble?
- Is this bad?
- I'm new in this role. Why me? Can we wait a few years?
- Where does this put me on the list?
- Something's wrong with my score. What do I do?
- I have evidence to show I attended at least 75% of the required meetings.
 Can you remove my points?







- 1. At the department's discretion, LEAs focus monitored in the most recent fiscal year complete Level 3 for the impacted grant(s) regardless of score.
 - No LEAs in FY24.
- 2. The four most populous LEAs participate in rotation between Levels 2 and 3.
 - 2 LEAs at Level 3
 - 2 LEAs at Level 2





- 3. LEAs that completed Level 3 in the previous fiscal year are excluded and assigned Level 1.
 - 20 LEAs in FY24
- 4. As other state agencies are not subject to the same reporting and data collection, the Tennessee Department of Children's Services (DCS), Tennessee Public Charter School Commission (TNPCSC), and Tennessee Department of Correction (DOC) participate in Level 3 at least every three years.
 - One LEA in FY24





- 5. State-run schools (Achievement School District, Alvin C. York Institute, Tennessee School for the Blind, Tennessee School for the Deaf, and West Tennessee School for the Deaf) participate in Level 3 Results-Based Monitoring at least every three years.
 - One LEA in FY24
- 6. The LEA with the highest score in the ESSA subcategory eligible for monitoring is identified for Level 3.
 - One LEA in FY24





- 7. The LEA with the highest score in the IDEA subcategory eligible for monitoring is identified for Level 3.
 - One LEA in FY24
- 8. The LEA with the highest score in the Perkins subcategory eligible for monitoring is identified for Level 3.
 - Two LEAs in FY24 (tied score)





- 9. The LEA with the highest score in the Fiscal subcategory eligible for monitoring is identified for Level 3.
 - One LEA in FY24
- 10. LEAs not on a rotation that rise to an elevated level for a third year in a row are promoted to Level 3;
 - a) To allow for capacity if this occurs, the LEA with the lowest significant risk is reassigned to Level 2.
 - One LEA in FY24





- 11. At least 10% of LEAs receiving funds via the CFA are identified for (virtual) Level 3.
 - 7 LEAs impacted
- 12. Between Level 3 and Level 2, at least 20% of LEAs are identified.
 - 12 LEAs impacted





- 13. A random selection of one or more LEAs to participate in Level 3 may occur prior to determining Levels 2 and 1. LEAs not been monitored in person in the past three years are eligible to be randomly selected using a random number generator.
 - One LEA impacted
- 14. All remaining LEAs are identified for Level 1.
 - 98 remaining LEAs impacted





Thank You!

Questions?

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Tuesday-Thursday Please Share Your Feedback:

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