

2023-24 Student Access to Effective Educators

Anderson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	72	**	**%	180	62	34.4%
Inexperienced Teachers	31398	5018	16.0%	72	11	15.3%	180	28	15.6%
Out of Field Teachers	31398	340	1.1%	72	**	**%	180	**	**%
Low Income Students	665255	185410	27.9%	900	333	37.0%	3306	817	24.7%
Minority Children	665255	264656	39.8%	900	94	10.4%	3306	316	9.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	30.9%	71.4%
% Non low-income students taught by an ineffective teacher	51.8%	29.8%	66.4%
Disproportionate Rate	2.3%	1.1%	5.0%
% Minority students taught by an ineffective teacher	51.8%	31.9%	69.3%
% Non minority students taught by an ineffective teacher	52.7%	30.0%	67.4%
Disproportionate Rate	-0.8%	1.9%	1.9%
% Low-income students taught by an inexperienced teacher	38.9%	33.6%	42.1%
% Non low-income students taught by an inexperienced teacher	35.1%	31.9%	39.2%
Disproportionate Rate	3.8%	1.7%	2.9%
% Minority students taught by an inexperienced teacher	42.0%	46.8%	45.9%
% Non minority students taught by an inexperienced teacher	32.2%	30.9%	39.3%
Disproportionate Rate	9.8%	15.9%	6.6%
% Low-income students taught by an out of field teacher	3.6%	**%	8.3%
% Non low-income students taught by an out of field teacher	2.9%	**%	3.9%
Disproportionate Rate	0.7%	**%	4.4%
% Minority students taught by an out of field teacher	3.6%	**%	2.5%
% Non minority students taught by an out of field teacher	2.7%	**%	5.3%
Disproportionate Rate	0.9%	**%	-2.7%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Clinton

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	38	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	38	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	38	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	511	95	18.6%	**	**	**%
Minority Children	665255	264656	39.8%	511	71	13.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	14.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	19.5%	**%
Disproportionate Rate	2.3%	-4.7%	**%
% Minority students taught by an ineffective teacher	51.8%	19.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	18.4%	**%
Disproportionate Rate	-0.8%	1.3%	**%
% Low-income students taught by an inexperienced teacher	38.9%	22.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	16.8%	**%
Disproportionate Rate	3.8%	5.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	18.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	17.7%	**%
Disproportionate Rate	9.8%	0.6%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Oak Ridge

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	50	**	**%	122	28	23.0%
Inexperienced Teachers	31398	5018	16.0%	50	**	**%	122	**	**%
Out of Field Teachers	31398	340	1.1%	50	**	**%	122	**	**%
Low Income Students	665255	185410	27.9%	717	153	21.3%	2629	426	16.2%
Minority Children	665255	264656	39.8%	717	216	30.1%	2629	717	27.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	27.5%	50.9%
% Non low-income students taught by an ineffective teacher	51.8%	35.6%	46.7%
Disproportionate Rate	2.3%	-8.2%	4.3%
% Minority students taught by an ineffective teacher	51.8%	31.0%	44.8%
% Non minority students taught by an ineffective teacher	52.7%	35.1%	48.3%
Disproportionate Rate	-0.8%	-4.1%	-3.6%
% Low-income students taught by an inexperienced teacher	38.9%	39.9%	20.7%
% Non low-income students taught by an inexperienced teacher	35.1%	27.0%	15.5%
Disproportionate Rate	3.8%	12.9%	5.1%
% Minority students taught by an inexperienced teacher	42.0%	36.1%	16.5%
% Non minority students taught by an inexperienced teacher	32.2%	26.9%	16.3%
Disproportionate Rate	9.8%	9.2%	0.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

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2023-24 Student Access to Effective Educators

Bedford County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	215	49	22.8%	57	12	21.1%
Inexperienced Teachers	31398	5018	16.0%	215	46	21.4%	57	10	17.5%
Out of Field Teachers	31398	340	1.1%	215	**	**%	57	**	**%
Low Income Students	665255	185410	27.9%	4087	1823	44.6%	2125	876	41.2%
Minority Children	665255	264656	39.8%	4087	1739	42.5%	2125	1019	48.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.0%	54.6%
% Non low-income students taught by an ineffective teacher	51.8%	55.9%	47.2%
Disproportionate Rate	2.3%	4.1%	7.3%
% Minority students taught by an ineffective teacher	51.8%	62.7%	56.6%
% Non minority students taught by an ineffective teacher	52.7%	53.7%	44.4%
Disproportionate Rate	-0.8%	9.1%	12.2%
% Low-income students taught by an inexperienced teacher	38.9%	47.9%	53.8%
% Non low-income students taught by an inexperienced teacher	35.1%	45.7%	45.3%
Disproportionate Rate	3.8%	2.2%	8.5%
% Minority students taught by an inexperienced teacher	42.0%	49.1%	56.0%
% Non minority students taught by an inexperienced teacher	32.2%	44.9%	42.1%
Disproportionate Rate	9.8%	4.1%	13.9%
% Low-income students taught by an out of field teacher	3.6%	8.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	8.5%	**%
Disproportionate Rate	0.7%	0.0%	**%
% Minority students taught by an out of field teacher	3.6%	10.9%	**%
% Non minority students taught by an out of field teacher	2.7%	6.8%	**%
Disproportionate Rate	0.9%	4.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

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2023-24 Student Access to Effective Educators Benton County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	73	17	23.3%	19	**	**%
Inexperienced Teachers	31398	5018	16.0%	73	**	**%	19	**	**%
Out of Field Teachers	31398	340	1.1%	73	**	**%	19	**	**%
Low Income Students	665255	185410	27.9%	1006	522	51.9%	448	145	32.4%
Minority Children	665255	264656	39.8%	1006	89	8.8%	448	41	9.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	64.9%	81.4%
% Non low-income students taught by an ineffective teacher	51.8%	60.3%	86.5%
Disproportionate Rate	2.3%	4.6%	-5.1%
% Minority students taught by an ineffective teacher	51.8%	73.0%	78.0%
% Non minority students taught by an ineffective teacher	52.7%	61.7%	85.5%
Disproportionate Rate	-0.8%	11.3%	-7.5%
% Low-income students taught by an inexperienced teacher	38.9%	22.4%	20.7%
% Non low-income students taught by an inexperienced teacher	35.1%	24.6%	27.7%
Disproportionate Rate	3.8%	-2.2%	-7.0%
% Minority students taught by an inexperienced teacher	42.0%	27.0%	26.8%
% Non minority students taught by an inexperienced teacher	32.2%	23.1%	25.3%
Disproportionate Rate	9.8%	3.8%	1.5%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

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2023-24 Student Access to Effective Educators

Bledsoe County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	51	15	29.4%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	51	10	19.6%	**	**	**%
Out of Field Teachers	31398	340	1.1%	51	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1101	383	34.8%	**	**	**%
Minority Children	665255	264656	39.8%	1101	104	9.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	52.6%	**%
Disproportionate Rate	2.3%	-5.9%	**%
% Minority students taught by an ineffective teacher	51.8%	54.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	50.2%	**%
Disproportionate Rate	-0.8%	4.7%	**%
% Low-income students taught by an inexperienced teacher	38.9%	32.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	25.3%	**%
Disproportionate Rate	3.8%	6.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	36.5%	**%
% Non minority students taught by an inexperienced teacher	32.2%	26.8%	**%
Disproportionate Rate	9.8%	9.8%	**%
% Low-income students taught by an out of field teacher	3.6%	14.4%	**%
% Non low-income students taught by an out of field teacher	2.9%	16.4%	**%
Disproportionate Rate	0.7%	-2.1%	**%
% Minority students taught by an out of field teacher	3.6%	26.9%	**%
% Non minority students taught by an out of field teacher	2.7%	14.5%	**%
Disproportionate Rate	0.9%	12.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

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2023-24 Student Access to Effective Educators

Blount County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	122	14	11.5%	191	56	29.3%
Inexperienced Teachers	31398	5018	16.0%	122	14	11.5%	191	19	9.9%
Out of Field Teachers	31398	340	1.1%	122	**	**%	191	**	**%
Low Income Students	665255	185410	27.9%	2262	363	16.0%	4655	564	12.1%
Minority Children	665255	264656	39.8%	2262	371	16.4%	4655	641	13.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	25.3%	63.7%
% Non low-income students taught by an ineffective teacher	51.8%	26.3%	62.7%
Disproportionate Rate	2.3%	-1.0%	0.9%
% Minority students taught by an ineffective teacher	51.8%	25.1%	68.8%
% Non minority students taught by an ineffective teacher	52.7%	26.4%	61.9%
Disproportionate Rate	-0.8%	-1.3%	6.9%
% Low-income students taught by an inexperienced teacher	38.9%	23.7%	34.0%
% Non low-income students taught by an inexperienced teacher	35.1%	19.2%	29.7%
Disproportionate Rate	3.8%	4.5%	4.3%
% Minority students taught by an inexperienced teacher	42.0%	21.8%	43.4%
% Non minority students taught by an inexperienced teacher	32.2%	19.6%	28.2%
Disproportionate Rate	9.8%	2.3%	15.2%
% Low-income students taught by an out of field teacher	3.6%	**%	6.7%
% Non low-income students taught by an out of field teacher	2.9%	**%	6.6%
Disproportionate Rate	0.7%	**%	0.1%
% Minority students taught by an out of field teacher	3.6%	**%	5.1%
% Non minority students taught by an out of field teacher	2.7%	**%	6.9%
Disproportionate Rate	0.9%	**%	-1.7%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

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2023-24 Student Access to Effective Educators

Alcoa

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	26	**	**%	42	11	26.2%
Inexperienced Teachers	31398	5018	16.0%	26	**	**%	42	**	**%
Out of Field Teachers	31398	340	1.1%	26	**	**%	42	**	**%
Low Income Students	665255	185410	27.9%	460	95	20.7%	1001	163	16.3%
Minority Children	665255	264656	39.8%	460	166	36.1%	1001	395	39.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	22.1%	55.8%
% Non low-income students taught by an ineffective teacher	51.8%	19.7%	50.8%
Disproportionate Rate	2.3%	2.4%	5.0%
% Minority students taught by an ineffective teacher	51.8%	25.9%	55.2%
% Non minority students taught by an ineffective teacher	52.7%	17.0%	49.3%
Disproportionate Rate	-0.8%	8.9%	5.8%
% Low-income students taught by an inexperienced teacher	38.9%	15.8%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	14.0%	**%
Disproportionate Rate	3.8%	1.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	15.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	13.9%	**%
Disproportionate Rate	9.8%	1.1%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Maryville

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	33	**	**%	150	34	22.7%
Inexperienced Teachers	31398	5018	16.0%	33	**	**%	150	11	7.3%
Out of Field Teachers	31398	340	1.1%	33	**	**%	150	**	**%
Low Income Students	665255	185410	27.9%	466	70	15.0%	3433	433	12.6%
Minority Children	665255	264656	39.8%	466	75	16.1%	3433	490	14.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	57.5%
% Non low-income students taught by an ineffective teacher	51.8%	**%	56.2%
Disproportionate Rate	2.3%	**%	1.3%
% Minority students taught by an ineffective teacher	51.8%	**%	61.2%
% Non minority students taught by an ineffective teacher	52.7%	**%	55.6%
Disproportionate Rate	-0.8%	**%	5.7%
% Low-income students taught by an inexperienced teacher	38.9%	10.0%	25.9%
% Non low-income students taught by an inexperienced teacher	35.1%	8.3%	20.9%
Disproportionate Rate	3.8%	1.7%	5.0%
% Minority students taught by an inexperienced teacher	42.0%	8.0%	27.1%
% Non minority students taught by an inexperienced teacher	32.2%	8.7%	20.6%
Disproportionate Rate	9.8%	-0.7%	6.6%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Bradley County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	122	33	27.0%	211	76	36.0%
Inexperienced Teachers	31398	5018	16.0%	122	15	12.3%	211	17	8.1%
Out of Field Teachers	31398	340	1.1%	122	**	**%	211	**	**%
Low Income Students	665255	185410	27.9%	2040	594	29.1%	4842	1178	24.3%
Minority Children	665255	264656	39.8%	2040	331	16.2%	4842	770	15.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	56.1%	71.7%
% Non low-income students taught by an ineffective teacher	51.8%	48.8%	68.6%
Disproportionate Rate	2.3%	7.2%	3.1%
% Minority students taught by an ineffective teacher	51.8%	55.0%	68.3%
% Non minority students taught by an ineffective teacher	52.7%	50.1%	69.6%
Disproportionate Rate	-0.8%	4.8%	-1.3%
% Low-income students taught by an inexperienced teacher	38.9%	15.8%	27.9%
% Non low-income students taught by an inexperienced teacher	35.1%	17.2%	23.6%
Disproportionate Rate	3.8%	-1.3%	4.3%
% Minority students taught by an inexperienced teacher	42.0%	21.1%	26.0%
% Non minority students taught by an inexperienced teacher	32.2%	15.9%	24.4%
Disproportionate Rate	9.8%	5.2%	1.6%
% Low-income students taught by an out of field teacher	3.6%	4.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	2.6%	**%
Disproportionate Rate	0.7%	1.6%	**%
% Minority students taught by an out of field teacher	3.6%	4.8%	1.2%
% Non minority students taught by an out of field teacher	2.7%	2.8%	**%
Disproportionate Rate	0.9%	2.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Cleveland

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	72	17	23.6%	87	25	28.7%
Inexperienced Teachers	31398	5018	16.0%	72	**	**%	87	10	11.5%
Out of Field Teachers	31398	340	1.1%	72	**	**%	87	**	**%
Low Income Students	665255	185410	27.9%	1339	467	34.9%	2553	696	27.3%
Minority Children	665255	264656	39.8%	1339	666	49.7%	2553	1272	49.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	33.4%	49.9%
% Non low-income students taught by an ineffective teacher	51.8%	32.9%	48.3%
Disproportionate Rate	2.3%	0.5%	1.6%
% Minority students taught by an ineffective teacher	51.8%	36.9%	50.0%
% Non minority students taught by an ineffective teacher	52.7%	29.0%	47.5%
Disproportionate Rate	-0.8%	8.0%	2.5%
% Low-income students taught by an inexperienced teacher	38.9%	32.3%	31.9%
% Non low-income students taught by an inexperienced teacher	35.1%	29.5%	30.0%
Disproportionate Rate	3.8%	2.9%	1.8%
% Minority students taught by an inexperienced teacher	42.0%	31.4%	29.6%
% Non minority students taught by an inexperienced teacher	32.2%	29.6%	31.5%
Disproportionate Rate	9.8%	1.8%	-1.8%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Campbell County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	157	49	31.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	157	21	13.4%	**	**	**%
Out of Field Teachers	31398	340	1.1%	157	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	3256	1196	36.7%	**	**	**%
Minority Children	665255	264656	39.8%	3256	123	3.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	62.9%	**%
% Non low-income students taught by an ineffective teacher	51.8%	65.2%	**%
Disproportionate Rate	2.3%	-2.3%	**%
% Minority students taught by an ineffective teacher	51.8%	62.6%	**%
% Non minority students taught by an ineffective teacher	52.7%	64.4%	**%
Disproportionate Rate	-0.8%	-1.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	27.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	24.7%	**%
Disproportionate Rate	3.8%	2.7%	**%
% Minority students taught by an inexperienced teacher	42.0%	24.4%	**%
% Non minority students taught by an inexperienced teacher	32.2%	25.8%	**%
Disproportionate Rate	9.8%	-1.4%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Cannon County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	53	15	28.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	53	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	53	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1165	283	24.3%	**	**	**%
Minority Children	665255	264656	39.8%	1165	108	9.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.0%	**%
% Non low-income students taught by an ineffective teacher	51.8%	57.3%	**%
Disproportionate Rate	2.3%	1.8%	**%
% Minority students taught by an ineffective teacher	51.8%	52.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	58.2%	**%
Disproportionate Rate	-0.8%	-5.4%	**%
% Low-income students taught by an inexperienced teacher	38.9%	35.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	36.3%	**%
Disproportionate Rate	3.8%	-0.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	32.4%	**%
% Non minority students taught by an inexperienced teacher	32.2%	36.5%	**%
Disproportionate Rate	9.8%	-4.1%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hollow Rock - Bruceton

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	26	13	50.0%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	26	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	26	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	420	136	32.4%	**	**	**%
Minority Children	665255	264656	39.8%	420	57	13.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	76.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	77.5%	**%
Disproportionate Rate	2.3%	-1.0%	**%
% Minority students taught by an ineffective teacher	51.8%	64.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	79.1%	**%
Disproportionate Rate	-0.8%	-14.2%	**%
% Low-income students taught by an inexperienced teacher	38.9%	36.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	33.1%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	31.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	34.4%	**%
Disproportionate Rate	9.8%	-2.9%	**%
% Low-income students taught by an out of field teacher	3.6%	11.8%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.4%	**%
Disproportionate Rate	0.7%	4.4%	**%
% Minority students taught by an out of field teacher	3.6%	8.8%	**%
% Non minority students taught by an out of field teacher	2.7%	8.8%	**%
Disproportionate Rate	0.9%	-0.0%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Huntingdon Special School District

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	**	**	**%	32	16	50.0%
Inexperienced Teachers	31398	5018	16.0%	**	**	**%	32	**	**%
Out of Field Teachers	31398	340	1.1%	**	**	**%	32	**	**%
Low Income Students	665255	185410	27.9%	95	27	28.4%	766	236	30.8%
Minority Children	665255	264656	39.8%	95	25	26.3%	766	198	25.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	83.9%
% Non low-income students taught by an ineffective teacher	51.8%	**%	86.4%
Disproportionate Rate	2.3%	**%	-2.5%
% Minority students taught by an ineffective teacher	51.8%	**%	85.9%
% Non minority students taught by an ineffective teacher	52.7%	**%	85.6%
Disproportionate Rate	-0.8%	**%	0.3%
% Low-income students taught by an inexperienced teacher	38.9%	**%	7.6%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	7.5%
Disproportionate Rate	3.8%	**%	0.1%
% Minority students taught by an inexperienced teacher	42.0%	**%	9.1%
% Non minority students taught by an inexperienced teacher	32.2%	**%	7.0%
Disproportionate Rate	9.8%	**%	2.0%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

McKenzie

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	40	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	40	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	40	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	839	190	22.6%	**	**	**%
Minority Children	665255	264656	39.8%	839	188	22.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	69.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	70.3%	**%
Disproportionate Rate	2.3%	-0.8%	**%
% Minority students taught by an ineffective teacher	51.8%	68.6%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.5%	**%
Disproportionate Rate	-0.8%	-1.9%	**%
% Low-income students taught by an inexperienced teacher	38.9%	34.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	33.6%	**%
Disproportionate Rate	3.8%	0.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	37.8%	**%
% Non minority students taught by an inexperienced teacher	32.2%	32.6%	**%
Disproportionate Rate	9.8%	5.2%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

South Carroll

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	15	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	15	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	15	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	224	89	39.7%	**	**	**%
Minority Children	665255	264656	39.8%	224	32	14.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	83.1%	**%
% Non low-income students taught by an ineffective teacher	51.8%	83.0%	**%
Disproportionate Rate	2.3%	0.2%	**%
% Minority students taught by an ineffective teacher	51.8%	81.2%	**%
% Non minority students taught by an ineffective teacher	52.7%	83.3%	**%
Disproportionate Rate	-0.8%	-2.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	65.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	48.9%	**%
Disproportionate Rate	3.8%	16.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	59.4%	**%
% Non minority students taught by an inexperienced teacher	32.2%	54.7%	**%
Disproportionate Rate	9.8%	4.7%	**%
% Low-income students taught by an out of field teacher	3.6%	24.7%	**%
% Non low-income students taught by an out of field teacher	2.9%	10.4%	**%
Disproportionate Rate	0.7%	14.3%	**%
% Minority students taught by an out of field teacher	3.6%	15.6%	**%
% Non minority students taught by an out of field teacher	2.7%	16.1%	**%
Disproportionate Rate	0.9%	-0.5%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

West Carroll Sp Dist

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	34	12	35.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	34	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	34	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	485	145	29.9%	**	**	**%
Minority Children	665255	264656	39.8%	485	71	14.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	98.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	94.7%	**%
Disproportionate Rate	2.3%	3.9%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	95.2%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	54.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	53.5%	**%
Disproportionate Rate	3.8%	1.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	57.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	53.1%	**%
Disproportionate Rate	9.8%	4.6%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Carter County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	143	33	23.1%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	143	18	12.6%	**	**	**%
Out of Field Teachers	31398	340	1.1%	143	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	2756	933	33.9%	83	30	36.1%
Minority Children	665255	264656	39.8%	2756	215	7.8%	83	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	48.8%	33.3%
% Non low-income students taught by an ineffective teacher	51.8%	51.7%	49.1%
Disproportionate Rate	2.3%	-2.9%	-15.7%
% Minority students taught by an ineffective teacher	51.8%	50.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	50.7%	45.0%
Disproportionate Rate	-0.8%	0.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	22.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	27.8%	**%
Disproportionate Rate	3.8%	-5.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	18.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	26.5%	**%
Disproportionate Rate	9.8%	-8.4%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Elizabethton

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	28	10	35.7%	45	19	42.2%
Inexperienced Teachers	31398	5018	16.0%	28	**	**%	45	**	**%
Out of Field Teachers	31398	340	1.1%	28	**	**%	45	**	**%
Low Income Students	665255	185410	27.9%	568	77	13.6%	1287	224	17.4%
Minority Children	665255	264656	39.8%	568	58	10.2%	1287	111	8.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.7%	83.0%
% Non low-income students taught by an ineffective teacher	51.8%	58.7%	84.8%
Disproportionate Rate	2.3%	1.1%	-1.7%
% Minority students taught by an ineffective teacher	51.8%	65.5%	85.6%
% Non minority students taught by an ineffective teacher	52.7%	58.0%	84.4%
Disproportionate Rate	-0.8%	7.5%	1.2%
% Low-income students taught by an inexperienced teacher	38.9%	35.1%	12.1%
% Non low-income students taught by an inexperienced teacher	35.1%	30.1%	15.0%
Disproportionate Rate	3.8%	4.9%	-2.9%
% Minority students taught by an inexperienced teacher	42.0%	32.8%	10.8%
% Non minority students taught by an inexperienced teacher	32.2%	30.6%	14.8%
Disproportionate Rate	9.8%	2.2%	-4.0%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Cheatham County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	65	15	23.1%	109	22	20.2%
Inexperienced Teachers	31398	5018	16.0%	65	**	**%	109	**	**%
Out of Field Teachers	31398	340	1.1%	65	**	**%	109	**	**%
Low Income Students	665255	185410	27.9%	1478	550	37.2%	2282	598	26.2%
Minority Children	665255	264656	39.8%	1478	290	19.6%	2282	289	12.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.8%	45.0%
% Non low-income students taught by an ineffective teacher	51.8%	52.9%	42.9%
Disproportionate Rate	2.3%	0.9%	2.1%
% Minority students taught by an ineffective teacher	51.8%	49.7%	43.6%
% Non minority students taught by an ineffective teacher	52.7%	54.1%	43.4%
Disproportionate Rate	-0.8%	-4.5%	0.2%
% Low-income students taught by an inexperienced teacher	38.9%	36.4%	8.9%
% Non low-income students taught by an inexperienced teacher	35.1%	33.5%	8.8%
Disproportionate Rate	3.8%	2.9%	0.0%
% Minority students taught by an inexperienced teacher	42.0%	32.4%	9.0%
% Non minority students taught by an inexperienced teacher	32.2%	35.1%	8.8%
Disproportionate Rate	9.8%	-2.7%	0.2%
% Low-income students taught by an out of field teacher	3.6%	**%	1.8%
% Non low-income students taught by an out of field teacher	2.9%	**%	1.0%
Disproportionate Rate	0.7%	**%	0.8%
% Minority students taught by an out of field teacher	3.6%	**%	1.0%
% Non minority students taught by an out of field teacher	2.7%	**%	1.3%
Disproportionate Rate	0.9%	**%	-0.2%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Chester County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	86	31	36.0%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	86	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	86	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1858	476	25.6%	**	**	**%
Minority Children	665255	264656	39.8%	1858	368	19.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	68.9%	**%
% Non low-income students taught by an ineffective teacher	51.8%	65.9%	**%
Disproportionate Rate	2.3%	3.0%	**%
% Minority students taught by an ineffective teacher	51.8%	71.2%	**%
% Non minority students taught by an ineffective teacher	52.7%	65.6%	**%
Disproportionate Rate	-0.8%	5.6%	**%
% Low-income students taught by an inexperienced teacher	38.9%	7.6%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	10.0%	**%
Disproportionate Rate	3.8%	-2.4%	**%
% Minority students taught by an inexperienced teacher	42.0%	8.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	9.5%	**%
Disproportionate Rate	9.8%	-0.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Claiborne County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	146	58	39.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	146	18	12.3%	**	**	**%
Out of Field Teachers	31398	340	1.1%	146	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	2606	717	27.5%	40	17	42.5%
Minority Children	665255	264656	39.8%	2606	124	4.8%	40	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	78.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	76.3%	**%
Disproportionate Rate	2.3%	1.9%	**%
% Minority students taught by an ineffective teacher	51.8%	72.6%	**%
% Non minority students taught by an ineffective teacher	52.7%	77.0%	**%
Disproportionate Rate	-0.8%	-4.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	34.6%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	29.5%	**%
Disproportionate Rate	3.8%	5.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	31.2%	**%
Disproportionate Rate	9.8%	-6.2%	**%
% Low-income students taught by an out of field teacher	3.6%	4.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	4.2%	**%
Disproportionate Rate	0.7%	0.4%	**%
% Minority students taught by an out of field teacher	3.6%	2.4%	**%
% Non minority students taught by an out of field teacher	2.7%	4.4%	**%
Disproportionate Rate	0.9%	-2.0%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Clay County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	26	13	50.0%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	26	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	26	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	472	142	30.1%	225	70	31.1%
Minority Children	665255	264656	39.8%	472	42	8.9%	225	25	11.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	92.3%	72.9%
% Non low-income students taught by an ineffective teacher	51.8%	95.2%	63.9%
Disproportionate Rate	2.3%	-2.9%	9.0%
% Minority students taught by an ineffective teacher	51.8%	90.5%	68.0%
% Non minority students taught by an ineffective teacher	52.7%	94.4%	66.5%
Disproportionate Rate	-0.8%	-3.9%	1.5%
% Low-income students taught by an inexperienced teacher	38.9%	33.8%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	43.6%	**%
Disproportionate Rate	3.8%	-9.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	33.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	41.4%	**%
Disproportionate Rate	9.8%	-8.1%	**%
% Low-income students taught by an out of field teacher	3.6%	19.7%	**%
% Non low-income students taught by an out of field teacher	2.9%	21.2%	**%
Disproportionate Rate	0.7%	-1.5%	**%
% Minority students taught by an out of field teacher	3.6%	23.8%	**%
% Non minority students taught by an out of field teacher	2.7%	20.5%	**%
Disproportionate Rate	0.9%	3.3%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Cocke County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	135	43	31.9%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	135	22	16.3%	**	**	**%
Out of Field Teachers	31398	340	1.1%	135	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	2928	934	31.9%	**	**	**%
Minority Children	665255	264656	39.8%	2928	305	10.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	58.1%	**%
% Non low-income students taught by an ineffective teacher	51.8%	53.7%	**%
Disproportionate Rate	2.3%	4.5%	**%
% Minority students taught by an ineffective teacher	51.8%	60.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	54.5%	**%
Disproportionate Rate	-0.8%	5.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	26.9%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	20.5%	**%
Disproportionate Rate	3.8%	6.4%	**%
% Minority students taught by an inexperienced teacher	42.0%	24.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	22.3%	**%
Disproportionate Rate	9.8%	2.3%	**%
% Low-income students taught by an out of field teacher	3.6%	4.0%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.1%	**%
Disproportionate Rate	0.7%	0.9%	**%
% Minority students taught by an out of field teacher	3.6%	4.3%	**%
% Non minority students taught by an out of field teacher	2.7%	3.2%	**%
Disproportionate Rate	0.9%	1.0%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Newport

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	27	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	27	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	27	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	412	98	23.8%	**	**	**%
Minority Children	665255	264656	39.8%	412	56	13.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	76.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	80.9%	**%
Disproportionate Rate	2.3%	-4.4%	**%
% Minority students taught by an ineffective teacher	51.8%	76.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	80.3%	**%
Disproportionate Rate	-0.8%	-3.6%	**%
% Low-income students taught by an inexperienced teacher	38.9%	32.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	37.3%	**%
Disproportionate Rate	3.8%	-4.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	33.9%	**%
% Non minority students taught by an inexperienced teacher	32.2%	36.5%	**%
Disproportionate Rate	9.8%	-2.6%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Coffee County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	45	19	42.2%	79	17	21.5%
Inexperienced Teachers	31398	5018	16.0%	45	**	**%	79	**	**%
Out of Field Teachers	31398	340	1.1%	45	**	**%	79	**	**%
Low Income Students	665255	185410	27.9%	802	279	34.8%	2142	570	26.6%
Minority Children	665255	264656	39.8%	802	119	14.8%	2142	404	18.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	77.4%	47.7%
% Non low-income students taught by an ineffective teacher	51.8%	82.8%	41.4%
Disproportionate Rate	2.3%	-5.4%	6.3%
% Minority students taught by an ineffective teacher	51.8%	79.0%	39.9%
% Non minority students taught by an ineffective teacher	52.7%	81.3%	43.8%
Disproportionate Rate	-0.8%	-2.3%	-4.0%
% Low-income students taught by an inexperienced teacher	38.9%	28.0%	34.2%
% Non low-income students taught by an inexperienced teacher	35.1%	28.5%	29.3%
Disproportionate Rate	3.8%	-0.5%	4.9%
% Minority students taught by an inexperienced teacher	42.0%	18.5%	25.2%
% Non minority students taught by an inexperienced teacher	32.2%	30.0%	31.8%
Disproportionate Rate	9.8%	-11.5%	-6.6%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Manchester

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	64	14	21.9%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	64	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	64	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	938	257	27.4%	**	**	**%
Minority Children	665255	264656	39.8%	938	315	33.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	45.4%	**%
Disproportionate Rate	2.3%	1.3%	**%
% Minority students taught by an ineffective teacher	51.8%	48.3%	**%
% Non minority students taught by an ineffective teacher	52.7%	44.5%	**%
Disproportionate Rate	-0.8%	3.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	13.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	12.2%	**%
Disproportionate Rate	3.8%	1.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	14.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	11.7%	**%
Disproportionate Rate	9.8%	2.3%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Tulahoma

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	32	**	**%	88	28	31.8%
Inexperienced Teachers	31398	5018	16.0%	32	**	**%	88	**	**%
Out of Field Teachers	31398	340	1.1%	32	**	**%	88	**	**%
Low Income Students	665255	185410	27.9%	519	229	44.1%	1911	443	23.2%
Minority Children	665255	264656	39.8%	519	167	32.2%	1911	421	22.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	15.7%	80.4%
% Non low-income students taught by an ineffective teacher	51.8%	7.6%	73.9%
Disproportionate Rate	2.3%	8.1%	6.5%
% Minority students taught by an ineffective teacher	51.8%	15.0%	80.5%
% Non minority students taught by an ineffective teacher	52.7%	9.4%	74.0%
Disproportionate Rate	-0.8%	5.6%	6.6%
% Low-income students taught by an inexperienced teacher	38.9%	17.5%	29.3%
% Non low-income students taught by an inexperienced teacher	35.1%	19.0%	18.3%
Disproportionate Rate	3.8%	-1.5%	11.1%
% Minority students taught by an inexperienced teacher	42.0%	23.4%	26.1%
% Non minority students taught by an inexperienced teacher	32.2%	15.9%	19.3%
Disproportionate Rate	9.8%	7.4%	6.8%
% Low-income students taught by an out of field teacher	3.6%	9.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	12.4%	**%
Disproportionate Rate	0.7%	-2.8%	**%
% Minority students taught by an out of field teacher	3.6%	9.6%	**%
% Non minority students taught by an out of field teacher	2.7%	11.9%	**%
Disproportionate Rate	0.9%	-2.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Crockett County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	44	16	36.4%	13	**	**%
Inexperienced Teachers	31398	5018	16.0%	44	**	**%	13	**	**%
Out of Field Teachers	31398	340	1.1%	44	**	**%	13	**	**%
Low Income Students	665255	185410	27.9%	855	216	25.3%	646	138	21.4%
Minority Children	665255	264656	39.8%	855	284	33.2%	646	220	34.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	68.1%	65.9%
% Non low-income students taught by an ineffective teacher	51.8%	78.1%	60.2%
Disproportionate Rate	2.3%	-10.0%	5.7%
% Minority students taught by an ineffective teacher	51.8%	76.8%	66.4%
% Non minority students taught by an ineffective teacher	52.7%	75.0%	58.9%
Disproportionate Rate	-0.8%	1.8%	7.4%
% Low-income students taught by an inexperienced teacher	38.9%	13.4%	18.8%
% Non low-income students taught by an inexperienced teacher	35.1%	13.0%	12.2%
Disproportionate Rate	3.8%	0.4%	6.6%
% Minority students taught by an inexperienced teacher	42.0%	15.1%	15.5%
% Non minority students taught by an inexperienced teacher	32.2%	12.1%	12.7%
Disproportionate Rate	9.8%	3.1%	2.8%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Alamo

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	17	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	17	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	17	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	287	70	24.4%	**	**	**%
Minority Children	665255	264656	39.8%	287	87	30.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	91.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	86.2%	**%
Disproportionate Rate	2.3%	5.3%	**%
% Minority students taught by an ineffective teacher	51.8%	86.2%	**%
% Non minority students taught by an ineffective teacher	52.7%	88.0%	**%
Disproportionate Rate	-0.8%	-1.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	31.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	28.6%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	32.2%	**%
% Non minority students taught by an inexperienced teacher	32.2%	28.0%	**%
Disproportionate Rate	9.8%	4.2%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Bells

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	**	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	**	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	**	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	186	41	22.0%	**	**	**%
Minority Children	665255	264656	39.8%	186	73	39.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	31.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	39.3%	**%
Disproportionate Rate	2.3%	-7.6%	**%
% Minority students taught by an ineffective teacher	51.8%	39.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	36.3%	**%
Disproportionate Rate	-0.8%	3.4%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	**%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Cumberland County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	181	41	22.7%	49	20	40.8%
Inexperienced Teachers	31398	5018	16.0%	181	20	11.0%	49	**	**%
Out of Field Teachers	31398	340	1.1%	181	**	**%	49	**	**%
Low Income Students	665255	185410	27.9%	3233	1700	52.6%	1507	699	46.4%
Minority Children	665255	264656	39.8%	3233	315	9.7%	1507	168	11.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	50.9%	78.7%
% Non low-income students taught by an ineffective teacher	51.8%	50.5%	69.2%
Disproportionate Rate	2.3%	0.5%	9.5%
% Minority students taught by an ineffective teacher	51.8%	51.1%	76.8%
% Non minority students taught by an ineffective teacher	52.7%	50.6%	73.2%
Disproportionate Rate	-0.8%	0.5%	3.6%
% Low-income students taught by an inexperienced teacher	38.9%	29.8%	40.1%
% Non low-income students taught by an inexperienced teacher	35.1%	33.0%	40.2%
Disproportionate Rate	3.8%	-3.2%	-0.2%
% Minority students taught by an inexperienced teacher	42.0%	30.2%	43.5%
% Non minority students taught by an inexperienced teacher	32.2%	31.4%	39.7%
Disproportionate Rate	9.8%	-1.3%	3.7%
% Low-income students taught by an out of field teacher	3.6%	2.9%	**%
% Non low-income students taught by an out of field teacher	2.9%	2.2%	**%
Disproportionate Rate	0.7%	0.7%	**%
% Minority students taught by an out of field teacher	3.6%	6.0%	**%
% Non minority students taught by an out of field teacher	2.7%	2.2%	**%
Disproportionate Rate	0.9%	3.9%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Davidson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	2032	331	16.3%	553	59	10.7%
Inexperienced Teachers	31398	5018	16.0%	2032	390	19.2%	553	88	15.9%
Out of Field Teachers	31398	340	1.1%	2032	24	1.2%	553	**	**%
Low Income Students	665255	185410	27.9%	40902	15093	36.9%	11601	1793	15.5%
Minority Children	665255	264656	39.8%	40902	33596	82.1%	11601	5168	44.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	43.5%	38.3%
% Non low-income students taught by an ineffective teacher	51.8%	46.2%	34.1%
Disproportionate Rate	2.3%	-2.8%	4.2%
% Minority students taught by an ineffective teacher	51.8%	44.8%	37.1%
% Non minority students taught by an ineffective teacher	52.7%	46.9%	32.8%
Disproportionate Rate	-0.8%	-2.1%	4.3%
% Low-income students taught by an inexperienced teacher	38.9%	40.3%	43.2%
% Non low-income students taught by an inexperienced teacher	35.1%	40.3%	37.2%
Disproportionate Rate	3.8%	-0.0%	6.0%
% Minority students taught by an inexperienced teacher	42.0%	40.5%	40.8%
% Non minority students taught by an inexperienced teacher	32.2%	39.3%	35.9%
Disproportionate Rate	9.8%	1.3%	4.9%
% Low-income students taught by an out of field teacher	3.6%	3.4%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.9%	**%
Disproportionate Rate	0.7%	-0.5%	**%
% Minority students taught by an out of field teacher	3.6%	3.6%	**%
% Non minority students taught by an out of field teacher	2.7%	3.9%	**%
Disproportionate Rate	0.9%	-0.3%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Decatur County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	52	17	32.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	52	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	52	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1000	289	28.9%	**	**	**%
Minority Children	665255	264656	39.8%	1000	106	10.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	79.9%	**%
% Non low-income students taught by an ineffective teacher	51.8%	80.5%	**%
Disproportionate Rate	2.3%	-0.5%	**%
% Minority students taught by an ineffective teacher	51.8%	84.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	79.9%	**%
Disproportionate Rate	-0.8%	4.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	21.8%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	23.2%	**%
Disproportionate Rate	3.8%	-1.4%	**%
% Minority students taught by an inexperienced teacher	42.0%	21.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	22.9%	**%
Disproportionate Rate	9.8%	-1.2%	**%
% Low-income students taught by an out of field teacher	3.6%	2.4%	**%
% Non low-income students taught by an out of field teacher	2.9%	1.3%	**%
Disproportionate Rate	0.7%	1.2%	**%
% Minority students taught by an out of field teacher	3.6%	2.8%	**%
% Non minority students taught by an out of field teacher	2.7%	1.5%	**%
Disproportionate Rate	0.9%	1.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

DeKalb County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	109	16	14.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	109	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	109	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1994	1073	53.8%	**	**	**%
Minority Children	665255	264656	39.8%	1994	455	22.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	40.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	41.2%	**%
Disproportionate Rate	2.3%	-0.5%	**%
% Minority students taught by an ineffective teacher	51.8%	39.3%	**%
% Non minority students taught by an ineffective teacher	52.7%	41.3%	**%
Disproportionate Rate	-0.8%	-2.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	22.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	20.6%	**%
Disproportionate Rate	3.8%	1.4%	**%
% Minority students taught by an inexperienced teacher	42.0%	21.8%	**%
% Non minority students taught by an inexperienced teacher	32.2%	21.2%	**%
Disproportionate Rate	9.8%	0.5%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Dickson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	96	**	**%	149	42	28.2%
Inexperienced Teachers	31398	5018	16.0%	96	17	17.7%	149	22	14.8%
Out of Field Teachers	31398	340	1.1%	96	**	**%	149	**	**%
Low Income Students	665255	185410	27.9%	1742	408	23.4%	3746	732	19.5%
Minority Children	665255	264656	39.8%	1742	335	19.2%	3746	779	20.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	12.7%	71.0%
% Non low-income students taught by an ineffective teacher	51.8%	14.8%	66.5%
Disproportionate Rate	2.3%	-2.0%	4.5%
% Minority students taught by an ineffective teacher	51.8%	17.0%	67.7%
% Non minority students taught by an ineffective teacher	52.7%	13.6%	67.3%
Disproportionate Rate	-0.8%	3.4%	0.4%
% Low-income students taught by an inexperienced teacher	38.9%	36.8%	45.5%
% Non low-income students taught by an inexperienced teacher	35.1%	39.7%	40.0%
Disproportionate Rate	3.8%	-2.9%	5.5%
% Minority students taught by an inexperienced teacher	42.0%	35.2%	38.4%
% Non minority students taught by an inexperienced teacher	32.2%	39.9%	41.8%
Disproportionate Rate	9.8%	-4.6%	-3.4%
% Low-income students taught by an out of field teacher	3.6%	**%	14.8%
% Non low-income students taught by an out of field teacher	2.9%	**%	13.0%
Disproportionate Rate	0.7%	**%	1.7%
% Minority students taught by an out of field teacher	3.6%	**%	13.2%
% Non minority students taught by an out of field teacher	2.7%	**%	13.4%
Disproportionate Rate	0.9%	**%	-0.2%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Dyer County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	92	26	28.3%	22	**	**%
Inexperienced Teachers	31398	5018	16.0%	92	**	**%	22	**	**%
Out of Field Teachers	31398	340	1.1%	92	**	**%	22	**	**%
Low Income Students	665255	185410	27.9%	1602	416	26.0%	787	184	23.4%
Minority Children	665255	264656	39.8%	1602	227	14.2%	787	147	18.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	62.5%	75.5%
% Non low-income students taught by an ineffective teacher	51.8%	60.2%	62.7%
Disproportionate Rate	2.3%	2.3%	12.9%
% Minority students taught by an ineffective teacher	51.8%	60.4%	70.7%
% Non minority students taught by an ineffective teacher	52.7%	60.9%	64.5%
Disproportionate Rate	-0.8%	-0.5%	6.2%
% Low-income students taught by an inexperienced teacher	38.9%	37.5%	20.7%
% Non low-income students taught by an inexperienced teacher	35.1%	32.8%	14.6%
Disproportionate Rate	3.8%	4.7%	6.1%
% Minority students taught by an inexperienced teacher	42.0%	36.6%	14.3%
% Non minority students taught by an inexperienced teacher	32.2%	33.6%	16.4%
Disproportionate Rate	9.8%	3.0%	-2.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Dyersburg

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	84	24	28.6%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	84	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	84	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1628	904	55.5%	**	**	**%
Minority Children	665255	264656	39.8%	1628	887	54.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	54.0%	**%
Disproportionate Rate	2.3%	5.4%	**%
% Minority students taught by an ineffective teacher	51.8%	56.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	57.1%	**%
Disproportionate Rate	-0.8%	-0.2%	**%
% Low-income students taught by an inexperienced teacher	38.9%	16.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	12.4%	**%
Disproportionate Rate	3.8%	4.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	15.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	14.6%	**%
Disproportionate Rate	9.8%	0.4%	**%
% Low-income students taught by an out of field teacher	3.6%	2.8%	**%
% Non low-income students taught by an out of field teacher	2.9%	5.2%	**%
Disproportionate Rate	0.7%	-2.5%	**%
% Minority students taught by an out of field teacher	3.6%	3.7%	**%
% Non minority students taught by an out of field teacher	2.7%	4.0%	**%
Disproportionate Rate	0.9%	-0.3%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Fayette County Public Schools

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	86	29	33.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	86	17	19.8%	**	**	**%
Out of Field Teachers	31398	340	1.1%	86	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1893	603	31.9%	**	**	**%
Minority Children	665255	264656	39.8%	1893	1331	70.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	68.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	67.8%	**%
Disproportionate Rate	2.3%	0.3%	**%
% Minority students taught by an ineffective teacher	51.8%	69.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	63.7%	**%
Disproportionate Rate	-0.8%	6.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	43.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	41.6%	**%
Disproportionate Rate	3.8%	1.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	43.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	40.0%	**%
Disproportionate Rate	9.8%	3.1%	**%
% Low-income students taught by an out of field teacher	3.6%	5.5%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.0%	**%
Disproportionate Rate	0.7%	-1.5%	**%
% Minority students taught by an out of field teacher	3.6%	6.8%	**%
% Non minority students taught by an out of field teacher	2.7%	5.7%	**%
Disproportionate Rate	0.9%	1.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Fentress County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	74	24	32.4%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	74	13	17.6%	**	**	**%
Out of Field Teachers	31398	340	1.1%	74	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1369	431	31.5%	**	**	**%
Minority Children	665255	264656	39.8%	1369	60	4.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	69.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	62.4%	**%
Disproportionate Rate	2.3%	7.2%	**%
% Minority students taught by an ineffective teacher	51.8%	61.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	64.7%	**%
Disproportionate Rate	-0.8%	-3.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	35.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	37.4%	**%
Disproportionate Rate	3.8%	-1.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	40.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	36.7%	**%
Disproportionate Rate	9.8%	3.3%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Franklin County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	88	33	37.5%	60	19	31.7%
Inexperienced Teachers	31398	5018	16.0%	88	17	19.3%	60	**	**%
Out of Field Teachers	31398	340	1.1%	88	**	**%	60	**	**%
Low Income Students	665255	185410	27.9%	1695	687	40.5%	1536	466	30.3%
Minority Children	665255	264656	39.8%	1695	271	16.0%	1536	266	17.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	73.9%	63.3%
% Non low-income students taught by an ineffective teacher	51.8%	70.3%	53.0%
Disproportionate Rate	2.3%	3.6%	10.3%
% Minority students taught by an ineffective teacher	51.8%	67.9%	62.0%
% Non minority students taught by an ineffective teacher	52.7%	72.5%	54.9%
Disproportionate Rate	-0.8%	-4.6%	7.1%
% Low-income students taught by an inexperienced teacher	38.9%	31.3%	18.9%
% Non low-income students taught by an inexperienced teacher	35.1%	31.3%	15.5%
Disproportionate Rate	3.8%	-0.1%	3.4%
% Minority students taught by an inexperienced teacher	42.0%	25.5%	21.1%
% Non minority students taught by an inexperienced teacher	32.2%	32.4%	15.6%
Disproportionate Rate	9.8%	-7.0%	5.5%
% Low-income students taught by an out of field teacher	3.6%	3.8%	12.7%
% Non low-income students taught by an out of field teacher	2.9%	5.5%	9.2%
Disproportionate Rate	0.7%	-1.7%	3.5%
% Minority students taught by an out of field teacher	3.6%	2.6%	9.0%
% Non minority students taught by an out of field teacher	2.7%	5.2%	10.5%
Disproportionate Rate	0.9%	-2.6%	-1.4%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Humboldt City Schools

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	34	12	35.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	34	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	34	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	705	391	55.5%	**	**	**%
Minority Children	665255	264656	39.8%	705	564	80.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	75.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	78.7%	**%
Disproportionate Rate	2.3%	-3.0%	**%
% Minority students taught by an ineffective teacher	51.8%	78.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.2%	**%
Disproportionate Rate	-0.8%	8.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	44.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	42.0%	**%
Disproportionate Rate	3.8%	2.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	43.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	41.1%	**%
Disproportionate Rate	9.8%	2.5%	**%
% Low-income students taught by an out of field teacher	3.6%	10.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	15.3%	**%
Disproportionate Rate	0.7%	-5.1%	**%
% Minority students taught by an out of field teacher	3.6%	12.6%	**%
% Non minority students taught by an out of field teacher	2.7%	12.1%	**%
Disproportionate Rate	0.9%	0.5%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Milan

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	45	**	**%	16	**	**%
Inexperienced Teachers	31398	5018	16.0%	45	**	**%	16	**	**%
Out of Field Teachers	31398	340	1.1%	45	**	**%	16	**	**%
Low Income Students	665255	185410	27.9%	929	356	38.3%	382	165	43.2%
Minority Children	665255	264656	39.8%	929	325	35.0%	382	130	34.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	51.4%	29.7%
% Non low-income students taught by an ineffective teacher	51.8%	45.7%	23.0%
Disproportionate Rate	2.3%	5.7%	6.7%
% Minority students taught by an ineffective teacher	51.8%	45.8%	29.2%
% Non minority students taught by an ineffective teacher	52.7%	49.0%	24.2%
Disproportionate Rate	-0.8%	-3.2%	5.0%
% Low-income students taught by an inexperienced teacher	38.9%	33.7%	54.5%
% Non low-income students taught by an inexperienced teacher	35.1%	32.3%	44.2%
Disproportionate Rate	3.8%	1.4%	10.3%
% Minority students taught by an inexperienced teacher	42.0%	30.5%	55.4%
% Non minority students taught by an inexperienced teacher	32.2%	34.1%	45.2%
Disproportionate Rate	9.8%	-3.6%	10.1%
% Low-income students taught by an out of field teacher	3.6%	**%	37.6%
% Non low-income students taught by an out of field teacher	2.9%	**%	30.0%
Disproportionate Rate	0.7%	**%	7.6%
% Minority students taught by an out of field teacher	3.6%	**%	39.2%
% Non minority students taught by an out of field teacher	2.7%	**%	30.2%
Disproportionate Rate	0.9%	**%	9.1%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Trenton

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	38	10	26.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	38	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	38	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	886	322	36.3%	**	**	**%
Minority Children	665255	264656	39.8%	886	326	36.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	70.8%	**%
% Non low-income students taught by an ineffective teacher	51.8%	68.4%	**%
Disproportionate Rate	2.3%	2.4%	**%
% Minority students taught by an ineffective teacher	51.8%	67.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.2%	**%
Disproportionate Rate	-0.8%	-2.4%	**%
% Low-income students taught by an inexperienced teacher	38.9%	32.6%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	33.7%	**%
Disproportionate Rate	3.8%	-1.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	31.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	34.3%	**%
Disproportionate Rate	9.8%	-2.7%	**%
% Low-income students taught by an out of field teacher	3.6%	9.0%	**%
% Non low-income students taught by an out of field teacher	2.9%	10.5%	**%
Disproportionate Rate	0.7%	-1.5%	**%
% Minority students taught by an out of field teacher	3.6%	10.1%	**%
% Non minority students taught by an out of field teacher	2.7%	9.8%	**%
Disproportionate Rate	0.9%	0.3%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Bradford

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	21	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	21	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	21	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	432	151	35.0%	**	**	**%
Minority Children	665255	264656	39.8%	432	29	6.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.3%	**%
% Non low-income students taught by an ineffective teacher	51.8%	65.5%	**%
Disproportionate Rate	2.3%	-5.2%	**%
% Minority students taught by an ineffective teacher	51.8%	44.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	65.0%	**%
Disproportionate Rate	-0.8%	-20.2%	**%
% Low-income students taught by an inexperienced teacher	38.9%	58.9%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	63.7%	**%
Disproportionate Rate	3.8%	-4.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	58.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	62.3%	**%
Disproportionate Rate	9.8%	-3.7%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Gibson Co Sp Dist

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	41	10	24.4%	89	26	29.2%
Inexperienced Teachers	31398	5018	16.0%	41	**	**%	89	10	11.2%
Out of Field Teachers	31398	340	1.1%	41	**	**%	89	**	**%
Low Income Students	665255	185410	27.9%	609	215	35.3%	2016	306	15.2%
Minority Children	665255	264656	39.8%	609	128	21.0%	2016	236	11.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	44.2%	55.6%
% Non low-income students taught by an ineffective teacher	51.8%	42.6%	59.5%
Disproportionate Rate	2.3%	1.5%	-4.0%
% Minority students taught by an ineffective teacher	51.8%	39.8%	59.7%
% Non minority students taught by an ineffective teacher	52.7%	44.1%	58.8%
Disproportionate Rate	-0.8%	-4.2%	0.9%
% Low-income students taught by an inexperienced teacher	38.9%	20.9%	38.9%
% Non low-income students taught by an inexperienced teacher	35.1%	18.8%	35.0%
Disproportionate Rate	3.8%	2.1%	3.9%
% Minority students taught by an inexperienced teacher	42.0%	18.8%	37.3%
% Non minority students taught by an inexperienced teacher	32.2%	19.8%	35.3%
Disproportionate Rate	9.8%	-1.0%	2.0%
% Low-income students taught by an out of field teacher	3.6%	21.4%	9.8%
% Non low-income students taught by an out of field teacher	2.9%	16.0%	5.5%
Disproportionate Rate	0.7%	5.4%	4.3%
% Minority students taught by an out of field teacher	3.6%	20.3%	4.7%
% Non minority students taught by an out of field teacher	2.7%	17.3%	6.3%
Disproportionate Rate	0.9%	3.1%	-1.7%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Giles County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	66	19	28.8%	34	16	47.1%
Inexperienced Teachers	31398	5018	16.0%	66	12	18.2%	34	**	**%
Out of Field Teachers	31398	340	1.1%	66	**	**%	34	**	**%
Low Income Students	665255	185410	27.9%	1287	385	29.9%	1109	273	24.6%
Minority Children	665255	264656	39.8%	1287	341	26.5%	1109	243	21.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	51.9%	85.0%
% Non low-income students taught by an ineffective teacher	51.8%	53.8%	75.6%
Disproportionate Rate	2.3%	-1.8%	9.4%
% Minority students taught by an ineffective teacher	51.8%	44.9%	88.9%
% Non minority students taught by an ineffective teacher	52.7%	55.9%	74.8%
Disproportionate Rate	-0.8%	-11.1%	14.1%
% Low-income students taught by an inexperienced teacher	38.9%	49.1%	41.4%
% Non low-income students taught by an inexperienced teacher	35.1%	39.8%	24.8%
Disproportionate Rate	3.8%	9.3%	16.6%
% Minority students taught by an inexperienced teacher	42.0%	55.1%	38.3%
% Non minority students taught by an inexperienced teacher	32.2%	38.1%	26.2%
Disproportionate Rate	9.8%	17.1%	12.1%
% Low-income students taught by an out of field teacher	3.6%	4.7%	6.6%
% Non low-income students taught by an out of field teacher	2.9%	6.2%	4.4%
Disproportionate Rate	0.7%	-1.5%	2.2%
% Minority students taught by an out of field teacher	3.6%	1.8%	5.8%
% Non minority students taught by an out of field teacher	2.7%	7.2%	4.7%
Disproportionate Rate	0.9%	-5.4%	1.0%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Grainger County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	73	18	24.7%	20	**	**%
Inexperienced Teachers	31398	5018	16.0%	73	**	**%	20	**	**%
Out of Field Teachers	31398	340	1.1%	73	**	**%	20	**	**%
Low Income Students	665255	185410	27.9%	1408	378	26.8%	606	138	22.8%
Minority Children	665255	264656	39.8%	1408	117	8.3%	606	60	9.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	48.4%	94.2%
% Non low-income students taught by an ineffective teacher	51.8%	50.8%	94.0%
Disproportionate Rate	2.3%	-2.4%	0.2%
% Minority students taught by an ineffective teacher	51.8%	47.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	50.4%	93.4%
Disproportionate Rate	-0.8%	-3.4%	**%
% Low-income students taught by an inexperienced teacher	38.9%	29.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	28.3%	**%
Disproportionate Rate	3.8%	1.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	42.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	27.3%	**%
Disproportionate Rate	9.8%	15.5%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Greene County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	180	51	28.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	180	16	8.9%	**	**	**%
Out of Field Teachers	31398	340	1.1%	180	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	3826	845	22.1%	12	**	**%
Minority Children	665255	264656	39.8%	3826	396	10.4%	12	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	58.2%	**%
Disproportionate Rate	2.3%	1.2%	**%
% Minority students taught by an ineffective teacher	51.8%	61.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	58.1%	**%
Disproportionate Rate	-0.8%	3.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	25.8%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	30.6%	**%
Disproportionate Rate	3.8%	-4.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	30.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	29.5%	**%
Disproportionate Rate	9.8%	0.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Greeneville

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	82	**	**%	33	**	**%
Inexperienced Teachers	31398	5018	16.0%	82	11	13.4%	33	**	**%
Out of Field Teachers	31398	340	1.1%	82	**	**%	33	**	**%
Low Income Students	665255	185410	27.9%	1689	471	27.9%	235	43	18.3%
Minority Children	665255	264656	39.8%	1689	402	23.8%	235	33	14.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	34.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	32.9%	**%
Disproportionate Rate	2.3%	1.7%	**%
% Minority students taught by an ineffective teacher	51.8%	34.1%	**%
% Non minority students taught by an ineffective teacher	52.7%	33.2%	**%
Disproportionate Rate	-0.8%	0.9%	**%
% Low-income students taught by an inexperienced teacher	38.9%	32.3%	30.2%
% Non low-income students taught by an inexperienced teacher	35.1%	27.6%	25.5%
Disproportionate Rate	3.8%	4.7%	4.7%
% Minority students taught by an inexperienced teacher	42.0%	30.3%	18.2%
% Non minority students taught by an inexperienced teacher	32.2%	28.4%	27.7%
Disproportionate Rate	9.8%	1.9%	-9.5%
% Low-income students taught by an out of field teacher	3.6%	4.5%	**%
% Non low-income students taught by an out of field teacher	2.9%	5.0%	**%
Disproportionate Rate	0.7%	-0.5%	**%
% Minority students taught by an out of field teacher	3.6%	4.7%	**%
% Non minority students taught by an out of field teacher	2.7%	4.9%	**%
Disproportionate Rate	0.9%	-0.2%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Grundy County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	50	12	24.0%	13	**	**%
Inexperienced Teachers	31398	5018	16.0%	50	**	**%	13	**	**%
Out of Field Teachers	31398	340	1.1%	50	**	**%	13	**	**%
Low Income Students	665255	185410	27.9%	703	232	33.0%	393	121	30.8%
Minority Children	665255	264656	39.8%	703	15	2.1%	393	11	2.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	56.5%	69.4%
% Non low-income students taught by an ineffective teacher	51.8%	59.2%	63.2%
Disproportionate Rate	2.3%	-2.8%	6.2%
% Minority students taught by an ineffective teacher	51.8%	73.3%	81.8%
% Non minority students taught by an ineffective teacher	52.7%	58.0%	64.7%
Disproportionate Rate	-0.8%	15.3%	17.2%
% Low-income students taught by an inexperienced teacher	38.9%	13.4%	32.2%
% Non low-income students taught by an inexperienced teacher	35.1%	18.0%	28.3%
Disproportionate Rate	3.8%	-4.7%	3.9%
% Minority students taught by an inexperienced teacher	42.0%	20.0%	45.5%
% Non minority students taught by an inexperienced teacher	32.2%	16.4%	29.1%
Disproportionate Rate	9.8%	3.6%	16.4%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hamblen County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	147	43	29.3%	196	42	21.4%
Inexperienced Teachers	31398	5018	16.0%	147	31	21.1%	196	13	6.6%
Out of Field Teachers	31398	340	1.1%	147	**	**%	196	**	**%
Low Income Students	665255	185410	27.9%	2481	945	38.1%	4411	1058	24.0%
Minority Children	665255	264656	39.8%	2481	1534	61.8%	4411	1493	33.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	61.5%	47.8%
% Non low-income students taught by an ineffective teacher	51.8%	64.2%	47.4%
Disproportionate Rate	2.3%	-2.7%	0.5%
% Minority students taught by an ineffective teacher	51.8%	64.0%	51.3%
% Non minority students taught by an ineffective teacher	52.7%	61.6%	45.5%
Disproportionate Rate	-0.8%	2.5%	5.8%
% Low-income students taught by an inexperienced teacher	38.9%	52.4%	16.5%
% Non low-income students taught by an inexperienced teacher	35.1%	56.7%	18.1%
Disproportionate Rate	3.8%	-4.3%	-1.6%
% Minority students taught by an inexperienced teacher	42.0%	55.0%	20.0%
% Non minority students taught by an inexperienced teacher	32.2%	55.2%	16.6%
Disproportionate Rate	9.8%	-0.3%	3.4%
% Low-income students taught by an out of field teacher	3.6%	13.9%	12.3%
% Non low-income students taught by an out of field teacher	2.9%	12.8%	12.3%
Disproportionate Rate	0.7%	1.1%	-0.0%
% Minority students taught by an out of field teacher	3.6%	13.6%	11.1%
% Non minority students taught by an out of field teacher	2.7%	12.6%	12.9%
Disproportionate Rate	0.9%	1.0%	-1.9%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hamilton County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	899	193	21.5%	727	152	20.9%
Inexperienced Teachers	31398	5018	16.0%	899	241	26.8%	727	108	14.9%
Out of Field Teachers	31398	340	1.1%	899	16	1.8%	727	12	1.7%
Low Income Students	665255	185410	27.9%	15445	8077	52.3%	15662	2369	15.1%
Minority Children	665255	264656	39.8%	15445	12317	79.7%	15662	4095	26.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	55.1%	51.4%
% Non low-income students taught by an ineffective teacher	51.8%	56.7%	49.5%
Disproportionate Rate	2.3%	-1.7%	1.9%
% Minority students taught by an ineffective teacher	51.8%	54.4%	50.0%
% Non minority students taught by an ineffective teacher	52.7%	61.3%	49.7%
Disproportionate Rate	-0.8%	-6.9%	0.4%
% Low-income students taught by an inexperienced teacher	38.9%	56.8%	43.1%
% Non low-income students taught by an inexperienced teacher	35.1%	57.2%	38.4%
Disproportionate Rate	3.8%	-0.4%	4.7%
% Minority students taught by an inexperienced teacher	42.0%	57.4%	42.2%
% Non minority students taught by an inexperienced teacher	32.2%	54.5%	38.0%
Disproportionate Rate	9.8%	2.9%	4.3%
% Low-income students taught by an out of field teacher	3.6%	4.7%	4.4%
% Non low-income students taught by an out of field teacher	2.9%	4.4%	2.6%
Disproportionate Rate	0.7%	0.3%	1.7%
% Minority students taught by an out of field teacher	3.6%	5.4%	3.6%
% Non minority students taught by an out of field teacher	2.7%	1.5%	2.6%
Disproportionate Rate	0.9%	3.9%	1.0%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hancock County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	44	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	44	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	44	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	572	257	44.9%	**	**	**%
Minority Children	665255	264656	39.8%	572	12	2.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	27.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	19.4%	**%
Disproportionate Rate	2.3%	7.9%	**%
% Minority students taught by an ineffective teacher	51.8%	25.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	22.9%	**%
Disproportionate Rate	-0.8%	2.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	17.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	13.0%	**%
Disproportionate Rate	3.8%	4.5%	**%
% Minority students taught by an inexperienced teacher	42.0%	8.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	15.2%	**%
Disproportionate Rate	9.8%	-6.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hardeman County Schools

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	109	40	36.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	109	21	19.3%	**	**	**%
Out of Field Teachers	31398	340	1.1%	109	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	2064	732	35.5%	**	**	**%
Minority Children	665255	264656	39.8%	2064	1232	59.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	67.1%	**%
% Non low-income students taught by an ineffective teacher	51.8%	70.5%	**%
Disproportionate Rate	2.3%	-3.4%	**%
% Minority students taught by an ineffective teacher	51.8%	71.6%	**%
% Non minority students taught by an ineffective teacher	52.7%	65.9%	**%
Disproportionate Rate	-0.8%	5.7%	**%
% Low-income students taught by an inexperienced teacher	38.9%	44.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	38.1%	**%
Disproportionate Rate	3.8%	6.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	44.2%	**%
% Non minority students taught by an inexperienced teacher	32.2%	34.4%	**%
Disproportionate Rate	9.8%	9.9%	**%
% Low-income students taught by an out of field teacher	3.6%	5.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.0%	**%
Disproportionate Rate	0.7%	-1.4%	**%
% Minority students taught by an out of field teacher	3.6%	5.5%	**%
% Non minority students taught by an out of field teacher	2.7%	7.9%	**%
Disproportionate Rate	0.9%	-2.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hardin County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	58	15	25.9%	50	20	40.0%
Inexperienced Teachers	31398	5018	16.0%	58	10	17.2%	50	**	**%
Out of Field Teachers	31398	340	1.1%	58	**	**%	50	**	**%
Low Income Students	665255	185410	27.9%	802	304	37.9%	1400	386	27.6%
Minority Children	665255	264656	39.8%	802	93	11.6%	1400	163	11.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.4%	76.4%
% Non low-income students taught by an ineffective teacher	51.8%	40.2%	73.7%
Disproportionate Rate	2.3%	6.2%	2.8%
% Minority students taught by an ineffective teacher	51.8%	44.1%	73.0%
% Non minority students taught by an ineffective teacher	52.7%	42.3%	74.6%
Disproportionate Rate	-0.8%	1.8%	-1.6%
% Low-income students taught by an inexperienced teacher	38.9%	44.7%	26.2%
% Non low-income students taught by an inexperienced teacher	35.1%	39.8%	21.6%
Disproportionate Rate	3.8%	5.0%	4.6%
% Minority students taught by an inexperienced teacher	42.0%	38.7%	25.2%
% Non minority students taught by an inexperienced teacher	32.2%	41.2%	22.6%
Disproportionate Rate	9.8%	-2.5%	2.6%
% Low-income students taught by an out of field teacher	3.6%	**%	5.7%
% Non low-income students taught by an out of field teacher	2.9%	**%	6.9%
Disproportionate Rate	0.7%	**%	-1.2%
% Minority students taught by an out of field teacher	3.6%	**%	7.4%
% Non minority students taught by an out of field teacher	2.7%	**%	6.5%
Disproportionate Rate	0.9%	**%	0.9%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hawkins County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	166	31	18.7%	51	18	35.3%
Inexperienced Teachers	31398	5018	16.0%	166	35	21.1%	51	**	**%
Out of Field Teachers	31398	340	1.1%	166	**	**%	51	**	**%
Low Income Students	665255	185410	27.9%	2648	886	33.5%	1465	364	24.8%
Minority Children	665255	264656	39.8%	2648	209	7.9%	1465	110	7.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	43.7%	60.4%
% Non low-income students taught by an ineffective teacher	51.8%	42.8%	61.6%
Disproportionate Rate	2.3%	0.9%	-1.1%
% Minority students taught by an ineffective teacher	51.8%	43.1%	68.2%
% Non minority students taught by an ineffective teacher	52.7%	43.1%	60.7%
Disproportionate Rate	-0.8%	-0.0%	7.4%
% Low-income students taught by an inexperienced teacher	38.9%	49.0%	34.1%
% Non low-income students taught by an inexperienced teacher	35.1%	49.4%	30.2%
Disproportionate Rate	3.8%	-0.4%	3.9%
% Minority students taught by an inexperienced teacher	42.0%	43.1%	30.0%
% Non minority students taught by an inexperienced teacher	32.2%	49.8%	31.2%
Disproportionate Rate	9.8%	-6.7%	-1.2%
% Low-income students taught by an out of field teacher	3.6%	12.5%	**%
% Non low-income students taught by an out of field teacher	2.9%	14.8%	**%
Disproportionate Rate	0.7%	-2.3%	**%
% Minority students taught by an out of field teacher	3.6%	16.7%	**%
% Non minority students taught by an out of field teacher	2.7%	13.8%	**%
Disproportionate Rate	0.9%	2.9%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Rogersville

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	20	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	20	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	20	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	431	150	34.8%	**	**	**%
Minority Children	665255	264656	39.8%	431	46	10.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	64.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	65.8%	**%
Disproportionate Rate	2.3%	-1.2%	**%
% Minority students taught by an ineffective teacher	51.8%	56.5%	**%
% Non minority students taught by an ineffective teacher	52.7%	66.5%	**%
Disproportionate Rate	-0.8%	-10.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	43.3%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	36.7%	**%
Disproportionate Rate	3.8%	6.7%	**%
% Minority students taught by an inexperienced teacher	42.0%	37.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	39.2%	**%
Disproportionate Rate	9.8%	-2.3%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Haywood County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	104	32	30.8%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	104	15	14.4%	**	**	**%
Out of Field Teachers	31398	340	1.1%	104	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1672	713	42.6%	**	**	**%
Minority Children	665255	264656	39.8%	1672	1291	77.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	72.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	75.5%	**%
Disproportionate Rate	2.3%	-3.1%	**%
% Minority students taught by an ineffective teacher	51.8%	75.1%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.9%	**%
Disproportionate Rate	-0.8%	4.3%	**%
% Low-income students taught by an inexperienced teacher	38.9%	39.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	37.9%	**%
Disproportionate Rate	3.8%	1.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	39.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	36.2%	**%
Disproportionate Rate	9.8%	2.7%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Henderson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	101	18	17.8%	33	11	33.3%
Inexperienced Teachers	31398	5018	16.0%	101	10	9.9%	33	**	**%
Out of Field Teachers	31398	340	1.1%	101	**	**%	33	**	**%
Low Income Students	665255	185410	27.9%	1523	496	32.6%	902	223	24.7%
Minority Children	665255	264656	39.8%	1523	191	12.5%	902	141	15.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	43.3%	60.5%
% Non low-income students taught by an ineffective teacher	51.8%	44.1%	61.0%
Disproportionate Rate	2.3%	-0.8%	-0.4%
% Minority students taught by an ineffective teacher	51.8%	51.3%	56.7%
% Non minority students taught by an ineffective teacher	52.7%	42.8%	61.6%
Disproportionate Rate	-0.8%	8.5%	-4.9%
% Low-income students taught by an inexperienced teacher	38.9%	17.1%	26.9%
% Non low-income students taught by an inexperienced teacher	35.1%	19.6%	29.6%
Disproportionate Rate	3.8%	-2.4%	-2.7%
% Minority students taught by an inexperienced teacher	42.0%	19.4%	21.3%
% Non minority students taught by an inexperienced teacher	32.2%	18.7%	30.4%
Disproportionate Rate	9.8%	0.7%	-9.1%
% Low-income students taught by an out of field teacher	3.6%	**%	10.8%
% Non low-income students taught by an out of field teacher	2.9%	**%	4.7%
Disproportionate Rate	0.7%	**%	6.0%
% Minority students taught by an out of field teacher	3.6%	**%	14.9%
% Non minority students taught by an out of field teacher	2.7%	**%	4.6%
Disproportionate Rate	0.9%	**%	10.3%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lexington

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	31	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	31	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	31	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	503	150	29.8%	**	**	**%
Minority Children	665255	264656	39.8%	503	175	34.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	34.0%	**%
% Non low-income students taught by an ineffective teacher	51.8%	33.1%	**%
Disproportionate Rate	2.3%	0.9%	**%
% Minority students taught by an ineffective teacher	51.8%	41.7%	**%
% Non minority students taught by an ineffective teacher	52.7%	29.0%	**%
Disproportionate Rate	-0.8%	12.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	10.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	10.8%	**%
Disproportionate Rate	3.8%	-0.8%	**%
% Minority students taught by an inexperienced teacher	42.0%	12.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	9.8%	**%
Disproportionate Rate	9.8%	2.2%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Henry County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	85	17	20.0%	15	**	**%
Inexperienced Teachers	31398	5018	16.0%	85	**	**%	15	**	**%
Out of Field Teachers	31398	340	1.1%	85	**	**%	15	**	**%
Low Income Students	665255	185410	27.9%	1376	405	29.4%	680	174	25.6%
Minority Children	665255	264656	39.8%	1376	193	14.0%	680	145	21.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	54.3%	45.4%
% Non low-income students taught by an ineffective teacher	51.8%	49.5%	41.3%
Disproportionate Rate	2.3%	4.8%	4.1%
% Minority students taught by an ineffective teacher	51.8%	52.3%	47.6%
% Non minority students taught by an ineffective teacher	52.7%	50.7%	40.9%
Disproportionate Rate	-0.8%	1.6%	6.7%
% Low-income students taught by an inexperienced teacher	38.9%	27.2%	24.1%
% Non low-income students taught by an inexperienced teacher	35.1%	21.9%	17.6%
Disproportionate Rate	3.8%	5.2%	6.5%
% Minority students taught by an inexperienced teacher	42.0%	25.9%	24.1%
% Non minority students taught by an inexperienced teacher	32.2%	23.1%	17.9%
Disproportionate Rate	9.8%	2.8%	6.2%
% Low-income students taught by an out of field teacher	3.6%	**%	40.2%
% Non low-income students taught by an out of field teacher	2.9%	**%	27.7%
Disproportionate Rate	0.7%	**%	12.6%
% Minority students taught by an out of field teacher	3.6%	**%	35.9%
% Non minority students taught by an out of field teacher	2.7%	**%	29.5%
Disproportionate Rate	0.9%	**%	6.3%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Paris

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	60	15	25.0%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	60	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	60	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	983	376	38.3%	**	**	**%
Minority Children	665255	264656	39.8%	983	272	27.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.9%	**%
% Non low-income students taught by an ineffective teacher	51.8%	59.3%	**%
Disproportionate Rate	2.3%	1.6%	**%
% Minority students taught by an ineffective teacher	51.8%	58.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	60.3%	**%
Disproportionate Rate	-0.8%	-1.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	43.6%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	42.0%	**%
Disproportionate Rate	3.8%	1.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	40.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	43.6%	**%
Disproportionate Rate	9.8%	-3.5%	**%
% Low-income students taught by an out of field teacher	3.6%	7.7%	**%
% Non low-income students taught by an out of field teacher	2.9%	8.1%	**%
Disproportionate Rate	0.7%	-0.4%	**%
% Minority students taught by an out of field teacher	3.6%	5.9%	**%
% Non minority students taught by an out of field teacher	2.7%	8.7%	**%
Disproportionate Rate	0.9%	-2.8%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Hickman County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	40	11	27.5%	83	24	28.9%
Inexperienced Teachers	31398	5018	16.0%	40	**	**%	83	14	16.9%
Out of Field Teachers	31398	340	1.1%	40	**	**%	83	**	**%
Low Income Students	665255	185410	27.9%	711	202	28.4%	1410	361	25.6%
Minority Children	665255	264656	39.8%	711	64	9.0%	1410	142	10.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.9%	64.3%
% Non low-income students taught by an ineffective teacher	51.8%	60.9%	62.3%
Disproportionate Rate	2.3%	-0.0%	1.9%
% Minority students taught by an ineffective teacher	51.8%	60.9%	62.0%
% Non minority students taught by an ineffective teacher	52.7%	60.9%	62.9%
Disproportionate Rate	-0.8%	0.0%	-1.0%
% Low-income students taught by an inexperienced teacher	38.9%	14.9%	57.3%
% Non low-income students taught by an inexperienced teacher	35.1%	12.6%	51.3%
Disproportionate Rate	3.8%	2.3%	6.1%
% Minority students taught by an inexperienced teacher	42.0%	25.0%	50.0%
% Non minority students taught by an inexperienced teacher	32.2%	12.1%	53.2%
Disproportionate Rate	9.8%	12.9%	-3.2%
% Low-income students taught by an out of field teacher	3.6%	**%	15.2%
% Non low-income students taught by an out of field teacher	2.9%	**%	15.7%
Disproportionate Rate	0.7%	**%	-0.5%
% Minority students taught by an out of field teacher	3.6%	**%	14.8%
% Non minority students taught by an out of field teacher	2.7%	**%	15.7%
Disproportionate Rate	0.9%	**%	-0.9%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Houston County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	42	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	42	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	42	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	833	215	25.8%	**	**	**%
Minority Children	665255	264656	39.8%	833	120	14.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	56.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	61.0%	**%
Disproportionate Rate	2.3%	-4.3%	**%
% Minority students taught by an ineffective teacher	51.8%	58.3%	**%
% Non minority students taught by an ineffective teacher	52.7%	60.2%	**%
Disproportionate Rate	-0.8%	-1.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	45.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	38.8%	**%
Disproportionate Rate	3.8%	6.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	44.2%	**%
% Non minority students taught by an inexperienced teacher	32.2%	39.8%	**%
Disproportionate Rate	9.8%	4.3%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Humphreys County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	49	11	22.4%	28	10	35.7%
Inexperienced Teachers	31398	5018	16.0%	49	**	**%	28	**	**%
Out of Field Teachers	31398	340	1.1%	49	**	**%	28	**	**%
Low Income Students	665255	185410	27.9%	958	241	25.2%	774	163	21.1%
Minority Children	665255	264656	39.8%	958	98	10.2%	774	65	8.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	51.0%	68.7%
% Non low-income students taught by an ineffective teacher	51.8%	44.4%	76.6%
Disproportionate Rate	2.3%	6.7%	-7.9%
% Minority students taught by an ineffective teacher	51.8%	52.0%	76.9%
% Non minority students taught by an ineffective teacher	52.7%	45.3%	74.8%
Disproportionate Rate	-0.8%	6.7%	2.2%
% Low-income students taught by an inexperienced teacher	38.9%	14.5%	10.4%
% Non low-income students taught by an inexperienced teacher	35.1%	15.5%	8.7%
Disproportionate Rate	3.8%	-1.0%	1.8%
% Minority students taught by an inexperienced teacher	42.0%	13.3%	12.3%
% Non minority students taught by an inexperienced teacher	32.2%	15.5%	8.7%
Disproportionate Rate	9.8%	-2.2%	3.6%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Jackson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	45	12	26.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	45	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	45	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	952	506	53.2%	**	**	**%
Minority Children	665255	264656	39.8%	952	65	6.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	66.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	65.5%	**%
Disproportionate Rate	2.3%	0.7%	**%
% Minority students taught by an ineffective teacher	51.8%	58.5%	**%
% Non minority students taught by an ineffective teacher	52.7%	66.3%	**%
Disproportionate Rate	-0.8%	-7.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	20.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	21.3%	**%
Disproportionate Rate	3.8%	-1.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	21.5%	**%
% Non minority students taught by an inexperienced teacher	32.2%	20.6%	**%
Disproportionate Rate	9.8%	0.9%	**%
% Low-income students taught by an out of field teacher	3.6%	7.7%	**%
% Non low-income students taught by an out of field teacher	2.9%	8.7%	**%
Disproportionate Rate	0.7%	-1.0%	**%
% Minority students taught by an out of field teacher	3.6%	7.7%	**%
% Non minority students taught by an out of field teacher	2.7%	8.2%	**%
Disproportionate Rate	0.9%	-0.5%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Jefferson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	98	19	19.4%	97	29	29.9%
Inexperienced Teachers	31398	5018	16.0%	98	18	18.4%	97	21	21.6%
Out of Field Teachers	31398	340	1.1%	98	**	**%	97	**	**%
Low Income Students	665255	185410	27.9%	2001	591	29.5%	2642	619	23.4%
Minority Children	665255	264656	39.8%	2001	366	18.3%	2642	454	17.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	38.9%	62.8%
% Non low-income students taught by an ineffective teacher	51.8%	40.1%	57.8%
Disproportionate Rate	2.3%	-1.2%	5.0%
% Minority students taught by an ineffective teacher	51.8%	42.9%	61.0%
% Non minority students taught by an ineffective teacher	52.7%	39.0%	58.6%
Disproportionate Rate	-0.8%	3.9%	2.4%
% Low-income students taught by an inexperienced teacher	38.9%	36.5%	51.1%
% Non low-income students taught by an inexperienced teacher	35.1%	32.5%	43.5%
Disproportionate Rate	3.8%	4.1%	7.5%
% Minority students taught by an inexperienced teacher	42.0%	41.3%	44.7%
% Non minority students taught by an inexperienced teacher	32.2%	32.0%	45.4%
Disproportionate Rate	9.8%	9.3%	-0.7%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Johnson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	34	11	32.4%	97	54	55.7%
Inexperienced Teachers	31398	5018	16.0%	34	**	**%	97	**	**%
Out of Field Teachers	31398	340	1.1%	34	**	**%	97	**	**%
Low Income Students	665255	185410	27.9%	540	184	34.1%	3201	582	18.2%
Minority Children	665255	264656	39.8%	540	43	8.0%	3201	963	30.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.2%	83.3%
% Non low-income students taught by an ineffective teacher	51.8%	65.4%	85.1%
Disproportionate Rate	2.3%	-6.2%	-1.8%
% Minority students taught by an ineffective teacher	51.8%	55.8%	83.4%
% Non minority students taught by an ineffective teacher	52.7%	64.0%	85.4%
Disproportionate Rate	-0.8%	-8.2%	-2.0%
% Low-income students taught by an inexperienced teacher	38.9%	23.4%	12.4%
% Non low-income students taught by an inexperienced teacher	35.1%	14.6%	5.5%
Disproportionate Rate	3.8%	8.8%	6.9%
% Minority students taught by an inexperienced teacher	42.0%	9.3%	1.6%
% Non minority students taught by an inexperienced teacher	32.2%	18.3%	9.0%
Disproportionate Rate	9.8%	-9.0%	-7.4%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Knox County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	621	148	23.8%	1370	238	17.4%
Inexperienced Teachers	31398	5018	16.0%	621	147	23.7%	1370	189	13.8%
Out of Field Teachers	31398	340	1.1%	621	**	**%	1370	**	**%
Low Income Students	665255	185410	27.9%	9691	3684	38.0%	30414	4032	13.3%
Minority Children	665255	264656	39.8%	9691	5813	60.0%	30414	7083	23.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.9%	49.7%
% Non low-income students taught by an ineffective teacher	51.8%	57.4%	43.3%
Disproportionate Rate	2.3%	-3.5%	6.4%
% Minority students taught by an ineffective teacher	51.8%	56.7%	46.6%
% Non minority students taught by an ineffective teacher	52.7%	54.9%	43.4%
Disproportionate Rate	-0.8%	1.8%	3.2%
% Low-income students taught by an inexperienced teacher	38.9%	52.7%	32.9%
% Non low-income students taught by an inexperienced teacher	35.1%	55.9%	33.9%
Disproportionate Rate	3.8%	-3.2%	-1.0%
% Minority students taught by an inexperienced teacher	42.0%	54.8%	35.6%
% Non minority students taught by an inexperienced teacher	32.2%	54.2%	33.2%
Disproportionate Rate	9.8%	0.6%	2.3%
% Low-income students taught by an out of field teacher	3.6%	2.5%	1.1%
% Non low-income students taught by an out of field teacher	2.9%	1.6%	1.5%
Disproportionate Rate	0.7%	0.9%	-0.4%
% Minority students taught by an out of field teacher	3.6%	2.4%	**%
% Non minority students taught by an out of field teacher	2.7%	1.4%	1.6%
Disproportionate Rate	0.9%	1.0%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lake County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	25	15	60.0%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	25	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	25	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	484	260	53.7%	**	**	**%
Minority Children	665255	264656	39.8%	484	172	35.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	90.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	92.4%	**%
Disproportionate Rate	2.3%	-2.0%	**%
% Minority students taught by an ineffective teacher	51.8%	91.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	91.0%	**%
Disproportionate Rate	-0.8%	0.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	66.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	67.4%	**%
Disproportionate Rate	3.8%	-0.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	65.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	67.9%	**%
Disproportionate Rate	9.8%	-2.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lauderdale County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	112	33	29.5%	13	**	**%
Inexperienced Teachers	31398	5018	16.0%	112	16	14.3%	13	**	**%
Out of Field Teachers	31398	340	1.1%	112	**	**%	13	**	**%
Low Income Students	665255	185410	27.9%	1945	814	41.9%	265	67	25.3%
Minority Children	665255	264656	39.8%	1945	1055	54.2%	265	77	29.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	70.3%	68.7%
% Non low-income students taught by an ineffective teacher	51.8%	71.4%	68.2%
Disproportionate Rate	2.3%	-1.1%	0.5%
% Minority students taught by an ineffective teacher	51.8%	71.9%	71.4%
% Non minority students taught by an ineffective teacher	52.7%	69.6%	67.0%
Disproportionate Rate	-0.8%	2.4%	4.4%
% Low-income students taught by an inexperienced teacher	38.9%	36.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	35.5%	**%
Disproportionate Rate	3.8%	0.7%	**%
% Minority students taught by an inexperienced teacher	42.0%	34.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	37.8%	**%
Disproportionate Rate	9.8%	-3.7%	**%
% Low-income students taught by an out of field teacher	3.6%	7.1%	29.9%
% Non low-income students taught by an out of field teacher	2.9%	9.5%	32.8%
Disproportionate Rate	0.7%	-2.4%	-3.0%
% Minority students taught by an out of field teacher	3.6%	6.9%	29.9%
% Non minority students taught by an out of field teacher	2.7%	10.4%	33.0%
Disproportionate Rate	0.9%	-3.5%	-3.1%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lawrence County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	181	50	27.6%	16	**	**%
Inexperienced Teachers	31398	5018	16.0%	181	18	9.9%	16	**	**%
Out of Field Teachers	31398	340	1.1%	181	**	**%	16	**	**%
Low Income Students	665255	185410	27.9%	4216	1531	36.3%	290	82	28.3%
Minority Children	665255	264656	39.8%	4216	345	8.2%	290	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	56.0%	85.4%
% Non low-income students taught by an ineffective teacher	51.8%	52.5%	58.2%
Disproportionate Rate	2.3%	3.5%	27.2%
% Minority students taught by an ineffective teacher	51.8%	54.5%	**%
% Non minority students taught by an ineffective teacher	52.7%	53.7%	66.5%
Disproportionate Rate	-0.8%	0.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	24.1%	42.7%
% Non low-income students taught by an inexperienced teacher	35.1%	21.1%	27.9%
Disproportionate Rate	3.8%	3.0%	14.8%
% Minority students taught by an inexperienced teacher	42.0%	26.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	21.8%	32.4%
Disproportionate Rate	9.8%	4.9%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lewis County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	41	12	29.3%	52	19	36.5%
Inexperienced Teachers	31398	5018	16.0%	41	**	**%	52	**	**%
Out of Field Teachers	31398	340	1.1%	41	**	**%	52	**	**%
Low Income Students	665255	185410	27.9%	750	174	23.2%	1619	418	25.8%
Minority Children	665255	264656	39.8%	750	73	9.7%	1619	534	33.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	77.6%	62.9%
% Non low-income students taught by an ineffective teacher	51.8%	74.0%	52.5%
Disproportionate Rate	2.3%	3.6%	10.4%
% Minority students taught by an ineffective teacher	51.8%	74.0%	56.7%
% Non minority students taught by an ineffective teacher	52.7%	74.9%	54.5%
Disproportionate Rate	-0.8%	-0.9%	2.3%
% Low-income students taught by an inexperienced teacher	38.9%	27.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	21.0%	**%
Disproportionate Rate	3.8%	6.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	19.2%	**%
% Non minority students taught by an inexperienced teacher	32.2%	22.7%	**%
Disproportionate Rate	9.8%	-3.6%	**%
% Low-income students taught by an out of field teacher	3.6%	8.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.1%	**%
Disproportionate Rate	0.7%	1.5%	**%
% Minority students taught by an out of field teacher	3.6%	11.0%	**%
% Non minority students taught by an out of field teacher	2.7%	7.1%	**%
Disproportionate Rate	0.9%	3.9%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lincoln County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	82	29	35.4%	28	**	**%
Inexperienced Teachers	31398	5018	16.0%	82	15	18.3%	28	**	**%
Out of Field Teachers	31398	340	1.1%	82	**	**%	28	**	**%
Low Income Students	665255	185410	27.9%	1667	359	21.5%	971	174	17.9%
Minority Children	665255	264656	39.8%	1667	219	13.1%	971	122	12.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	73.3%	72.4%
% Non low-income students taught by an ineffective teacher	51.8%	75.6%	45.4%
Disproportionate Rate	2.3%	-2.4%	27.0%
% Minority students taught by an ineffective teacher	51.8%	77.2%	61.5%
% Non minority students taught by an ineffective teacher	52.7%	74.8%	48.6%
Disproportionate Rate	-0.8%	2.4%	12.8%
% Low-income students taught by an inexperienced teacher	38.9%	53.2%	49.4%
% Non low-income students taught by an inexperienced teacher	35.1%	49.6%	34.0%
Disproportionate Rate	3.8%	3.6%	15.4%
% Minority students taught by an inexperienced teacher	42.0%	48.9%	45.9%
% Non minority students taught by an inexperienced teacher	32.2%	50.6%	35.5%
Disproportionate Rate	9.8%	-1.8%	10.4%
% Low-income students taught by an out of field teacher	3.6%	3.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	2.9%	**%
Disproportionate Rate	0.7%	0.7%	**%
% Minority students taught by an out of field teacher	3.6%	3.7%	**%
% Non minority students taught by an out of field teacher	2.7%	3.0%	**%
Disproportionate Rate	0.9%	0.7%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Fayetteville

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	22	15	68.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	22	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	22	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	503	189	37.6%	246	76	30.9%
Minority Children	665255	264656	39.8%	503	238	47.3%	246	139	56.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	90.5%	98.7%
% Non low-income students taught by an ineffective teacher	51.8%	89.2%	**%
Disproportionate Rate	2.3%	1.3%	**%
% Minority students taught by an ineffective teacher	51.8%	89.1%	**%
% Non minority students taught by an ineffective teacher	52.7%	90.2%	**%
Disproportionate Rate	-0.8%	-1.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	17.5%	23.7%
% Non low-income students taught by an inexperienced teacher	35.1%	16.2%	32.4%
Disproportionate Rate	3.8%	1.2%	-8.7%
% Minority students taught by an inexperienced teacher	42.0%	13.9%	32.4%
% Non minority students taught by an inexperienced teacher	32.2%	19.2%	26.2%
Disproportionate Rate	9.8%	-5.4%	6.2%
% Low-income students taught by an out of field teacher	3.6%	**%	23.7%
% Non low-income students taught by an out of field teacher	2.9%	**%	32.4%
Disproportionate Rate	0.7%	**%	-8.7%
% Minority students taught by an out of field teacher	3.6%	**%	32.4%
% Non minority students taught by an out of field teacher	2.7%	**%	26.2%
Disproportionate Rate	0.9%	**%	6.2%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Loudon County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	114	27	23.7%	58	17	29.3%
Inexperienced Teachers	31398	5018	16.0%	114	17	14.9%	58	11	19.0%
Out of Field Teachers	31398	340	1.1%	114	**	**%	58	**	**%
Low Income Students	665255	185410	27.9%	1995	404	20.3%	1341	197	14.7%
Minority Children	665255	264656	39.8%	1995	415	20.8%	1341	293	21.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	58.7%	72.1%
% Non low-income students taught by an ineffective teacher	51.8%	56.8%	62.5%
Disproportionate Rate	2.3%	1.9%	9.6%
% Minority students taught by an ineffective teacher	51.8%	60.2%	65.2%
% Non minority students taught by an ineffective teacher	52.7%	56.3%	63.5%
Disproportionate Rate	-0.8%	3.9%	1.6%
% Low-income students taught by an inexperienced teacher	38.9%	39.6%	36.0%
% Non low-income students taught by an inexperienced teacher	35.1%	35.0%	44.0%
Disproportionate Rate	3.8%	4.6%	-7.9%
% Minority students taught by an inexperienced teacher	42.0%	48.4%	35.8%
% Non minority students taught by an inexperienced teacher	32.2%	32.7%	44.8%
Disproportionate Rate	9.8%	15.8%	-8.9%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lenoir City

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	37	**	**%	27	10	37.0%
Inexperienced Teachers	31398	5018	16.0%	37	**	**%	27	**	**%
Out of Field Teachers	31398	340	1.1%	37	**	**%	27	**	**%
Low Income Students	665255	185410	27.9%	841	157	18.7%	1021	142	13.9%
Minority Children	665255	264656	39.8%	841	497	59.1%	1021	350	34.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	43.3%	62.7%
% Non low-income students taught by an ineffective teacher	51.8%	42.1%	61.0%
Disproportionate Rate	2.3%	1.2%	1.7%
% Minority students taught by an ineffective teacher	51.8%	42.5%	60.3%
% Non minority students taught by an ineffective teacher	52.7%	42.2%	61.7%
Disproportionate Rate	-0.8%	0.3%	-1.4%
% Low-income students taught by an inexperienced teacher	38.9%	29.9%	17.6%
% Non low-income students taught by an inexperienced teacher	35.1%	30.8%	18.8%
Disproportionate Rate	3.8%	-0.9%	-1.2%
% Minority students taught by an inexperienced teacher	42.0%	31.2%	15.4%
% Non minority students taught by an inexperienced teacher	32.2%	29.9%	20.3%
Disproportionate Rate	9.8%	1.2%	-4.8%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

McMinn County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	131	28	21.4%	46	11	23.9%
Inexperienced Teachers	31398	5018	16.0%	131	16	12.2%	46	**	**%
Out of Field Teachers	31398	340	1.1%	131	**	**%	46	**	**%
Low Income Students	665255	185410	27.9%	1966	587	29.9%	1436	346	24.1%
Minority Children	665255	264656	39.8%	1966	245	12.5%	1436	294	20.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	63.5%	65.9%
% Non low-income students taught by an ineffective teacher	51.8%	58.9%	57.8%
Disproportionate Rate	2.3%	4.7%	8.1%
% Minority students taught by an ineffective teacher	51.8%	55.1%	65.0%
% Non minority students taught by an ineffective teacher	52.7%	61.0%	58.4%
Disproportionate Rate	-0.8%	-5.9%	6.6%
% Low-income students taught by an inexperienced teacher	38.9%	33.2%	18.5%
% Non low-income students taught by an inexperienced teacher	35.1%	32.1%	18.4%
Disproportionate Rate	3.8%	1.2%	0.1%
% Minority students taught by an inexperienced teacher	42.0%	30.6%	17.7%
% Non minority students taught by an inexperienced teacher	32.2%	32.7%	18.7%
Disproportionate Rate	9.8%	-2.0%	-1.0%
% Low-income students taught by an out of field teacher	3.6%	3.9%	18.5%
% Non low-income students taught by an out of field teacher	2.9%	4.1%	15.1%
Disproportionate Rate	0.7%	-0.1%	3.4%
% Minority students taught by an out of field teacher	3.6%	6.1%	11.9%
% Non minority students taught by an out of field teacher	2.7%	3.7%	17.0%
Disproportionate Rate	0.9%	2.4%	-5.1%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Athens

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%	Total Teach-ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	62	14	22.6%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	62	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	62	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1100	380	34.5%	**	**	**%
Minority Children	665255	264656	39.8%	1100	304	27.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.0%	**%
% Non low-income students taught by an ineffective teacher	51.8%	61.1%	**%
Disproportionate Rate	2.3%	-1.1%	**%
% Minority students taught by an ineffective teacher	51.8%	58.2%	**%
% Non minority students taught by an ineffective teacher	52.7%	61.7%	**%
Disproportionate Rate	-0.8%	-3.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	46.1%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	50.6%	**%
Disproportionate Rate	3.8%	-4.5%	**%
% Minority students taught by an inexperienced teacher	42.0%	44.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	50.6%	**%
Disproportionate Rate	9.8%	-5.9%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Etowah

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	12	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	12	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	12	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	211	67	31.8%	**	**	**%
Minority Children	665255	264656	39.8%	211	31	14.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	79.1%	**%
% Non low-income students taught by an ineffective teacher	51.8%	80.6%	**%
Disproportionate Rate	2.3%	-1.5%	**%
% Minority students taught by an ineffective teacher	51.8%	83.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	79.4%	**%
Disproportionate Rate	-0.8%	4.4%	**%
% Low-income students taught by an inexperienced teacher	38.9%	19.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	18.1%	**%
Disproportionate Rate	3.8%	1.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	16.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	18.9%	**%
Disproportionate Rate	9.8%	-2.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

McNairy County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	103	17	16.5%	36	17	47.2%
Inexperienced Teachers	31398	5018	16.0%	103	11	10.7%	36	**	**%
Out of Field Teachers	31398	340	1.1%	103	**	**%	36	**	**%
Low Income Students	665255	185410	27.9%	1587	507	31.9%	890	232	26.1%
Minority Children	665255	264656	39.8%	1587	174	11.0%	890	108	12.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	39.8%	81.0%
% Non low-income students taught by an ineffective teacher	51.8%	46.8%	78.1%
Disproportionate Rate	2.3%	-6.9%	2.9%
% Minority students taught by an ineffective teacher	51.8%	32.8%	83.3%
% Non minority students taught by an ineffective teacher	52.7%	46.0%	78.3%
Disproportionate Rate	-0.8%	-13.2%	5.1%
% Low-income students taught by an inexperienced teacher	38.9%	22.9%	1.3%
% Non low-income students taught by an inexperienced teacher	35.1%	21.6%	3.3%
Disproportionate Rate	3.8%	1.3%	-2.1%
% Minority students taught by an inexperienced teacher	42.0%	17.8%	1.9%
% Non minority students taught by an inexperienced teacher	32.2%	22.5%	2.9%
Disproportionate Rate	9.8%	-4.7%	-1.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Macon County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	56	20	35.7%	62	19	30.6%
Inexperienced Teachers	31398	5018	16.0%	56	10	17.9%	62	**	**%
Out of Field Teachers	31398	340	1.1%	56	**	**%	62	**	**%
Low Income Students	665255	185410	27.9%	987	318	32.2%	1726	533	30.9%
Minority Children	665255	264656	39.8%	987	169	17.1%	1726	346	20.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	58.5%	84.1%
% Non low-income students taught by an ineffective teacher	51.8%	55.3%	82.6%
Disproportionate Rate	2.3%	3.2%	1.5%
% Minority students taught by an ineffective teacher	51.8%	58.6%	84.1%
% Non minority students taught by an ineffective teacher	52.7%	55.9%	82.8%
Disproportionate Rate	-0.8%	2.7%	1.4%
% Low-income students taught by an inexperienced teacher	38.9%	35.5%	12.2%
% Non low-income students taught by an inexperienced teacher	35.1%	33.6%	14.8%
Disproportionate Rate	3.8%	1.9%	-2.6%
% Minority students taught by an inexperienced teacher	42.0%	37.3%	12.1%
% Non minority students taught by an inexperienced teacher	32.2%	33.6%	14.5%
Disproportionate Rate	9.8%	3.7%	-2.4%
% Low-income students taught by an out of field teacher	3.6%	**%	25.5%
% Non low-income students taught by an out of field teacher	2.9%	**%	27.4%
Disproportionate Rate	0.7%	**%	-1.9%
% Minority students taught by an out of field teacher	3.6%	**%	26.9%
% Non minority students taught by an out of field teacher	2.7%	**%	26.8%
Disproportionate Rate	0.9%	**%	0.1%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Madison County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	363	86	23.7%	39	**	**%
Inexperienced Teachers	31398	5018	16.0%	363	83	22.9%	39	**	**%
Out of Field Teachers	31398	340	1.1%	363	**	**%	39	**	**%
Low Income Students	665255	185410	27.9%	7487	3133	41.8%	753	68	9.0%
Minority Children	665255	264656	39.8%	7487	5747	76.8%	753	245	32.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	62.2%	27.9%
% Non low-income students taught by an ineffective teacher	51.8%	60.2%	25.4%
Disproportionate Rate	2.3%	1.9%	2.5%
% Minority students taught by an ineffective teacher	51.8%	61.6%	31.4%
% Non minority students taught by an ineffective teacher	52.7%	58.8%	22.8%
Disproportionate Rate	-0.8%	2.9%	8.6%
% Low-income students taught by an inexperienced teacher	38.9%	49.6%	13.2%
% Non low-income students taught by an inexperienced teacher	35.1%	44.0%	14.2%
Disproportionate Rate	3.8%	5.6%	-0.9%
% Minority students taught by an inexperienced teacher	42.0%	47.7%	13.9%
% Non minority students taught by an inexperienced teacher	32.2%	41.7%	14.2%
Disproportionate Rate	9.8%	6.0%	-0.3%
% Low-income students taught by an out of field teacher	3.6%	2.0%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.2%	**%
Disproportionate Rate	0.7%	-1.2%	**%
% Minority students taught by an out of field teacher	3.6%	2.5%	**%
% Non minority students taught by an out of field teacher	2.7%	3.3%	**%
Disproportionate Rate	0.9%	-0.8%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Marion County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	56	20	35.7%	66	16	24.2%
Inexperienced Teachers	31398	5018	16.0%	56	**	**%	66	**	**%
Out of Field Teachers	31398	340	1.1%	56	**	**%	66	**	**%
Low Income Students	665255	185410	27.9%	1056	318	30.1%	1499	414	27.6%
Minority Children	665255	264656	39.8%	1056	146	13.8%	1499	188	12.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	70.4%	64.7%
% Non low-income students taught by an ineffective teacher	51.8%	67.1%	65.3%
Disproportionate Rate	2.3%	3.4%	-0.5%
% Minority students taught by an ineffective teacher	51.8%	65.8%	72.9%
% Non minority students taught by an ineffective teacher	52.7%	68.5%	64.0%
Disproportionate Rate	-0.8%	-2.7%	8.9%
% Low-income students taught by an inexperienced teacher	38.9%	32.7%	29.5%
% Non low-income students taught by an inexperienced teacher	35.1%	30.6%	24.8%
Disproportionate Rate	3.8%	2.1%	4.7%
% Minority students taught by an inexperienced teacher	42.0%	39.0%	41.0%
% Non minority students taught by an inexperienced teacher	32.2%	30.0%	24.0%
Disproportionate Rate	9.8%	9.0%	17.0%
% Low-income students taught by an out of field teacher	3.6%	**%	5.3%
% Non low-income students taught by an out of field teacher	2.9%	**%	5.1%
Disproportionate Rate	0.7%	**%	0.2%
% Minority students taught by an out of field teacher	3.6%	**%	1.6%
% Non minority students taught by an out of field teacher	2.7%	**%	5.6%
Disproportionate Rate	0.9%	**%	-4.0%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Richard City

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	**	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	**	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	**	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	135	86	63.7%	**	**	**%
Minority Children	665255	264656	39.8%	135	16	11.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	57.1%	**%
Disproportionate Rate	2.3%	3.3%	**%
% Minority students taught by an ineffective teacher	51.8%	31.2%	**%
% Non minority students taught by an ineffective teacher	52.7%	63.0%	**%
Disproportionate Rate	-0.8%	-31.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	20.9%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	26.5%	**%
Disproportionate Rate	3.8%	-5.6%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	26.1%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Marshall County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	97	34	35.1%	50	17	34.0%
Inexperienced Teachers	31398	5018	16.0%	97	13	13.4%	50	**	**%
Out of Field Teachers	31398	340	1.1%	97	**	**%	50	**	**%
Low Income Students	665255	185410	27.9%	2075	477	23.0%	1670	293	17.5%
Minority Children	665255	264656	39.8%	2075	547	26.4%	1670	380	22.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	67.9%	59.0%
% Non low-income students taught by an ineffective teacher	51.8%	60.4%	63.0%
Disproportionate Rate	2.3%	7.5%	-3.9%
% Minority students taught by an ineffective teacher	51.8%	69.1%	58.9%
% Non minority students taught by an ineffective teacher	52.7%	59.6%	63.3%
Disproportionate Rate	-0.8%	9.5%	-4.3%
% Low-income students taught by an inexperienced teacher	38.9%	35.0%	29.7%
% Non low-income students taught by an inexperienced teacher	35.1%	26.2%	20.2%
Disproportionate Rate	3.8%	8.8%	9.5%
% Minority students taught by an inexperienced teacher	42.0%	39.3%	24.7%
% Non minority students taught by an inexperienced teacher	32.2%	24.3%	21.0%
Disproportionate Rate	9.8%	15.0%	3.7%
% Low-income students taught by an out of field teacher	3.6%	4.4%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.0%	**%
Disproportionate Rate	0.7%	1.4%	**%
% Minority students taught by an out of field teacher	3.6%	6.0%	**%
% Non minority students taught by an out of field teacher	2.7%	2.4%	**%
Disproportionate Rate	0.9%	3.7%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Maury County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	84	11	13.1%	346	83	24.0%
Inexperienced Teachers	31398	5018	16.0%	84	16	19.0%	346	60	17.3%
Out of Field Teachers	31398	340	1.1%	84	**	**%	346	**	**%
Low Income Students	665255	185410	27.9%	1116	425	38.1%	7637	1693	22.2%
Minority Children	665255	264656	39.8%	1116	542	48.6%	7637	2703	35.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	25.9%	62.1%
% Non low-income students taught by an ineffective teacher	51.8%	19.8%	57.2%
Disproportionate Rate	2.3%	6.1%	4.9%
% Minority students taught by an ineffective teacher	51.8%	24.4%	61.5%
% Non minority students taught by an ineffective teacher	52.7%	20.0%	56.5%
Disproportionate Rate	-0.8%	4.3%	5.0%
% Low-income students taught by an inexperienced teacher	38.9%	30.4%	51.5%
% Non low-income students taught by an inexperienced teacher	35.1%	25.3%	46.4%
Disproportionate Rate	3.8%	5.0%	5.1%
% Minority students taught by an inexperienced teacher	42.0%	31.5%	54.0%
% Non minority students taught by an inexperienced teacher	32.2%	22.8%	43.9%
Disproportionate Rate	9.8%	8.7%	10.0%
% Low-income students taught by an out of field teacher	3.6%	**%	5.4%
% Non low-income students taught by an out of field teacher	2.9%	**%	6.3%
Disproportionate Rate	0.7%	**%	-0.9%
% Minority students taught by an out of field teacher	3.6%	**%	7.0%
% Non minority students taught by an out of field teacher	2.7%	**%	5.6%
Disproportionate Rate	0.9%	**%	1.4%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Meigs County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	43	13	30.2%	18	**	**%
Inexperienced Teachers	31398	5018	16.0%	43	**	**%	18	**	**%
Out of Field Teachers	31398	340	1.1%	43	**	**%	18	**	**%
Low Income Students	665255	185410	27.9%	745	293	39.3%	414	119	28.7%
Minority Children	665255	264656	39.8%	745	51	6.8%	414	25	6.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	73.4%	77.3%
% Non low-income students taught by an ineffective teacher	51.8%	74.8%	69.2%
Disproportionate Rate	2.3%	-1.4%	8.2%
% Minority students taught by an ineffective teacher	51.8%	76.5%	72.0%
% Non minority students taught by an ineffective teacher	52.7%	74.1%	71.5%
Disproportionate Rate	-0.8%	2.4%	0.5%
% Low-income students taught by an inexperienced teacher	38.9%	41.6%	20.2%
% Non low-income students taught by an inexperienced teacher	35.1%	35.8%	19.7%
Disproportionate Rate	3.8%	5.8%	0.5%
% Minority students taught by an inexperienced teacher	42.0%	35.3%	24.0%
% Non minority students taught by an inexperienced teacher	32.2%	38.3%	19.5%
Disproportionate Rate	9.8%	-3.0%	4.5%
% Low-income students taught by an out of field teacher	3.6%	9.9%	**%
% Non low-income students taught by an out of field teacher	2.9%	6.0%	**%
Disproportionate Rate	0.7%	3.9%	**%
% Minority students taught by an out of field teacher	3.6%	7.8%	**%
% Non minority students taught by an out of field teacher	2.7%	7.5%	**%
Disproportionate Rate	0.9%	0.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Monroe County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	73	12	16.4%	86	27	31.4%
Inexperienced Teachers	31398	5018	16.0%	73	**	**%	86	**	**%
Out of Field Teachers	31398	340	1.1%	73	**	**%	86	**	**%
Low Income Students	665255	185410	27.9%	1206	530	43.9%	2225	906	40.7%
Minority Children	665255	264656	39.8%	1206	102	8.5%	2225	331	14.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	40.4%	59.1%
% Non low-income students taught by an ineffective teacher	51.8%	39.1%	56.9%
Disproportionate Rate	2.3%	1.3%	2.1%
% Minority students taught by an ineffective teacher	51.8%	34.3%	52.6%
% Non minority students taught by an ineffective teacher	52.7%	40.1%	58.6%
Disproportionate Rate	-0.8%	-5.8%	-6.0%
% Low-income students taught by an inexperienced teacher	38.9%	14.9%	13.8%
% Non low-income students taught by an inexperienced teacher	35.1%	16.3%	15.3%
Disproportionate Rate	3.8%	-1.4%	-1.5%
% Minority students taught by an inexperienced teacher	42.0%	15.7%	17.8%
% Non minority students taught by an inexperienced teacher	32.2%	15.7%	14.1%
Disproportionate Rate	9.8%	0.0%	3.7%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Sweetwater

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	46	13	28.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	46	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	46	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	933	326	34.9%	**	**	**%
Minority Children	665255	264656	39.8%	933	203	21.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	73.9%	**%
% Non low-income students taught by an ineffective teacher	51.8%	67.4%	**%
Disproportionate Rate	2.3%	6.5%	**%
% Minority students taught by an ineffective teacher	51.8%	70.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	69.3%	**%
Disproportionate Rate	-0.8%	1.6%	**%
% Low-income students taught by an inexperienced teacher	38.9%	27.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	25.0%	**%
Disproportionate Rate	3.8%	2.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	25.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	25.9%	**%
Disproportionate Rate	9.8%	-0.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Montgomery County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	674	143	21.2%	415	79	19.0%
Inexperienced Teachers	31398	5018	16.0%	674	175	26.0%	415	64	15.4%
Out of Field Teachers	31398	340	1.1%	674	**	**%	415	**	**%
Low Income Students	665255	185410	27.9%	16403	3797	23.1%	10095	1224	12.1%
Minority Children	665255	264656	39.8%	16403	9493	57.9%	10095	3935	39.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	50.4%	44.5%
% Non low-income students taught by an ineffective teacher	51.8%	49.4%	43.0%
Disproportionate Rate	2.3%	1.0%	1.5%
% Minority students taught by an ineffective teacher	51.8%	50.3%	45.2%
% Non minority students taught by an ineffective teacher	52.7%	48.7%	41.9%
Disproportionate Rate	-0.8%	1.6%	3.2%
% Low-income students taught by an inexperienced teacher	38.9%	53.0%	43.5%
% Non low-income students taught by an inexperienced teacher	35.1%	50.1%	39.1%
Disproportionate Rate	3.8%	2.9%	4.5%
% Minority students taught by an inexperienced teacher	42.0%	53.5%	41.6%
% Non minority students taught by an inexperienced teacher	32.2%	47.0%	38.3%
Disproportionate Rate	9.8%	6.5%	3.3%
% Low-income students taught by an out of field teacher	3.6%	3.5%	4.2%
% Non low-income students taught by an out of field teacher	2.9%	4.0%	3.7%
Disproportionate Rate	0.7%	-0.4%	0.5%
% Minority students taught by an out of field teacher	3.6%	4.0%	4.2%
% Non minority students taught by an out of field teacher	2.7%	3.7%	3.5%
Disproportionate Rate	0.9%	0.3%	0.7%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Moore County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	16	**	**%	19	**	**%
Inexperienced Teachers	31398	5018	16.0%	16	**	**%	19	**	**%
Out of Field Teachers	31398	340	1.1%	16	**	**%	19	**	**%
Low Income Students	665255	185410	27.9%	267	41	15.4%	328	67	20.4%
Minority Children	665255	264656	39.8%	267	12	4.5%	328	30	9.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.7%	58.2%
% Non low-income students taught by an ineffective teacher	51.8%	63.3%	59.0%
Disproportionate Rate	2.3%	-9.6%	-0.8%
% Minority students taught by an ineffective teacher	51.8%	75.0%	56.7%
% Non minority students taught by an ineffective teacher	52.7%	61.2%	59.1%
Disproportionate Rate	-0.8%	13.8%	-2.4%
% Low-income students taught by an inexperienced teacher	38.9%	53.7%	20.9%
% Non low-income students taught by an inexperienced teacher	35.1%	49.6%	18.8%
Disproportionate Rate	3.8%	4.1%	2.1%
% Minority students taught by an inexperienced teacher	42.0%	58.3%	10.0%
% Non minority students taught by an inexperienced teacher	32.2%	49.8%	20.1%
Disproportionate Rate	9.8%	8.5%	-10.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Morgan County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	81	36	44.4%	10	**	**%
Inexperienced Teachers	31398	5018	16.0%	81	**	**%	10	**	**%
Out of Field Teachers	31398	340	1.1%	81	**	**%	10	**	**%
Low Income Students	665255	185410	27.9%	1569	537	34.2%	266	90	33.8%
Minority Children	665255	264656	39.8%	1569	71	4.5%	266	13	4.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	68.9%	61.1%
% Non low-income students taught by an ineffective teacher	51.8%	61.5%	58.0%
Disproportionate Rate	2.3%	7.4%	3.2%
% Minority students taught by an ineffective teacher	51.8%	54.9%	61.5%
% Non minority students taught by an ineffective teacher	52.7%	64.5%	58.9%
Disproportionate Rate	-0.8%	-9.6%	2.6%
% Low-income students taught by an inexperienced teacher	38.9%	27.0%	4.4%
% Non low-income students taught by an inexperienced teacher	35.1%	25.9%	4.5%
Disproportionate Rate	3.8%	1.1%	-0.1%
% Minority students taught by an inexperienced teacher	42.0%	21.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	26.5%	4.7%
Disproportionate Rate	9.8%	-5.4%	**%
% Low-income students taught by an out of field teacher	3.6%	19.0%	**%
% Non low-income students taught by an out of field teacher	2.9%	14.2%	**%
Disproportionate Rate	0.7%	4.8%	**%
% Minority students taught by an out of field teacher	3.6%	16.9%	**%
% Non minority students taught by an out of field teacher	2.7%	15.8%	**%
Disproportionate Rate	0.9%	1.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Obion County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	82	23	28.0%	16	**	**%
Inexperienced Teachers	31398	5018	16.0%	82	**	**%	16	**	**%
Out of Field Teachers	31398	340	1.1%	82	**	**%	16	**	**%
Low Income Students	665255	185410	27.9%	1645	531	32.3%	279	86	30.8%
Minority Children	665255	264656	39.8%	1645	262	15.9%	279	41	14.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.9%	77.9%
% Non low-income students taught by an ineffective teacher	51.8%	59.1%	68.4%
Disproportionate Rate	2.3%	-5.2%	9.5%
% Minority students taught by an ineffective teacher	51.8%	51.1%	68.3%
% Non minority students taught by an ineffective teacher	52.7%	58.6%	71.8%
Disproportionate Rate	-0.8%	-7.4%	-3.6%
% Low-income students taught by an inexperienced teacher	38.9%	16.2%	38.4%
% Non low-income students taught by an inexperienced teacher	35.1%	16.2%	34.7%
Disproportionate Rate	3.8%	-0.1%	3.7%
% Minority students taught by an inexperienced teacher	42.0%	11.8%	41.5%
% Non minority students taught by an inexperienced teacher	32.2%	17.1%	34.9%
Disproportionate Rate	9.8%	-5.2%	6.6%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Union City

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	34	**	**%	12	**	**%
Inexperienced Teachers	31398	5018	16.0%	34	**	**%	12	**	**%
Out of Field Teachers	31398	340	1.1%	34	**	**%	12	**	**%
Low Income Students	665255	185410	27.9%	716	220	30.7%	312	79	25.3%
Minority Children	665255	264656	39.8%	716	376	52.5%	312	166	53.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	27.3%	54.4%
% Non low-income students taught by an ineffective teacher	51.8%	35.5%	40.8%
Disproportionate Rate	2.3%	-8.2%	13.7%
% Minority students taught by an ineffective teacher	51.8%	31.9%	51.8%
% Non minority students taught by an ineffective teacher	52.7%	34.1%	35.6%
Disproportionate Rate	-0.8%	-2.2%	16.2%
% Low-income students taught by an inexperienced teacher	38.9%	25.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	24.0%	**%
Disproportionate Rate	3.8%	1.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	27.9%	**%
% Non minority students taught by an inexperienced teacher	32.2%	20.3%	**%
Disproportionate Rate	9.8%	7.6%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Overton County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	98	29	29.6%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	98	13	13.3%	**	**	**%
Out of Field Teachers	31398	340	1.1%	98	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1896	430	22.7%	**	**	**%
Minority Children	665255	264656	39.8%	1896	87	4.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	55.1%	**%
% Non low-income students taught by an ineffective teacher	51.8%	52.0%	**%
Disproportionate Rate	2.3%	3.1%	**%
% Minority students taught by an ineffective teacher	51.8%	54.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	52.7%	**%
Disproportionate Rate	-0.8%	1.3%	**%
% Low-income students taught by an inexperienced teacher	38.9%	33.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	35.0%	**%
Disproportionate Rate	3.8%	-1.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	33.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	34.8%	**%
Disproportionate Rate	9.8%	-1.4%	**%
% Low-income students taught by an out of field teacher	3.6%	2.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.6%	**%
Disproportionate Rate	0.7%	-1.1%	**%
% Minority students taught by an out of field teacher	3.6%	2.3%	**%
% Non minority students taught by an out of field teacher	2.7%	3.4%	**%
Disproportionate Rate	0.9%	-1.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Perry County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	32	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	32	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	32	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	491	145	29.5%	212	48	22.6%
Minority Children	665255	264656	39.8%	491	34	6.9%	212	12	5.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	38.6%	79.2%
% Non low-income students taught by an ineffective teacher	51.8%	45.1%	72.6%
Disproportionate Rate	2.3%	-6.5%	6.6%
% Minority students taught by an ineffective teacher	51.8%	44.1%	83.3%
% Non minority students taught by an ineffective teacher	52.7%	43.1%	73.5%
Disproportionate Rate	-0.8%	1.0%	9.8%
% Low-income students taught by an inexperienced teacher	38.9%	63.4%	43.8%
% Non low-income students taught by an inexperienced teacher	35.1%	64.5%	42.7%
Disproportionate Rate	3.8%	-1.0%	1.1%
% Minority students taught by an inexperienced teacher	42.0%	58.8%	33.3%
% Non minority students taught by an inexperienced teacher	32.2%	64.6%	43.5%
Disproportionate Rate	9.8%	-5.7%	-10.2%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Pickett County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	22	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	22	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	22	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	419	119	28.4%	**	**	**%
Minority Children	665255	264656	39.8%	419	**	**%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	51.3%	**%
Disproportionate Rate	2.3%	9.2%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	54.7%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	19.3%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	16.0%	**%
Disproportionate Rate	3.8%	3.3%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	17.3%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Polk County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	80	25	31.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	80	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	80	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1403	437	31.1%	**	**	**%
Minority Children	665255	264656	39.8%	1403	62	4.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	67.0%	**%
% Non low-income students taught by an ineffective teacher	51.8%	71.5%	**%
Disproportionate Rate	2.3%	-4.5%	**%
% Minority students taught by an ineffective teacher	51.8%	66.1%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.2%	**%
Disproportionate Rate	-0.8%	-4.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	10.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	12.6%	**%
Disproportionate Rate	3.8%	-2.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	14.5%	**%
% Non minority students taught by an inexperienced teacher	32.2%	11.9%	**%
Disproportionate Rate	9.8%	2.7%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Putnam County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	271	62	22.9%	105	15	14.3%
Inexperienced Teachers	31398	5018	16.0%	271	44	16.2%	105	12	11.4%
Out of Field Teachers	31398	340	1.1%	271	**	**%	105	**	**%
Low Income Students	665255	185410	27.9%	4811	2399	49.9%	3129	1393	44.5%
Minority Children	665255	264656	39.8%	4811	1095	22.8%	3129	759	24.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.1%	31.7%
% Non low-income students taught by an ineffective teacher	51.8%	64.2%	25.1%
Disproportionate Rate	2.3%	-4.1%	6.5%
% Minority students taught by an ineffective teacher	51.8%	64.7%	29.6%
% Non minority students taught by an ineffective teacher	52.7%	61.2%	27.5%
Disproportionate Rate	-0.8%	3.5%	2.1%
% Low-income students taught by an inexperienced teacher	38.9%	37.5%	37.8%
% Non low-income students taught by an inexperienced teacher	35.1%	40.9%	34.4%
Disproportionate Rate	3.8%	-3.4%	3.4%
% Minority students taught by an inexperienced teacher	42.0%	38.8%	44.5%
% Non minority students taught by an inexperienced teacher	32.2%	39.2%	33.1%
Disproportionate Rate	9.8%	-0.4%	11.4%
% Low-income students taught by an out of field teacher	3.6%	3.5%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.0%	**%
Disproportionate Rate	0.7%	0.5%	**%
% Minority students taught by an out of field teacher	3.6%	6.1%	**%
% Non minority students taught by an out of field teacher	2.7%	2.4%	1.1%
Disproportionate Rate	0.9%	3.7%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Rhea County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	95	25	26.3%	38	16	42.1%
Inexperienced Teachers	31398	5018	16.0%	95	**	**%	38	**	**%
Out of Field Teachers	31398	340	1.1%	95	**	**%	38	**	**%
Low Income Students	665255	185410	27.9%	1501	504	33.6%	1194	283	23.7%
Minority Children	665255	264656	39.8%	1501	223	14.9%	1194	211	17.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.1%	79.9%
% Non low-income students taught by an ineffective teacher	51.8%	56.4%	77.2%
Disproportionate Rate	2.3%	2.8%	2.7%
% Minority students taught by an ineffective teacher	51.8%	58.3%	77.7%
% Non minority students taught by an ineffective teacher	52.7%	57.1%	77.8%
Disproportionate Rate	-0.8%	1.2%	-0.1%
% Low-income students taught by an inexperienced teacher	38.9%	27.0%	17.0%
% Non low-income students taught by an inexperienced teacher	35.1%	29.0%	13.4%
Disproportionate Rate	3.8%	-2.0%	3.6%
% Minority students taught by an inexperienced teacher	42.0%	38.1%	17.1%
% Non minority students taught by an inexperienced teacher	32.2%	26.6%	13.6%
Disproportionate Rate	9.8%	11.5%	3.4%
% Low-income students taught by an out of field teacher	3.6%	2.8%	23.7%
% Non low-income students taught by an out of field teacher	2.9%	2.8%	20.1%
Disproportionate Rate	0.7%	-0.0%	3.6%
% Minority students taught by an out of field teacher	3.6%	**%	18.0%
% Non minority students taught by an out of field teacher	2.7%	3.3%	21.6%
Disproportionate Rate	0.9%	**%	-3.6%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Dayton

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	32	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	32	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	32	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	535	183	34.2%	**	**	**%
Minority Children	665255	264656	39.8%	535	121	22.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	19.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	21.9%	**%
Disproportionate Rate	2.3%	-2.2%	**%
% Minority students taught by an ineffective teacher	51.8%	28.1%	**%
% Non minority students taught by an ineffective teacher	52.7%	19.1%	**%
Disproportionate Rate	-0.8%	9.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	21.9%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	10.8%	**%
Disproportionate Rate	3.8%	11.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	14.9%	**%
% Non minority students taught by an inexperienced teacher	32.2%	14.5%	**%
Disproportionate Rate	9.8%	0.4%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Roane County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	113	18	15.9%	115	35	30.4%
Inexperienced Teachers	31398	5018	16.0%	113	12	10.6%	115	**	**%
Out of Field Teachers	31398	340	1.1%	113	**	**%	115	**	**%
Low Income Students	665255	185410	27.9%	1958	690	35.2%	2283	588	25.8%
Minority Children	665255	264656	39.8%	1958	232	11.8%	2283	260	11.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	45.8%	69.7%
% Non low-income students taught by an ineffective teacher	51.8%	39.3%	66.4%
Disproportionate Rate	2.3%	6.5%	3.4%
% Minority students taught by an ineffective teacher	51.8%	49.1%	67.3%
% Non minority students taught by an ineffective teacher	52.7%	40.4%	67.2%
Disproportionate Rate	-0.8%	8.8%	0.1%
% Low-income students taught by an inexperienced teacher	38.9%	19.4%	20.7%
% Non low-income students taught by an inexperienced teacher	35.1%	14.3%	17.2%
Disproportionate Rate	3.8%	5.1%	3.5%
% Minority students taught by an inexperienced teacher	42.0%	21.6%	20.0%
% Non minority students taught by an inexperienced teacher	32.2%	15.4%	17.9%
Disproportionate Rate	9.8%	6.2%	2.1%
% Low-income students taught by an out of field teacher	3.6%	5.2%	4.1%
% Non low-income students taught by an out of field teacher	2.9%	5.3%	4.9%
Disproportionate Rate	0.7%	-0.1%	-0.8%
% Minority students taught by an out of field teacher	3.6%	4.7%	1.2%
% Non minority students taught by an out of field teacher	2.7%	5.3%	5.1%
Disproportionate Rate	0.9%	-0.6%	-4.0%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Robertson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	99	27	27.3%	288	62	21.5%
Inexperienced Teachers	31398	5018	16.0%	99	29	29.3%	288	27	9.4%
Out of Field Teachers	31398	340	1.1%	99	**	**%	288	**	**%
Low Income Students	665255	185410	27.9%	1542	803	52.1%	6362	2024	31.8%
Minority Children	665255	264656	39.8%	1542	1022	66.3%	6362	1914	30.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.5%	51.0%
% Non low-income students taught by an ineffective teacher	51.8%	61.6%	49.0%
Disproportionate Rate	2.3%	-2.0%	2.0%
% Minority students taught by an ineffective teacher	51.8%	59.9%	51.3%
% Non minority students taught by an ineffective teacher	52.7%	61.7%	48.9%
Disproportionate Rate	-0.8%	-1.8%	2.3%
% Low-income students taught by an inexperienced teacher	38.9%	65.3%	25.5%
% Non low-income students taught by an inexperienced teacher	35.1%	67.4%	25.2%
Disproportionate Rate	3.8%	-2.1%	0.3%
% Minority students taught by an inexperienced teacher	42.0%	65.3%	25.6%
% Non minority students taught by an inexperienced teacher	32.2%	68.3%	25.1%
Disproportionate Rate	9.8%	-3.0%	0.5%
% Low-income students taught by an out of field teacher	3.6%	17.2%	1.3%
% Non low-income students taught by an out of field teacher	2.9%	14.1%	**%
Disproportionate Rate	0.7%	3.1%	**%
% Minority students taught by an out of field teacher	3.6%	16.8%	1.3%
% Non minority students taught by an out of field teacher	2.7%	13.5%	**%
Disproportionate Rate	0.9%	3.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Rutherford County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	424	67	15.8%	1275	189	14.8%
Inexperienced Teachers	31398	5018	16.0%	424	81	19.1%	1275	180	14.1%
Out of Field Teachers	31398	340	1.1%	424	**	**%	1275	16	1.3%
Low Income Students	665255	185410	27.9%	7802	2051	26.3%	30332	4724	15.6%
Minority Children	665255	264656	39.8%	7802	5482	70.3%	30332	12048	39.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	44.3%	45.4%
% Non low-income students taught by an ineffective teacher	51.8%	45.3%	42.6%
Disproportionate Rate	2.3%	-1.0%	2.8%
% Minority students taught by an ineffective teacher	51.8%	46.4%	45.6%
% Non minority students taught by an ineffective teacher	52.7%	41.9%	41.3%
Disproportionate Rate	-0.8%	4.5%	4.2%
% Low-income students taught by an inexperienced teacher	38.9%	45.8%	39.9%
% Non low-income students taught by an inexperienced teacher	35.1%	46.5%	35.7%
Disproportionate Rate	3.8%	-0.7%	4.2%
% Minority students taught by an inexperienced teacher	42.0%	47.6%	40.0%
% Non minority students taught by an inexperienced teacher	32.2%	43.2%	33.9%
Disproportionate Rate	9.8%	4.4%	6.1%
% Low-income students taught by an out of field teacher	3.6%	2.6%	4.3%
% Non low-income students taught by an out of field teacher	2.9%	3.0%	3.0%
Disproportionate Rate	0.7%	-0.4%	1.3%
% Minority students taught by an out of field teacher	3.6%	3.0%	3.9%
% Non minority students taught by an out of field teacher	2.7%	2.5%	2.7%
Disproportionate Rate	0.9%	0.5%	1.2%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Murfreesboro

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	197	40	20.3%	145	34	23.4%
Inexperienced Teachers	31398	5018	16.0%	197	34	17.3%	145	26	17.9%
Out of Field Teachers	31398	340	1.1%	197	**	**%	145	**	**%
Low Income Students	665255	185410	27.9%	2597	928	35.7%	2131	259	12.2%
Minority Children	665255	264656	39.8%	2597	1675	64.5%	2131	754	35.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.3%	60.6%
% Non low-income students taught by an ineffective teacher	51.8%	40.3%	46.5%
Disproportionate Rate	2.3%	6.0%	14.1%
% Minority students taught by an ineffective teacher	51.8%	43.2%	54.4%
% Non minority students taught by an ineffective teacher	52.7%	40.9%	44.8%
Disproportionate Rate	-0.8%	2.3%	9.6%
% Low-income students taught by an inexperienced teacher	38.9%	39.3%	37.5%
% Non low-income students taught by an inexperienced teacher	35.1%	34.8%	32.9%
Disproportionate Rate	3.8%	4.6%	4.5%
% Minority students taught by an inexperienced teacher	42.0%	38.3%	34.5%
% Non minority students taught by an inexperienced teacher	32.2%	32.8%	32.9%
Disproportionate Rate	9.8%	5.6%	1.6%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Scott County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	96	30	31.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	96	11	11.5%	**	**	**%
Out of Field Teachers	31398	340	1.1%	96	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1603	1038	64.8%	**	**	**%
Minority Children	665255	264656	39.8%	1603	47	2.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	60.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	64.2%	**%
Disproportionate Rate	2.3%	-4.0%	**%
% Minority students taught by an ineffective teacher	51.8%	63.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	61.6%	**%
Disproportionate Rate	-0.8%	2.3%	**%
% Low-income students taught by an inexperienced teacher	38.9%	25.0%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	21.6%	**%
Disproportionate Rate	3.8%	3.5%	**%
% Minority students taught by an inexperienced teacher	42.0%	23.4%	**%
% Non minority students taught by an inexperienced teacher	32.2%	23.8%	**%
Disproportionate Rate	9.8%	-0.4%	**%
% Low-income students taught by an out of field teacher	3.6%	12.3%	**%
% Non low-income students taught by an out of field teacher	2.9%	16.6%	**%
Disproportionate Rate	0.7%	-4.3%	**%
% Minority students taught by an out of field teacher	3.6%	14.9%	**%
% Non minority students taught by an out of field teacher	2.7%	13.8%	**%
Disproportionate Rate	0.9%	1.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Oneida

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	45	10	22.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	45	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	45	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	879	330	37.5%	**	**	**%
Minority Children	665255	264656	39.8%	879	37	4.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	52.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	53.0%	**%
Disproportionate Rate	2.3%	-0.6%	**%
% Minority students taught by an ineffective teacher	51.8%	56.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	52.6%	**%
Disproportionate Rate	-0.8%	4.1%	**%
% Low-income students taught by an inexperienced teacher	38.9%	23.6%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	22.4%	**%
Disproportionate Rate	3.8%	1.2%	**%
% Minority students taught by an inexperienced teacher	42.0%	21.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	22.9%	**%
Disproportionate Rate	9.8%	-1.3%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Sequatchie County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	63	16	25.4%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	63	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	63	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1292	435	33.7%	**	**	**%
Minority Children	665255	264656	39.8%	1292	156	12.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.2%	**%
% Non low-income students taught by an ineffective teacher	51.8%	41.5%	**%
Disproportionate Rate	2.3%	4.7%	**%
% Minority students taught by an ineffective teacher	51.8%	47.4%	**%
% Non minority students taught by an ineffective teacher	52.7%	42.5%	**%
Disproportionate Rate	-0.8%	4.9%	**%
% Low-income students taught by an inexperienced teacher	38.9%	31.3%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	29.2%	**%
Disproportionate Rate	3.8%	2.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	35.9%	**%
% Non minority students taught by an inexperienced teacher	32.2%	29.0%	**%
Disproportionate Rate	9.8%	6.8%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Sevier County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	249	40	16.1%	216	83	38.4%
Inexperienced Teachers	31398	5018	16.0%	249	30	12.0%	216	21	9.7%
Out of Field Teachers	31398	340	1.1%	249	**	**%	216	**	**%
Low Income Students	665255	185410	27.9%	4285	983	22.9%	5258	1016	19.3%
Minority Children	665255	264656	39.8%	4285	1189	27.7%	5258	1416	26.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	41.1%	80.5%
% Non low-income students taught by an ineffective teacher	51.8%	42.2%	77.9%
Disproportionate Rate	2.3%	-1.1%	2.6%
% Minority students taught by an ineffective teacher	51.8%	37.8%	72.2%
% Non minority students taught by an ineffective teacher	52.7%	43.4%	80.7%
Disproportionate Rate	-0.8%	-5.6%	-8.4%
% Low-income students taught by an inexperienced teacher	38.9%	34.8%	30.4%
% Non low-income students taught by an inexperienced teacher	35.1%	31.1%	25.0%
Disproportionate Rate	3.8%	3.7%	5.4%
% Minority students taught by an inexperienced teacher	42.0%	40.0%	28.2%
% Non minority students taught by an inexperienced teacher	32.2%	28.8%	25.3%
Disproportionate Rate	9.8%	11.3%	2.9%
% Low-income students taught by an out of field teacher	3.6%	**%	8.1%
% Non low-income students taught by an out of field teacher	2.9%	1.2%	6.1%
Disproportionate Rate	0.7%	**%	2.0%
% Minority students taught by an out of field teacher	3.6%	**%	7.3%
% Non minority students taught by an out of field teacher	2.7%	1.2%	6.1%
Disproportionate Rate	0.9%	**%	1.1%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Memphis-Shelby County Schools

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	2985	605	20.3%	223	18	8.1%
Inexperienced Teachers	31398	5018	16.0%	2985	690	23.1%	223	15	6.7%
Out of Field Teachers	31398	340	1.1%	2985	40	1.3%	223	**	**%
Low Income Students	665255	185410	27.9%	66145	34557	52.2%	5072	1303	25.7%
Minority Children	665255	264656	39.8%	66145	63212	95.6%	5072	3784	74.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.1%	18.0%
% Non low-income students taught by an ineffective teacher	51.8%	54.2%	22.1%
Disproportionate Rate	2.3%	-1.1%	-4.0%
% Minority students taught by an ineffective teacher	51.8%	53.2%	18.2%
% Non minority students taught by an ineffective teacher	52.7%	59.3%	29.5%
Disproportionate Rate	-0.8%	-6.1%	-11.3%
% Low-income students taught by an inexperienced teacher	38.9%	49.5%	26.1%
% Non low-income students taught by an inexperienced teacher	35.1%	45.7%	23.2%
Disproportionate Rate	3.8%	3.8%	2.9%
% Minority students taught by an inexperienced teacher	42.0%	48.0%	25.0%
% Non minority students taught by an inexperienced teacher	32.2%	38.6%	20.9%
Disproportionate Rate	9.8%	9.4%	4.1%
% Low-income students taught by an out of field teacher	3.6%	3.5%	2.5%
% Non low-income students taught by an out of field teacher	2.9%	3.4%	1.5%
Disproportionate Rate	0.7%	0.1%	1.0%
% Minority students taught by an out of field teacher	3.6%	3.5%	2.4%
% Non minority students taught by an out of field teacher	2.7%	2.1%	**%
Disproportionate Rate	0.9%	1.4%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Arlington

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	22	**	**%	93	31	33.3%
Inexperienced Teachers	31398	5018	16.0%	22	**	**%	93	**	**%
Out of Field Teachers	31398	340	1.1%	22	**	**%	93	**	**%
Low Income Students	665255	185410	27.9%	460	29	6.3%	2676	118	4.4%
Minority Children	665255	264656	39.8%	460	130	28.3%	2676	670	25.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	37.9%	69.5%
% Non low-income students taught by an ineffective teacher	51.8%	23.0%	60.5%
Disproportionate Rate	2.3%	15.0%	9.0%
% Minority students taught by an ineffective teacher	51.8%	26.9%	61.5%
% Non minority students taught by an ineffective teacher	52.7%	22.7%	60.7%
Disproportionate Rate	-0.8%	4.2%	0.8%
% Low-income students taught by an inexperienced teacher	38.9%	10.3%	24.6%
% Non low-income students taught by an inexperienced teacher	35.1%	17.2%	24.9%
Disproportionate Rate	3.8%	-6.8%	-0.3%
% Minority students taught by an inexperienced teacher	42.0%	16.2%	24.3%
% Non minority students taught by an inexperienced teacher	32.2%	17.0%	25.0%
Disproportionate Rate	9.8%	-0.8%	-0.7%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Bartlett

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	107	20	18.7%	161	42	26.1%
Inexperienced Teachers	31398	5018	16.0%	107	**	**%	161	16	9.9%
Out of Field Teachers	31398	340	1.1%	107	**	**%	161	**	**%
Low Income Students	665255	185410	27.9%	2053	409	19.9%	4093	560	13.7%
Minority Children	665255	264656	39.8%	2053	861	41.9%	4093	1810	44.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	52.8%	70.4%
% Non low-income students taught by an ineffective teacher	51.8%	47.0%	63.9%
Disproportionate Rate	2.3%	5.8%	6.4%
% Minority students taught by an ineffective teacher	51.8%	46.2%	69.1%
% Non minority students taught by an ineffective teacher	52.7%	49.6%	61.4%
Disproportionate Rate	-0.8%	-3.4%	7.7%
% Low-income students taught by an inexperienced teacher	38.9%	19.6%	28.4%
% Non low-income students taught by an inexperienced teacher	35.1%	16.7%	27.2%
Disproportionate Rate	3.8%	2.9%	1.2%
% Minority students taught by an inexperienced teacher	42.0%	19.5%	28.2%
% Non minority students taught by an inexperienced teacher	32.2%	15.6%	26.7%
Disproportionate Rate	9.8%	3.9%	1.5%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Collierville

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	122	25	20.5%	150	16	10.7%
Inexperienced Teachers	31398	5018	16.0%	122	12	9.8%	150	10	6.7%
Out of Field Teachers	31398	340	1.1%	122	**	**%	150	**	**%
Low Income Students	665255	185410	27.9%	3519	254	7.2%	2848	119	4.2%
Minority Children	665255	264656	39.8%	3519	1171	33.3%	2848	584	20.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	40.2%	51.3%
% Non low-income students taught by an ineffective teacher	51.8%	37.6%	39.0%
Disproportionate Rate	2.3%	2.5%	12.3%
% Minority students taught by an ineffective teacher	51.8%	38.6%	44.7%
% Non minority students taught by an ineffective teacher	52.7%	37.4%	38.2%
Disproportionate Rate	-0.8%	1.2%	6.5%
% Low-income students taught by an inexperienced teacher	38.9%	32.7%	10.1%
% Non low-income students taught by an inexperienced teacher	35.1%	23.2%	15.9%
Disproportionate Rate	3.8%	9.5%	-5.9%
% Minority students taught by an inexperienced teacher	42.0%	26.2%	16.8%
% Non minority students taught by an inexperienced teacher	32.2%	22.7%	15.4%
Disproportionate Rate	9.8%	3.6%	1.4%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Germantown

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	76	21	27.6%	99	12	12.1%
Inexperienced Teachers	31398	5018	16.0%	76	**	**%	99	10	10.1%
Out of Field Teachers	31398	340	1.1%	76	**	**%	99	**	**%
Low Income Students	665255	185410	27.9%	1657	84	5.1%	2266	113	5.0%
Minority Children	665255	264656	39.8%	1657	295	17.8%	2266	439	19.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	76.2%	55.8%
% Non low-income students taught by an ineffective teacher	51.8%	77.7%	37.5%
Disproportionate Rate	2.3%	-1.5%	18.3%
% Minority students taught by an ineffective teacher	51.8%	75.3%	43.5%
% Non minority students taught by an ineffective teacher	52.7%	78.1%	37.2%
Disproportionate Rate	-0.8%	-2.9%	6.3%
% Low-income students taught by an inexperienced teacher	38.9%	33.3%	15.9%
% Non low-income students taught by an inexperienced teacher	35.1%	31.8%	27.2%
Disproportionate Rate	3.8%	1.5%	-11.3%
% Minority students taught by an inexperienced teacher	42.0%	33.9%	19.6%
% Non minority students taught by an inexperienced teacher	32.2%	31.5%	28.4%
Disproportionate Rate	9.8%	2.4%	-8.8%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lakeland

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	70	25	35.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	70	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	70	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1711	102	6.0%	**	**	**%
Minority Children	665255	264656	39.8%	1711	492	28.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	76.5%	**%
% Non low-income students taught by an ineffective teacher	51.8%	72.3%	**%
Disproportionate Rate	2.3%	4.2%	**%
% Minority students taught by an ineffective teacher	51.8%	77.6%	**%
% Non minority students taught by an ineffective teacher	52.7%	70.5%	**%
Disproportionate Rate	-0.8%	7.2%	**%
% Low-income students taught by an inexperienced teacher	38.9%	35.3%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	29.9%	**%
Disproportionate Rate	3.8%	5.4%	**%
% Minority students taught by an inexperienced teacher	42.0%	35.0%	**%
% Non minority students taught by an inexperienced teacher	32.2%	28.3%	**%
Disproportionate Rate	9.8%	6.7%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Millington Municipal Schools

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	65	17	26.2%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	65	11	16.9%	**	**	**%
Out of Field Teachers	31398	340	1.1%	65	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	1701	537	31.6%	**	**	**%
Minority Children	665255	264656	39.8%	1701	1063	62.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	45.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	51.0%	**%
Disproportionate Rate	2.3%	-5.6%	**%
% Minority students taught by an ineffective teacher	51.8%	51.4%	**%
% Non minority students taught by an ineffective teacher	52.7%	45.8%	**%
Disproportionate Rate	-0.8%	5.6%	**%
% Low-income students taught by an inexperienced teacher	38.9%	38.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	38.5%	**%
Disproportionate Rate	3.8%	0.2%	**%
% Minority students taught by an inexperienced teacher	42.0%	39.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	37.3%	**%
Disproportionate Rate	9.8%	2.0%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Smith County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	63	26	41.3%	28	11	39.3%
Inexperienced Teachers	31398	5018	16.0%	63	**	**%	28	**	**%
Out of Field Teachers	31398	340	1.1%	63	**	**%	28	**	**%
Low Income Students	665255	185410	27.9%	1198	208	17.4%	821	120	14.6%
Minority Children	665255	264656	39.8%	1198	142	11.9%	821	93	11.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	83.2%	80.0%
% Non low-income students taught by an ineffective teacher	51.8%	79.7%	75.9%
Disproportionate Rate	2.3%	3.5%	4.1%
% Minority students taught by an ineffective teacher	51.8%	87.3%	68.8%
% Non minority students taught by an ineffective teacher	52.7%	79.4%	77.5%
Disproportionate Rate	-0.8%	8.0%	-8.7%
% Low-income students taught by an inexperienced teacher	38.9%	23.1%	35.8%
% Non low-income students taught by an inexperienced teacher	35.1%	22.5%	40.5%
Disproportionate Rate	3.8%	0.6%	-4.7%
% Minority students taught by an inexperienced teacher	42.0%	32.4%	40.9%
% Non minority students taught by an inexperienced teacher	32.2%	21.3%	39.7%
Disproportionate Rate	9.8%	11.1%	1.2%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Stewart County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	40	**	**%	12	**	**%
Inexperienced Teachers	31398	5018	16.0%	40	**	**%	12	**	**%
Out of Field Teachers	31398	340	1.1%	40	**	**%	12	**	**%
Low Income Students	665255	185410	27.9%	884	182	20.6%	388	66	17.0%
Minority Children	665255	264656	39.8%	884	61	6.9%	388	28	7.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	51.1%	53.0%
% Non low-income students taught by an ineffective teacher	51.8%	55.3%	54.7%
Disproportionate Rate	2.3%	-4.2%	-1.6%
% Minority students taught by an ineffective teacher	51.8%	55.7%	64.3%
% Non minority students taught by an ineffective teacher	52.7%	54.3%	53.6%
Disproportionate Rate	-0.8%	1.4%	10.7%
% Low-income students taught by an inexperienced teacher	38.9%	20.3%	42.4%
% Non low-income students taught by an inexperienced teacher	35.1%	22.9%	34.2%
Disproportionate Rate	3.8%	-2.6%	8.3%
% Minority students taught by an inexperienced teacher	42.0%	27.9%	28.6%
% Non minority students taught by an inexperienced teacher	32.2%	22.0%	36.1%
Disproportionate Rate	9.8%	5.9%	-7.5%
% Low-income students taught by an out of field teacher	3.6%	8.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	6.0%	**%
Disproportionate Rate	0.7%	2.3%	**%
% Minority students taught by an out of field teacher	3.6%	6.6%	**%
% Non minority students taught by an out of field teacher	2.7%	6.4%	**%
Disproportionate Rate	0.9%	0.1%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Sullivan County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	263	81	30.8%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	263	26	9.9%	**	**	**%
Out of Field Teachers	31398	340	1.1%	263	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	5385	1255	23.3%	**	**	**%
Minority Children	665255	264656	39.8%	5385	299	5.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	70.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	68.8%	**%
Disproportionate Rate	2.3%	1.9%	**%
% Minority students taught by an ineffective teacher	51.8%	71.9%	**%
% Non minority students taught by an ineffective teacher	52.7%	69.1%	**%
Disproportionate Rate	-0.8%	2.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	24.9%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	25.0%	**%
Disproportionate Rate	3.8%	-0.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	27.1%	**%
% Non minority students taught by an inexperienced teacher	32.2%	24.9%	**%
Disproportionate Rate	9.8%	2.2%	**%
% Low-income students taught by an out of field teacher	3.6%	3.9%	**%
% Non low-income students taught by an out of field teacher	2.9%	4.4%	**%
Disproportionate Rate	0.7%	-0.5%	**%
% Minority students taught by an out of field teacher	3.6%	3.0%	**%
% Non minority students taught by an out of field teacher	2.7%	4.3%	**%
Disproportionate Rate	0.9%	-1.3%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Bristol

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	68	30	44.1%	73	12	16.4%
Inexperienced Teachers	31398	5018	16.0%	68	**	**%	73	**	**%
Out of Field Teachers	31398	340	1.1%	68	**	**%	73	**	**%
Low Income Students	665255	185410	27.9%	1379	368	26.7%	1425	278	19.5%
Minority Children	665255	264656	39.8%	1379	168	12.2%	1425	171	12.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	78.0%	55.8%
% Non low-income students taught by an ineffective teacher	51.8%	84.6%	44.1%
Disproportionate Rate	2.3%	-6.6%	11.6%
% Minority students taught by an ineffective teacher	51.8%	78.0%	45.6%
% Non minority students taught by an ineffective teacher	52.7%	83.5%	46.5%
Disproportionate Rate	-0.8%	-5.5%	-0.9%
% Low-income students taught by an inexperienced teacher	38.9%	33.2%	21.9%
% Non low-income students taught by an inexperienced teacher	35.1%	36.6%	15.3%
Disproportionate Rate	3.8%	-3.4%	6.6%
% Minority students taught by an inexperienced teacher	42.0%	26.2%	19.9%
% Non minority students taught by an inexperienced teacher	32.2%	37.0%	16.2%
Disproportionate Rate	9.8%	-10.8%	3.7%
% Low-income students taught by an out of field teacher	3.6%	5.4%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.6%	**%
Disproportionate Rate	0.7%	-2.2%	**%
% Minority students taught by an out of field teacher	3.6%	8.3%	**%
% Non minority students taught by an out of field teacher	2.7%	6.9%	**%
Disproportionate Rate	0.9%	1.5%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Kingsport

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	96	12	12.5%	178	21	11.8%
Inexperienced Teachers	31398	5018	16.0%	96	16	16.7%	178	21	11.8%
Out of Field Teachers	31398	340	1.1%	96	**	**%	178	**	**%
Low Income Students	665255	185410	27.9%	1513	646	42.7%	3636	825	22.7%
Minority Children	665255	264656	39.8%	1513	410	27.1%	3636	656	18.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	36.5%	34.9%
% Non low-income students taught by an ineffective teacher	51.8%	30.2%	31.6%
Disproportionate Rate	2.3%	6.3%	3.3%
% Minority students taught by an ineffective teacher	51.8%	31.0%	33.8%
% Non minority students taught by an ineffective teacher	52.7%	33.6%	32.0%
Disproportionate Rate	-0.8%	-2.7%	1.8%
% Low-income students taught by an inexperienced teacher	38.9%	48.1%	27.3%
% Non low-income students taught by an inexperienced teacher	35.1%	41.8%	19.2%
Disproportionate Rate	3.8%	6.4%	8.1%
% Minority students taught by an inexperienced teacher	42.0%	47.8%	22.3%
% Non minority students taught by an inexperienced teacher	32.2%	43.2%	20.7%
Disproportionate Rate	9.8%	4.6%	1.5%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Sumner County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	168	33	19.6%	741	208	28.1%
Inexperienced Teachers	31398	5018	16.0%	168	34	20.2%	741	96	13.0%
Out of Field Teachers	31398	340	1.1%	168	**	**%	741	**	**%
Low Income Students	665255	185410	27.9%	3295	843	25.6%	18029	2201	12.2%
Minority Children	665255	264656	39.8%	3295	1266	38.4%	18029	4601	25.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	34.9%	67.2%
% Non low-income students taught by an ineffective teacher	51.8%	28.6%	60.8%
Disproportionate Rate	2.3%	6.3%	6.4%
% Minority students taught by an ineffective teacher	51.8%	35.2%	65.3%
% Non minority students taught by an ineffective teacher	52.7%	27.1%	60.3%
Disproportionate Rate	-0.8%	8.1%	5.0%
% Low-income students taught by an inexperienced teacher	38.9%	40.2%	40.7%
% Non low-income students taught by an inexperienced teacher	35.1%	33.4%	34.2%
Disproportionate Rate	3.8%	6.8%	6.4%
% Minority students taught by an inexperienced teacher	42.0%	41.2%	42.2%
% Non minority students taught by an inexperienced teacher	32.2%	31.3%	32.5%
Disproportionate Rate	9.8%	9.9%	9.7%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Tipton County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	163	69	42.3%	104	36	34.6%
Inexperienced Teachers	31398	5018	16.0%	163	28	17.2%	104	11	10.6%
Out of Field Teachers	31398	340	1.1%	163	**	**%	104	**	**%
Low Income Students	665255	185410	27.9%	3650	1249	34.2%	3179	741	23.3%
Minority Children	665255	264656	39.8%	3650	1311	35.9%	3179	858	27.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	71.3%	69.2%
% Non low-income students taught by an ineffective teacher	51.8%	69.8%	66.5%
Disproportionate Rate	2.3%	1.5%	2.7%
% Minority students taught by an ineffective teacher	51.8%	72.8%	64.5%
% Non minority students taught by an ineffective teacher	52.7%	68.8%	68.2%
Disproportionate Rate	-0.8%	4.0%	-3.7%
% Low-income students taught by an inexperienced teacher	38.9%	33.8%	20.8%
% Non low-income students taught by an inexperienced teacher	35.1%	27.6%	21.5%
Disproportionate Rate	3.8%	6.2%	-0.7%
% Minority students taught by an inexperienced teacher	42.0%	37.5%	19.7%
% Non minority students taught by an inexperienced teacher	32.2%	25.3%	21.9%
Disproportionate Rate	9.8%	12.1%	-2.2%
% Low-income students taught by an out of field teacher	3.6%	1.1%	4.2%
% Non low-income students taught by an out of field teacher	2.9%	1.4%	3.2%
Disproportionate Rate	0.7%	-0.3%	0.9%
% Minority students taught by an out of field teacher	3.6%	**%	2.3%
% Non minority students taught by an out of field teacher	2.7%	1.5%	3.9%
Disproportionate Rate	0.9%	**%	-1.5%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Trousdale County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	19	**	**%	34	**	**%
Inexperienced Teachers	31398	5018	16.0%	19	**	**%	34	**	**%
Out of Field Teachers	31398	340	1.1%	19	**	**%	34	**	**%
Low Income Students	665255	185410	27.9%	334	59	17.7%	633	124	19.6%
Minority Children	665255	264656	39.8%	334	68	20.4%	633	143	22.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	55.9%	29.0%
% Non low-income students taught by an ineffective teacher	51.8%	54.5%	31.6%
Disproportionate Rate	2.3%	1.4%	-2.6%
% Minority students taught by an ineffective teacher	51.8%	54.4%	28.0%
% Non minority students taught by an ineffective teacher	52.7%	54.9%	32.0%
Disproportionate Rate	-0.8%	-0.5%	-4.1%
% Low-income students taught by an inexperienced teacher	38.9%	42.4%	32.3%
% Non low-income students taught by an inexperienced teacher	35.1%	41.1%	25.3%
Disproportionate Rate	3.8%	1.3%	6.9%
% Minority students taught by an inexperienced teacher	42.0%	48.5%	23.8%
% Non minority students taught by an inexperienced teacher	32.2%	39.5%	27.6%
Disproportionate Rate	9.8%	9.1%	-3.8%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Unicoi County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	56	15	26.8%	14	**	**%
Inexperienced Teachers	31398	5018	16.0%	56	**	**%	14	**	**%
Out of Field Teachers	31398	340	1.1%	56	**	**%	14	**	**%
Low Income Students	665255	185410	27.9%	862	280	32.5%	491	145	29.5%
Minority Children	665255	264656	39.8%	862	116	13.5%	491	66	13.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	65.4%	59.3%
% Non low-income students taught by an ineffective teacher	51.8%	65.1%	52.6%
Disproportionate Rate	2.3%	0.2%	6.7%
% Minority students taught by an ineffective teacher	51.8%	62.9%	54.5%
% Non minority students taught by an ineffective teacher	52.7%	65.5%	54.6%
Disproportionate Rate	-0.8%	-2.6%	-0.0%
% Low-income students taught by an inexperienced teacher	38.9%	35.0%	26.2%
% Non low-income students taught by an inexperienced teacher	35.1%	32.3%	29.5%
Disproportionate Rate	3.8%	2.7%	-3.3%
% Minority students taught by an inexperienced teacher	42.0%	32.8%	22.7%
% Non minority students taught by an inexperienced teacher	32.2%	33.2%	29.4%
Disproportionate Rate	9.8%	-0.5%	-6.7%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Union County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	76	23	30.3%	104	37	35.6%
Inexperienced Teachers	31398	5018	16.0%	76	19	25.0%	104	**	**%
Out of Field Teachers	31398	340	1.1%	76	**	**%	104	**	**%
Low Income Students	665255	185410	27.9%	1677	478	28.5%	2526	934	37.0%
Minority Children	665255	264656	39.8%	1677	101	6.0%	2526	945	37.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	58.2%	70.7%
% Non low-income students taught by an ineffective teacher	51.8%	60.8%	70.5%
Disproportionate Rate	2.3%	-2.6%	0.1%
% Minority students taught by an ineffective teacher	51.8%	58.4%	76.9%
% Non minority students taught by an ineffective teacher	52.7%	60.2%	66.8%
Disproportionate Rate	-0.8%	-1.7%	10.1%
% Low-income students taught by an inexperienced teacher	38.9%	64.9%	13.0%
% Non low-income students taught by an inexperienced teacher	35.1%	60.7%	12.9%
Disproportionate Rate	3.8%	4.1%	0.0%
% Minority students taught by an inexperienced teacher	42.0%	65.3%	10.3%
% Non minority students taught by an inexperienced teacher	32.2%	61.7%	14.5%
Disproportionate Rate	9.8%	3.7%	-4.3%
% Low-income students taught by an out of field teacher	3.6%	22.6%	**%
% Non low-income students taught by an out of field teacher	2.9%	19.8%	**%
Disproportionate Rate	0.7%	2.8%	**%
% Minority students taught by an out of field teacher	3.6%	20.8%	**%
% Non minority students taught by an out of field teacher	2.7%	20.6%	**%
Disproportionate Rate	0.9%	0.2%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Van Buren County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	11	**	**%	15	**	**%
Inexperienced Teachers	31398	5018	16.0%	11	**	**%	15	**	**%
Out of Field Teachers	31398	340	1.1%	11	**	**%	15	**	**%
Low Income Students	665255	185410	27.9%	173	67	38.7%	323	96	29.7%
Minority Children	665255	264656	39.8%	173	**	**%	323	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	44.8%	42.7%
% Non low-income students taught by an ineffective teacher	51.8%	46.2%	55.1%
Disproportionate Rate	2.3%	-1.5%	-12.4%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	45.9%	51.3%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	14.9%	24.0%
% Non low-income students taught by an inexperienced teacher	35.1%	10.4%	14.5%
Disproportionate Rate	3.8%	4.5%	9.4%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	12.2%	17.1%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Warren County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	140	55	39.3%	43	**	**%
Inexperienced Teachers	31398	5018	16.0%	140	25	17.9%	43	**	**%
Out of Field Teachers	31398	340	1.1%	140	**	**%	43	**	**%
Low Income Students	665255	185410	27.9%	2873	875	30.5%	1511	355	23.5%
Minority Children	665255	264656	39.8%	2873	757	26.3%	1511	431	28.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	64.6%	13.0%
% Non low-income students taught by an ineffective teacher	51.8%	66.2%	10.6%
Disproportionate Rate	2.3%	-1.6%	2.3%
% Minority students taught by an ineffective teacher	51.8%	65.1%	8.4%
% Non minority students taught by an ineffective teacher	52.7%	65.6%	12.3%
Disproportionate Rate	-0.8%	-0.5%	-4.0%
% Low-income students taught by an inexperienced teacher	38.9%	38.4%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	40.4%	**%
Disproportionate Rate	3.8%	-2.0%	**%
% Minority students taught by an inexperienced teacher	42.0%	43.3%	**%
% Non minority students taught by an inexperienced teacher	32.2%	38.4%	**%
Disproportionate Rate	9.8%	5.0%	**%
% Low-income students taught by an out of field teacher	3.6%	2.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	3.7%	**%
Disproportionate Rate	0.7%	-1.5%	**%
% Minority students taught by an out of field teacher	3.6%	2.0%	**%
% Non minority students taught by an out of field teacher	2.7%	3.7%	**%
Disproportionate Rate	0.9%	-1.7%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Washington County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	173	36	20.8%	110	35	31.8%
Inexperienced Teachers	31398	5018	16.0%	173	15	8.7%	110	11	10.0%
Out of Field Teachers	31398	340	1.1%	173	**	**%	110	**	**%
Low Income Students	665255	185410	27.9%	2878	558	19.4%	2701	341	12.6%
Minority Children	665255	264656	39.8%	2878	280	9.7%	2701	214	7.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	46.6%	70.4%
% Non low-income students taught by an ineffective teacher	51.8%	46.7%	60.4%
Disproportionate Rate	2.3%	-0.1%	10.0%
% Minority students taught by an ineffective teacher	51.8%	55.0%	57.5%
% Non minority students taught by an ineffective teacher	52.7%	45.8%	62.0%
Disproportionate Rate	-0.8%	9.2%	-4.6%
% Low-income students taught by an inexperienced teacher	38.9%	21.1%	38.4%
% Non low-income students taught by an inexperienced teacher	35.1%	24.7%	29.2%
Disproportionate Rate	3.8%	-3.5%	9.2%
% Minority students taught by an inexperienced teacher	42.0%	20.7%	37.9%
% Non minority students taught by an inexperienced teacher	32.2%	24.3%	29.7%
Disproportionate Rate	9.8%	-3.6%	8.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Johnson City

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	77	**	**%	159	32	20.1%
Inexperienced Teachers	31398	5018	16.0%	77	10	13.0%	159	17	10.7%
Out of Field Teachers	31398	340	1.1%	77	**	**%	159	**	**%
Low Income Students	665255	185410	27.9%	1250	422	33.8%	3981	799	20.1%
Minority Children	665255	264656	39.8%	1250	447	35.8%	3981	1073	27.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	29.9%	53.4%
% Non low-income students taught by an ineffective teacher	51.8%	22.0%	49.4%
Disproportionate Rate	2.3%	7.9%	4.0%
% Minority students taught by an ineffective teacher	51.8%	27.7%	52.5%
% Non minority students taught by an ineffective teacher	52.7%	22.9%	49.4%
Disproportionate Rate	-0.8%	4.8%	3.1%
% Low-income students taught by an inexperienced teacher	38.9%	28.4%	27.8%
% Non low-income students taught by an inexperienced teacher	35.1%	26.8%	31.0%
Disproportionate Rate	3.8%	1.6%	-3.3%
% Minority students taught by an inexperienced teacher	42.0%	28.4%	30.3%
% Non minority students taught by an inexperienced teacher	32.2%	26.8%	30.4%
Disproportionate Rate	9.8%	1.6%	-0.1%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Wayne County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	68	19	27.9%	20	**	**%
Inexperienced Teachers	31398	5018	16.0%	68	11	16.2%	20	**	**%
Out of Field Teachers	31398	340	1.1%	68	**	**%	20	**	**%
Low Income Students	665255	185410	27.9%	988	302	30.6%	385	103	26.8%
Minority Children	665255	264656	39.8%	988	62	6.3%	385	19	4.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	57.6%	54.4%
% Non low-income students taught by an ineffective teacher	51.8%	54.8%	45.0%
Disproportionate Rate	2.3%	2.8%	9.3%
% Minority students taught by an ineffective teacher	51.8%	64.5%	57.9%
% Non minority students taught by an ineffective teacher	52.7%	55.1%	46.7%
Disproportionate Rate	-0.8%	9.4%	11.2%
% Low-income students taught by an inexperienced teacher	38.9%	38.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	37.0%	**%
Disproportionate Rate	3.8%	1.7%	**%
% Minority students taught by an inexperienced teacher	42.0%	38.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	37.5%	**%
Disproportionate Rate	9.8%	1.2%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Weakley County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	147	29	19.7%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	147	15	10.2%	**	**	**%
Out of Field Teachers	31398	340	1.1%	147	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	2638	767	29.1%	**	**	**%
Minority Children	665255	264656	39.8%	2638	526	19.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	53.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	51.6%	**%
Disproportionate Rate	2.3%	2.0%	**%
% Minority students taught by an ineffective teacher	51.8%	53.8%	**%
% Non minority students taught by an ineffective teacher	52.7%	51.8%	**%
Disproportionate Rate	-0.8%	2.0%	**%
% Low-income students taught by an inexperienced teacher	38.9%	20.7%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	19.8%	**%
Disproportionate Rate	3.8%	0.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	22.4%	**%
% Non minority students taught by an inexperienced teacher	32.2%	19.5%	**%
Disproportionate Rate	9.8%	2.9%	**%
% Low-income students taught by an out of field teacher	3.6%	5.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	7.8%	**%
Disproportionate Rate	0.7%	-2.6%	**%
% Minority students taught by an out of field teacher	3.6%	8.0%	**%
% Non minority students taught by an out of field teacher	2.7%	6.8%	**%
Disproportionate Rate	0.9%	1.2%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

White County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	51	**	**%	63	16	25.4%
Inexperienced Teachers	31398	5018	16.0%	51	**	**%	63	**	**%
Out of Field Teachers	31398	340	1.1%	51	**	**%	63	**	**%
Low Income Students	665255	185410	27.9%	852	287	33.7%	1616	430	26.6%
Minority Children	665255	264656	39.8%	852	51	6.0%	1616	150	9.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	30.0%	44.9%
% Non low-income students taught by an ineffective teacher	51.8%	35.2%	39.0%
Disproportionate Rate	2.3%	-5.3%	5.9%
% Minority students taught by an ineffective teacher	51.8%	35.3%	37.3%
% Non minority students taught by an ineffective teacher	52.7%	33.3%	40.9%
Disproportionate Rate	-0.8%	2.0%	-3.5%
% Low-income students taught by an inexperienced teacher	38.9%	32.4%	37.4%
% Non low-income students taught by an inexperienced teacher	35.1%	26.4%	35.1%
Disproportionate Rate	3.8%	6.0%	2.4%
% Minority students taught by an inexperienced teacher	42.0%	37.3%	36.0%
% Non minority students taught by an inexperienced teacher	32.2%	27.8%	35.7%
Disproportionate Rate	9.8%	9.4%	0.3%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Williamson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	57	**	**%	1135	183	16.1%
Inexperienced Teachers	31398	5018	16.0%	57	12	21.1%	1135	253	22.3%
Out of Field Teachers	31398	340	1.1%	57	**	**%	1135	**	**%
Low Income Students	665255	185410	27.9%	1052	111	10.6%	27618	595	2.2%
Minority Children	665255	264656	39.8%	1052	169	16.1%	27618	3826	13.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	35.1%	41.3%
% Non low-income students taught by an ineffective teacher	51.8%	34.1%	35.8%
Disproportionate Rate	2.3%	1.0%	5.6%
% Minority students taught by an ineffective teacher	51.8%	34.3%	35.2%
% Non minority students taught by an ineffective teacher	52.7%	34.2%	36.0%
Disproportionate Rate	-0.8%	0.1%	-0.8%
% Low-income students taught by an inexperienced teacher	38.9%	58.6%	48.1%
% Non low-income students taught by an inexperienced teacher	35.1%	60.1%	48.4%
Disproportionate Rate	3.8%	-1.6%	-0.3%
% Minority students taught by an inexperienced teacher	42.0%	65.1%	48.2%
% Non minority students taught by an inexperienced teacher	32.2%	59.0%	48.4%
Disproportionate Rate	9.8%	6.1%	-0.3%
% Low-income students taught by an out of field teacher	3.6%	**%	1.3%
% Non low-income students taught by an out of field teacher	2.9%	**%	1.4%
Disproportionate Rate	0.7%	**%	-0.0%
% Minority students taught by an out of field teacher	3.6%	**%	1.8%
% Non minority students taught by an out of field teacher	2.7%	**%	1.3%
Disproportionate Rate	0.9%	**%	0.4%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Franklin SSD

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	142	28	19.7%	24	**	**%
Inexperienced Teachers	31398	5018	16.0%	142	23	16.2%	24	**	**%
Out of Field Teachers	31398	340	1.1%	142	**	**%	24	**	**%
Low Income Students	665255	185410	27.9%	1701	226	13.3%	300	25	8.3%
Minority Children	665255	264656	39.8%	1701	747	43.9%	300	83	27.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	59.7%	**%
% Non low-income students taught by an ineffective teacher	51.8%	53.5%	**%
Disproportionate Rate	2.3%	6.2%	**%
% Minority students taught by an ineffective teacher	51.8%	58.5%	**%
% Non minority students taught by an ineffective teacher	52.7%	51.0%	**%
Disproportionate Rate	-0.8%	7.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	49.1%	8.0%
% Non low-income students taught by an inexperienced teacher	35.1%	49.3%	17.8%
Disproportionate Rate	3.8%	-0.2%	-9.8%
% Minority students taught by an inexperienced teacher	42.0%	50.3%	14.5%
% Non minority students taught by an inexperienced teacher	32.2%	48.4%	18.0%
Disproportionate Rate	9.8%	1.9%	-3.5%
% Low-income students taught by an out of field teacher	3.6%	5.8%	4.0%
% Non low-income students taught by an out of field teacher	2.9%	4.5%	11.6%
Disproportionate Rate	0.7%	1.3%	-7.6%
% Minority students taught by an out of field teacher	3.6%	6.2%	14.5%
% Non minority students taught by an out of field teacher	2.7%	3.5%	9.7%
Disproportionate Rate	0.9%	2.7%	4.8%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Wilson County

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	121	30	24.8%	455	111	24.4%
Inexperienced Teachers	31398	5018	16.0%	121	22	18.2%	455	98	21.5%
Out of Field Teachers	31398	340	1.1%	121	**	**%	455	**	**%
Low Income Students	665255	185410	27.9%	1983	266	13.4%	11972	926	7.7%
Minority Children	665255	264656	39.8%	1983	440	22.2%	11972	2769	23.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	52.6%	55.7%
% Non low-income students taught by an ineffective teacher	51.8%	62.6%	54.4%
Disproportionate Rate	2.3%	-10.0%	1.3%
% Minority students taught by an ineffective teacher	51.8%	60.5%	57.3%
% Non minority students taught by an ineffective teacher	52.7%	61.5%	53.6%
Disproportionate Rate	-0.8%	-1.0%	3.8%
% Low-income students taught by an inexperienced teacher	38.9%	47.4%	48.6%
% Non low-income students taught by an inexperienced teacher	35.1%	44.3%	47.6%
Disproportionate Rate	3.8%	3.1%	1.0%
% Minority students taught by an inexperienced teacher	42.0%	51.4%	46.8%
% Non minority students taught by an inexperienced teacher	32.2%	42.8%	47.9%
Disproportionate Rate	9.8%	8.6%	-1.1%
% Low-income students taught by an out of field teacher	3.6%	3.4%	2.4%
% Non low-income students taught by an out of field teacher	2.9%	3.7%	3.9%
Disproportionate Rate	0.7%	-0.3%	-1.5%
% Minority students taught by an out of field teacher	3.6%	2.5%	3.5%
% Non minority students taught by an out of field teacher	2.7%	4.0%	3.9%
Disproportionate Rate	0.9%	-1.5%	-0.4%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Lebanon

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	87	17	19.5%	65	17	26.2%
Inexperienced Teachers	31398	5018	16.0%	87	**	**%	65	**	**%
Out of Field Teachers	31398	340	1.1%	87	**	**%	65	**	**%
Low Income Students	665255	185410	27.9%	1482	351	23.7%	1414	319	22.6%
Minority Children	665255	264656	39.8%	1482	606	40.9%	1414	635	44.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	34.8%	75.9%
% Non low-income students taught by an ineffective teacher	51.8%	35.4%	78.8%
Disproportionate Rate	2.3%	-0.6%	-3.0%
% Minority students taught by an ineffective teacher	51.8%	33.5%	80.2%
% Non minority students taught by an ineffective teacher	52.7%	36.2%	75.9%
Disproportionate Rate	-0.8%	-2.7%	4.3%
% Low-income students taught by an inexperienced teacher	38.9%	17.4%	38.6%
% Non low-income students taught by an inexperienced teacher	35.1%	17.1%	43.1%
Disproportionate Rate	3.8%	0.3%	-4.5%
% Minority students taught by an inexperienced teacher	42.0%	15.2%	41.3%
% Non minority students taught by an inexperienced teacher	32.2%	18.5%	42.6%
Disproportionate Rate	9.8%	-3.3%	-1.4%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Tennessee Schools for the Deaf

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	**	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	**	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	**	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	13	**	**%	**	**	**%
Minority Children	665255	264656	39.8%	13	**	**%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	**%
% Non low-income students taught by an ineffective teacher	51.8%	**%	**%
Disproportionate Rate	2.3%	**%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	**%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	**%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Alvin C York Institute

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	10	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	10	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	10	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	321	89	27.7%	**	**	**%
Minority Children	665255	264656	39.8%	321	20	6.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	50.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	54.7%	**%
Disproportionate Rate	2.3%	-4.2%	**%
% Minority students taught by an ineffective teacher	51.8%	50.0%	**%
% Non minority students taught by an ineffective teacher	52.7%	53.8%	**%
Disproportionate Rate	-0.8%	-3.8%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	**%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Tennessee School for Blind

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	13	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	13	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	13	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	53	28	52.8%	**	**	**%
Minority Children	665255	264656	39.8%	53	19	35.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	**%
% Non low-income students taught by an ineffective teacher	51.8%	**%	**%
Disproportionate Rate	2.3%	**%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	**%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	**%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Tennessee Schools for the Deaf

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	18	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	18	15	83.3%	**	**	**%
Out of Field Teachers	31398	340	1.1%	18	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	74	**	**%	**	**	**%
Minority Children	665255	264656	39.8%	74	37	50.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	**%
% Non low-income students taught by an ineffective teacher	51.8%	**%	**%
Disproportionate Rate	2.3%	**%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	**%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	93.8%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	94.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	91.9%	**%
Disproportionate Rate	9.8%	2.7%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	36.9%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	29.7%	**%
% Non minority students taught by an out of field teacher	2.7%	40.5%	**%
Disproportionate Rate	0.9%	-10.8%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Department Of Children's Services Education Division

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	**	**	**%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	**	**	**%	**	**	**%
Out of Field Teachers	31398	340	1.1%	**	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	**	**	**%	13	**	**%
Minority Children	665255	264656	39.8%	**	**	**%	13	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	**%	**%
% Non low-income students taught by an ineffective teacher	51.8%	**%	**%
Disproportionate Rate	2.3%	**%	**%
% Minority students taught by an ineffective teacher	51.8%	**%	**%
% Non minority students taught by an ineffective teacher	52.7%	**%	**%
Disproportionate Rate	-0.8%	**%	**%
% Low-income students taught by an inexperienced teacher	38.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	**%	**%
Disproportionate Rate	3.8%	**%	**%
% Minority students taught by an inexperienced teacher	42.0%	**%	**%
% Non minority students taught by an inexperienced teacher	32.2%	**%	**%
Disproportionate Rate	9.8%	**%	**%
% Low-income students taught by an out of field teacher	3.6%	**%	**%
% Non low-income students taught by an out of field teacher	2.9%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	2.7%	**%	**%
Disproportionate Rate	0.9%	**%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators Achievement School District

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	163	38	23.3%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	163	39	23.9%	**	**	**%
Out of Field Teachers	31398	340	1.1%	163	**	**%	**	**	**%
Low Income Students	665255	185410	27.9%	3572	2380	66.6%	**	**	**%
Minority Children	665255	264656	39.8%	3572	3506	98.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	50.4%	**%
% Non low-income students taught by an ineffective teacher	51.8%	41.2%	**%
Disproportionate Rate	2.3%	9.2%	**%
% Minority students taught by an ineffective teacher	51.8%	47.5%	**%
% Non minority students taught by an ineffective teacher	52.7%	36.4%	**%
Disproportionate Rate	-0.8%	11.2%	**%
% Low-income students taught by an inexperienced teacher	38.9%	53.2%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	52.3%	**%
Disproportionate Rate	3.8%	0.9%	**%
% Minority students taught by an inexperienced teacher	42.0%	52.7%	**%
% Non minority students taught by an inexperienced teacher	32.2%	65.2%	**%
Disproportionate Rate	9.8%	-12.4%	**%
% Low-income students taught by an out of field teacher	3.6%	13.8%	**%
% Non low-income students taught by an out of field teacher	2.9%	20.0%	**%
Disproportionate Rate	0.7%	-6.1%	**%
% Minority students taught by an out of field teacher	3.6%	15.6%	**%
% Non minority students taught by an out of field teacher	2.7%	30.3%	**%
Disproportionate Rate	0.9%	-14.7%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).

2023-24 Student Access to Effective Educators

Tennessee Public Charter School Commission

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee’s progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	State			Title I Schools			Non-Title I Schools		
	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%	Total Teach- ers/ Students	Teachers/ Students with Characteristic	%
Ineffective Teachers	31398	7169	22.8%	161	16	9.9%	**	**	**%
Inexperienced Teachers	31398	5018	16.0%	161	41	25.5%	**	**	**%
Out of Field Teachers	31398	340	1.1%	161	14	8.7%	**	**	**%
Low Income Students	665255	185410	27.9%	2879	1141	39.6%	**	**	**%
Minority Children	665255	264656	39.8%	2879	2344	81.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.1%	29.6%	**%
% Non low-income students taught by an ineffective teacher	51.8%	42.5%	**%
Disproportionate Rate	2.3%	-12.8%	**%
% Minority students taught by an ineffective teacher	51.8%	34.3%	**%
% Non minority students taught by an ineffective teacher	52.7%	50.8%	**%
Disproportionate Rate	-0.8%	-16.5%	**%
% Low-income students taught by an inexperienced teacher	38.9%	42.5%	**%
% Non low-income students taught by an inexperienced teacher	35.1%	50.6%	**%
Disproportionate Rate	3.8%	-8.1%	**%
% Minority students taught by an inexperienced teacher	42.0%	45.6%	**%
% Non minority students taught by an inexperienced teacher	32.2%	55.3%	**%
Disproportionate Rate	9.8%	-9.8%	**%
% Low-income students taught by an out of field teacher	3.6%	14.2%	**%
% Non low-income students taught by an out of field teacher	2.9%	20.0%	**%
Disproportionate Rate	0.7%	-5.8%	**%
% Minority students taught by an out of field teacher	3.6%	17.5%	**%
% Non minority students taught by an out of field teacher	2.7%	18.7%	**%
Disproportionate Rate	0.9%	-1.2%	**%

¹A low-income, or economically disadvantaged student is one who is directly certified as participating in state or federal assistance programs, such as: Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), and Head Start. Students who are identified as homeless, migrant, and runaway are also included in the direct certification calculation (low income/economically disadvantaged).

²Minority students include black, Hispanic, and Native American students, as defined within our state accountability system. These racial/ethnic student groups are historically underserved as defined within our state accountability system.

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

⁴Inexperience teachers are teachers who have less than 2 years of state experience as reported in the TNCompass December 1st report.

⁵Out-of-field (also known as endorsement exemption) teachers are teachers who have an active license in the applicable school year with license type = waiver (as reported in the TNC Educator License report).