

2023-24 Student Access to Effective Educators

Achievement School District | Martin Luther King Preparatory High School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	14	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	14	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	14	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	422	321	76.1%
Minority Children	3572	3506	98.2%	**	**	**%	422	417	98.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	95.6%
% Non low-income students taught by an ineffective teacher	41.2%	**%	29.6%
Disproportionate Rate	9.2%	**%	66.0%
% Minority students taught by an ineffective teacher	47.5%	**%	95.4%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	28.0%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	9.7%
Disproportionate Rate	0.9%	**%	18.4%
% Minority students taught by an inexperienced teacher	52.7%	**%	28.8%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Wooddale Middle School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	26	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	26	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	26	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	535	283	52.9%
Minority Children	3572	3506	98.2%	**	**	**%	535	524	97.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	31.4%
% Non low-income students taught by an ineffective teacher	41.2%	**%	28.3%
Disproportionate Rate	9.2%	**%	3.2%
% Minority students taught by an ineffective teacher	47.5%	**%	32.1%
% Non minority students taught by an ineffective teacher	36.4%	**%	9.1%
Disproportionate Rate	11.2%	**%	23.0%
% Low-income students taught by an inexperienced teacher	53.2%	**%	52.3%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	45.2%
Disproportionate Rate	0.9%	**%	7.1%
% Minority students taught by an inexperienced teacher	52.7%	**%	51.7%
% Non minority students taught by an inexperienced teacher	65.2%	**%	45.5%
Disproportionate Rate	-12.4%	**%	6.3%
% Low-income students taught by an out of field teacher	13.8%	**%	16.3%
% Non low-income students taught by an out of field teacher	20.0%	**%	14.5%
Disproportionate Rate	-6.1%	**%	1.8%
% Minority students taught by an out of field teacher	15.6%	**%	16.2%
% Non minority students taught by an out of field teacher	30.3%	**%	18.2%
Disproportionate Rate	-14.7%	**%	-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

Achievement School District | Westside Middle School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	12	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	12	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	12	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	299	211	70.6%
Minority Children	3572	3506	98.2%	**	**	**%	299	285	95.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	69.2%
% Non low-income students taught by an ineffective teacher	41.2%	**%	27.0%
Disproportionate Rate	9.2%	**%	42.2%
% Minority students taught by an ineffective teacher	47.5%	**%	68.4%
% Non minority students taught by an ineffective teacher	36.4%	**%	57.1%
Disproportionate Rate	11.2%	**%	11.3%
% Low-income students taught by an inexperienced teacher	53.2%	**%	69.7%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	27.0%
Disproportionate Rate	0.9%	**%	42.7%
% Minority students taught by an inexperienced teacher	52.7%	**%	68.8%
% Non minority students taught by an inexperienced teacher	65.2%	**%	57.1%
Disproportionate Rate	-12.4%	**%	11.6%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Memphis Scholars Caldwell-Guthrie

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	**	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	**	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	**	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	121	80	66.1%
Minority Children	3572	3506	98.2%	**	**	**%	121	121	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	**%
% Non low-income students taught by an ineffective teacher	41.2%	**%	51.2%
Disproportionate Rate	9.2%	**%	**%
% Minority students taught by an ineffective teacher	47.5%	**%	**%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	**%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Minority students taught by an inexperienced teacher	52.7%	**%	**%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Journey Coleman School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	20	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	20	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	20	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	399	315	78.9%
Minority Children	3572	3506	98.2%	**	**	**%	399	393	98.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	33.7%
% Non low-income students taught by an ineffective teacher	41.2%	**%	7.6%
Disproportionate Rate	9.2%	**%	26.0%
% Minority students taught by an ineffective teacher	47.5%	**%	32.3%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	48.3%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	13.3%
Disproportionate Rate	0.9%	**%	34.9%
% Minority students taught by an inexperienced teacher	52.7%	**%	48.6%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Humes Preparatory Academy Middle School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	14	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	14	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	14	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	187	153	81.8%
Minority Children	3572	3506	98.2%	**	**	**%	187	185	98.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	**%
% Non low-income students taught by an ineffective teacher	41.2%	**%	22.2%
Disproportionate Rate	9.2%	**%	**%
% Minority students taught by an ineffective teacher	47.5%	**%	**%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	**%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	22.2%
Disproportionate Rate	0.9%	**%	**%
% Minority students taught by an inexperienced teacher	52.7%	**%	**%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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.

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2023-24 Student Access to Effective Educators

Achievement School District | Hillcrest High School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	10	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	10	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	10	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	367	207	56.4%
Minority Children	3572	3506	98.2%	**	**	**%	367	364	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	50.7%
% Non low-income students taught by an ineffective teacher	41.2%	**%	34.8%
Disproportionate Rate	9.2%	**%	15.9%
% Minority students taught by an ineffective teacher	47.5%	**%	48.1%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	23.2%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	20.3%
Disproportionate Rate	0.9%	**%	2.9%
% Minority students taught by an inexperienced teacher	52.7%	**%	24.7%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	16.4%
% Non low-income students taught by an out of field teacher	20.0%	**%	6.8%
Disproportionate Rate	-6.1%	**%	9.7%
% Minority students taught by an out of field teacher	15.6%	**%	12.9%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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).

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

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2023-24 Student Access to Effective Educators

Achievement School District | Kirby Middle School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	16	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	16	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	16	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	381	215	56.4%
Minority Children	3572	3506	98.2%	**	**	**%	381	371	97.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	36.3%
% Non low-income students taught by an ineffective teacher	41.2%	**%	27.0%
Disproportionate Rate	9.2%	**%	9.3%
% Minority students taught by an ineffective teacher	47.5%	**%	35.8%
% Non minority students taught by an ineffective teacher	36.4%	**%	30.0%
Disproportionate Rate	11.2%	**%	5.8%
% Low-income students taught by an inexperienced teacher	53.2%	**%	94.0%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	69.8%
Disproportionate Rate	0.9%	**%	24.2%
% Minority students taught by an inexperienced teacher	52.7%	**%	92.2%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	85.1%
% Non low-income students taught by an out of field teacher	20.0%	**%	66.5%
Disproportionate Rate	-6.1%	**%	18.6%
% Minority students taught by an out of field teacher	15.6%	**%	85.4%
% Non minority students taught by an out of field teacher	30.3%	**%	90.0%
Disproportionate Rate	-14.7%	**%	-4.6%

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

Achievement School District | Fairley High School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	**	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	**	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	**	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	354	225	63.6%
Minority Children	3572	3506	98.2%	**	**	**%	354	352	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	**%
% Non low-income students taught by an ineffective teacher	41.2%	**%	**%
Disproportionate Rate	9.2%	**%	**%
% Minority students taught by an ineffective teacher	47.5%	**%	**%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	**%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	5.3%
Disproportionate Rate	0.9%	**%	**%
% Minority students taught by an inexperienced teacher	52.7%	**%	8.0%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Cornerstone Prep - Lester Campus

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	14	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	14	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	14	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	160	132	82.5%
Minority Children	3572	3506	98.2%	**	**	**%	160	158	98.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	95.5%
% Non low-income students taught by an ineffective teacher	41.2%	**%	20.5%
Disproportionate Rate	9.2%	**%	75.0%
% Minority students taught by an ineffective teacher	47.5%	**%	96.2%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	97.0%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	20.5%
Disproportionate Rate	0.9%	**%	76.5%
% Minority students taught by an inexperienced teacher	52.7%	**%	97.5%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Memphis Scholars Raleigh-Egypt

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	**	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	**	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	**	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	61	52	85.2%
Minority Children	3572	3506	98.2%	**	**	**%	61	61	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	**%
% Non low-income students taught by an ineffective teacher	41.2%	**%	**%
Disproportionate Rate	9.2%	**%	**%
% Minority students taught by an ineffective teacher	47.5%	**%	**%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	84.6%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Minority students taught by an inexperienced teacher	52.7%	**%	85.2%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Memphis Scholars Florida Kansas

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	**	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	**	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	**	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	64	45	70.3%
Minority Children	3572	3506	98.2%	**	**	**%	64	54	84.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	22.2%
% Non low-income students taught by an ineffective teacher	41.2%	**%	6.7%
Disproportionate Rate	9.2%	**%	15.6%
% Minority students taught by an ineffective teacher	47.5%	**%	24.1%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	**%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Minority students taught by an inexperienced teacher	52.7%	**%	**%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	**%
% Non low-income students taught by an out of field teacher	20.0%	**%	**%
Disproportionate Rate	-6.1%	**%	**%
% Minority students taught by an out of field teacher	15.6%	**%	**%
% Non minority students taught by an out of field teacher	30.3%	**%	**%
Disproportionate Rate	-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

Achievement School District | Brick Church: A LEAD Public School

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	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	163	38	23.3%	**	**	**%	13	**	**%
Inexperienced Teachers	163	39	23.9%	**	**	**%	13	**	**%
Out of Field Teachers	163	**	**%	**	**	**%	13	**	**%
Low Income Students	3572	2380	66.6%	**	**	**%	235	142	60.4%
Minority Children	3572	3506	98.2%	**	**	**%	235	222	94.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	**%	**%
% Non low-income students taught by an ineffective teacher	41.2%	**%	**%
Disproportionate Rate	9.2%	**%	**%
% Minority students taught by an ineffective teacher	47.5%	**%	**%
% Non minority students taught by an ineffective teacher	36.4%	**%	**%
Disproportionate Rate	11.2%	**%	**%
% Low-income students taught by an inexperienced teacher	53.2%	**%	98.6%
% Non low-income students taught by an inexperienced teacher	52.3%	**%	65.5%
Disproportionate Rate	0.9%	**%	33.1%
% Minority students taught by an inexperienced teacher	52.7%	**%	**%
% Non minority students taught by an inexperienced teacher	65.2%	**%	**%
Disproportionate Rate	-12.4%	**%	**%
% Low-income students taught by an out of field teacher	13.8%	**%	46.5%
% Non low-income students taught by an out of field teacher	20.0%	**%	28.2%
Disproportionate Rate	-6.1%	**%	18.3%
% Minority students taught by an out of field teacher	15.6%	**%	44.1%
% Non minority students taught by an out of field teacher	30.3%	**%	61.5%
Disproportionate Rate	-14.7%	**%	-17.4%

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).