

## 2023-24 Student Access to Effective Educators

### Cheatham County | Cheatham Middle School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	27	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	27	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	27	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	559	209	37.4%
Minority Children	1478	290	19.6%	2282	289	12.7%	559	121	21.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	33.0%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	60.8%
Disproportionate Rate	0.9%	2.1%	-27.8%
% Minority students taught by an ineffective teacher	49.7%	43.6%	35.5%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	34.9%
Disproportionate Rate	-4.5%	0.2%	0.6%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	42.1%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	64.6%
Disproportionate Rate	2.9%	0.0%	-22.5%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	44.6%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	38.6%
Disproportionate Rate	-2.7%	0.2%	6.0%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | West Cheatham Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	105	41	39.0%
Minority Children	1478	290	19.6%	2282	289	12.7%	105	10	9.5%

**Table 2 Educator Disproportionate Rates**

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

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Sycamore High School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	13	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	13	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	13	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	454	119	26.2%
Minority Children	1478	290	19.6%	2282	289	12.7%	454	66	14.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	32.8%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	89.9%
Disproportionate Rate	0.9%	2.1%	-57.1%
% Minority students taught by an ineffective teacher	49.7%	43.6%	28.8%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	32.7%
Disproportionate Rate	-4.5%	0.2%	-3.9%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	**%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	**%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	**%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	**%
Disproportionate Rate	-2.7%	0.2%	**%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	14.3%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	4.5%
% Non minority students taught by an out of field teacher	**%	1.3%	6.4%
Disproportionate Rate	**%	-0.2%	-1.9%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Sycamore Middle School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	32	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	32	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	32	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	631	160	25.4%
Minority Children	1478	290	19.6%	2282	289	12.7%	631	76	12.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	38.1%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	36.8%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	35.5%
Disproportionate Rate	-4.5%	0.2%	1.3%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	**%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	3.1%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	1.3%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	1.3%
Disproportionate Rate	-2.7%	0.2%	0.1%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Kingston Springs Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	11	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	11	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	11	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	138	31	22.5%
Minority Children	1478	290	19.6%	2282	289	12.7%	138	18	13.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	**%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	**%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	**%
Disproportionate Rate	-4.5%	0.2%	**%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	35.5%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	80.6%
Disproportionate Rate	2.9%	0.0%	-45.2%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	22.2%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	26.7%
Disproportionate Rate	-2.7%	0.2%	-4.4%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Pleasant View Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	15	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	15	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	15	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	229	59	25.8%
Minority Children	1478	290	19.6%	2282	289	12.7%	229	26	11.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	35.6%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	53.8%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	32.5%
Disproportionate Rate	-4.5%	0.2%	21.3%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	18.6%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	50.8%
Disproportionate Rate	2.9%	0.0%	-32.2%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	26.9%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	16.7%
Disproportionate Rate	-2.7%	0.2%	10.2%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Harpeth Middle School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	19	10	52.6%
Inexperienced Teachers	65	**	**%	109	**	**%	19	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	19	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	416	114	27.4%
Minority Children	1478	290	19.6%	2282	289	12.7%	416	55	13.2%

**Table 2 Educator Disproportionate Rates**

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

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Pegram Elementary Fine Arts Magnet School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	86	32	37.2%
Minority Children	1478	290	19.6%	2282	289	12.7%	86	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	56.2%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	**%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	63.0%
Disproportionate Rate	-4.5%	0.2%	**%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	**%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	**%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	**%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	98.8%
Disproportionate Rate	-2.7%	0.2%	**%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Harpeth High School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	13	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	13	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	13	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	324	79	24.4%
Minority Children	1478	290	19.6%	2282	289	12.7%	324	35	10.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	31.6%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	28.6%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	33.6%
Disproportionate Rate	-4.5%	0.2%	-5.0%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	35.4%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	**%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	40.0%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	35.6%
Disproportionate Rate	-2.7%	0.2%	4.4%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Ashland City Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	162	73	45.1%
Minority Children	1478	290	19.6%	2282	289	12.7%	162	35	21.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	75.3%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	90.4%
Disproportionate Rate	0.9%	2.1%	-15.1%
% Minority students taught by an ineffective teacher	49.7%	43.6%	80.0%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	73.2%
Disproportionate Rate	-4.5%	0.2%	6.8%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	**%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	15.1%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	5.7%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	11.8%
Disproportionate Rate	-2.7%	0.2%	-6.1%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Cheatham Co Central

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	13	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	13	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	13	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	419	147	35.1%
Minority Children	1478	290	19.6%	2282	289	12.7%	419	100	23.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	56.5%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	**%
Disproportionate Rate	0.9%	2.1%	**%
% Minority students taught by an ineffective teacher	49.7%	43.6%	54.0%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	58.3%
Disproportionate Rate	-4.5%	0.2%	-4.3%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	29.9%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	46.3%
Disproportionate Rate	2.9%	0.0%	-16.3%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	24.0%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	27.6%
Disproportionate Rate	-2.7%	0.2%	-3.6%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | East Cheatham Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	149	48	32.2%
Minority Children	1478	290	19.6%	2282	289	12.7%	149	19	12.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	62.5%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	91.7%
Disproportionate Rate	0.9%	2.1%	-29.2%
% Minority students taught by an ineffective teacher	49.7%	43.6%	47.4%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	50.0%
Disproportionate Rate	-4.5%	0.2%	-2.6%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	62.5%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	91.7%
Disproportionate Rate	2.9%	0.0%	-29.2%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	47.4%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	50.0%
Disproportionate Rate	-2.7%	0.2%	-2.6%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Cheatham County Virtual School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	54	27	50.0%
Minority Children	1478	290	19.6%	2282	289	12.7%	54	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.8%	45.0%	33.3%
% Non low-income students taught by an ineffective teacher	52.9%	42.9%	29.6%
Disproportionate Rate	0.9%	2.1%	3.7%
% Minority students taught by an ineffective teacher	49.7%	43.6%	**%
% Non minority students taught by an ineffective teacher	54.1%	43.4%	34.0%
Disproportionate Rate	-4.5%	0.2%	**%
% Low-income students taught by an inexperienced teacher	36.4%	8.9%	**%
% Non low-income students taught by an inexperienced teacher	33.5%	8.8%	**%
Disproportionate Rate	2.9%	0.0%	**%
% Minority students taught by an inexperienced teacher	32.4%	9.0%	**%
% Non minority students taught by an inexperienced teacher	35.1%	8.8%	**%
Disproportionate Rate	-2.7%	0.2%	**%
% Low-income students taught by an out of field teacher	**%	1.8%	**%
% Non low-income students taught by an out of field teacher	**%	1.0%	**%
Disproportionate Rate	**%	0.8%	**%
% Minority students taught by an out of field teacher	**%	1.0%	**%
% Non minority students taught by an out of field teacher	**%	1.3%	**%
Disproportionate Rate	**%	-0.2%	**%

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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 | Riverside Academy

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. 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	65	15	23.1%	109	22	20.2%	**	**	**%
Inexperienced Teachers	65	**	**%	109	**	**%	**	**	**%
Out of Field Teachers	65	**	**%	109	**	**%	**	**	**%
Low Income Students	1478	550	37.2%	2282	598	26.2%	59	**	**%
Minority Children	1478	290	19.6%	2282	289	12.7%	59	14	23.7%

**Table 2 Educator Disproportionate Rates**

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

<sup>1</sup>A 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).

<sup>2</sup>Minority 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.

<sup>3</sup>Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

<sup>5</sup>Out-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).