

2023-24 Student Access to Effective Educators

Collierville | Schilling Farms Elementary 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	122	25	20.5%	150	16	10.7%	19	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	19	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	19	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	304	19	6.2%
Minority Children	3519	1171	33.3%	2848	584	20.5%	304	90	29.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	**%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	**%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	**%
Disproportionate Rate	1.2%	6.5%	**%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	10.5%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	27.8%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	24.8%
Disproportionate Rate	3.6%	1.4%	3.0%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Sycamore Elementary 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	122	25	20.5%	150	16	10.7%	16	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	16	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	16	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	287	27	9.4%
Minority Children	3519	1171	33.3%	2848	584	20.5%	287	153	53.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	37.0%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	34.6%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	35.1%
Disproportionate Rate	1.2%	6.5%	-0.4%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	18.5%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	17.0%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	16.4%
Disproportionate Rate	3.6%	1.4%	0.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Collierville 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	122	25	20.5%	150	16	10.7%	47	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	47	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	47	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	2068	119	5.8%
Minority Children	3519	1171	33.3%	2848	584	20.5%	2068	662	32.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	22.7%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	25.2%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	26.4%
Disproportionate Rate	1.2%	6.5%	-1.2%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	17.6%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	14.4%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	11.1%
Disproportionate Rate	3.6%	1.4%	3.3%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Crosswind Elementary 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	122	25	20.5%	150	16	10.7%	20	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	20	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	20	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	362	14	3.9%
Minority Children	3519	1171	33.3%	2848	584	20.5%	362	45	12.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	64.3%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	57.8%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	47.6%
Disproportionate Rate	1.2%	6.5%	10.1%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	**%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	8.9%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	12.0%
Disproportionate Rate	3.6%	1.4%	-3.1%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | West Collierville 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	122	25	20.5%	150	16	10.7%	59	10	16.9%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	59	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	59	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	1356	55	4.1%
Minority Children	3519	1171	33.3%	2848	584	20.5%	1356	308	22.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	81.8%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	71.1%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	59.7%
Disproportionate Rate	1.2%	6.5%	11.4%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	12.7%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	19.5%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	18.4%
Disproportionate Rate	3.6%	1.4%	1.1%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Bailey Station Elementary 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	122	25	20.5%	150	16	10.7%	22	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	22	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	22	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	420	11	2.6%
Minority Children	3519	1171	33.3%	2848	584	20.5%	420	61	14.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	**%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	**%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	**%
Disproportionate Rate	1.2%	6.5%	**%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	**%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	8.2%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	9.7%
Disproportionate Rate	3.6%	1.4%	-1.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Tara Oaks Elementary 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	122	25	20.5%	150	16	10.7%	19	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	19	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	19	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	330	16	4.8%
Minority Children	3519	1171	33.3%	2848	584	20.5%	330	46	13.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	37.5%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	23.9%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	26.4%
Disproportionate Rate	1.2%	6.5%	-2.5%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	**%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	8.7%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	10.6%
Disproportionate Rate	3.6%	1.4%	-1.9%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Collierville Virtual Academy

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	122	25	20.5%	150	16	10.7%	11	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	11	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	11	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	77	**	**%
Minority Children	3519	1171	33.3%	2848	584	20.5%	77	34	44.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	**%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	14.7%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	27.9%
Disproportionate Rate	1.2%	6.5%	-13.2%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	**%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	**%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	**%
Disproportionate Rate	3.6%	1.4%	**%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Collierville Elementary 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	122	25	20.5%	150	16	10.7%	24	**	**%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	24	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	24	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	385	33	8.6%
Minority Children	3519	1171	33.3%	2848	584	20.5%	385	94	24.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	**%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	4.3%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	10.3%
Disproportionate Rate	1.2%	6.5%	-6.1%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	18.2%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	17.0%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	19.9%
Disproportionate Rate	3.6%	1.4%	-2.9%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Collierville | Collierville 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	122	25	20.5%	150	16	10.7%	35	16	45.7%
Inexperienced Teachers	122	12	9.8%	150	10	6.7%	35	**	**%
Out of Field Teachers	122	**	**%	150	**	**%	35	**	**%
Low Income Students	3519	254	7.2%	2848	119	4.2%	780	75	9.6%
Minority Children	3519	1171	33.3%	2848	584	20.5%	780	262	33.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	40.2%	51.3%	85.3%
% Non low-income students taught by an ineffective teacher	37.6%	39.0%	**%
Disproportionate Rate	2.5%	12.3%	**%
% Minority students taught by an ineffective teacher	38.6%	44.7%	87.0%
% Non minority students taught by an ineffective teacher	37.4%	38.2%	83.0%
Disproportionate Rate	1.2%	6.5%	4.0%
% Low-income students taught by an inexperienced teacher	32.7%	10.1%	68.0%
% Non low-income students taught by an inexperienced teacher	23.2%	15.9%	**%
Disproportionate Rate	9.5%	-5.9%	**%
% Minority students taught by an inexperienced teacher	26.2%	16.8%	64.9%
% Non minority students taught by an inexperienced teacher	22.7%	15.4%	57.1%
Disproportionate Rate	3.6%	1.4%	7.7%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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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