

## 2023-24 Student Access to Effective Educators

### Davidson County | Waverly-Belmont Elementary 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	255	57	22.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	255	135	52.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	14.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	61.4%
Disproportionate Rate	-2.8%	4.2%	-47.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	17.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	16.7%
Disproportionate Rate	-2.1%	4.3%	0.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	63.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	58.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	59.2%
Disproportionate Rate	1.3%	4.9%	-0.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | James Lawson 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	2032	331	16.3%	553	59	10.7%	36	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	36	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	36	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	983	267	27.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	983	591	60.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	56.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	58.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	55.9%
Disproportionate Rate	-2.1%	4.3%	3.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	38.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	40.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	35.7%
Disproportionate Rate	1.3%	4.9%	4.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Glenview 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	301	105	34.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	301	274	91.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	48.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	92.4%
Disproportionate Rate	-2.8%	4.2%	-43.8%
% Minority students taught by an ineffective teacher	44.8%	37.1%	49.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	44.4%
Disproportionate Rate	-2.1%	4.3%	5.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	29.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	63.8%
Disproportionate Rate	-0.0%	6.0%	-34.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	31.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	40.7%
Disproportionate Rate	1.3%	4.9%	-9.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | DuPont 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	2032	331	16.3%	553	59	10.7%	13	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	13	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	13	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	181	68	37.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	181	92	50.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.9%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	48.5%
Disproportionate Rate	-2.8%	4.2%	-20.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	29.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	28.1%
Disproportionate Rate	-2.1%	4.3%	1.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	60.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	66.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	65.2%
Disproportionate Rate	1.3%	4.9%	1.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | McGavock High

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	2032	331	16.3%	553	59	10.7%	36	16	44.4%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	36	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	36	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1444	484	33.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1444	1014	70.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	97.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	97.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	97.9%
Disproportionate Rate	-2.1%	4.3%	-0.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	23.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	50.2%
Disproportionate Rate	-0.0%	6.0%	-26.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	26.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	21.4%
Disproportionate Rate	1.3%	4.9%	4.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Pearl-Cohn High

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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	429	288	67.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	429	420	97.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	67.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	34.4%
Disproportionate Rate	-2.8%	4.2%	33.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	69.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	45.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	26.4%
Disproportionate Rate	-0.0%	6.0%	19.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	48.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Stratford STEM 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	2032	331	16.3%	553	59	10.7%	31	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	31	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	31	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	649	359	55.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	649	537	82.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	52.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	57.9%
Disproportionate Rate	-2.8%	4.2%	-5.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	59.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	70.5%
Disproportionate Rate	-2.1%	4.3%	-11.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	20.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	8.9%
Disproportionate Rate	-0.0%	6.0%	12.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	17.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	12.5%
Disproportionate Rate	1.3%	4.9%	4.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | John B. Whitsitt 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	250	74	29.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	250	202	80.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	75.7%
Disproportionate Rate	-2.8%	4.2%	-48.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	30.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	29.2%
Disproportionate Rate	-2.1%	4.3%	1.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	55.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	51.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	47.9%
Disproportionate Rate	1.3%	4.9%	3.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Cockrill 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	114	57	50.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	114	107	93.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	28.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	19.3%
Disproportionate Rate	-2.8%	4.2%	8.8%
% Minority students taught by an ineffective teacher	44.8%	37.1%	25.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Sylvan Park 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	213	33	15.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	213	66	31.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	39.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	43.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	40.1%
Disproportionate Rate	1.3%	4.9%	3.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Stanford 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	135	12	8.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	135	56	41.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	83.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	62.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	51.9%
Disproportionate Rate	-2.1%	4.3%	10.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Glencliff 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	2032	331	16.3%	553	59	10.7%	26	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	26	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	26	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	905	277	30.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	905	802	88.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	50.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	52.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	53.4%
Disproportionate Rate	-2.1%	4.3%	-1.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	15.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	43.7%
Disproportionate Rate	-0.0%	6.0%	-28.2%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	18.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	18.4%
Disproportionate Rate	1.3%	4.9%	-0.4%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Thomas A. Edison 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	248	87	35.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	248	203	81.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Crieve Hall 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	200	24	12.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	200	76	38.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	66.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	57.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	59.7%
Disproportionate Rate	-2.1%	4.3%	-1.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Lockeland 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	137	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	137	12	8.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	75.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	85.6%
Disproportionate Rate	1.3%	4.9%	-10.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Eagle View Elementary 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	2032	331	16.3%	553	59	10.7%	21	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	21	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	21	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	316	110	34.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	316	273	86.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	40.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	92.7%
Disproportionate Rate	-0.0%	6.0%	-52.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	44.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	55.8%
Disproportionate Rate	1.3%	4.9%	-11.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Bellevue Middle

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	2032	331	16.3%	553	59	10.7%	22	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	22	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	22	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	394	90	22.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	394	186	47.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	25.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	33.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	24.5%
Disproportionate Rate	-2.1%	4.3%	8.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	72.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	71.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	64.4%
Disproportionate Rate	1.3%	4.9%	6.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Goodlettsville Middle

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	2032	331	16.3%	553	59	10.7%	20	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	20	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	20	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	422	155	36.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	422	342	81.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	67.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	66.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	66.2%
Disproportionate Rate	-2.1%	4.3%	0.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	65.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	61.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	67.5%
Disproportionate Rate	1.3%	4.9%	-6.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Park Avenue 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	120	86	71.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	120	113	94.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	1.2%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	1.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Haywood 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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	220	77	35.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	220	179	81.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	37.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	94.8%
Disproportionate Rate	-2.8%	4.2%	-57.1%
% Minority students taught by an ineffective teacher	44.8%	37.1%	45.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	48.8%
Disproportionate Rate	-2.1%	4.3%	-3.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	42.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	98.7%
Disproportionate Rate	-0.0%	6.0%	-55.8%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	51.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	41.5%
Disproportionate Rate	1.3%	4.9%	9.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | STEM Prep 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	2032	331	16.3%	553	59	10.7%	25	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	25	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	25	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	511	154	30.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	511	420	82.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	17.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	58.4%
Disproportionate Rate	-2.8%	4.2%	-40.9%
% Minority students taught by an ineffective teacher	44.8%	37.1%	22.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	25.3%
Disproportionate Rate	-2.1%	4.3%	-2.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Eakin 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	2032	331	16.3%	553	59	10.7%	20	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	20	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	20	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	258	48	18.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	258	125	48.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	29.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	30.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	18.0%
Disproportionate Rate	-2.1%	4.3%	12.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Una 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	2032	331	16.3%	553	59	10.7%	23	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	23	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	23	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	409	129	31.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	409	335	81.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	43.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	83.7%
Disproportionate Rate	-0.0%	6.0%	-40.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	39.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	43.2%
Disproportionate Rate	1.3%	4.9%	-3.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Gower 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	272	54	19.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	272	130	47.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	44.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	39.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	43.0%
Disproportionate Rate	-2.1%	4.3%	-3.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	22.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	81.5%
Disproportionate Rate	-0.0%	6.0%	-59.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	22.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	19.0%
Disproportionate Rate	1.3%	4.9%	3.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Isaac Litton Middle

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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	285	66	23.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	285	155	54.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	54.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	58.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	62.3%
Disproportionate Rate	-2.1%	4.3%	-3.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	53.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	54.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	61.5%
Disproportionate Rate	1.3%	4.9%	-6.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Explore Community 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	2032	331	16.3%	553	59	10.7%	25	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	25	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	25	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	380	195	51.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	380	288	75.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	18.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	15.4%
Disproportionate Rate	-2.8%	4.2%	3.1%
% Minority students taught by an ineffective teacher	44.8%	37.1%	18.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	14.1%
Disproportionate Rate	-2.1%	4.3%	4.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | The Academy at Old Cockrill

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	18	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	18	15	83.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Smith Springs Elementary 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	271	89	32.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	271	218	80.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	12.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	33.7%
Disproportionate Rate	-2.8%	4.2%	-21.3%
% Minority students taught by an ineffective teacher	44.8%	37.1%	12.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	24.5%
Disproportionate Rate	-2.1%	4.3%	-11.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	22.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	27.0%
Disproportionate Rate	-0.0%	6.0%	-4.5%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	14.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	22.6%
Disproportionate Rate	1.3%	4.9%	-8.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Thurgood Marshall Middle

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	2032	331	16.3%	553	59	10.7%	43	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	43	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	43	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	824	248	30.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	824	607	73.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	52.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	56.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	53.0%
Disproportionate Rate	-2.1%	4.3%	3.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	38.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	43.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	37.3%
Disproportionate Rate	1.3%	4.9%	5.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Fall-Hamilton 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	107	46	43.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	107	101	94.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	34.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	45.7%
Disproportionate Rate	-2.8%	4.2%	-10.9%
% Minority students taught by an ineffective teacher	44.8%	37.1%	36.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	63.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	78.3%
Disproportionate Rate	-0.0%	6.0%	-15.2%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	61.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | John F. Kennedy Middle

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	2032	331	16.3%	553	59	10.7%	43	16	37.2%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	43	11	25.6%
Out of Field Teachers	2032	24	1.2%	553	**	**%	43	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	993	291	29.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	993	838	84.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	72.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	76.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	74.2%
Disproportionate Rate	-2.1%	4.3%	2.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	71.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	74.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	74.2%
Disproportionate Rate	1.3%	4.9%	-0.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hickman 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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	191	61	31.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	191	128	67.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	1.6%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Amqui 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	2032	331	16.3%	553	59	10.7%	21	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	21	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	21	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	276	125	45.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	276	248	89.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	16.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	24.0%
Disproportionate Rate	-2.8%	4.2%	-7.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	19.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	10.7%
Disproportionate Rate	-2.1%	4.3%	8.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	60.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	84.0%
Disproportionate Rate	-0.0%	6.0%	-24.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	65.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	64.3%
Disproportionate Rate	1.3%	4.9%	1.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Maplewood High

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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	550	251	45.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	550	499	90.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	81.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	80.1%
Disproportionate Rate	-2.8%	4.2%	1.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	73.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	78.4%
Disproportionate Rate	-2.1%	4.3%	-5.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	21.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	22.3%
Disproportionate Rate	-0.0%	6.0%	-0.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	20.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	13.7%
Disproportionate Rate	1.3%	4.9%	7.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Ida B. Wells 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	87	61	70.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	87	79	90.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	24.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	13.1%
Disproportionate Rate	-0.0%	6.0%	11.5%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	26.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Harpeth Valley 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	2032	331	16.3%	553	59	10.7%	20	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	20	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	20	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	306	32	10.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	306	82	26.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	28.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	34.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	26.3%
Disproportionate Rate	-2.1%	4.3%	7.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	6.2%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	3.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Donelson Middle

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	2032	331	16.3%	553	59	10.7%	24	10	41.7%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	24	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	24	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	417	144	34.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	417	300	71.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	88.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	86.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	84.6%
Disproportionate Rate	-2.1%	4.3%	1.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	86.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	84.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	81.2%
Disproportionate Rate	1.3%	4.9%	2.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Rosebank 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	194	56	28.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	194	95	49.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	19.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	19.6%
Disproportionate Rate	-2.8%	4.2%	0.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	15.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	7.1%
Disproportionate Rate	-2.1%	4.3%	8.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	33.9%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	9.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	12.1%
Disproportionate Rate	1.3%	4.9%	-2.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | RePublic 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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	563	232	41.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	563	542	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Alex Green 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	191	122	63.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	191	167	87.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	18.9%
Disproportionate Rate	-2.8%	4.2%	8.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	30.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	20.8%
Disproportionate Rate	-2.1%	4.3%	9.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	50.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	27.0%
Disproportionate Rate	-0.0%	6.0%	23.8%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	50.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	45.8%
Disproportionate Rate	1.3%	4.9%	4.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | John Early Middle

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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	192	144	75.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	192	178	92.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	52.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	14.6%
Disproportionate Rate	-2.8%	4.2%	37.5%
% Minority students taught by an ineffective teacher	44.8%	37.1%	50.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	42.9%
Disproportionate Rate	-2.1%	4.3%	7.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	85.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	27.1%
Disproportionate Rate	-0.0%	6.0%	58.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	85.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	71.4%
Disproportionate Rate	1.3%	4.9%	14.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Henry C. Maxwell 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	214	70	32.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	214	154	72.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	15.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	24.3%
Disproportionate Rate	-0.0%	6.0%	-8.6%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	11.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	16.7%
Disproportionate Rate	1.3%	4.9%	-5.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | McGavock 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	142	47	33.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	142	115	81.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	63.8%
Disproportionate Rate	-2.8%	4.2%	-36.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	30.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	29.6%
Disproportionate Rate	-2.1%	4.3%	0.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	57.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	87.2%
Disproportionate Rate	-0.0%	6.0%	-29.8%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	48.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	44.4%
Disproportionate Rate	1.3%	4.9%	4.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Tusculum 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	235	74	31.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	235	197	83.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	51.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	63.2%
Disproportionate Rate	1.3%	4.9%	-15.4%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | John Trotwood Moore Middle

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	2032	331	16.3%	553	59	10.7%	23	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	23	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	23	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	408	62	15.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	408	151	37.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	74.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	64.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	64.6%
Disproportionate Rate	-2.1%	4.3%	0.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	24.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	25.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	21.8%
Disproportionate Rate	1.3%	4.9%	3.4%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | J. E. Moss 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	264	90	34.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	264	227	86.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	1.1%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Mt. 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	288	76	26.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	288	203	70.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	22.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	42.1%
Disproportionate Rate	-2.8%	4.2%	-19.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	16.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	18.8%
Disproportionate Rate	-2.1%	4.3%	-2.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	73.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	71.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	71.8%
Disproportionate Rate	1.3%	4.9%	-0.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Pennington 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	133	27	20.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	133	63	47.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	29.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	44.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	28.6%
Disproportionate Rate	-2.1%	4.3%	15.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hermitage 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	133	28	21.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	133	85	63.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	64.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	64.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	75.0%
Disproportionate Rate	-2.1%	4.3%	-10.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	35.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	35.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	25.0%
Disproportionate Rate	1.3%	4.9%	10.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Nashville Classical East

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	2032	331	16.3%	553	59	10.7%	30	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	30	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	30	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	311	85	27.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	311	238	76.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Haynes Middle

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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	310	201	64.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	310	282	91.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	50.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	22.9%
Disproportionate Rate	-2.8%	4.2%	27.9%
% Minority students taught by an ineffective teacher	44.8%	37.1%	51.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	14.3%
Disproportionate Rate	-2.1%	4.3%	36.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	79.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	38.3%
Disproportionate Rate	-0.0%	6.0%	40.8%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	77.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	64.3%
Disproportionate Rate	1.3%	4.9%	13.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Cole 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	2032	331	16.3%	553	59	10.7%	24	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	24	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	24	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	363	117	32.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	363	300	82.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	26.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	49.6%
Disproportionate Rate	-2.8%	4.2%	-23.1%
% Minority students taught by an ineffective teacher	44.8%	37.1%	24.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	23.8%
Disproportionate Rate	-2.1%	4.3%	0.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	52.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	56.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	58.7%
Disproportionate Rate	1.3%	4.9%	-2.4%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Tom Joy 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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	179	108	60.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	179	161	89.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	20.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	11.1%
Disproportionate Rate	-2.8%	4.2%	9.3%
% Minority students taught by an ineffective teacher	44.8%	37.1%	18.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	27.8%
Disproportionate Rate	-2.1%	4.3%	-9.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	79.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	55.6%
Disproportionate Rate	-0.0%	6.0%	24.1%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	82.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	72.2%
Disproportionate Rate	1.3%	4.9%	10.4%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Andrew Jackson 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	2032	331	16.3%	553	59	10.7%	13	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	13	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	13	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	214	44	20.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	214	116	54.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	20.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	24.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	32.7%
Disproportionate Rate	-2.1%	4.3%	-8.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	20.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	24.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	32.7%
Disproportionate Rate	1.3%	4.9%	-8.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Nashville School of the Arts

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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	411	51	12.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	411	214	52.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	39.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	35.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	33.0%
Disproportionate Rate	1.3%	4.9%	2.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Head Middle

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	2032	331	16.3%	553	59	10.7%	27	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	27	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	27	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	533	102	19.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	533	328	61.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	58.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	48.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	32.7%
Disproportionate Rate	-2.1%	4.3%	15.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	47.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	41.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	50.2%
Disproportionate Rate	1.3%	4.9%	-8.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Westmeade 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	200	57	28.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	200	109	54.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	22.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	89.5%
Disproportionate Rate	-2.8%	4.2%	-66.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	37.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	25.3%
Disproportionate Rate	-2.1%	4.3%	12.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	40.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	87.7%
Disproportionate Rate	-0.0%	6.0%	-47.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	33.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	40.7%
Disproportionate Rate	1.3%	4.9%	-7.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Granbery 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	224	34	15.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	224	77	34.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	11.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	64.7%
Disproportionate Rate	-0.0%	6.0%	-52.9%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	10.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	12.2%
Disproportionate Rate	1.3%	4.9%	-1.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Antioch Middle

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	2032	331	16.3%	553	59	10.7%	36	14	38.9%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	36	12	33.3%
Out of Field Teachers	2032	24	1.2%	553	**	**%	36	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	743	261	35.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	743	639	86.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	89.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	87.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	87.5%
Disproportionate Rate	-2.1%	4.3%	0.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	79.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	80.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	76.9%
Disproportionate Rate	1.3%	4.9%	3.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Valor Flagship 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	2032	331	16.3%	553	59	10.7%	50	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	50	14	28.0%
Out of Field Teachers	2032	24	1.2%	553	**	**%	50	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1130	184	16.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1130	505	44.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	15.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	73.4%
Disproportionate Rate	-2.8%	4.2%	-57.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	12.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	16.5%
Disproportionate Rate	-2.1%	4.3%	-4.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	60.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	59.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	63.0%
Disproportionate Rate	1.3%	4.9%	-3.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Julia Green 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	204	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	204	21	10.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	71.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	82.5%
Disproportionate Rate	1.3%	4.9%	-11.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | William Henry Oliver Middle

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	2032	331	16.3%	553	59	10.7%	31	12	38.7%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	31	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	31	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	627	187	29.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	627	332	53.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	94.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	94.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	96.9%
Disproportionate Rate	-2.1%	4.3%	-2.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	25.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	81.8%
Disproportionate Rate	-0.0%	6.0%	-56.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	28.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	35.3%
Disproportionate Rate	1.3%	4.9%	-6.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KIPP Academy Nashville

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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	403	193	47.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	403	395	98.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	23.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	28.5%
Disproportionate Rate	-0.0%	6.0%	-4.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	25.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Lakeview 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	2032	331	16.3%	553	59	10.7%	13	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	13	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	13	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	199	64	32.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	199	170	85.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	12.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	43.8%
Disproportionate Rate	-0.0%	6.0%	-31.2%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	19.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	10.3%
Disproportionate Rate	1.3%	4.9%	9.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Glendale 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	184	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	184	34	18.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	35.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	39.3%
Disproportionate Rate	-2.1%	4.3%	-4.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	35.3%
Disproportionate Rate	1.3%	4.9%	11.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Two Rivers Middle

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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	274	133	48.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	274	211	77.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	66.9%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	68.4%
Disproportionate Rate	-2.8%	4.2%	-1.5%
% Minority students taught by an ineffective teacher	44.8%	37.1%	65.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	65.1%
Disproportionate Rate	-2.1%	4.3%	0.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	94.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	95.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	98.4%
Disproportionate Rate	1.3%	4.9%	-2.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hillsboro High

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	2032	331	16.3%	553	59	10.7%	26	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	26	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	26	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	885	202	22.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	885	534	60.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	79.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	81.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	85.2%
Disproportionate Rate	-2.1%	4.3%	-3.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	60.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	53.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	35.0%
Disproportionate Rate	1.3%	4.9%	18.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Glengarry 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	112	30	26.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	112	99	88.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Old Center 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	155	63	40.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	155	129	83.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	11.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	23.8%
Disproportionate Rate	-2.8%	4.2%	-12.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	15.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	7.7%
Disproportionate Rate	-2.1%	4.3%	7.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | John Overton High

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	2032	331	16.3%	553	59	10.7%	42	10	23.8%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	42	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	42	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1530	425	27.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1530	1088	71.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	67.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	65.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	54.3%
Disproportionate Rate	-2.1%	4.3%	11.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	28.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	72.0%
Disproportionate Rate	-0.0%	6.0%	-44.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	28.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	26.0%
Disproportionate Rate	1.3%	4.9%	2.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | MNPS 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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	125	24	19.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	125	58	46.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	50.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	50.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	28.4%
Disproportionate Rate	-2.1%	4.3%	21.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Isaiah T. Creswell Middle School of the Arts

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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	293	106	36.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	293	248	84.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	41.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	79.2%
Disproportionate Rate	-2.8%	4.2%	-37.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	44.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	37.8%
Disproportionate Rate	-2.1%	4.3%	7.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	29.2%
% Non low-income students taught by an out of field teacher	3.9%	**%	51.9%
Disproportionate Rate	-0.5%	**%	-22.6%
% Minority students taught by an out of field teacher	3.6%	**%	25.8%
% Non minority students taught by an out of field teacher	3.9%	**%	48.9%
Disproportionate Rate	-0.3%	**%	-23.1%

<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

### Davidson County | Paragon Mills 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	2032	331	16.3%	553	59	10.7%	13	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	13	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	13	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	198	83	41.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	198	170	85.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	88.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	84.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	89.3%
Disproportionate Rate	1.3%	4.9%	-4.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Purpose Prep

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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	192	67	34.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	192	182	94.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	53.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	63.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	70.0%
Disproportionate Rate	-2.1%	4.3%	-6.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | LEAD Southeast

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	2032	331	16.3%	553	59	10.7%	46	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	46	26	56.5%
Out of Field Teachers	2032	24	1.2%	553	**	**%	46	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	738	152	20.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	738	508	68.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	17.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	62.5%
Disproportionate Rate	-2.8%	4.2%	-44.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	15.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	19.1%
Disproportionate Rate	-2.1%	4.3%	-3.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	87.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	88.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	84.3%
Disproportionate Rate	1.3%	4.9%	4.2%
% Low-income students taught by an out of field teacher	3.4%	**%	28.9%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	27.8%
% Non minority students taught by an out of field teacher	3.9%	**%	37.0%
Disproportionate Rate	-0.3%	**%	-9.2%

<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

### Davidson County | Intrepid College Preparatory Charter 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	2032	331	16.3%	553	59	10.7%	30	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	30	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	30	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	777	175	22.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	777	700	90.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	34.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	97.7%
Disproportionate Rate	-2.8%	4.2%	-63.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	28.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	39.0%
Disproportionate Rate	-2.1%	4.3%	-10.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	30.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	36.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	33.8%
Disproportionate Rate	1.3%	4.9%	2.7%
% Low-income students taught by an out of field teacher	3.4%	**%	14.3%
% Non low-income students taught by an out of field teacher	3.9%	**%	50.3%
Disproportionate Rate	-0.5%	**%	-36.0%
% Minority students taught by an out of field teacher	3.6%	**%	15.1%
% Non minority students taught by an out of field teacher	3.9%	**%	9.1%
Disproportionate Rate	-0.3%	**%	6.1%

<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

### Davidson County | Valor Voyager 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	2032	331	16.3%	553	59	10.7%	24	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	24	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	24	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	494	78	15.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	494	259	52.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	9.0%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	2.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	1.3%
Disproportionate Rate	-2.1%	4.3%	1.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	71.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	78.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	71.1%
Disproportionate Rate	1.3%	4.9%	6.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Dan Mills 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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	288	39	13.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	288	103	35.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	30.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	23.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	24.9%
Disproportionate Rate	-2.1%	4.3%	-1.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	61.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	61.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	61.1%
Disproportionate Rate	1.3%	4.9%	0.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | LEAD Cameron

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	2032	331	16.3%	553	59	10.7%	38	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	38	14	36.8%
Out of Field Teachers	2032	24	1.2%	553	**	**%	38	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	499	190	38.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	499	458	91.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	50.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	73.7%
Disproportionate Rate	-2.8%	4.2%	-23.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	47.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	43.9%
Disproportionate Rate	-2.1%	4.3%	3.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	83.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	86.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	85.4%
Disproportionate Rate	1.3%	4.9%	1.5%
% Low-income students taught by an out of field teacher	3.4%	**%	11.6%
% Non low-income students taught by an out of field teacher	3.9%	**%	14.7%
Disproportionate Rate	-0.5%	**%	-3.2%
% Minority students taught by an out of field teacher	3.6%	**%	9.6%
% Non minority students taught by an out of field teacher	3.9%	**%	14.6%
Disproportionate Rate	-0.3%	**%	-5.0%

<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

### Davidson County | Goodlettsville 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	2032	331	16.3%	553	59	10.7%	13	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	13	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	13	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	212	64	30.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	212	160	75.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	40.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	65.6%
Disproportionate Rate	-0.0%	6.0%	-25.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	30.6%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	36.5%
Disproportionate Rate	1.3%	4.9%	-5.9%
% Low-income students taught by an out of field teacher	3.4%	**%	34.4%
% Non low-income students taught by an out of field teacher	3.9%	**%	73.4%
Disproportionate Rate	-0.5%	**%	-39.1%
% Minority students taught by an out of field teacher	3.6%	**%	34.4%
% Non minority students taught by an out of field teacher	3.9%	**%	26.9%
Disproportionate Rate	-0.3%	**%	7.5%

<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

### Davidson County | West End Middle

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	2032	331	16.3%	553	59	10.7%	23	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	23	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	23	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	334	74	22.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	334	171	51.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	35.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	37.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	33.7%
Disproportionate Rate	-2.1%	4.3%	3.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	33.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	86.5%
Disproportionate Rate	-0.0%	6.0%	-52.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	29.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	23.9%
Disproportionate Rate	1.3%	4.9%	5.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KIPP Academy Nashville Elementary 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	135	93	68.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	135	130	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KIPP Nashville College Prep 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	185	97	52.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	185	173	93.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	88.7%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	83.3%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | STEM Prep 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	488	115	23.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	488	303	62.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	36.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	89.6%
Disproportionate Rate	-2.8%	4.2%	-53.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	36.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	18.4%
Disproportionate Rate	-2.1%	4.3%	18.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Rocketship United

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	194	64	33.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	194	189	97.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	48.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	92.2%
Disproportionate Rate	-2.8%	4.2%	-43.8%
% Minority students taught by an ineffective teacher	44.8%	37.1%	47.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Rose Park Middle

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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	380	78	20.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	380	278	73.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	59.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	60.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	52.0%
Disproportionate Rate	-2.1%	4.3%	8.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	79.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	81.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	78.4%
Disproportionate Rate	1.3%	4.9%	3.2%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Smithson Craighead 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	153	60	39.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	153	134	87.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	45.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	51.7%
Disproportionate Rate	-2.8%	4.2%	-6.7%
% Minority students taught by an ineffective teacher	44.8%	37.1%	39.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	26.3%
Disproportionate Rate	-2.1%	4.3%	13.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Madison Middle

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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	397	200	50.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	397	357	89.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	29.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	24.0%
Disproportionate Rate	-2.8%	4.2%	5.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	27.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	22.5%
Disproportionate Rate	-2.1%	4.3%	4.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	66.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	64.5%
Disproportionate Rate	-0.0%	6.0%	2.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	65.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	72.5%
Disproportionate Rate	1.3%	4.9%	-7.2%
% Low-income students taught by an out of field teacher	3.4%	**%	61.0%
% Non low-income students taught by an out of field teacher	3.9%	**%	61.5%
Disproportionate Rate	-0.5%	**%	-0.5%
% Minority students taught by an out of field teacher	3.6%	**%	62.7%
% Non minority students taught by an out of field teacher	3.9%	**%	52.5%
Disproportionate Rate	-0.3%	**%	10.2%

<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

### Davidson County | Robert Churchwell 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	120	98	81.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	120	115	95.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	28.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	7.1%
Disproportionate Rate	-2.8%	4.2%	21.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	30.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	36.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	6.1%
Disproportionate Rate	-0.0%	6.0%	30.6%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	33.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hull-Jackson 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	73	36	49.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	73	71	97.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Jere Baxter Middle

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	2032	331	16.3%	553	59	10.7%	23	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	23	10	43.5%
Out of Field Teachers	2032	24	1.2%	553	**	**%	23	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	379	218	57.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	379	327	86.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	20.6%
Disproportionate Rate	-2.8%	4.2%	6.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	27.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	28.8%
Disproportionate Rate	-2.1%	4.3%	-1.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	98.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	72.5%
Disproportionate Rate	-0.0%	6.0%	25.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	98.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	98.1%
Disproportionate Rate	1.3%	4.9%	0.1%
% Low-income students taught by an out of field teacher	3.4%	**%	40.4%
% Non low-income students taught by an out of field teacher	3.9%	**%	32.6%
Disproportionate Rate	-0.5%	**%	7.8%
% Minority students taught by an out of field teacher	3.6%	**%	42.5%
% Non minority students taught by an out of field teacher	3.9%	**%	38.5%
Disproportionate Rate	-0.3%	**%	4.0%

<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

### Davidson County | H. G. Hill Middle

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	2032	331	16.3%	553	59	10.7%	22	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	22	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	22	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	468	136	29.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	468	304	65.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	52.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	51.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	54.9%
Disproportionate Rate	-2.1%	4.3%	-3.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	19.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	51.5%
Disproportionate Rate	-0.0%	6.0%	-31.6%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	17.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	26.8%
Disproportionate Rate	1.3%	4.9%	-9.4%
% Low-income students taught by an out of field teacher	3.4%	**%	31.6%
% Non low-income students taught by an out of field teacher	3.9%	**%	75.7%
Disproportionate Rate	-0.5%	**%	-44.1%
% Minority students taught by an out of field teacher	3.6%	**%	29.9%
% Non minority students taught by an out of field teacher	3.9%	**%	33.5%
Disproportionate Rate	-0.3%	**%	-3.6%

<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

### Davidson County | Apollo Middle

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	2032	331	16.3%	553	59	10.7%	42	11	26.2%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	42	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	42	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	729	278	38.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	729	643	88.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	76.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	78.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	69.8%
Disproportionate Rate	-2.1%	4.3%	9.1%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	50.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	76.3%
Disproportionate Rate	-0.0%	6.0%	-26.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	48.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	43.0%
Disproportionate Rate	1.3%	4.9%	5.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Neely's Bend 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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	198	69	34.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	198	171	86.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	59.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	69.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	63.0%
Disproportionate Rate	-2.1%	4.3%	6.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	69.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	64.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	63.0%
Disproportionate Rate	1.3%	4.9%	1.4%
% Low-income students taught by an out of field teacher	3.4%	**%	18.8%
% Non low-income students taught by an out of field teacher	3.9%	**%	18.8%
Disproportionate Rate	-0.5%	**%	0.0%
% Minority students taught by an out of field teacher	3.6%	**%	14.0%
% Non minority students taught by an out of field teacher	3.9%	**%	7.4%
Disproportionate Rate	-0.3%	**%	6.6%

<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

### Davidson County | Margaret Allen Middle

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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	312	101	32.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	312	281	90.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	63.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	60.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	61.3%
Disproportionate Rate	-2.1%	4.3%	-1.1%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	83.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	87.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	83.9%
Disproportionate Rate	1.3%	4.9%	3.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Dodson 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	216	106	49.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	216	169	78.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	38.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	38.7%
Disproportionate Rate	-2.8%	4.2%	0.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	38.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	36.2%
Disproportionate Rate	-2.1%	4.3%	2.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	18.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	17.9%
Disproportionate Rate	-0.0%	6.0%	0.9%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	19.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	12.8%
Disproportionate Rate	1.3%	4.9%	6.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Moses McKissack Middle

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	124	81	65.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	124	119	96.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	22.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	16.0%
Disproportionate Rate	-2.8%	4.2%	6.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	26.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Croft Middle

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	2032	331	16.3%	553	59	10.7%	26	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	26	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	26	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	471	106	22.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	471	350	74.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	45.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	50.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	47.1%
Disproportionate Rate	-2.1%	4.3%	3.2%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	17.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	79.2%
Disproportionate Rate	-0.0%	6.0%	-61.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	22.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	20.7%
Disproportionate Rate	1.3%	4.9%	1.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	39.6%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	13.1%
% Non minority students taught by an out of field teacher	3.9%	**%	4.1%
Disproportionate Rate	-0.3%	**%	9.0%

<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

### Davidson County | Antioch 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	2032	331	16.3%	553	59	10.7%	48	11	22.9%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	48	13	27.1%
Out of Field Teachers	2032	24	1.2%	553	**	**%	48	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1784	519	29.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1784	1534	86.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	42.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	50.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	42.0%
Disproportionate Rate	-2.1%	4.3%	8.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	39.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	49.2%
Disproportionate Rate	1.3%	4.9%	-1.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Meigs Middle

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	2032	331	16.3%	553	59	10.7%	23	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	23	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	23	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	685	28	4.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	685	169	24.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	96.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	97.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	96.1%
Disproportionate Rate	-2.1%	4.3%	0.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	28.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	24.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	23.4%
Disproportionate Rate	1.3%	4.9%	0.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Ruby Major 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	263	100	38.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	263	170	64.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	30.0%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	10.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	22.6%
Disproportionate Rate	-2.1%	4.3%	-12.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	10.0%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	32.0%
Disproportionate Rate	-0.0%	6.0%	-22.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	13.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	20.4%
Disproportionate Rate	1.3%	4.9%	-6.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Cane Ridge 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	2032	331	16.3%	553	59	10.7%	27	15	55.6%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	27	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	27	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1505	459	30.5%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1505	1249	83.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	90.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	92.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	90.2%
Disproportionate Rate	-2.1%	4.3%	1.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	14.2%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	36.2%
Disproportionate Rate	-0.0%	6.0%	-22.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	15.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	15.2%
Disproportionate Rate	1.3%	4.9%	0.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hume - Fogg High

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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	558	26	4.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	558	172	30.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	15.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	9.8%
Disproportionate Rate	-2.1%	4.3%	5.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	53.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	44.0%
Disproportionate Rate	1.3%	4.9%	3.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Percy Priest 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	242	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	242	22	9.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	18.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	19.5%
Disproportionate Rate	-2.1%	4.3%	-1.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	18.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	27.7%
Disproportionate Rate	1.3%	4.9%	-9.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Tulip Grove 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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	261	88	33.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	261	198	75.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	29.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	65.9%
Disproportionate Rate	-2.8%	4.2%	-36.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	29.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	39.7%
Disproportionate Rate	-2.1%	4.3%	-9.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	26.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	71.6%
Disproportionate Rate	-0.0%	6.0%	-45.5%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	29.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	44.4%
Disproportionate Rate	1.3%	4.9%	-15.2%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Early College 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	91	11	12.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	91	63	69.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | McMurray Middle

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	2032	331	16.3%	553	59	10.7%	42	14	33.3%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	42	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	42	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	772	242	31.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	772	657	85.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	70.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	73.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	77.4%
Disproportionate Rate	-2.1%	4.3%	-4.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	59.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	59.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	57.4%
Disproportionate Rate	1.3%	4.9%	1.7%
% Low-income students taught by an out of field teacher	3.4%	**%	33.9%
% Non low-income students taught by an out of field teacher	3.9%	**%	85.1%
Disproportionate Rate	-0.5%	**%	-51.2%
% Minority students taught by an out of field teacher	3.6%	**%	36.8%
% Non minority students taught by an out of field teacher	3.9%	**%	40.0%
Disproportionate Rate	-0.3%	**%	-3.2%

<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

### Davidson County | Cane Ridge 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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	361	127	35.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	361	298	82.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	12.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	26.0%
Disproportionate Rate	-0.0%	6.0%	-13.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	13.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	15.9%
Disproportionate Rate	1.3%	4.9%	-2.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Martin Luther King Jr 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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	925	71	7.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	925	388	41.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	12.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	9.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	19.4%
Disproportionate Rate	-2.1%	4.3%	-10.1%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Glencliff 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	195	46	23.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	195	164	84.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	15.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	50.0%
Disproportionate Rate	-2.8%	4.2%	-34.8%
% Minority students taught by an ineffective teacher	44.8%	37.1%	17.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	6.5%
Disproportionate Rate	-2.1%	4.3%	10.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	34.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	36.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	58.1%
Disproportionate Rate	1.3%	4.9%	-22.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Johnson Alternative Learning Center

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	105	60	57.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	105	94	89.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	48.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	20.0%
Disproportionate Rate	-0.0%	6.0%	28.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	37.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	54.5%
Disproportionate Rate	1.3%	4.9%	-17.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Murrell at Glenn 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	35	23	65.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	35	28	80.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	26.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	13.0%
Disproportionate Rate	-2.8%	4.2%	13.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	21.4%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	34.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	21.7%
Disproportionate Rate	-0.0%	6.0%	13.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	32.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Stratton 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	234	104	44.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	234	209	89.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	51.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	60.6%
Disproportionate Rate	-2.8%	4.2%	-9.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	48.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	60.0%
Disproportionate Rate	-2.1%	4.3%	-11.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	26.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	44.2%
Disproportionate Rate	-0.0%	6.0%	-17.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	32.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	28.0%
Disproportionate Rate	1.3%	4.9%	4.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Shwab 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	135	47	34.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	135	123	91.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	44.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	68.1%
Disproportionate Rate	-2.8%	4.2%	-23.4%
% Minority students taught by an ineffective teacher	44.8%	37.1%	39.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	41.7%
Disproportionate Rate	-2.1%	4.3%	-2.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | May Werthan Shayne Elementary 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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	264	67	25.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	264	100	37.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	20.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	49.3%
Disproportionate Rate	-0.0%	6.0%	-28.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	19.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	17.1%
Disproportionate Rate	1.3%	4.9%	1.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | The Academy at Hickory Hollow

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	**	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	**	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | DuPont Hadley Middle

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	2032	331	16.3%	553	59	10.7%	22	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	22	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	22	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	381	105	27.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	381	192	50.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	63.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	65.1%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	68.8%
Disproportionate Rate	-2.1%	4.3%	-3.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	65.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	72.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	63.5%
Disproportionate Rate	1.3%	4.9%	8.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Gateway 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	130	51	39.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	130	98	75.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	21.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	49.0%
Disproportionate Rate	-2.8%	4.2%	-27.5%
% Minority students taught by an ineffective teacher	44.8%	37.1%	24.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	37.5%
Disproportionate Rate	-2.1%	4.3%	-13.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	43.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	72.5%
Disproportionate Rate	-0.0%	6.0%	-29.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	39.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	62.5%
Disproportionate Rate	1.3%	4.9%	-22.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	2.0%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	3.1%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Inglewood 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	81	39	48.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	81	62	76.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	82.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	76.9%
Disproportionate Rate	-0.0%	6.0%	5.1%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	74.2%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	84.2%
Disproportionate Rate	1.3%	4.9%	-10.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | East Nashville Magnet 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	2032	331	16.3%	553	59	10.7%	17	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	17	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	17	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	376	160	42.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	376	361	96.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	48.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	56.2%
Disproportionate Rate	-2.8%	4.2%	-8.1%
% Minority students taught by an ineffective teacher	44.8%	37.1%	44.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	46.7%
Disproportionate Rate	-2.1%	4.3%	-2.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	80.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	77.8%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	73.3%
Disproportionate Rate	1.3%	4.9%	4.5%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | East Nashville Middle

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	2032	331	16.3%	553	59	10.7%	14	10	71.4%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	264	139	52.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	264	255	96.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	71.9%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	65.5%
Disproportionate Rate	-2.8%	4.2%	6.5%
% Minority students taught by an ineffective teacher	44.8%	37.1%	71.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	74.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	55.4%
Disproportionate Rate	-0.0%	6.0%	19.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	69.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | DuPont Tyler Middle

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	2032	331	16.3%	553	59	10.7%	19	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	19	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	19	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	302	115	38.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	302	244	80.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	25.2%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	45.2%
Disproportionate Rate	-2.8%	4.2%	-20.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	26.6%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	27.6%
Disproportionate Rate	-2.1%	4.3%	-0.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	19.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	36.5%
Disproportionate Rate	-0.0%	6.0%	-17.4%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	21.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	20.7%
Disproportionate Rate	1.3%	4.9%	0.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Warner 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	152	90	59.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	152	129	84.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	34.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	18.9%
Disproportionate Rate	-2.8%	4.2%	15.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	33.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	21.7%
Disproportionate Rate	-2.1%	4.3%	11.6%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	47.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	26.7%
Disproportionate Rate	-0.0%	6.0%	21.1%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	26.1%
Disproportionate Rate	1.3%	4.9%	21.2%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | East End Preparatory 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	2032	331	16.3%	553	59	10.7%	27	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	27	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	27	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	499	194	38.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	499	468	93.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Wright Middle

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	2032	331	16.3%	553	59	10.7%	40	14	35.0%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	40	12	30.0%
Out of Field Teachers	2032	24	1.2%	553	**	**%	40	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	712	241	33.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	712	614	86.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	69.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	71.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	72.4%
Disproportionate Rate	-2.1%	4.3%	-1.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	83.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	82.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	84.7%
Disproportionate Rate	1.3%	4.9%	-2.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	17.0%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	8.3%
% Non minority students taught by an out of field teacher	3.9%	**%	3.1%
Disproportionate Rate	-0.3%	**%	5.2%

<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

### Davidson County | W.A. Bass Alternative Learning Center

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	108	60	55.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	108	98	90.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	98.3%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	78.3%
Disproportionate Rate	-2.8%	4.2%	20.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	98.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | A. Z. Kelley 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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	255	73	28.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	255	175	68.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	17.8%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	43.8%
Disproportionate Rate	-0.0%	6.0%	-26.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	17.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	18.8%
Disproportionate Rate	1.3%	4.9%	-1.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Whites Creek High

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	2032	331	16.3%	553	59	10.7%	14	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	14	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	14	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	536	299	55.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	536	498	92.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	50.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	40.8%
Disproportionate Rate	-2.8%	4.2%	10.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	51.8%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	42.1%
Disproportionate Rate	-2.1%	4.3%	9.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	61.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	49.8%
Disproportionate Rate	-0.0%	6.0%	11.7%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	62.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	57.9%
Disproportionate Rate	1.3%	4.9%	4.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hunters Lane High

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	2032	331	16.3%	553	59	10.7%	31	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	31	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	31	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	1183	481	40.7%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	1183	1048	88.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	48.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	78.2%
Disproportionate Rate	-2.8%	4.2%	-29.5%
% Minority students taught by an ineffective teacher	44.8%	37.1%	52.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	46.7%
Disproportionate Rate	-2.1%	4.3%	5.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	50.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	73.2%
Disproportionate Rate	-0.0%	6.0%	-22.5%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	50.9%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	46.7%
Disproportionate Rate	1.3%	4.9%	4.2%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Joelton 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	116	41	35.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	116	42	36.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	14.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	31.7%
Disproportionate Rate	-0.0%	6.0%	-17.1%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	19.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	14.9%
Disproportionate Rate	1.3%	4.9%	4.2%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KA @ The Crossings (8110)

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	2032	331	16.3%	553	59	10.7%	15	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	15	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	15	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	493	139	28.2%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	493	401	81.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	11.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	32.4%
Disproportionate Rate	-2.8%	4.2%	-20.9%
% Minority students taught by an ineffective teacher	44.8%	37.1%	12.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	10.9%
Disproportionate Rate	-2.1%	4.3%	1.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	97.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	95.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	97.8%
Disproportionate Rate	1.3%	4.9%	-2.6%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Carter-Lawrence 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	82	46	56.1%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	82	77	93.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	43.5%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	28.3%
Disproportionate Rate	-2.8%	4.2%	15.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	39.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	80.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	45.7%
Disproportionate Rate	-0.0%	6.0%	34.8%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	71.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Chadwell 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	186	109	58.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	186	164	88.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	7.3%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	6.7%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	18.2%
Disproportionate Rate	-2.1%	4.3%	-11.5%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	51.4%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	41.3%
Disproportionate Rate	-0.0%	6.0%	10.1%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	52.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	68.2%
Disproportionate Rate	1.3%	4.9%	-15.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | LEAD 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	2032	331	16.3%	553	59	10.7%	18	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	18	10	55.6%
Out of Field Teachers	2032	24	1.2%	553	**	**%	18	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	365	116	31.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	365	341	93.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.6%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	44.8%
Disproportionate Rate	-2.8%	4.2%	-17.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	23.2%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	20.8%
Disproportionate Rate	-2.1%	4.3%	2.3%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	98.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	93.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	87.5%
Disproportionate Rate	1.3%	4.9%	5.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Hattie Cotton 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	103	70	68.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	103	92	89.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	62.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	28.6%
Disproportionate Rate	-0.0%	6.0%	34.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	62.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	63.6%
Disproportionate Rate	1.3%	4.9%	-1.7%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Norman Binkley 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	2032	331	16.3%	553	59	10.7%	21	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	21	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	21	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	332	74	22.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	332	247	74.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	89.2%
Disproportionate Rate	-2.8%	4.2%	-62.2%
% Minority students taught by an ineffective teacher	44.8%	37.1%	25.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	25.9%
Disproportionate Rate	-2.1%	4.3%	0.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	2.7%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	1.2%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Transitions at Bass

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	11	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	11	11	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	72.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Napier 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	115	107	93.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	115	114	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	21.5%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	21.1%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Liberty Collegiate 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	377	118	31.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	377	262	69.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Nashville Big Picture 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	107	34	31.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	107	92	86.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	70.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	68.5%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	66.7%
Disproportionate Rate	1.3%	4.9%	1.8%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Nashville Prep

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	203	81	39.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	203	192	94.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KIPP Nashville Collegiate 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	364	116	31.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	364	349	95.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	88.8%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	86.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	93.3%
Disproportionate Rate	-2.1%	4.3%	-6.8%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Bellshire 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	162	95	58.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	162	150	92.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	27.4%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	27.4%
Disproportionate Rate	-2.8%	4.2%	0.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	33.3%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	16.7%
Disproportionate Rate	-2.1%	4.3%	16.7%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Cora Howe 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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	37	19	51.4%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	37	22	59.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	31.6%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	31.6%
Disproportionate Rate	-0.0%	6.0%	0.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	22.7%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	46.7%
Disproportionate Rate	1.3%	4.9%	-23.9%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Charlotte Park 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	2032	331	16.3%	553	59	10.7%	16	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	16	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	16	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	247	60	24.3%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	247	184	74.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	30.0%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	95.0%
Disproportionate Rate	-2.8%	4.2%	-65.0%
% Minority students taught by an ineffective teacher	44.8%	37.1%	29.9%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	31.7%
Disproportionate Rate	-2.1%	4.3%	-1.9%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	51.7%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	42.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	52.4%
Disproportionate Rate	1.3%	4.9%	-10.0%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | W. A. Bass Adult Program

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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	**	**	**%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	**	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Strive Collegiate 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	2032	331	16.3%	553	59	10.7%	10	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	10	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	10	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	225	67	29.8%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	225	165	73.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	70.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	65.5%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	63.3%
Disproportionate Rate	-2.1%	4.3%	2.1%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Cumberland 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	2032	331	16.3%	553	59	10.7%	12	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	12	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	12	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	214	136	63.6%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	214	200	93.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	39.7%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	19.1%
Disproportionate Rate	-2.8%	4.2%	20.6%
% Minority students taught by an ineffective teacher	44.8%	37.1%	38.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	28.6%
Disproportionate Rate	-2.1%	4.3%	9.4%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	46.3%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	32.4%
Disproportionate Rate	-0.0%	6.0%	14.0%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	49.0%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	64.3%
Disproportionate Rate	1.3%	4.9%	-15.3%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Jones 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	100	69	69.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	100	99	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	44.9%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	20.3%
Disproportionate Rate	-0.0%	6.0%	24.6%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	44.4%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | KIPP Nashville College Prep

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	2032	331	16.3%	553	59	10.7%	11	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	11	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	11	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	331	142	42.9%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	331	315	95.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	**%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	**%
Disproportionate Rate	-2.8%	4.2%	**%
% Minority students taught by an ineffective teacher	44.8%	37.1%	**%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	**%
Disproportionate Rate	-2.1%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	45.1%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	63.4%
Disproportionate Rate	-0.0%	6.0%	-18.3%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	47.3%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	31.2%
Disproportionate Rate	1.3%	4.9%	16.1%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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

### Davidson County | Rocketship Nashville Northeast 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	2032	331	16.3%	553	59	10.7%	**	**	**%
Inexperienced Teachers	2032	390	19.2%	553	88	15.9%	**	**	**%
Out of Field Teachers	2032	24	1.2%	553	**	**%	**	**	**%
Low Income Students	40902	15093	36.9%	11601	1793	15.5%	229	126	55.0%
Minority Children	40902	33596	82.1%	11601	5168	44.5%	229	219	95.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	43.5%	38.3%	38.1%
% Non low-income students taught by an ineffective teacher	46.2%	34.1%	37.3%
Disproportionate Rate	-2.8%	4.2%	0.8%
% Minority students taught by an ineffective teacher	44.8%	37.1%	42.0%
% Non minority students taught by an ineffective teacher	46.9%	32.8%	30.0%
Disproportionate Rate	-2.1%	4.3%	12.0%
% Low-income students taught by an inexperienced teacher	40.3%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	40.3%	37.2%	**%
Disproportionate Rate	-0.0%	6.0%	**%
% Minority students taught by an inexperienced teacher	40.5%	40.8%	**%
% Non minority students taught by an inexperienced teacher	39.3%	35.9%	**%
Disproportionate Rate	1.3%	4.9%	**%
% Low-income students taught by an out of field teacher	3.4%	**%	**%
% Non low-income students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.6%	**%	**%
% Non minority students taught by an out of field teacher	3.9%	**%	**%
Disproportionate Rate	-0.3%	**%	**%

<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).