

## 2023-24 Student Access to Effective Educators

### Germantown | Houston Middle School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income<sup>1</sup> and minority children<sup>2</sup> enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers<sup>3</sup>, (2) inexperienced teachers<sup>4</sup>, and (3) out-of-field teachers<sup>5</sup>. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	76	21	27.6%	99	12	12.1%	39	13	33.3%
Inexperienced Teachers	76	**	**%	99	10	10.1%	39	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	39	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	882	45	5.1%
Minority Children	1657	295	17.8%	2266	439	19.4%	882	128	14.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	88.9%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	93.8%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	93.2%
Disproportionate Rate	-2.9%	6.3%	0.5%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	22.2%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	21.1%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	22.1%
Disproportionate Rate	2.4%	-8.8%	-1.1%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Houston 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	76	21	27.6%	99	12	12.1%	34	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	34	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	34	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	1277	75	5.9%
Minority Children	1657	295	17.8%	2266	439	19.4%	1277	314	24.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	61.3%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	47.1%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	42.2%
Disproportionate Rate	-2.9%	6.3%	5.0%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	14.7%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	18.5%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	20.0%
Disproportionate Rate	2.4%	-8.8%	-1.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Riverdale 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	76	21	27.6%	99	12	12.1%	37	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	37	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	37	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	775	39	5.0%
Minority Children	1657	295	17.8%	2266	439	19.4%	775	167	21.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	61.5%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	61.1%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	59.4%
Disproportionate Rate	-2.9%	6.3%	1.7%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	46.2%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	43.7%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	43.1%
Disproportionate Rate	2.4%	-8.8%	0.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Dogwood 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	76	21	27.6%	99	12	12.1%	16	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	16	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	16	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	320	**	**%
Minority Children	1657	295	17.8%	2266	439	19.4%	320	15	4.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	**%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	20.0%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	20.3%
Disproportionate Rate	-2.9%	6.3%	-0.3%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	**%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	60.0%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	53.4%
Disproportionate Rate	2.4%	-8.8%	6.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Forest Hill 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	76	21	27.6%	99	12	12.1%	16	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	16	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	16	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	318	19	6.0%
Minority Children	1657	295	17.8%	2266	439	19.4%	318	48	15.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	42.1%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	43.8%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	48.9%
Disproportionate Rate	-2.9%	6.3%	-5.1%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	10.5%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	20.8%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	25.2%
Disproportionate Rate	2.4%	-8.8%	-4.4%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Farmington 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	76	21	27.6%	99	12	12.1%	19	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	19	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	19	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	302	17	5.6%
Minority Children	1657	295	17.8%	2266	439	19.4%	302	39	12.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	47.1%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	48.7%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	30.0%
Disproportionate Rate	-2.9%	6.3%	18.7%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	23.5%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	23.1%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	35.7%
Disproportionate Rate	2.4%	-8.8%	-12.7%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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

### Germantown | Germantown Online Academy of Learning

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	76	21	27.6%	99	12	12.1%	14	**	**%
Inexperienced Teachers	76	**	**%	99	10	10.1%	14	**	**%
Out of Field Teachers	76	**	**%	99	**	**%	14	**	**%
Low Income Students	1657	84	5.1%	2266	113	5.0%	49	**	**%
Minority Children	1657	295	17.8%	2266	439	19.4%	49	23	46.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	76.2%	55.8%	**%
% Non low-income students taught by an ineffective teacher	77.7%	37.5%	**%
Disproportionate Rate	-1.5%	18.3%	**%
% Minority students taught by an ineffective teacher	75.3%	43.5%	**%
% Non minority students taught by an ineffective teacher	78.1%	37.2%	**%
Disproportionate Rate	-2.9%	6.3%	**%
% Low-income students taught by an inexperienced teacher	33.3%	15.9%	**%
% Non low-income students taught by an inexperienced teacher	31.8%	27.2%	**%
Disproportionate Rate	1.5%	-11.3%	**%
% Minority students taught by an inexperienced teacher	33.9%	19.6%	**%
% Non minority students taught by an inexperienced teacher	31.5%	28.4%	**%
Disproportionate Rate	2.4%	-8.8%	**%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

<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).