

## 2023-24 Student Access to Effective Educators

### Greeneville | Eastview 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	82	**	**%	33	**	**%	11	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	11	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	11	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	170	33	19.4%
Minority Children	1689	402	23.8%	235	33	14.0%	170	26	15.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	**%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	**%
% Non minority students taught by an ineffective teacher	33.2%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	39.4%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	**%
Disproportionate Rate	4.7%	4.7%	**%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	23.1%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	38.9%
Disproportionate Rate	1.9%	-9.5%	-15.8%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Greeneville | Greeneville 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	82	**	**%	33	**	**%	26	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	26	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	26	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	676	178	26.3%
Minority Children	1689	402	23.8%	235	33	14.0%	676	166	24.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	37.1%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	38.0%
% Non minority students taught by an ineffective teacher	33.2%	**%	38.2%
Disproportionate Rate	0.9%	**%	-0.3%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	39.9%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	82.6%
Disproportionate Rate	4.7%	4.7%	-42.7%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	32.5%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	32.2%
Disproportionate Rate	1.9%	-9.5%	0.4%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Greeneville | Tusculum 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	82	**	**%	33	**	**%	**	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	**	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	**	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	190	47	24.7%
Minority Children	1689	402	23.8%	235	33	14.0%	190	33	17.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	**%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	**%
% Non minority students taught by an ineffective teacher	33.2%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	**%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	**%
Disproportionate Rate	4.7%	4.7%	**%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	**%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	**%
Disproportionate Rate	1.9%	-9.5%	**%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Greeneville | Tennessee Online Public School at Greeneville

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	82	**	**%	33	**	**%	22	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	22	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	22	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	65	10	15.4%
Minority Children	1689	402	23.8%	235	33	14.0%	65	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	**%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	**%
% Non minority students taught by an ineffective teacher	33.2%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	**%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	**%
Disproportionate Rate	4.7%	4.7%	**%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	**%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	**%
Disproportionate Rate	1.9%	-9.5%	**%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Greeneville | Greeneville 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	82	**	**%	33	**	**%	34	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	34	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	34	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	575	136	23.7%
Minority Children	1689	402	23.8%	235	33	14.0%	575	121	21.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	50.7%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	48.8%
% Non minority students taught by an ineffective teacher	33.2%	**%	40.1%
Disproportionate Rate	0.9%	**%	8.7%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	35.3%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	**%
Disproportionate Rate	4.7%	4.7%	**%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	38.0%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	31.9%
Disproportionate Rate	1.9%	-9.5%	6.1%
% Low-income students taught by an out of field teacher	4.5%	**%	15.4%
% Non low-income students taught by an out of field teacher	5.0%	**%	44.9%
Disproportionate Rate	-0.5%	**%	-29.4%
% Minority students taught by an out of field teacher	4.7%	**%	15.7%
% Non minority students taught by an out of field teacher	4.9%	**%	13.9%
Disproportionate Rate	-0.2%	**%	1.8%

<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

### Greeneville | Highland 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	82	**	**%	33	**	**%	**	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	**	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	**	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	65	43	66.2%
Minority Children	1689	402	23.8%	235	33	14.0%	65	36	55.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	**%
% Non low-income students taught by an ineffective teacher	32.9%	**%	**%
Disproportionate Rate	1.7%	**%	**%
% Minority students taught by an ineffective teacher	34.1%	**%	**%
% Non minority students taught by an ineffective teacher	33.2%	**%	**%
Disproportionate Rate	0.9%	**%	**%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	25.6%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	9.3%
Disproportionate Rate	4.7%	4.7%	16.3%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	19.4%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	27.6%
Disproportionate Rate	1.9%	-9.5%	-8.1%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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



## 2023-24 Student Access to Effective Educators

### Greeneville | C Hal Henard 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	82	**	**%	33	**	**%	**	**	**%
Inexperienced Teachers	82	11	13.4%	33	**	**%	**	**	**%
Out of Field Teachers	82	**	**%	33	**	**%	**	**	**%
Low Income Students	1689	471	27.9%	235	43	18.3%	183	67	36.6%
Minority Children	1689	402	23.8%	235	33	14.0%	183	46	25.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	34.6%	**%	41.8%
% Non low-income students taught by an ineffective teacher	32.9%	**%	55.2%
Disproportionate Rate	1.7%	**%	-13.4%
% Minority students taught by an ineffective teacher	34.1%	**%	32.6%
% Non minority students taught by an ineffective teacher	33.2%	**%	36.5%
Disproportionate Rate	0.9%	**%	-3.9%
% Low-income students taught by an inexperienced teacher	32.3%	30.2%	32.8%
% Non low-income students taught by an inexperienced teacher	27.6%	25.5%	62.7%
Disproportionate Rate	4.7%	4.7%	-29.9%
% Minority students taught by an inexperienced teacher	30.3%	18.2%	32.6%
% Non minority students taught by an inexperienced teacher	28.4%	27.7%	35.8%
Disproportionate Rate	1.9%	-9.5%	-3.2%
% Low-income students taught by an out of field teacher	4.5%	**%	**%
% Non low-income students taught by an out of field teacher	5.0%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	4.7%	**%	**%
% Non minority students taught by an out of field teacher	4.9%	**%	**%
Disproportionate Rate	-0.2%	**%	**%

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

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

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

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

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