

2023-24 Student Access to Effective Educators

Hardeman County Schools | Middleton Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	12	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	12	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	12	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	178	48	27.0%
Minority Children	2064	1232	59.7%	**	**	**%	178	36	20.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	45.8%
% Non low-income students taught by an ineffective teacher	70.5%	**%	**%
Disproportionate Rate	-3.4%	**%	**%
% Minority students taught by an ineffective teacher	71.6%	**%	44.4%
% Non minority students taught by an ineffective teacher	65.9%	**%	52.1%
Disproportionate Rate	5.7%	**%	-7.7%
% Low-income students taught by an inexperienced teacher	44.1%	**%	25.0%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	62.5%
Disproportionate Rate	6.0%	**%	-37.5%
% Minority students taught by an inexperienced teacher	44.2%	**%	13.9%
% Non minority students taught by an inexperienced teacher	34.4%	**%	26.1%
Disproportionate Rate	9.9%	**%	-12.2%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Hardeman County Schools | Grand Junction Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	**	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	**	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	**	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	87	45	51.7%
Minority Children	2064	1232	59.7%	**	**	**%	87	84	96.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	28.9%
% Non low-income students taught by an ineffective teacher	70.5%	**%	17.8%
Disproportionate Rate	-3.4%	**%	11.1%
% Minority students taught by an ineffective teacher	71.6%	**%	25.0%
% Non minority students taught by an ineffective teacher	65.9%	**%	**%
Disproportionate Rate	5.7%	**%	**%
% Low-income students taught by an inexperienced teacher	44.1%	**%	28.9%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	17.8%
Disproportionate Rate	6.0%	**%	11.1%
% Minority students taught by an inexperienced teacher	44.2%	**%	25.0%
% Non minority students taught by an inexperienced teacher	34.4%	**%	**%
Disproportionate Rate	9.9%	**%	**%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Hardeman County Schools | Toone Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	**	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	**	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	**	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	138	36	26.1%
Minority Children	2064	1232	59.7%	**	**	**%	138	32	23.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	25.0%
% Non low-income students taught by an ineffective teacher	70.5%	**%	72.2%
Disproportionate Rate	-3.4%	**%	-47.2%
% Minority students taught by an ineffective teacher	71.6%	**%	18.8%
% Non minority students taught by an ineffective teacher	65.9%	**%	27.4%
Disproportionate Rate	5.7%	**%	-8.6%
% Low-income students taught by an inexperienced teacher	44.1%	**%	**%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	**%
Disproportionate Rate	6.0%	**%	**%
% Minority students taught by an inexperienced teacher	44.2%	**%	**%
% Non minority students taught by an inexperienced teacher	34.4%	**%	**%
Disproportionate Rate	9.9%	**%	**%
% Low-income students taught by an out of field teacher	5.6%	**%	30.6%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	46.9%
% Non minority students taught by an out of field teacher	7.9%	**%	42.5%
Disproportionate Rate	-2.4%	**%	4.4%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Hardeman County Schools | Bolivar Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	21	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	21	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	21	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	283	118	41.7%
Minority Children	2064	1232	59.7%	**	**	**%	283	218	77.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	96.6%
% Non low-income students taught by an ineffective teacher	70.5%	**%	**%
Disproportionate Rate	-3.4%	**%	**%
% Minority students taught by an ineffective teacher	71.6%	**%	96.8%
% Non minority students taught by an ineffective teacher	65.9%	**%	95.4%
Disproportionate Rate	5.7%	**%	1.4%
% Low-income students taught by an inexperienced teacher	44.1%	**%	53.4%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	83.9%
Disproportionate Rate	6.0%	**%	-30.5%
% Minority students taught by an inexperienced teacher	44.2%	**%	56.0%
% Non minority students taught by an inexperienced teacher	34.4%	**%	61.5%
Disproportionate Rate	9.9%	**%	-5.6%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Hardeman County Schools | Bolivar Middle School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	15	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	15	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	15	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	289	123	42.6%
Minority Children	2064	1232	59.7%	**	**	**%	289	223	77.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	61.0%
% Non low-income students taught by an ineffective teacher	70.5%	**%	88.6%
Disproportionate Rate	-3.4%	**%	-27.6%
% Minority students taught by an ineffective teacher	71.6%	**%	65.0%
% Non minority students taught by an ineffective teacher	65.9%	**%	59.1%
Disproportionate Rate	5.7%	**%	5.9%
% Low-income students taught by an inexperienced teacher	44.1%	**%	62.6%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	86.2%
Disproportionate Rate	6.0%	**%	-23.6%
% Minority students taught by an inexperienced teacher	44.2%	**%	65.0%
% Non minority students taught by an inexperienced teacher	34.4%	**%	57.6%
Disproportionate Rate	9.9%	**%	7.4%
% Low-income students taught by an out of field teacher	5.6%	**%	24.4%
% Non low-income students taught by an out of field teacher	7.0%	**%	35.8%
Disproportionate Rate	-1.4%	**%	-11.4%
% Minority students taught by an out of field teacher	5.5%	**%	23.8%
% Non minority students taught by an out of field teacher	7.9%	**%	31.8%
Disproportionate Rate	-2.4%	**%	-8.1%

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

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

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

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

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2023-24 Student Access to Effective Educators

Hardeman County Schools | Whiteville Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	**	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	**	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	**	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	130	69	53.1%
Minority Children	2064	1232	59.7%	**	**	**%	130	109	83.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	29.0%
% Non low-income students taught by an ineffective teacher	70.5%	**%	55.1%
Disproportionate Rate	-3.4%	**%	-26.1%
% Minority students taught by an ineffective teacher	71.6%	**%	45.0%
% Non minority students taught by an ineffective teacher	65.9%	**%	42.9%
Disproportionate Rate	5.7%	**%	2.1%
% Low-income students taught by an inexperienced teacher	44.1%	**%	40.6%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	18.8%
Disproportionate Rate	6.0%	**%	21.7%
% Minority students taught by an inexperienced teacher	44.2%	**%	31.2%
% Non minority students taught by an inexperienced teacher	34.4%	**%	33.3%
Disproportionate Rate	9.9%	**%	-2.1%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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2023-24 Student Access to Effective Educators

Hardeman County Schools | Middleton High School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	17	11	64.7%
Inexperienced Teachers	109	21	19.3%	**	**	**%	17	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	17	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	330	96	29.1%
Minority Children	2064	1232	59.7%	**	**	**%	330	141	42.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	**%
% Non low-income students taught by an ineffective teacher	70.5%	**%	**%
Disproportionate Rate	-3.4%	**%	**%
% Minority students taught by an ineffective teacher	71.6%	**%	**%
% Non minority students taught by an ineffective teacher	65.9%	**%	**%
Disproportionate Rate	5.7%	**%	**%
% Low-income students taught by an inexperienced teacher	44.1%	**%	51.0%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	95.8%
Disproportionate Rate	6.0%	**%	-44.8%
% Minority students taught by an inexperienced teacher	44.2%	**%	41.1%
% Non minority students taught by an inexperienced teacher	34.4%	**%	43.9%
Disproportionate Rate	9.9%	**%	-2.8%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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2023-24 Student Access to Effective Educators

Hardeman County Schools | Central High School

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	13	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	13	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	13	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	526	184	35.0%
Minority Children	2064	1232	59.7%	**	**	**%	526	370	70.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	73.9%
% Non low-income students taught by an ineffective teacher	70.5%	**%	**%
Disproportionate Rate	-3.4%	**%	**%
% Minority students taught by an ineffective teacher	71.6%	**%	77.3%
% Non minority students taught by an ineffective teacher	65.9%	**%	75.0%
Disproportionate Rate	5.7%	**%	2.3%
% Low-income students taught by an inexperienced teacher	44.1%	**%	40.8%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	70.7%
Disproportionate Rate	6.0%	**%	-29.9%
% Minority students taught by an inexperienced teacher	44.2%	**%	41.4%
% Non minority students taught by an inexperienced teacher	34.4%	**%	33.3%
Disproportionate Rate	9.9%	**%	8.0%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Hardeman County Schools | Hornsby Elementary

In pursuant to ESEA section 1111(g)(1)(B), this report demonstrates Tennessee's progress on how low-income¹ and minority children² enrolled in Title I schools vs. non-Title I schools are not served at disproportionate rates by (1) ineffective teachers³, (2) inexperienced teachers⁴, and (3) out-of-field teachers⁵. Table 1 shows the characteristics of TN students and educators in 2023-24. Table 2 shows the disproportionate rates in 2023-24. A negative value for the disproportionate rate means that low-income and minority children are **not** served at disproportionate rates.

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	109	40	36.7%	**	**	**%	**	**	**%
Inexperienced Teachers	109	21	19.3%	**	**	**%	**	**	**%
Out of Field Teachers	109	**	**%	**	**	**%	**	**	**%
Low Income Students	2064	732	35.5%	**	**	**%	107	13	12.1%
Minority Children	2064	1232	59.7%	**	**	**%	107	19	17.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	67.1%	**%	46.2%
% Non low-income students taught by an ineffective teacher	70.5%	**%	**%
Disproportionate Rate	-3.4%	**%	**%
% Minority students taught by an ineffective teacher	71.6%	**%	36.8%
% Non minority students taught by an ineffective teacher	65.9%	**%	34.1%
Disproportionate Rate	5.7%	**%	2.8%
% Low-income students taught by an inexperienced teacher	44.1%	**%	46.2%
% Non low-income students taught by an inexperienced teacher	38.1%	**%	**%
Disproportionate Rate	6.0%	**%	**%
% Minority students taught by an inexperienced teacher	44.2%	**%	36.8%
% Non minority students taught by an inexperienced teacher	34.4%	**%	34.1%
Disproportionate Rate	9.9%	**%	2.8%
% Low-income students taught by an out of field teacher	5.6%	**%	**%
% Non low-income students taught by an out of field teacher	7.0%	**%	**%
Disproportionate Rate	-1.4%	**%	**%
% Minority students taught by an out of field teacher	5.5%	**%	**%
% Non minority students taught by an out of field teacher	7.9%	**%	**%
Disproportionate Rate	-2.4%	**%	**%

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