

2023-24 Student Access to Effective Educators

Hickman County | East Hickman 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	40	11	27.5%	83	24	28.9%	25	11	44.0%
Inexperienced Teachers	40	**	**%	83	14	16.9%	25	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	25	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	354	92	26.0%
Minority Children	711	64	9.0%	1410	142	10.1%	354	44	12.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	90.2%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	**%
Disproportionate Rate	-0.0%	1.9%	**%
% Minority students taught by an ineffective teacher	60.9%	62.0%	86.4%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	87.1%
Disproportionate Rate	0.0%	-1.0%	-0.7%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	65.2%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	**%
Disproportionate Rate	2.3%	6.1%	**%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	45.5%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	53.9%
Disproportionate Rate	12.9%	-3.2%	-8.4%
% Low-income students taught by an out of field teacher	**%	15.2%	**%
% Non low-income students taught by an out of field teacher	**%	15.7%	25.0%
Disproportionate Rate	**%	-0.5%	**%
% Minority students taught by an out of field teacher	**%	14.8%	9.1%
% Non minority students taught by an out of field teacher	**%	15.7%	8.7%
Disproportionate Rate	**%	-0.9%	0.4%

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

Hickman County | Centerville Intermediate 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	40	11	27.5%	83	24	28.9%	18	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	18	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	18	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	352	106	30.1%
Minority Children	711	64	9.0%	1410	142	10.1%	352	30	8.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	82.1%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	**%
Disproportionate Rate	-0.0%	1.9%	**%
% Minority students taught by an ineffective teacher	60.9%	62.0%	80.0%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	82.6%
Disproportionate Rate	0.0%	-1.0%	-2.6%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	14.2%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	32.1%
Disproportionate Rate	2.3%	6.1%	-17.9%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	20.0%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	13.4%
Disproportionate Rate	12.9%	-3.2%	6.6%
% Low-income students taught by an out of field teacher	**%	15.2%	**%
% Non low-income students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.5%	**%
% Minority students taught by an out of field teacher	**%	14.8%	**%
% Non minority students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.9%	**%

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

Hickman County | East Hickman Intermediate 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	40	11	27.5%	83	24	28.9%	22	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	22	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	22	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	359	96	26.7%
Minority Children	711	64	9.0%	1410	142	10.1%	359	34	9.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	37.5%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	**%
Disproportionate Rate	-0.0%	1.9%	**%
% Minority students taught by an ineffective teacher	60.9%	62.0%	44.1%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	39.4%
Disproportionate Rate	0.0%	-1.0%	4.7%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	15.6%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	31.2%
Disproportionate Rate	2.3%	6.1%	-15.6%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	29.4%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	10.8%
Disproportionate Rate	12.9%	-3.2%	18.6%
% Low-income students taught by an out of field teacher	**%	15.2%	**%
% Non low-income students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.5%	**%
% Minority students taught by an out of field teacher	**%	14.8%	**%
% Non minority students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.9%	**%

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

Hickman County | Hickman Co 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	40	11	27.5%	83	24	28.9%	19	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	19	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	19	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	332	89	26.8%
Minority Children	711	64	9.0%	1410	142	10.1%	332	31	9.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	28.1%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	91.0%
Disproportionate Rate	-0.0%	1.9%	-62.9%
% Minority students taught by an ineffective teacher	60.9%	62.0%	35.5%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	31.6%
Disproportionate Rate	0.0%	-1.0%	3.9%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	34.8%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	80.9%
Disproportionate Rate	2.3%	6.1%	-46.1%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	35.5%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	30.6%
Disproportionate Rate	12.9%	-3.2%	4.9%
% Low-income students taught by an out of field teacher	**%	15.2%	24.7%
% Non low-income students taught by an out of field teacher	**%	15.7%	87.6%
Disproportionate Rate	**%	-0.5%	-62.9%
% Minority students taught by an out of field teacher	**%	14.8%	25.8%
% Non minority students taught by an out of field teacher	**%	15.7%	30.6%
Disproportionate Rate	**%	-0.9%	-4.8%

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

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

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

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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

Hickman County | Hickman Co Sr 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	40	11	27.5%	83	24	28.9%	17	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	17	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	17	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	344	85	24.7%
Minority Children	711	64	9.0%	1410	142	10.1%	344	30	8.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	35.3%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	89.4%
Disproportionate Rate	-0.0%	1.9%	-54.1%
% Minority students taught by an ineffective teacher	60.9%	62.0%	20.0%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	31.8%
Disproportionate Rate	0.0%	-1.0%	-11.8%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	55.3%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	**%
Disproportionate Rate	2.3%	6.1%	**%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	56.7%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	58.9%
Disproportionate Rate	12.9%	-3.2%	-2.3%
% Low-income students taught by an out of field teacher	**%	15.2%	**%
% Non low-income students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.5%	**%
% Minority students taught by an out of field teacher	**%	14.8%	**%
% Non minority students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.9%	**%

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

Hickman County | East Hickman 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	40	11	27.5%	83	24	28.9%	20	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	20	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	20	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	368	95	25.8%
Minority Children	711	64	9.0%	1410	142	10.1%	368	33	9.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	98.9%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	**%
Disproportionate Rate	-0.0%	1.9%	**%
% Minority students taught by an ineffective teacher	60.9%	62.0%	**%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	**%
Disproportionate Rate	0.0%	-1.0%	**%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	72.6%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	**%
Disproportionate Rate	2.3%	6.1%	**%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	69.7%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	68.7%
Disproportionate Rate	12.9%	-3.2%	1.0%
% Low-income students taught by an out of field teacher	**%	15.2%	26.3%
% Non low-income students taught by an out of field teacher	**%	15.7%	67.4%
Disproportionate Rate	**%	-0.5%	-41.1%
% Minority students taught by an out of field teacher	**%	14.8%	27.3%
% Non minority students taught by an out of field teacher	**%	15.7%	23.9%
Disproportionate Rate	**%	-0.9%	3.4%

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

Hickman County | Hickman County Learning Academy

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	40	11	27.5%	83	24	28.9%	**	**	**%
Inexperienced Teachers	40	**	**%	83	14	16.9%	**	**	**%
Out of Field Teachers	40	**	**%	83	**	**%	**	**	**%
Low Income Students	711	202	28.4%	1410	361	25.6%	18	**	**%
Minority Children	711	64	9.0%	1410	142	10.1%	18	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	60.9%	64.3%	**%
% Non low-income students taught by an ineffective teacher	60.9%	62.3%	**%
Disproportionate Rate	-0.0%	1.9%	**%
% Minority students taught by an ineffective teacher	60.9%	62.0%	**%
% Non minority students taught by an ineffective teacher	60.9%	62.9%	**%
Disproportionate Rate	0.0%	-1.0%	**%
% Low-income students taught by an inexperienced teacher	14.9%	57.3%	**%
% Non low-income students taught by an inexperienced teacher	12.6%	51.3%	**%
Disproportionate Rate	2.3%	6.1%	**%
% Minority students taught by an inexperienced teacher	25.0%	50.0%	**%
% Non minority students taught by an inexperienced teacher	12.1%	53.2%	**%
Disproportionate Rate	12.9%	-3.2%	**%
% Low-income students taught by an out of field teacher	**%	15.2%	**%
% Non low-income students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.5%	**%
% Minority students taught by an out of field teacher	**%	14.8%	**%
% Non minority students taught by an out of field teacher	**%	15.7%	**%
Disproportionate Rate	**%	-0.9%	**%

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

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

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

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