

## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | White Station Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	52	10	19.2%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	52	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	52	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1075	271	25.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1075	715	66.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	63.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	65.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	70.6%
Disproportionate Rate	-6.1%	-11.3%	-4.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	14.8%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	5.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	3.1%
Disproportionate Rate	9.4%	4.1%	2.4%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Ford Road 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	234	186	79.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	234	232	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	64.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	15.6%
Disproportionate Rate	-1.1%	-4.0%	48.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	63.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	25.3%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cordova 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	2985	605	20.3%	223	18	8.1%	51	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	51	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	51	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1681	512	30.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1681	1541	91.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	61.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	60.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	55.0%
Disproportionate Rate	-6.1%	-11.3%	5.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	30.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	69.5%
Disproportionate Rate	3.8%	2.9%	-38.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	31.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	23.6%
Disproportionate Rate	9.4%	4.1%	7.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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.

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## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Central High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	43	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	43	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	43	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1005	487	48.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1005	962	95.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	48.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	47.2%
Disproportionate Rate	-1.1%	-4.0%	1.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	46.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	34.9%
Disproportionate Rate	-6.1%	-11.3%	12.0%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	18.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	13.6%
Disproportionate Rate	3.8%	2.9%	4.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	15.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	14.0%
Disproportionate Rate	9.4%	4.1%	1.4%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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).

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

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## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Havenview Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	11	39.3%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	740	480	64.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	740	734	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	83.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	44.8%
Disproportionate Rate	-1.1%	-4.0%	38.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	83.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	85.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	44.8%
Disproportionate Rate	3.8%	2.9%	40.2%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	84.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Newberry 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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	177	94	53.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	177	172	97.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	98.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	80.9%
Disproportionate Rate	3.8%	2.9%	18.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	95.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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.

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## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Macon-Hall Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	512	162	31.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	512	468	91.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	74.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	75.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	70.5%
Disproportionate Rate	-6.1%	-11.3%	4.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	66.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	62.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	56.8%
Disproportionate Rate	9.4%	4.1%	5.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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.

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## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Lucy 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	146	83	56.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	146	140	95.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	97.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	75.9%
Disproportionate Rate	-1.1%	-4.0%	21.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	39.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	21.7%
Disproportionate Rate	3.8%	2.9%	18.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	33.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Mt. Pisgah Middle/High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	25	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	25	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	25	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	524	177	33.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	524	486	92.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	72.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	72.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	73.7%
Disproportionate Rate	9.4%	4.1%	-1.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Richland 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	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	394	60	15.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	394	176	44.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	16.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	96.7%
Disproportionate Rate	-1.1%	-4.0%	-80.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	19.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	15.1%
Disproportionate Rate	-6.1%	-11.3%	4.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	16.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	76.7%
Disproportionate Rate	3.8%	2.9%	-60.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	11.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	16.1%
Disproportionate Rate	9.4%	4.1%	-4.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Grahamwood 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	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	461	133	28.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	461	330	71.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	42.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	47.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	63.4%
Disproportionate Rate	-6.1%	-11.3%	-15.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	15.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	94.0%
Disproportionate Rate	3.8%	2.9%	-78.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	23.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	52.7%
Disproportionate Rate	9.4%	4.1%	-29.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Raleigh Egypt 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	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	547	360	65.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	547	526	96.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	98.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	49.7%
Disproportionate Rate	-1.1%	-4.0%	49.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	81.0%
Disproportionate Rate	-6.1%	-11.3%	17.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	98.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	49.7%
Disproportionate Rate	3.8%	2.9%	49.2%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	98.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	81.0%
Disproportionate Rate	9.4%	4.1%	17.5%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	4.2%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	4.4%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Bolton High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	25	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	25	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	25	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	563	230	40.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	563	528	93.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	98.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	97.1%
Disproportionate Rate	-6.1%	-11.3%	1.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cordova Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	646	228	35.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	646	590	91.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	68.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	67.9%
Disproportionate Rate	-6.1%	-11.3%	0.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	78.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	82.1%
Disproportionate Rate	9.4%	4.1%	-11.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Craigmont High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	31	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	31	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	31	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	716	387	54.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	716	699	97.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	64.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	45.0%
Disproportionate Rate	-1.1%	-4.0%	19.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	59.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	47.1%
Disproportionate Rate	-6.1%	-11.3%	12.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	22.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	14.2%
Disproportionate Rate	3.8%	2.9%	8.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	20.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	5.9%
Disproportionate Rate	9.4%	4.1%	14.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Parkway Village 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	2985	605	20.3%	223	18	8.1%	24	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	24	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	24	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	411	218	53.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	411	404	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	30.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	31.2%
Disproportionate Rate	-1.1%	-4.0%	-0.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	66.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	53.7%
Disproportionate Rate	3.8%	2.9%	12.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	63.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sheffield 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	250	98	39.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	250	248	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	20.4%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	15.3%
Disproportionate Rate	0.1%	1.0%	5.1%
% Minority students taught by an out of field teacher	3.5%	2.4%	14.1%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Barret's Chapel Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	199	78	39.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	199	149	74.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	14.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	32.1%
Disproportionate Rate	-1.1%	-4.0%	-17.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	20.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	12.0%
Disproportionate Rate	-6.1%	-11.3%	8.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	14.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	32.1%
Disproportionate Rate	3.8%	2.9%	-17.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	20.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	12.0%
Disproportionate Rate	9.4%	4.1%	8.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Getwell 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	231	153	66.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	231	225	97.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	66.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	31.4%
Disproportionate Rate	-1.1%	-4.0%	34.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	64.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	98.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	43.1%
Disproportionate Rate	3.8%	2.9%	55.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	94.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | University 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	178	20	11.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	178	108	60.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Perea 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	154	105	68.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	154	153	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	32.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	20.0%
Disproportionate Rate	-1.1%	-4.0%	12.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	35.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Jackson Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	152	68	44.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	152	144	94.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	7.4%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	5.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | South Park Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	197	109	55.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	197	191	97.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	26.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	19.3%
Disproportionate Rate	-1.1%	-4.0%	7.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	24.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	97.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	78.0%
Disproportionate Rate	3.8%	2.9%	19.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	96.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Chimneyrock 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	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	400	143	35.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	400	358	89.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	30.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	59.4%
Disproportionate Rate	-1.1%	-4.0%	-28.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	31.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	35.7%
Disproportionate Rate	-6.1%	-11.3%	-3.9%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	18.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	29.4%
Disproportionate Rate	3.8%	2.9%	-10.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	17.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	11.9%
Disproportionate Rate	9.4%	4.1%	6.0%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Balmoral/Ridgeway 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	141	67	47.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	141	135	95.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Lowrance Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	32	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	32	14	43.8%
Out of Field Teachers	2985	40	1.3%	223	**	**%	32	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	591	257	43.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	591	585	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	44.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	67.3%
Disproportionate Rate	-1.1%	-4.0%	-22.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	48.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	87.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	86.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Oak Forest 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	159	57	35.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	159	157	98.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	64.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	65.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	36.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	71.9%
Disproportionate Rate	3.8%	2.9%	-35.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	38.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Riverwood 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	2985	605	20.3%	223	18	8.1%	28	12	42.9%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	484	138	28.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	484	413	85.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	76.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	69.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	60.6%
Disproportionate Rate	-6.1%	-11.3%	8.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	75.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	67.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	67.6%
Disproportionate Rate	9.4%	4.1%	-0.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cherokee 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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	171	120	70.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	171	169	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	41.7%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	5.8%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	4.1%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Berclair Campus

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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	154	53	34.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	154	153	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	67.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	62.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Holmes Road 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	300	203	67.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	300	298	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	70.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	32.5%
Disproportionate Rate	-1.1%	-4.0%	37.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	69.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	69.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	35.0%
Disproportionate Rate	3.8%	2.9%	34.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Westside 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	165	133	80.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	165	155	93.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	41.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	11.3%
Disproportionate Rate	-1.1%	-4.0%	30.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	42.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	40.0%
Disproportionate Rate	-6.1%	-11.3%	2.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	72.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	16.5%
Disproportionate Rate	3.8%	2.9%	56.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	72.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	60.0%
Disproportionate Rate	9.4%	4.1%	12.9%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Northaven 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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	149	109	73.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	149	140	94.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	30.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	15.6%
Disproportionate Rate	-1.1%	-4.0%	14.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	35.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	30.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	15.6%
Disproportionate Rate	3.8%	2.9%	14.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	35.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Grandview Heights 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	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	389	263	67.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	389	385	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	47.5%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	36.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	12.5%
Disproportionate Rate	3.8%	2.9%	24.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	33.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Raleigh-Bartlett Meadows 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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	214	129	60.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	214	205	95.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	64.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	38.0%
Disproportionate Rate	-1.1%	-4.0%	26.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	62.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	64.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	35.7%
Disproportionate Rate	3.8%	2.9%	28.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	60.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Bellevue Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	25	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	25	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	25	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	608	313	51.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	608	595	97.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	20.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	14.4%
Disproportionate Rate	-1.1%	-4.0%	5.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	17.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	30.8%
Disproportionate Rate	-6.1%	-11.3%	-13.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	67.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	57.5%
Disproportionate Rate	3.8%	2.9%	9.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	76.9%
Disproportionate Rate	9.4%	4.1%	-12.9%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cromwell 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	191	121	63.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	191	191	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	65.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	36.4%
Disproportionate Rate	-1.1%	-4.0%	28.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	64.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	65.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	36.4%
Disproportionate Rate	3.8%	2.9%	28.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Belle Forest Community School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	24	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	24	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	24	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	472	256	54.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	472	470	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	61.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	56.6%
Disproportionate Rate	-1.1%	-4.0%	4.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	64.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	41.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	35.5%
Disproportionate Rate	3.8%	2.9%	5.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	41.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Lucie E. Campbell 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	260	207	79.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	260	257	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.6%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	64.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	15.9%
Disproportionate Rate	3.8%	2.9%	48.8%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	65.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	32.4%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	7.7%
Disproportionate Rate	0.1%	1.0%	24.6%
% Minority students taught by an out of field teacher	3.5%	2.4%	32.3%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Southwind 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	285	108	37.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	285	268	94.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	48.1%
Disproportionate Rate	-1.1%	-4.0%	-12.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	5.9%
Disproportionate Rate	-6.1%	-11.3%	27.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	37.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	56.5%
Disproportionate Rate	3.8%	2.9%	-19.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	36.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	23.5%
Disproportionate Rate	9.4%	4.1%	12.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Riverview Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	398	302	75.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	398	396	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	24.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	12.3%
Disproportionate Rate	-1.1%	-4.0%	12.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	28.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	47.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.5%
Disproportionate Rate	3.8%	2.9%	29.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	49.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	24.8%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	12.3%
Disproportionate Rate	0.1%	1.0%	12.6%
% Minority students taught by an out of field teacher	3.5%	2.4%	28.0%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Brownsville Road 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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	229	133	58.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	229	220	96.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	41.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	21.8%
Disproportionate Rate	-1.1%	-4.0%	19.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	37.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	44.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.6%
Disproportionate Rate	3.8%	2.9%	15.8%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	40.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Downtown 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	2985	605	20.3%	223	18	8.1%	19	11	57.9%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	349	194	55.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	349	340	97.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	98.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	74.7%
Disproportionate Rate	-1.1%	-4.0%	23.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	96.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	70.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	58.8%
Disproportionate Rate	3.8%	2.9%	11.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	72.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Idlewild 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	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	279	38	13.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	279	155	55.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	39.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	46.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	35.5%
Disproportionate Rate	-6.1%	-11.3%	11.0%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	71.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	71.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	56.5%
Disproportionate Rate	9.4%	4.1%	14.5%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Freedom Prep Middle - Brownlee

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	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	315	172	54.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	315	314	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.6%
Disproportionate Rate	-1.1%	-4.0%	10.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sharpe 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	142	67	47.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	142	141	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	32.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	29.9%
Disproportionate Rate	-1.1%	-4.0%	3.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	29.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	74.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	76.1%
Disproportionate Rate	3.8%	2.9%	-1.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | KIPP Memphis Collegiate 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	220	181	82.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	220	217	98.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	3.9%
Disproportionate Rate	-1.1%	-4.0%	32.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	69.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	10.5%
Disproportionate Rate	3.8%	2.9%	59.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	66.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	30.4%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	10.5%
Disproportionate Rate	0.1%	1.0%	19.9%
% Minority students taught by an out of field teacher	3.5%	2.4%	33.6%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | KIPP Memphis Collegiate Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	274	196	71.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	274	268	97.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	28.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	15.3%
Disproportionate Rate	-1.1%	-4.0%	12.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	31.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	93.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	37.8%
Disproportionate Rate	3.8%	2.9%	55.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	94.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	22.4%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	14.3%
Disproportionate Rate	0.1%	1.0%	8.2%
% Minority students taught by an out of field teacher	3.5%	2.4%	26.5%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Colonial Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	47	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	47	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	47	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1081	513	47.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1081	1041	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	45.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	43.3%
Disproportionate Rate	-1.1%	-4.0%	2.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	42.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	42.5%
Disproportionate Rate	-6.1%	-11.3%	-0.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	80.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	82.3%
Disproportionate Rate	3.8%	2.9%	-2.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	77.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	72.5%
Disproportionate Rate	9.4%	4.1%	4.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	24.4%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	23.8%
Disproportionate Rate	0.1%	1.0%	0.6%
% Minority students taught by an out of field teacher	3.5%	2.4%	23.1%
% Non minority students taught by an out of field teacher	2.1%	**%	17.5%
Disproportionate Rate	1.4%	**%	5.6%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Craigmont Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	480	267	55.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	480	468	97.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	23.2%
Disproportionate Rate	-1.1%	-4.0%	12.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	25.0%
Disproportionate Rate	-6.1%	-11.3%	8.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	38.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	29.2%
Disproportionate Rate	3.8%	2.9%	9.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	37.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	41.7%
Disproportionate Rate	9.4%	4.1%	-4.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Evans 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	196	127	64.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	196	193	98.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	52.8%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	66.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	31.5%
Disproportionate Rate	3.8%	2.9%	35.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Academy of Science Engineering Middle/High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	21	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	21	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	21	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	574	333	58.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	574	573	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	32.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	17.1%
Disproportionate Rate	-1.1%	-4.0%	15.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	29.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Larose 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	122	106	86.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	122	122	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	25.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	4.7%
Disproportionate Rate	-1.1%	-4.0%	20.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	26.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	63.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	9.4%
Disproportionate Rate	3.8%	2.9%	53.8%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	63.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Dexter 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	2985	605	20.3%	223	18	8.1%	38	11	28.9%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	38	15	39.5%
Out of Field Teachers	2985	40	1.3%	223	**	**%	38	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	853	391	45.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	853	784	91.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	72.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	82.1%
Disproportionate Rate	-1.1%	-4.0%	-9.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	70.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	72.5%
Disproportionate Rate	-6.1%	-11.3%	-1.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	56.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	70.6%
Disproportionate Rate	3.8%	2.9%	-14.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	58.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	58.0%
Disproportionate Rate	9.4%	4.1%	0.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Georgian Hills 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	130	105	80.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	130	130	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	24.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	6.7%
Disproportionate Rate	-1.1%	-4.0%	18.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	25.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	23.8%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Carver College and Career Academy (2831)

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	2985	605	20.3%	223	18	8.1%	69	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	69	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	69	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	930	409	44.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	930	911	98.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	6.8%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	7.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	15.8%
Disproportionate Rate	-6.1%	-11.3%	-8.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | E.E. Jeter Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	235	98	41.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	235	93	39.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	99.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	97.2%
Disproportionate Rate	-6.1%	-11.3%	1.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Winridge 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	188	117	62.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	188	186	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	39.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.6%
Disproportionate Rate	-1.1%	-4.0%	13.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	40.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	71.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	41.9%
Disproportionate Rate	3.8%	2.9%	29.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	71.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Highland Oaks Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	27	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	27	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	27	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	574	262	45.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	574	567	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	68.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	76.3%
Disproportionate Rate	-1.1%	-4.0%	-8.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	65.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	82.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	82.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Power Center Academy Middle - Southeast

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	298	120	40.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	298	296	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	45.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	66.7%
Disproportionate Rate	-1.1%	-4.0%	-21.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	44.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	28.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	39.2%
Disproportionate Rate	3.8%	2.9%	-10.8%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	27.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Bruce 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	210	132	62.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	210	205	97.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	97.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	59.1%
Disproportionate Rate	3.8%	2.9%	38.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	98.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cordova 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	2985	605	20.3%	223	18	8.1%	21	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	21	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	21	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	352	125	35.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	352	317	90.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	56.8%
Disproportionate Rate	-1.1%	-4.0%	-20.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	34.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	22.9%
Disproportionate Rate	-6.1%	-11.3%	11.2%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	64.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	68.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	62.9%
Disproportionate Rate	9.4%	4.1%	5.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Rozelle 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	99	69	69.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	99	99	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	53.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	31.9%
Disproportionate Rate	-1.1%	-4.0%	21.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	59.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	53.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	31.9%
Disproportionate Rate	3.8%	2.9%	21.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	59.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Germantown High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	37	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	37	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	37	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1230	398	32.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1230	1168	95.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	29.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	59.5%
Disproportionate Rate	-1.1%	-4.0%	-30.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	29.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	19.4%
Disproportionate Rate	-6.1%	-11.3%	9.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	13.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	31.7%
Disproportionate Rate	3.8%	2.9%	-18.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	14.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	16.1%
Disproportionate Rate	9.4%	4.1%	-1.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	11.6%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	19.1%
Disproportionate Rate	0.1%	1.0%	-7.5%
% Minority students taught by an out of field teacher	3.5%	2.4%	10.0%
% Non minority students taught by an out of field teacher	2.1%	**%	8.1%
Disproportionate Rate	1.4%	**%	2.0%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Kate Bond 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	2985	605	20.3%	223	18	8.1%	41	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	41	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	41	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	986	419	42.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	986	895	90.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	47.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	74.7%
Disproportionate Rate	-1.1%	-4.0%	-27.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	51.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	54.9%
Disproportionate Rate	-6.1%	-11.3%	-3.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	56.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	80.4%
Disproportionate Rate	3.8%	2.9%	-24.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	58.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	58.2%
Disproportionate Rate	9.4%	4.1%	-0.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	19.8%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	30.5%
Disproportionate Rate	0.1%	1.0%	-10.7%
% Minority students taught by an out of field teacher	3.5%	2.4%	20.8%
% Non minority students taught by an out of field teacher	2.1%	**%	27.5%
Disproportionate Rate	1.4%	**%	-6.7%

<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

### Memphis-Shelby County Schools | Oakhaven 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	282	195	69.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	282	279	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	32.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	22.6%
Disproportionate Rate	3.8%	2.9%	10.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	38.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Egypt 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	234	184	78.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	234	230	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	72.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	16.3%
Disproportionate Rate	-1.1%	-4.0%	56.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	70.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	26.6%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	3.3%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	6.1%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Vollentine 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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	129	91	70.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	129	126	97.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	67.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	23.1%
Disproportionate Rate	-1.1%	-4.0%	44.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	63.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	30.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	7.7%
Disproportionate Rate	3.8%	2.9%	23.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	27.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Woodstock 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	246	165	67.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	246	242	98.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	27.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	9.7%
Disproportionate Rate	-1.1%	-4.0%	18.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	25.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	98.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	43.6%
Disproportionate Rate	3.8%	2.9%	54.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	95.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Orange Mound Campus

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	128	75	58.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	128	126	98.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	78.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	61.3%
Disproportionate Rate	3.8%	2.9%	17.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	81.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Journey East Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	172	86	50.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	172	169	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	27.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	34.9%
Disproportionate Rate	-1.1%	-4.0%	-7.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	27.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	34.9%
Disproportionate Rate	3.8%	2.9%	-7.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	32.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Geeter 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	2985	605	20.3%	223	18	8.1%	22	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	22	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	22	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	474	361	76.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	474	464	97.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	77.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.8%
Disproportionate Rate	-1.1%	-4.0%	51.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	78.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	80.0%
Disproportionate Rate	-6.1%	-11.3%	-1.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	60.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	14.4%
Disproportionate Rate	3.8%	2.9%	45.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	57.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	40.0%
Disproportionate Rate	9.4%	4.1%	17.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hamilton 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	2985	605	20.3%	223	18	8.1%	26	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	26	11	42.3%
Out of Field Teachers	2985	40	1.3%	223	**	**%	26	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	433	290	67.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	433	428	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	56.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	26.6%
Disproportionate Rate	-1.1%	-4.0%	30.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	56.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	87.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	44.1%
Disproportionate Rate	3.8%	2.9%	43.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	88.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Southwind High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	26	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	26	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	26	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1248	505	40.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1248	1228	98.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	80.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	74.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	65.0%
Disproportionate Rate	-6.1%	-11.3%	9.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	28.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	31.1%
Disproportionate Rate	3.8%	2.9%	-3.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	24.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	20.0%
Disproportionate Rate	9.4%	4.1%	4.0%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Chickasaw Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	369	286	77.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	369	368	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	98.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	28.7%
Disproportionate Rate	-1.1%	-4.0%	69.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	96.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.7%
Disproportionate Rate	3.8%	2.9%	68.2%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	97.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Robert R. Church 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	250	161	64.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	250	247	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	44.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	19.3%
Disproportionate Rate	-1.1%	-4.0%	24.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	40.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	8.1%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	10.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Veritas College Preparatory

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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	134	103	76.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	134	134	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	30.1%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Power Center Academy Elementary - Southeast

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	202	81	40.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	202	197	97.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	59.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	67.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | American Way Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	32	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	32	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	32	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	655	372	56.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	655	654	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	16.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	22.6%
Disproportionate Rate	-1.1%	-4.0%	-6.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	22.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	81.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	67.5%
Disproportionate Rate	3.8%	2.9%	14.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	84.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	3.5%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	3.2%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Business Academy Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	21	12	57.1%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	21	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	21	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	408	238	58.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	408	402	98.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	71.0%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Delta Preparatory

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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	212	170	80.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	212	211	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	29.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	8.8%
Disproportionate Rate	-1.1%	-4.0%	20.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	30.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	64.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.1%
Disproportionate Rate	3.8%	2.9%	47.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	65.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | A. B. Hill 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	199	157	78.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	199	197	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	66.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	15.9%
Disproportionate Rate	-1.1%	-4.0%	50.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	65.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	91.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	23.6%
Disproportionate Rate	3.8%	2.9%	67.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	90.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Gardenview 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	95	62	65.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	95	95	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	50.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	40.3%
Disproportionate Rate	-1.1%	-4.0%	9.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	58.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	53.2%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Leadership Preparatory Charter School (8286)

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	2985	605	20.3%	223	18	8.1%	27	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	27	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	27	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	285	171	60.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	285	279	97.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	5.8%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	5.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Oakhaven High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	291	166	57.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	291	289	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	48.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.3%
Disproportionate Rate	3.8%	2.9%	19.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	43.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Ross 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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	263	153	58.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	263	258	98.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	76.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	59.5%
Disproportionate Rate	-1.1%	-4.0%	17.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	78.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	30.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	27.5%
Disproportionate Rate	3.8%	2.9%	2.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	33.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Grizzlies Preparatory Charter School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	24	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	24	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	24	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	337	170	50.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	337	328	97.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	5.3%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	5.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	2.9%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	4.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis School of Excellence Elementary Cordova

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	173	62	35.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	173	157	90.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	72.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	69.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	50.0%
Disproportionate Rate	-6.1%	-11.3%	19.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	40.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	56.5%
Disproportionate Rate	3.8%	2.9%	-16.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	36.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	12.5%
Disproportionate Rate	9.4%	4.1%	24.4%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Arrow Academy of Excellence

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	40	28	70.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	40	40	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | City University School of Liberal Arts

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	158	72	45.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	158	157	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	70.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	79.2%
Disproportionate Rate	-1.1%	-4.0%	-8.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | City University School Girls Preparatory

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	87	53	60.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	87	87	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Freedom Prep Elementary - Millbranch

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	230	117	50.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	230	225	97.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	71.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	70.1%
Disproportionate Rate	-1.1%	-4.0%	1.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	71.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Kirby High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	23	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	23	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	23	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	560	297	53.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	560	555	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	34.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	36.4%
Disproportionate Rate	-1.1%	-4.0%	-1.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	37.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	64.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	48.5%
Disproportionate Rate	3.8%	2.9%	15.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	59.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Freedom Preparatory Academy Flagship

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	2985	605	20.3%	223	18	8.1%	21	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	21	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	21	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	617	297	48.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	617	616	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	37.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	47.5%
Disproportionate Rate	-1.1%	-4.0%	-10.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	40.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Oakhaven Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	297	179	60.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	297	290	97.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	34.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	19.6%
Disproportionate Rate	-1.1%	-4.0%	14.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	64.8%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Binghampton Campus

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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	140	34	24.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	140	134	95.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	94.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	83.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	73.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	67.6%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	53.7%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Winchester 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	168	121	72.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	168	166	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	38.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	9.9%
Disproportionate Rate	-1.1%	-4.0%	28.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	35.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	38.0%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Power Center Academy 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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	354	155	43.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	354	349	98.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	29.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	43.9%
Disproportionate Rate	-1.1%	-4.0%	-14.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	89.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	87.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Rise Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	35	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	35	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	35	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	662	290	43.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	662	641	96.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	43.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	64.5%
Disproportionate Rate	-1.1%	-4.0%	-21.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	47.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	47.6%
Disproportionate Rate	-6.1%	-11.3%	-0.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Power Center Academy 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	512	225	43.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	512	512	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	26.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	34.7%
Disproportionate Rate	-1.1%	-4.0%	-8.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	26.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	5.3%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	3.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	35.6%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	47.6%
Disproportionate Rate	0.1%	1.0%	-12.0%
% Minority students taught by an out of field teacher	3.5%	2.4%	36.5%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Power Center Academy Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	438	169	38.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	438	437	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	50.3%
Disproportionate Rate	-1.1%	-4.0%	-13.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	69.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	66.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Treadwell 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	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	14	73.7%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	422	190	45.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	422	409	96.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	86.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	85.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	76.9%
Disproportionate Rate	-6.1%	-11.3%	8.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	92.3%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Midtown Campus

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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	280	103	36.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	280	273	97.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	96.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	96.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Ida B. Wells Academy ES/MS

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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	71	56	78.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	71	71	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	26.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	21.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	62.5%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	12.5%
Disproportionate Rate	0.1%	1.0%	50.0%
% Minority students taught by an out of field teacher	3.5%	2.4%	59.2%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis School of Excellence 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	206	104	50.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	206	199	96.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	97.1%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	80.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	77.9%
Disproportionate Rate	3.8%	2.9%	2.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	80.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hamilton High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	24	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	24	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	24	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	492	322	65.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	492	489	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	22.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	11.5%
Disproportionate Rate	-1.1%	-4.0%	11.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	22.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	81.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	38.5%
Disproportionate Rate	3.8%	2.9%	42.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	78.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Maxine Smith STEAM Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	393	54	13.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	393	269	68.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	38.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	36.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	40.3%
Disproportionate Rate	-6.1%	-11.3%	-3.9%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	31.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	26.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	33.1%
Disproportionate Rate	9.4%	4.1%	-7.0%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Germanshire 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	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	344	148	43.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	344	338	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	52.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	63.5%
Disproportionate Rate	-1.1%	-4.0%	-10.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	50.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	40.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	41.2%
Disproportionate Rate	3.8%	2.9%	-0.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	35.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Germantown 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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	269	91	33.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	269	248	92.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	58.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	62.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	47.6%
Disproportionate Rate	-6.1%	-11.3%	14.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	62.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	47.6%
Disproportionate Rate	9.4%	4.1%	17.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Wooddale High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	26	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	26	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	26	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	585	286	48.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	585	563	96.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	85.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	91.6%
Disproportionate Rate	-1.1%	-4.0%	-6.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	85.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	35.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	35.3%
Disproportionate Rate	3.8%	2.9%	-0.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	35.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	9.1%
Disproportionate Rate	9.4%	4.1%	26.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | J. P. Freeman Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	367	151	41.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	367	367	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	76.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	73.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	82.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	82.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Star Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	147	72	49.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	147	146	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	66.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	75.0%
Disproportionate Rate	3.8%	2.9%	-8.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	69.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Melrose High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	27	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	27	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	27	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	494	311	63.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	494	488	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	81.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	47.9%
Disproportionate Rate	-1.1%	-4.0%	33.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	81.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	40.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.4%
Disproportionate Rate	3.8%	2.9%	22.8%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	36.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Cummings Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	195	159	81.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	195	194	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	19.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	1.9%
Disproportionate Rate	-1.1%	-4.0%	17.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	17.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	53.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	13.2%
Disproportionate Rate	3.8%	2.9%	40.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	54.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	33.3%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	10.1%
Disproportionate Rate	0.1%	1.0%	23.3%
% Minority students taught by an out of field teacher	3.5%	2.4%	35.6%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Westhaven 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	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	10	62.5%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	325	233	71.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	325	323	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	39.1%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Georgian Hills Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	272	210	77.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	272	271	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	36.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	7.6%
Disproportionate Rate	-1.1%	-4.0%	28.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	29.5%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Scenic Hills 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	156	112	71.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	156	150	96.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	67.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.0%
Disproportionate Rate	-1.1%	-4.0%	42.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	69.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.6%
Disproportionate Rate	3.8%	2.9%	41.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Raleigh-Egypt High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	582	363	62.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	582	572	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	54.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	26.7%
Disproportionate Rate	-1.1%	-4.0%	27.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	50.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	50.0%
Disproportionate Rate	-6.1%	-11.3%	0.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Oakshire 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	164	122	74.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	164	164	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	30.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	14.8%
Disproportionate Rate	-1.1%	-4.0%	15.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Circles of Success Learning Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	98	67	68.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	98	97	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	68.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	37.3%
Disproportionate Rate	-1.1%	-4.0%	31.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	73.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hickory Ridge Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	281	146	52.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	281	278	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	25.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	30.8%
Disproportionate Rate	3.8%	2.9%	-5.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	28.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Springdale 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	102	86	84.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	102	101	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	72.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	9.3%
Disproportionate Rate	-1.1%	-4.0%	62.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	69.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Snowden Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	46	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	46	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	46	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	902	427	47.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	902	776	86.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	50.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	52.2%
Disproportionate Rate	-1.1%	-4.0%	-2.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	50.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	33.3%
Disproportionate Rate	-6.1%	-11.3%	17.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	41.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	44.0%
Disproportionate Rate	3.8%	2.9%	-2.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	41.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	35.7%
Disproportionate Rate	9.4%	4.1%	5.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Virtual School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	44	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	44	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	44	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	284	141	49.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	284	252	88.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Merit Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	156	91	58.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	156	155	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	69.2%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | White Station High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	35	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	35	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	35	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1409	410	29.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1409	1033	73.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	21.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	39.0%
Disproportionate Rate	-1.1%	-4.0%	-17.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	20.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	10.6%
Disproportionate Rate	-6.1%	-11.3%	9.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	35.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	69.3%
Disproportionate Rate	3.8%	2.9%	-33.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	33.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	23.4%
Disproportionate Rate	9.4%	4.1%	9.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Kingsbury High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1124	451	40.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1124	1058	94.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	87.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	86.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	90.9%
Disproportionate Rate	-6.1%	-11.3%	-4.7%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	21.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	41.0%
Disproportionate Rate	3.8%	2.9%	-19.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	24.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	37.9%
Disproportionate Rate	9.4%	4.1%	-13.5%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Douglass High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	511	323	63.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	511	501	98.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	97.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	57.0%
Disproportionate Rate	-1.1%	-4.0%	40.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	90.0%
Disproportionate Rate	-6.1%	-11.3%	8.0%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	37.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	21.7%
Disproportionate Rate	3.8%	2.9%	16.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	38.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	10.0%
Disproportionate Rate	9.4%	4.1%	28.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Campus 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	214	15	7.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	214	82	38.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	86.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	68.2%
Disproportionate Rate	-6.1%	-11.3%	0.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Shelby Oaks 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	2985	605	20.3%	223	18	8.1%	19	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	19	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	19	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	370	186	50.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	370	334	90.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	67.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	58.1%
Disproportionate Rate	-1.1%	-4.0%	9.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	63.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	61.1%
Disproportionate Rate	-6.1%	-11.3%	2.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	78.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	67.7%
Disproportionate Rate	3.8%	2.9%	10.2%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	72.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	80.6%
Disproportionate Rate	9.4%	4.1%	-8.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hanley K-8

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	2985	605	20.3%	223	18	8.1%	23	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	23	10	43.5%
Out of Field Teachers	2985	40	1.3%	223	**	**%	23	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	310	243	78.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	310	304	98.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	39.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	9.9%
Disproportionate Rate	-1.1%	-4.0%	29.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	39.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	68.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.7%
Disproportionate Rate	3.8%	2.9%	51.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	68.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	1.2%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | The Excel Center

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	162	23	14.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	162	156	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Overton High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	36	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	36	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	36	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1162	563	48.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1162	1127	97.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	86.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	86.5%
Disproportionate Rate	-1.1%	-4.0%	-0.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	84.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	57.1%
Disproportionate Rate	-6.1%	-11.3%	27.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	56.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	63.4%
Disproportionate Rate	3.8%	2.9%	-6.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	58.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	57.1%
Disproportionate Rate	9.4%	4.1%	1.1%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Ridgeway High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	29	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	29	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	29	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	582	265	45.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	582	572	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	43.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	45.3%
Disproportionate Rate	-1.1%	-4.0%	-2.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	40.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	20.0%
Disproportionate Rate	-6.1%	-11.3%	20.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	20.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	16.6%
Disproportionate Rate	3.8%	2.9%	3.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	17.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Whitehaven High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	35	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	35	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	35	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	1175	629	53.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	1175	1168	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	11.9%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	9.2%
Disproportionate Rate	0.1%	1.0%	2.7%
% Minority students taught by an out of field teacher	3.5%	2.4%	11.4%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Invictus Academy at Airways

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	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	271	131	48.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	271	264	97.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	91.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	96.9%
Disproportionate Rate	-1.1%	-4.0%	-5.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	91.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sheffield High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	474	207	43.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	474	469	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	94.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	95.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	4.3%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	3.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | White Station 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	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	338	96	28.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	338	259	76.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	89.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	93.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	94.9%
Disproportionate Rate	-6.1%	-11.3%	-1.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	28.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	60.4%
Disproportionate Rate	3.8%	2.9%	-32.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	23.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	31.6%
Disproportionate Rate	9.4%	4.1%	-8.5%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	5.2%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	2.3%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Highland Oaks 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	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	355	168	47.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	355	344	96.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	48.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	57.1%
Disproportionate Rate	-1.1%	-4.0%	-8.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	50.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	36.4%
Disproportionate Rate	-6.1%	-11.3%	13.9%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	16.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	24.4%
Disproportionate Rate	3.8%	2.9%	-7.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	20.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Peabody 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	144	72	50.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	144	133	92.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	31.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	26.4%
Disproportionate Rate	-1.1%	-4.0%	5.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	27.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	45.5%
Disproportionate Rate	-6.1%	-11.3%	-17.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	70.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	54.2%
Disproportionate Rate	3.8%	2.9%	16.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	63.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	54.5%
Disproportionate Rate	9.4%	4.1%	8.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Kingsbury Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	22	10	45.5%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	22	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	22	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	523	252	48.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	523	478	91.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	15.9%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	13.0%
% Non minority students taught by an out of field teacher	2.1%	**%	2.2%
Disproportionate Rate	1.4%	**%	10.7%

<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

### Memphis-Shelby County Schools | A. Maceo Walker Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	28	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	28	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	28	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	595	413	69.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	595	591	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	19.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	8.5%
Disproportionate Rate	-1.1%	-4.0%	10.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	19.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	63.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	26.6%
Disproportionate Rate	3.8%	2.9%	37.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	62.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | University Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	283	36	12.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	283	113	39.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	52.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	63.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	60.6%
Disproportionate Rate	-6.1%	-11.3%	3.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Kingsbury 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	242	111	45.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	242	233	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	35.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	41.4%
Disproportionate Rate	-1.1%	-4.0%	-6.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	34.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	37.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	60.4%
Disproportionate Rate	3.8%	2.9%	-22.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	45.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Trezevant High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	22	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	22	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	22	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	433	280	64.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	433	430	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	60.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	33.9%
Disproportionate Rate	-1.1%	-4.0%	26.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	60.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	40.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.9%
Disproportionate Rate	3.8%	2.9%	22.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	37.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hickory Ridge Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	35	13	37.1%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	35	13	37.1%
Out of Field Teachers	2985	40	1.3%	223	**	**%	35	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	859	505	58.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	859	852	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	86.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	61.8%
Disproportionate Rate	-1.1%	-4.0%	25.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	87.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	87.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	62.6%
Disproportionate Rate	3.8%	2.9%	25.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	88.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	3.8%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	2.8%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Promise Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	110	65	59.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	110	106	96.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	69.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	56.9%
Disproportionate Rate	-1.1%	-4.0%	12.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	75.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	32.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	12.3%
Disproportionate Rate	3.8%	2.9%	20.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	25.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Levi 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	198	163	82.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	198	196	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	62.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	14.1%
Disproportionate Rate	-1.1%	-4.0%	47.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	63.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	88.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	20.2%
Disproportionate Rate	3.8%	2.9%	68.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	90.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Crump 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	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	256	157	61.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	256	253	98.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	68.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	47.1%
Disproportionate Rate	-1.1%	-4.0%	21.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	71.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	83.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	47.8%
Disproportionate Rate	3.8%	2.9%	35.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	80.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Keystone 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	162	109	67.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	162	156	96.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	33.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	18.3%
Disproportionate Rate	-1.1%	-4.0%	14.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	34.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	67.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.4%
Disproportionate Rate	3.8%	2.9%	38.5%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Manassas High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	287	213	74.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	287	282	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	75.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	26.8%
Disproportionate Rate	-1.1%	-4.0%	48.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	75.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Berclair 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	304	114	37.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	304	246	80.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	50.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	95.6%
Disproportionate Rate	-1.1%	-4.0%	-45.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	55.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	51.7%
Disproportionate Rate	-6.1%	-11.3%	3.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	80.7%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	80.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	77.6%
Disproportionate Rate	9.4%	4.1%	3.3%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Westwood High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	254	185	72.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	254	253	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	61.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	22.2%
Disproportionate Rate	-1.1%	-4.0%	39.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	61.3%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Treadwell 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	2985	605	20.3%	223	18	8.1%	33	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	33	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	33	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	701	309	44.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	701	654	93.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	58.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	70.2%
Disproportionate Rate	-1.1%	-4.0%	-12.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	56.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	66.0%
Disproportionate Rate	-6.1%	-11.3%	-10.0%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	80.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	82.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	72.3%
Disproportionate Rate	9.4%	4.1%	10.5%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Business Academy 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	129	43	33.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	129	127	98.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Germantown Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	30	13	43.3%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	30	13	43.3%
Out of Field Teachers	2985	40	1.3%	223	**	**%	30	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	604	234	38.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	604	573	94.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	84.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	83.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	83.9%
Disproportionate Rate	-6.1%	-11.3%	-0.8%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	81.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	83.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	83.9%
Disproportionate Rate	9.4%	4.1%	-0.8%
% Low-income students taught by an out of field teacher	3.5%	2.5%	11.5%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	31.2%
Disproportionate Rate	0.1%	1.0%	-19.7%
% Minority students taught by an out of field teacher	3.5%	2.4%	16.6%
% Non minority students taught by an out of field teacher	2.1%	**%	16.1%
Disproportionate Rate	1.4%	**%	0.5%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Memphis-Shelby County Schools | Memphis Virtual Adult 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	196	48	24.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	196	190	96.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Hickory Hill Campus

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	2985	605	20.3%	223	18	8.1%	14	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	14	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	14	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	176	32	18.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	176	171	97.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	59.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	59.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Mitchell High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	16	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	16	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	16	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	293	214	73.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	293	293	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	21.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	5.6%
Disproportionate Rate	-1.1%	-4.0%	15.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	19.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | B. T. Washington High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	22	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	22	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	22	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	387	296	76.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	387	385	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	53.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	13.9%
Disproportionate Rate	-1.1%	-4.0%	39.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	51.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	44.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	12.2%
Disproportionate Rate	3.8%	2.9%	32.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	43.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sherwood 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	232	134	57.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	232	225	97.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	71.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	48.5%
Disproportionate Rate	-1.1%	-4.0%	23.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	70.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	71.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	48.5%
Disproportionate Rate	3.8%	2.9%	23.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Delano 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	91	52	57.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	91	90	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	69.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	48.1%
Disproportionate Rate	-1.1%	-4.0%	21.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	66.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	28.8%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	21.2%
Disproportionate Rate	3.8%	2.9%	7.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	28.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Bethel Grove Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	101	86	85.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	101	101	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	41.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	5.8%
Disproportionate Rate	-1.1%	-4.0%	36.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	40.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	57.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	11.6%
Disproportionate Rate	3.8%	2.9%	45.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	58.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Granville T. Woods Academy of Innovation Charter School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	22	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	22	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	22	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	280	164	58.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	280	276	98.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	45.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	36.0%
Disproportionate Rate	-1.1%	-4.0%	9.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	48.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Kate Bond 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	2985	605	20.3%	223	18	8.1%	21	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	21	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	21	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	376	135	35.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	376	329	87.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	46.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	88.1%
Disproportionate Rate	-1.1%	-4.0%	-41.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	50.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	34.0%
Disproportionate Rate	-6.1%	-11.3%	16.4%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	67.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	68.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	61.7%
Disproportionate Rate	9.4%	4.1%	6.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | East High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	429	130	30.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	429	368	85.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	23.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	53.1%
Disproportionate Rate	-1.1%	-4.0%	-29.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	22.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	27.9%
Disproportionate Rate	-6.1%	-11.3%	-5.3%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	76.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	70.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	54.1%
Disproportionate Rate	9.4%	4.1%	16.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Wells Station 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	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	316	105	33.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	316	288	91.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	64.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	57.1%
Disproportionate Rate	-6.1%	-11.3%	11.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis School of Excellence Cordova

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	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	358	96	26.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	358	307	85.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	74.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	69.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	64.7%
Disproportionate Rate	-6.1%	-11.3%	5.0%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	79.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	78.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	72.5%
Disproportionate Rate	9.4%	4.1%	5.6%
% Low-income students taught by an out of field teacher	3.5%	2.5%	13.5%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	33.3%
Disproportionate Rate	0.1%	1.0%	-19.8%
% Minority students taught by an out of field teacher	3.5%	2.4%	12.7%
% Non minority students taught by an out of field teacher	2.1%	**%	11.8%
Disproportionate Rate	1.4%	**%	0.9%

<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

### Memphis-Shelby County Schools | Memphis Business Academy 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	2985	605	20.3%	223	18	8.1%	13	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	13	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	13	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	384	178	46.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	384	380	99.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	33.1%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	32.6%
Disproportionate Rate	-1.1%	-4.0%	0.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	30.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Fox Meadows 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	229	122	53.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	229	226	98.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	32.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	28.7%
Disproportionate Rate	-1.1%	-4.0%	3.3%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	61.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	49.2%
Disproportionate Rate	3.8%	2.9%	12.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	59.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Whitney 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	101	84	83.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	101	101	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	45.2%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	6.0%
Disproportionate Rate	3.8%	2.9%	39.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	42.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Douglass Elementary/Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	24	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	24	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	24	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	325	245	75.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	325	325	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	47.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	18.0%
Disproportionate Rate	-1.1%	-4.0%	29.8%
% Minority students taught by an ineffective teacher	53.2%	18.2%	49.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	55.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	12.2%
Disproportionate Rate	3.8%	2.9%	42.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	50.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	3.7%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	4.0%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Whitehaven 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	195	101	51.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	195	187	95.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	27.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	37.6%
Disproportionate Rate	-1.1%	-4.0%	-9.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	33.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	52.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	55.4%
Disproportionate Rate	3.8%	2.9%	-3.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	56.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sherwood Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	31	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	31	14	45.2%
Out of Field Teachers	2985	40	1.3%	223	**	**%	31	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	675	416	61.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	675	670	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	66.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	42.3%
Disproportionate Rate	-1.1%	-4.0%	24.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	67.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	60.8%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	37.7%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	27.2%
Disproportionate Rate	0.1%	1.0%	10.6%
% Minority students taught by an out of field teacher	3.5%	2.4%	40.0%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Business Academy Hickory 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	97	31	32.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	97	70	72.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	2.9%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | William Herbert Brewster 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	2985	605	20.3%	223	18	8.1%	17	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	17	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	17	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	219	130	59.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	219	210	95.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	10.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	5.4%
Disproportionate Rate	-1.1%	-4.0%	4.6%
% Minority students taught by an ineffective teacher	53.2%	18.2%	9.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	41.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	28.5%
Disproportionate Rate	3.8%	2.9%	13.1%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	40.5%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Sea Isle 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	204	84	41.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	204	169	82.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	91.7%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	94.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	97.1%
Disproportionate Rate	-6.1%	-11.3%	-3.1%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Middle College High

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	225	60	26.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	225	223	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	68.3%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	64.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	55.0%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	96.7%
Disproportionate Rate	0.1%	1.0%	-41.7%
% Minority students taught by an out of field teacher	3.5%	2.4%	40.4%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis Business Academy Hickory Hill 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	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	51	24	47.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	51	49	96.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Willow Oaks 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	2985	605	20.3%	223	18	8.1%	18	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	18	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	18	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	302	158	52.3%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	302	292	96.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	14.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	17.7%
Disproportionate Rate	-1.1%	-4.0%	-3.2%
% Minority students taught by an ineffective teacher	53.2%	18.2%	16.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	30.0%
Disproportionate Rate	-6.1%	-11.3%	-13.6%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	90.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	76.6%
Disproportionate Rate	3.8%	2.9%	13.9%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	87.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	90.0%
Disproportionate Rate	9.4%	4.1%	-2.7%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Double Tree 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	2985	605	20.3%	223	18	8.1%	11	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	11	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	11	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	177	111	62.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	177	167	94.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	55.9%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	98.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	90.0%
Disproportionate Rate	-6.1%	-11.3%	8.2%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	57.7%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	98.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hollis F. Price Middle College

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	76	37	48.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	76	76	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	40.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	45.9%
Disproportionate Rate	-1.1%	-4.0%	-5.4%
% Minority students taught by an ineffective teacher	53.2%	18.2%	42.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	40.5%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	45.9%
Disproportionate Rate	3.8%	2.9%	-5.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	42.1%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Alcy 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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	316	250	79.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	316	313	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	76.4%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	18.4%
Disproportionate Rate	-1.1%	-4.0%	58.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	75.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	91.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	24.0%
Disproportionate Rate	3.8%	2.9%	67.6%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	91.4%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	23.6%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	7.6%
Disproportionate Rate	0.1%	1.0%	16.0%
% Minority students taught by an out of field teacher	3.5%	2.4%	24.6%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Ridgeway Middle

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	26	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	26	10	38.5%
Out of Field Teachers	2985	40	1.3%	223	**	**%	26	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	572	281	49.1%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	572	564	98.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	66.9%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	71.9%
Disproportionate Rate	-1.1%	-4.0%	-5.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	68.6%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	13.9%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	13.2%
Disproportionate Rate	0.1%	1.0%	0.7%
% Minority students taught by an out of field teacher	3.5%	2.4%	13.3%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Freedom Prep Elementary - Parkrose

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	206	121	58.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	206	205	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis STEM Academy

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	111	51	45.9%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	111	110	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Soulsville Charter School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	32	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	32	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	32	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	575	337	58.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	575	571	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	52.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	29.7%
Disproportionate Rate	-1.1%	-4.0%	23.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	48.7%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Compass Community School, Frayser Campus

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	2985	605	20.3%	223	18	8.1%	12	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	12	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	12	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	139	45	32.4%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	139	133	95.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	94.7%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Crosstown 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	2985	605	20.3%	223	18	8.1%	15	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	15	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	15	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	358	99	27.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	358	239	66.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	61.6%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	56.1%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	47.9%
Disproportionate Rate	-6.1%	-11.3%	8.2%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Medical District 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	97	33	34.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	97	93	95.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	57.6%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	61.3%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Frayser-Corning 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	163	133	81.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	163	162	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	22.6%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	60.9%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	16.5%
Disproportionate Rate	3.8%	2.9%	44.4%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	63.0%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Hawkins Mill 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	125	104	83.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	125	123	98.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	75.0%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	12.5%
Disproportionate Rate	-1.1%	-4.0%	62.5%
% Minority students taught by an ineffective teacher	53.2%	18.2%	72.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	25.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	7.7%
Disproportionate Rate	3.8%	2.9%	17.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	27.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	68.3%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	8.7%
Disproportionate Rate	0.1%	1.0%	59.6%
% Minority students taught by an out of field teacher	3.5%	2.4%	63.4%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Dunbar 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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	94	75	79.8%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	94	94	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	25.3%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	36.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	9.3%
Disproportionate Rate	3.8%	2.9%	26.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	36.2%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Southern Avenue Charter School Of Academic Excellence Creative Arts

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	144	103	71.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	144	143	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	61.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	26.2%
Disproportionate Rate	-1.1%	-4.0%	35.0%
% Minority students taught by an ineffective teacher	53.2%	18.2%	62.2%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	35.0%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	11.7%
Disproportionate Rate	3.8%	2.9%	23.3%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	33.6%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Aurora Collegiate Academy (8257)

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	147	48	32.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	147	143	97.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	56.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	65.0%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Beacon College Preparatory

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	79	34	43.0%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	79	74	93.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | KIPP Memphis Collegiate High School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	10	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	10	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	10	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	274	169	61.7%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	274	271	98.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	40.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	29.6%
Disproportionate Rate	-1.1%	-4.0%	10.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	43.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	25.4%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	17.8%
Disproportionate Rate	3.8%	2.9%	7.7%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	26.9%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Vision Preparatory Charter School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	181	106	58.6%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	181	180	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	29.2%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	27.4%
Disproportionate Rate	-1.1%	-4.0%	1.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	32.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis School of Excellence

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	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	484	219	45.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	484	472	97.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	54.3%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	60.3%
Disproportionate Rate	-1.1%	-4.0%	-5.9%
% Minority students taught by an ineffective teacher	53.2%	18.2%	52.5%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	25.0%
Disproportionate Rate	-6.1%	-11.3%	27.5%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	52.1%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	63.0%
Disproportionate Rate	3.8%	2.9%	-11.0%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	52.8%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	25.0%
Disproportionate Rate	9.4%	4.1%	27.8%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | City University School of Independence

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	18	**	**%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	18	14	77.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	**%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	**%
Disproportionate Rate	-1.1%	-4.0%	**%
% Minority students taught by an ineffective teacher	53.2%	18.2%	**%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Believe Memphis Academy Charter School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	2985	605	20.3%	223	18	8.1%	20	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	20	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	20	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	353	276	78.2%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	353	352	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	17.8%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	3.6%
Disproportionate Rate	-1.1%	-4.0%	14.1%
% Minority students taught by an ineffective teacher	53.2%	18.2%	16.8%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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

### Memphis-Shelby County Schools | Memphis College Preparatory

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	2985	605	20.3%	223	18	8.1%	**	**	**%
Inexperienced Teachers	2985	690	23.1%	223	15	6.7%	**	**	**%
Out of Field Teachers	2985	40	1.3%	223	**	**%	**	**	**%
Low Income Students	66145	34557	52.2%	5072	1303	25.7%	117	93	79.5%
Minority Children	66145	63212	95.6%	5072	3784	74.6%	117	115	98.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.1%	18.0%	35.5%
% Non low-income students taught by an ineffective teacher	54.2%	22.1%	10.8%
Disproportionate Rate	-1.1%	-4.0%	24.7%
% Minority students taught by an ineffective teacher	53.2%	18.2%	37.4%
% Non minority students taught by an ineffective teacher	59.3%	29.5%	**%
Disproportionate Rate	-6.1%	-11.3%	**%
% Low-income students taught by an inexperienced teacher	49.5%	26.1%	**%
% Non low-income students taught by an inexperienced teacher	45.7%	23.2%	**%
Disproportionate Rate	3.8%	2.9%	**%
% Minority students taught by an inexperienced teacher	48.0%	25.0%	**%
% Non minority students taught by an inexperienced teacher	38.6%	20.9%	**%
Disproportionate Rate	9.4%	4.1%	**%
% Low-income students taught by an out of field teacher	3.5%	2.5%	**%
% Non low-income students taught by an out of field teacher	3.4%	1.5%	**%
Disproportionate Rate	0.1%	1.0%	**%
% Minority students taught by an out of field teacher	3.5%	2.4%	**%
% Non minority students taught by an out of field teacher	2.1%	**%	**%
Disproportionate Rate	1.4%	**%	**%

<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).