

2023-24 Student Access to Effective Educators

Milan | Milan Elementary

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	45	**	**%	16	**	**%	19	**	**%
Inexperienced Teachers	45	**	**%	16	**	**%	19	**	**%
Out of Field Teachers	45	**	**%	16	**	**%	19	**	**%
Low Income Students	929	356	38.3%	382	165	43.2%	330	102	30.9%
Minority Children	929	325	35.0%	382	130	34.0%	330	116	35.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	51.4%	29.7%	**%
% Non low-income students taught by an ineffective teacher	45.7%	23.0%	**%
Disproportionate Rate	5.7%	6.7%	**%
% Minority students taught by an ineffective teacher	45.8%	29.2%	**%
% Non minority students taught by an ineffective teacher	49.0%	24.2%	**%
Disproportionate Rate	-3.2%	5.0%	**%
% Low-income students taught by an inexperienced teacher	33.7%	54.5%	25.5%
% Non low-income students taught by an inexperienced teacher	32.3%	44.2%	52.0%
Disproportionate Rate	1.4%	10.3%	-26.5%
% Minority students taught by an inexperienced teacher	30.5%	55.4%	22.4%
% Non minority students taught by an inexperienced teacher	34.1%	45.2%	24.8%
Disproportionate Rate	-3.6%	10.1%	-2.4%
% Low-income students taught by an out of field teacher	**%	37.6%	**%
% Non low-income students taught by an out of field teacher	**%	30.0%	**%
Disproportionate Rate	**%	7.6%	**%
% Minority students taught by an out of field teacher	**%	39.2%	**%
% Non minority students taught by an out of field teacher	**%	30.2%	**%
Disproportionate Rate	**%	9.1%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Milan | Milan Middle School

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	45	**	**%	16	**	**%	26	**	**%
Inexperienced Teachers	45	**	**%	16	**	**%	26	**	**%
Out of Field Teachers	45	**	**%	16	**	**%	26	**	**%
Low Income Students	929	356	38.3%	382	165	43.2%	599	254	42.4%
Minority Children	929	325	35.0%	382	130	34.0%	599	209	34.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	51.4%	29.7%	72.0%
% Non low-income students taught by an ineffective teacher	45.7%	23.0%	**%
Disproportionate Rate	5.7%	6.7%	**%
% Minority students taught by an ineffective teacher	45.8%	29.2%	71.3%
% Non minority students taught by an ineffective teacher	49.0%	24.2%	75.9%
Disproportionate Rate	-3.2%	5.0%	-4.6%
% Low-income students taught by an inexperienced teacher	33.7%	54.5%	37.0%
% Non low-income students taught by an inexperienced teacher	32.3%	44.2%	52.0%
Disproportionate Rate	1.4%	10.3%	-15.0%
% Minority students taught by an inexperienced teacher	30.5%	55.4%	34.9%
% Non minority students taught by an inexperienced teacher	34.1%	45.2%	39.2%
Disproportionate Rate	-3.6%	10.1%	-4.3%
% Low-income students taught by an out of field teacher	**%	37.6%	**%
% Non low-income students taught by an out of field teacher	**%	30.0%	**%
Disproportionate Rate	**%	7.6%	**%
% Minority students taught by an out of field teacher	**%	39.2%	**%
% Non minority students taught by an out of field teacher	**%	30.2%	**%
Disproportionate Rate	**%	9.1%	**%

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

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

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

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

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

2023-24 Student Access to Effective Educators

Milan | Milan High School

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	45	**	**%	16	**	**%	16	**	**%
Inexperienced Teachers	45	**	**%	16	**	**%	16	**	**%
Out of Field Teachers	45	**	**%	16	**	**%	16	**	**%
Low Income Students	929	356	38.3%	382	165	43.2%	367	155	42.2%
Minority Children	929	325	35.0%	382	130	34.0%	367	129	35.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	51.4%	29.7%	31.6%
% Non low-income students taught by an ineffective teacher	45.7%	23.0%	32.3%
Disproportionate Rate	5.7%	6.7%	-0.6%
% Minority students taught by an ineffective teacher	45.8%	29.2%	29.5%
% Non minority students taught by an ineffective teacher	49.0%	24.2%	25.6%
Disproportionate Rate	-3.2%	5.0%	3.8%
% Low-income students taught by an inexperienced teacher	33.7%	54.5%	58.1%
% Non low-income students taught by an inexperienced teacher	32.3%	44.2%	61.9%
Disproportionate Rate	1.4%	10.3%	-3.9%
% Minority students taught by an inexperienced teacher	30.5%	55.4%	55.8%
% Non minority students taught by an inexperienced teacher	34.1%	45.2%	47.9%
Disproportionate Rate	-3.6%	10.1%	7.9%
% Low-income students taught by an out of field teacher	**%	37.6%	40.0%
% Non low-income students taught by an out of field teacher	**%	30.0%	41.9%
Disproportionate Rate	**%	7.6%	-1.9%
% Minority students taught by an out of field teacher	**%	39.2%	39.5%
% Non minority students taught by an out of field teacher	**%	30.2%	31.9%
Disproportionate Rate	**%	9.1%	7.6%

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

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2023-24 Student Access to Effective Educators

Milan | Milan High School Academy

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

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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	45	**	**%	16	**	**%	**	**	**%
Inexperienced Teachers	45	**	**%	16	**	**%	**	**	**%
Out of Field Teachers	45	**	**%	16	**	**%	**	**	**%
Low Income Students	929	356	38.3%	382	165	43.2%	18	10	55.6%
Minority Children	929	325	35.0%	382	130	34.0%	18	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	51.4%	29.7%	**%
% Non low-income students taught by an ineffective teacher	45.7%	23.0%	**%
Disproportionate Rate	5.7%	6.7%	**%
% Minority students taught by an ineffective teacher	45.8%	29.2%	**%
% Non minority students taught by an ineffective teacher	49.0%	24.2%	**%
Disproportionate Rate	-3.2%	5.0%	**%
% Low-income students taught by an inexperienced teacher	33.7%	54.5%	**%
% Non low-income students taught by an inexperienced teacher	32.3%	44.2%	**%
Disproportionate Rate	1.4%	10.3%	**%
% Minority students taught by an inexperienced teacher	30.5%	55.4%	**%
% Non minority students taught by an inexperienced teacher	34.1%	45.2%	**%
Disproportionate Rate	-3.6%	10.1%	**%
% Low-income students taught by an out of field teacher	**%	37.6%	**%
% Non low-income students taught by an out of field teacher	**%	30.0%	**%
Disproportionate Rate	**%	7.6%	**%
% Minority students taught by an out of field teacher	**%	39.2%	**%
% Non minority students taught by an out of field teacher	**%	30.2%	**%
Disproportionate Rate	**%	9.1%	**%

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