

2023-24 Student Access to Effective Educators

Montgomery County | CMCSS K-12 Virtual 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	674	143	21.2%	415	79	19.0%	31	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	31	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	31	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	700	119	17.0%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	700	356	50.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	47.9%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	48.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	52.3%
Disproportionate Rate	1.6%	3.2%	-3.7%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	**%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	**%
Disproportionate Rate	6.5%	3.3%	**%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	14.3%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	3.7%
% Non minority students taught by an out of field teacher	3.7%	3.5%	2.9%
Disproportionate Rate	0.3%	0.7%	0.7%

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

Montgomery County | Rossview Middle

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	674	143	21.2%	415	79	19.0%	51	10	19.6%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	51	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	51	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1077	144	13.4%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1077	442	41.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	59.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	55.9%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	58.1%
Disproportionate Rate	1.6%	3.2%	-2.2%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	62.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	62.0%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	59.8%
Disproportionate Rate	6.5%	3.3%	2.1%
% Low-income students taught by an out of field teacher	3.5%	4.2%	11.8%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	68.1%
Disproportionate Rate	-0.4%	0.5%	-56.2%
% Minority students taught by an out of field teacher	4.0%	4.2%	12.2%
% Non minority students taught by an out of field teacher	3.7%	3.5%	9.6%
Disproportionate Rate	0.3%	0.7%	2.6%

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).

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

Montgomery County | Northeast Middle

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	674	143	21.2%	415	79	19.0%	46	13	28.3%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	46	12	26.1%
Out of Field Teachers	674	**	**%	415	**	**%	46	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1079	214	19.8%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1079	655	60.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	82.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	78.8%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	79.2%
Disproportionate Rate	1.6%	3.2%	-0.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	67.8%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	76.5%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	75.7%
Disproportionate Rate	6.5%	3.3%	0.8%
% Low-income students taught by an out of field teacher	3.5%	4.2%	11.2%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	33.6%
Disproportionate Rate	-0.4%	0.5%	-22.4%
% Minority students taught by an out of field teacher	4.0%	4.2%	9.2%
% Non minority students taught by an out of field teacher	3.7%	3.5%	8.5%
Disproportionate Rate	0.3%	0.7%	0.7%

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

Montgomery County | Woodlawn 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	674	143	21.2%	415	79	19.0%	20	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	20	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	20	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	351	70	19.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	351	101	28.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	32.9%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	34.7%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	32.8%
Disproportionate Rate	1.6%	3.2%	1.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	38.6%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	33.7%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	35.2%
Disproportionate Rate	6.5%	3.3%	-1.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Richview Middle

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	674	143	21.2%	415	79	19.0%	53	18	34.0%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	53	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	53	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1168	188	16.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1168	406	34.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	57.4%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	64.5%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	56.3%
Disproportionate Rate	1.6%	3.2%	8.2%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	64.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	61.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	58.0%
Disproportionate Rate	6.5%	3.3%	3.6%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Oakland 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	674	143	21.2%	415	79	19.0%	27	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	27	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	27	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	602	85	14.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	602	274	45.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	51.8%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	52.9%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	44.8%
Disproportionate Rate	1.6%	3.2%	8.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	54.1%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	53.3%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	48.8%
Disproportionate Rate	6.5%	3.3%	4.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Norman Smith 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	674	143	21.2%	415	79	19.0%	15	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	15	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	15	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	253	113	44.7%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	253	160	63.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	37.2%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	43.4%
Disproportionate Rate	1.0%	1.5%	-6.2%
% Minority students taught by an ineffective teacher	50.3%	45.2%	36.2%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	35.5%
Disproportionate Rate	1.6%	3.2%	0.8%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	50.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	65.5%
Disproportionate Rate	2.9%	4.5%	-15.0%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	53.1%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	49.5%
Disproportionate Rate	6.5%	3.3%	3.7%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Cumberland Heights 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	674	143	21.2%	415	79	19.0%	17	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	17	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	17	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	296	67	22.6%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	296	69	23.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	16.4%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	88.1%
Disproportionate Rate	1.0%	1.5%	-71.6%
% Minority students taught by an ineffective teacher	50.3%	45.2%	15.9%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	26.0%
Disproportionate Rate	1.6%	3.2%	-10.0%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	**%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	**%
Disproportionate Rate	6.5%	3.3%	**%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Carmel 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	674	143	21.2%	415	79	19.0%	15	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	15	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	15	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	307	25	8.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	307	70	22.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	15.7%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	15.2%
Disproportionate Rate	1.6%	3.2%	0.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	16.0%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	31.4%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	32.1%
Disproportionate Rate	6.5%	3.3%	-0.6%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Rossview High

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	674	143	21.2%	415	79	19.0%	42	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	42	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	42	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1157	135	11.7%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1157	490	42.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	14.1%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	57.0%
Disproportionate Rate	1.0%	1.5%	-43.0%
% Minority students taught by an ineffective teacher	50.3%	45.2%	9.4%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	7.5%
Disproportionate Rate	1.6%	3.2%	1.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	24.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	25.7%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	18.4%
Disproportionate Rate	6.5%	3.3%	7.3%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Clarksville High

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	674	143	21.2%	415	79	19.0%	39	10	25.6%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	39	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	39	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1183	143	12.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1183	419	35.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	57.3%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	63.0%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	66.1%
Disproportionate Rate	1.6%	3.2%	-3.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	38.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	30.3%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	25.9%
Disproportionate Rate	6.5%	3.3%	4.4%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	28.0%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	5.0%
% Non minority students taught by an out of field teacher	3.7%	3.5%	3.7%
Disproportionate Rate	0.3%	0.7%	1.3%

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

Montgomery County | Montgomery Central High

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	674	143	21.2%	415	79	19.0%	29	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	29	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	29	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	782	126	16.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	782	195	24.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	26.2%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	22.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	28.6%
Disproportionate Rate	1.6%	3.2%	-6.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	81.0%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	9.2%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	16.2%
Disproportionate Rate	6.5%	3.3%	-7.0%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Sango 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	674	143	21.2%	415	79	19.0%	22	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	22	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	22	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	475	29	6.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	475	116	24.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	7.8%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	10.6%
Disproportionate Rate	1.6%	3.2%	-2.8%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	20.7%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	18.1%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	18.1%
Disproportionate Rate	6.5%	3.3%	-0.0%
% Low-income students taught by an out of field teacher	3.5%	4.2%	13.8%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	8.6%
% Non minority students taught by an out of field teacher	3.7%	3.5%	11.7%
Disproportionate Rate	0.3%	0.7%	-3.1%

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

Montgomery County | Northeast High

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	674	143	21.2%	415	79	19.0%	35	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	35	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	35	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1033	172	16.7%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1033	683	66.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	66.3%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	67.5%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	69.1%
Disproportionate Rate	1.6%	3.2%	-1.6%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	34.3%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	36.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	31.1%
Disproportionate Rate	6.5%	3.3%	5.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	55.2%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	10.7%
% Non minority students taught by an out of field teacher	3.7%	3.5%	10.9%
Disproportionate Rate	0.3%	0.7%	-0.2%

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

Montgomery County | Byrns Darden 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	674	143	21.2%	415	79	19.0%	16	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	16	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	16	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	253	103	40.7%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	253	175	69.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	33.0%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	53.4%
Disproportionate Rate	1.0%	1.5%	-20.4%
% Minority students taught by an ineffective teacher	50.3%	45.2%	36.0%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	33.3%
Disproportionate Rate	1.6%	3.2%	2.7%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	16.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	26.2%
Disproportionate Rate	2.9%	4.5%	-9.7%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	18.3%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	15.4%
Disproportionate Rate	6.5%	3.3%	2.9%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Montgomery Central 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	674	143	21.2%	415	79	19.0%	16	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	16	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	16	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	252	30	11.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	252	30	11.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	13.3%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	13.3%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	19.8%
Disproportionate Rate	1.6%	3.2%	-6.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	**%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	**%
Disproportionate Rate	6.5%	3.3%	**%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Kenwood High

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	674	143	21.2%	415	79	19.0%	28	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	28	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	28	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	980	283	28.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	980	691	70.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	64.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	61.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	67.1%
Disproportionate Rate	1.6%	3.2%	-5.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	49.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	45.4%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	48.1%
Disproportionate Rate	6.5%	3.3%	-2.7%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	6.0%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	2.6%
% Non minority students taught by an out of field teacher	3.7%	3.5%	2.1%
Disproportionate Rate	0.3%	0.7%	0.5%

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

Montgomery County | West Creek 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	674	143	21.2%	415	79	19.0%	26	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	26	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	26	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	517	102	19.7%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	517	323	62.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	19.6%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	78.4%
Disproportionate Rate	1.0%	1.5%	-58.8%
% Minority students taught by an ineffective teacher	50.3%	45.2%	22.3%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	14.4%
Disproportionate Rate	1.6%	3.2%	7.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	63.7%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	58.5%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	60.8%
Disproportionate Rate	6.5%	3.3%	-2.3%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Moore Magnet 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	674	143	21.2%	415	79	19.0%	16	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	16	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	16	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	253	81	32.0%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	253	137	54.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	11.1%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	13.6%
Disproportionate Rate	1.0%	1.5%	-2.5%
% Minority students taught by an ineffective teacher	50.3%	45.2%	10.9%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	4.3%
Disproportionate Rate	1.6%	3.2%	6.6%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	43.2%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	90.1%
Disproportionate Rate	2.9%	4.5%	-46.9%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	43.8%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	41.4%
Disproportionate Rate	6.5%	3.3%	2.4%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Northeast 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	674	143	21.2%	415	79	19.0%	23	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	23	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	23	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	408	67	16.4%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	408	241	59.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	22.4%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	22.4%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	24.6%
Disproportionate Rate	1.6%	3.2%	-2.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	25.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	22.0%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	24.0%
Disproportionate Rate	6.5%	3.3%	-2.0%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | New Providence Middle

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	674	143	21.2%	415	79	19.0%	39	13	33.3%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	39	15	38.5%
Out of Field Teachers	674	**	**%	415	**	**%	39	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1027	268	26.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1027	573	55.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	73.1%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	68.4%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	70.9%
Disproportionate Rate	1.6%	3.2%	-2.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	88.1%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	86.9%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	84.8%
Disproportionate Rate	6.5%	3.3%	2.1%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Kirkwood High

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	674	143	21.2%	415	79	19.0%	30	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	30	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	30	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	869	105	12.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	869	438	50.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	17.1%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	18.9%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	17.4%
Disproportionate Rate	1.6%	3.2%	1.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	63.8%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	59.8%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	66.1%
Disproportionate Rate	6.5%	3.3%	-6.3%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	9.5%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	1.4%
% Non minority students taught by an out of field teacher	3.7%	3.5%	1.4%
Disproportionate Rate	0.3%	0.7%	-0.0%

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

Montgomery County | Barkers Mill 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	674	143	21.2%	415	79	19.0%	30	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	30	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	30	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	491	102	20.8%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	491	304	61.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	45.1%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	45.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	42.2%
Disproportionate Rate	1.6%	3.2%	2.8%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	31.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	33.9%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	36.4%
Disproportionate Rate	6.5%	3.3%	-2.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	44.1%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	8.6%
% Non minority students taught by an out of field teacher	3.7%	3.5%	12.8%
Disproportionate Rate	0.3%	0.7%	-4.3%

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

Montgomery County | West Creek High

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	674	143	21.2%	415	79	19.0%	38	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	38	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	38	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1249	229	18.3%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1249	841	67.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	45.4%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	44.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	44.6%
Disproportionate Rate	1.6%	3.2%	-0.0%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	55.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	55.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	53.9%
Disproportionate Rate	6.5%	3.3%	1.7%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Rossview 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	674	143	21.2%	415	79	19.0%	33	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	33	12	36.4%
Out of Field Teachers	674	**	**%	415	**	**%	33	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	664	59	8.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	664	224	33.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	15.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	12.7%
Disproportionate Rate	1.6%	3.2%	2.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	50.8%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	53.1%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	43.2%
Disproportionate Rate	6.5%	3.3%	9.9%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Glenellen 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	674	143	21.2%	415	79	19.0%	25	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	25	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	25	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	467	98	21.0%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	467	281	60.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	**%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	**%
Disproportionate Rate	1.6%	3.2%	**%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	45.9%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	44.8%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	59.1%
Disproportionate Rate	6.5%	3.3%	-14.3%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Minglewood 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	674	143	21.2%	415	79	19.0%	16	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	16	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	16	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	320	116	36.2%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	320	223	69.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	45.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	81.0%
Disproportionate Rate	1.0%	1.5%	-35.3%
% Minority students taught by an ineffective teacher	50.3%	45.2%	42.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	53.6%
Disproportionate Rate	1.6%	3.2%	-11.0%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	82.8%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	82.5%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	80.4%
Disproportionate Rate	6.5%	3.3%	2.1%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Hazelwood 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	674	143	21.2%	415	79	19.0%	21	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	21	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	21	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	476	85	17.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	476	277	58.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	21.2%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	91.8%
Disproportionate Rate	1.0%	1.5%	-70.6%
% Minority students taught by an ineffective teacher	50.3%	45.2%	19.5%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	21.1%
Disproportionate Rate	1.6%	3.2%	-1.6%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	61.2%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	50.9%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	53.3%
Disproportionate Rate	6.5%	3.3%	-2.4%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | West Creek Middle

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	674	143	21.2%	415	79	19.0%	52	14	26.9%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	52	11	21.2%
Out of Field Teachers	674	**	**%	415	**	**%	52	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1149	225	19.6%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1149	742	64.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	64.0%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	67.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	63.6%
Disproportionate Rate	1.6%	3.2%	3.5%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	60.9%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	61.2%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	69.0%
Disproportionate Rate	6.5%	3.3%	-7.9%
% Low-income students taught by an out of field teacher	3.5%	4.2%	17.8%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	73.3%
Disproportionate Rate	-0.4%	0.5%	-55.6%
% Minority students taught by an out of field teacher	4.0%	4.2%	15.9%
% Non minority students taught by an out of field teacher	3.7%	3.5%	21.4%
Disproportionate Rate	0.3%	0.7%	-5.5%

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

Montgomery County | Kirkwood Middle

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	674	143	21.2%	415	79	19.0%	51	12	23.5%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	51	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	51	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1165	124	10.6%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1165	534	45.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	88.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	83.7%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	84.6%
Disproportionate Rate	1.6%	3.2%	-0.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	55.6%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	45.3%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	51.3%
Disproportionate Rate	6.5%	3.3%	-6.0%
% Low-income students taught by an out of field teacher	3.5%	4.2%	10.5%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	91.9%
Disproportionate Rate	-0.4%	0.5%	-81.5%
% Minority students taught by an out of field teacher	4.0%	4.2%	11.4%
% Non minority students taught by an out of field teacher	3.7%	3.5%	10.5%
Disproportionate Rate	0.3%	0.7%	1.0%

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

Montgomery County | Barksdale 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	674	143	21.2%	415	79	19.0%	11	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	11	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	11	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	246	71	28.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	246	126	51.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	**%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	**%
Disproportionate Rate	1.6%	3.2%	**%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	**%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	**%
Disproportionate Rate	6.5%	3.3%	**%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Kenwood Middle

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	674	143	21.2%	415	79	19.0%	42	17	40.5%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	42	18	42.9%
Out of Field Teachers	674	**	**%	415	**	**%	42	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1083	316	29.2%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1083	746	68.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	61.4%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	56.2%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	54.0%
Disproportionate Rate	1.6%	3.2%	2.2%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	82.6%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	77.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	77.4%
Disproportionate Rate	6.5%	3.3%	0.2%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Burt 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	674	143	21.2%	415	79	19.0%	18	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	18	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	18	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	344	121	35.2%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	344	231	67.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	26.4%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	10.8%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	14.2%
Disproportionate Rate	1.6%	3.2%	-3.3%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	70.2%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	65.8%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	61.1%
Disproportionate Rate	6.5%	3.3%	4.7%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Montgomery Central Middle

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	674	143	21.2%	415	79	19.0%	42	10	23.8%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	42	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	42	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	850	157	18.5%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	850	217	25.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	65.0%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	57.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	61.0%
Disproportionate Rate	1.6%	3.2%	-3.8%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	22.9%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	87.3%
Disproportionate Rate	2.9%	4.5%	-64.3%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	20.3%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	20.4%
Disproportionate Rate	6.5%	3.3%	-0.1%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | East Montgomery 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	674	143	21.2%	415	79	19.0%	17	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	17	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	17	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	366	37	10.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	366	90	24.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	27.0%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	37.8%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	34.1%
Disproportionate Rate	1.6%	3.2%	3.7%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	32.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	35.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	30.8%
Disproportionate Rate	6.5%	3.3%	4.8%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Northwest High

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	674	143	21.2%	415	79	19.0%	35	13	37.1%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	35	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	35	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	1082	259	23.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	1082	600	55.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	90.0%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	90.0%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	88.2%
Disproportionate Rate	1.6%	3.2%	1.8%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	57.9%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	54.7%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	52.3%
Disproportionate Rate	6.5%	3.3%	2.4%
% Low-income students taught by an out of field teacher	3.5%	4.2%	16.2%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	40.9%
Disproportionate Rate	-0.4%	0.5%	-24.7%
% Minority students taught by an out of field teacher	4.0%	4.2%	13.7%
% Non minority students taught by an out of field teacher	3.7%	3.5%	13.7%
Disproportionate Rate	0.3%	0.7%	-0.0%

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

Montgomery County | Kenwood 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	674	143	21.2%	415	79	19.0%	19	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	19	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	19	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	291	79	27.1%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	291	182	62.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	26.6%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	78.5%
Disproportionate Rate	1.0%	1.5%	-51.9%
% Minority students taught by an ineffective teacher	50.3%	45.2%	28.6%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	28.4%
Disproportionate Rate	1.6%	3.2%	0.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	17.7%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	39.2%
Disproportionate Rate	2.9%	4.5%	-21.5%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	17.6%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	11.9%
Disproportionate Rate	6.5%	3.3%	5.7%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Liberty 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	674	143	21.2%	415	79	19.0%	18	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	18	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	18	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	363	94	25.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	363	215	59.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	45.7%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	39.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	45.9%
Disproportionate Rate	1.6%	3.2%	-6.9%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	74.5%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	66.0%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	73.6%
Disproportionate Rate	6.5%	3.3%	-7.6%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Pisgah 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	674	143	21.2%	415	79	19.0%	20	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	20	10	50.0%
Out of Field Teachers	674	**	**%	415	**	**%	20	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	463	69	14.9%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	463	263	56.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	40.6%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	41.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	36.0%
Disproportionate Rate	1.6%	3.2%	5.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	53.6%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	60.5%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	56.0%
Disproportionate Rate	6.5%	3.3%	4.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Ringgold 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	674	143	21.2%	415	79	19.0%	20	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	20	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	20	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	360	110	30.6%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	360	283	78.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	54.5%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	87.3%
Disproportionate Rate	1.0%	1.5%	-32.7%
% Minority students taught by an ineffective teacher	50.3%	45.2%	43.5%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	42.9%
Disproportionate Rate	1.6%	3.2%	0.6%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	56.4%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	49.8%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	49.4%
Disproportionate Rate	6.5%	3.3%	0.5%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Spanish Immersion @ Barksdale

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	674	143	21.2%	415	79	19.0%	**	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	**	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	**	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	93	**	**%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	93	37	39.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	54.1%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	50.0%
Disproportionate Rate	1.6%	3.2%	4.1%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	51.4%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	53.6%
Disproportionate Rate	6.5%	3.3%	-2.2%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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

Montgomery County | Middle College @ Austin Peay State University

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	674	143	21.2%	415	79	19.0%	**	**	**%
Inexperienced Teachers	674	175	26.0%	415	64	15.4%	**	**	**%
Out of Field Teachers	674	**	**%	415	**	**%	**	**	**%
Low Income Students	16403	3797	23.1%	10095	1224	12.1%	43	**	**%
Minority Children	16403	9493	57.9%	10095	3935	39.0%	43	21	48.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	50.4%	44.5%	**%
% Non low-income students taught by an ineffective teacher	49.4%	43.0%	**%
Disproportionate Rate	1.0%	1.5%	**%
% Minority students taught by an ineffective teacher	50.3%	45.2%	**%
% Non minority students taught by an ineffective teacher	48.7%	41.9%	**%
Disproportionate Rate	1.6%	3.2%	**%
% Low-income students taught by an inexperienced teacher	53.0%	43.5%	**%
% Non low-income students taught by an inexperienced teacher	50.1%	39.1%	**%
Disproportionate Rate	2.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	53.5%	41.6%	**%
% Non minority students taught by an inexperienced teacher	47.0%	38.3%	**%
Disproportionate Rate	6.5%	3.3%	**%
% Low-income students taught by an out of field teacher	3.5%	4.2%	**%
% Non low-income students taught by an out of field teacher	4.0%	3.7%	**%
Disproportionate Rate	-0.4%	0.5%	**%
% Minority students taught by an out of field teacher	4.0%	4.2%	**%
% Non minority students taught by an out of field teacher	3.7%	3.5%	**%
Disproportionate Rate	0.3%	0.7%	**%

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).