

## 2023-24 Student Access to Effective Educators

### Morgan County | Coalfield School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	19	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	19	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	19	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	358	80	22.3%
Minority Children	1569	71	4.5%	266	13	4.9%	358	16	4.5%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	47.5%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	**%
Disproportionate Rate	7.4%	3.2%	**%
% Minority students taught by an ineffective teacher	54.9%	61.5%	25.0%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	45.6%
Disproportionate Rate	-9.6%	2.6%	-20.6%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	**%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	**%
Disproportionate Rate	1.1%	-0.1%	**%
% Minority students taught by an inexperienced teacher	21.1%	**%	**%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	**%
Disproportionate Rate	-5.4%	**%	**%
% Low-income students taught by an out of field teacher	19.0%	**%	**%
% Non low-income students taught by an out of field teacher	14.2%	**%	**%
Disproportionate Rate	4.8%	**%	**%
% Minority students taught by an out of field teacher	16.9%	**%	**%
% Non minority students taught by an out of field teacher	15.8%	**%	**%
Disproportionate Rate	1.1%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Morgan County | Central Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	12	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	12	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	12	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	251	90	35.9%
Minority Children	1569	71	4.5%	266	13	4.9%	251	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	43.3%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	78.9%
Disproportionate Rate	7.4%	3.2%	-35.6%
% Minority students taught by an ineffective teacher	54.9%	61.5%	**%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	43.8%
Disproportionate Rate	-9.6%	2.6%	**%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	67.8%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	**%
Disproportionate Rate	1.1%	-0.1%	**%
% Minority students taught by an inexperienced teacher	21.1%	**%	**%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	71.1%
Disproportionate Rate	-5.4%	**%	**%
% Low-income students taught by an out of field teacher	19.0%	**%	**%
% Non low-income students taught by an out of field teacher	14.2%	**%	**%
Disproportionate Rate	4.8%	**%	**%
% Minority students taught by an out of field teacher	16.9%	**%	**%
% Non minority students taught by an out of field teacher	15.8%	**%	**%
Disproportionate Rate	1.1%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Morgan County | Sunbright School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	15	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	15	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	15	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	331	146	44.1%
Minority Children	1569	71	4.5%	266	13	4.9%	331	11	3.3%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	91.8%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	**%
Disproportionate Rate	7.4%	3.2%	**%
% Minority students taught by an ineffective teacher	54.9%	61.5%	90.9%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	89.7%
Disproportionate Rate	-9.6%	2.6%	1.2%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	13.0%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	13.0%
Disproportionate Rate	1.1%	-0.1%	0.0%
% Minority students taught by an inexperienced teacher	21.1%	**%	**%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	11.9%
Disproportionate Rate	-5.4%	**%	**%
% Low-income students taught by an out of field teacher	19.0%	**%	61.6%
% Non low-income students taught by an out of field teacher	14.2%	**%	84.2%
Disproportionate Rate	4.8%	**%	-22.6%
% Minority students taught by an out of field teacher	16.9%	**%	63.6%
% Non minority students taught by an out of field teacher	15.8%	**%	64.4%
Disproportionate Rate	1.1%	**%	-0.7%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Morgan County | Oakdale School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	18	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	18	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	18	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	289	98	33.9%
Minority Children	1569	71	4.5%	266	13	4.9%	289	23	8.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	84.7%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	**%
Disproportionate Rate	7.4%	3.2%	**%
% Minority students taught by an ineffective teacher	54.9%	61.5%	56.5%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	74.8%
Disproportionate Rate	-9.6%	2.6%	-18.3%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	12.2%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	19.4%
Disproportionate Rate	1.1%	-0.1%	-7.1%
% Minority students taught by an inexperienced teacher	21.1%	**%	4.3%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	11.3%
Disproportionate Rate	-5.4%	**%	-6.9%
% Low-income students taught by an out of field teacher	19.0%	**%	12.2%
% Non low-income students taught by an out of field teacher	14.2%	**%	24.5%
Disproportionate Rate	4.8%	**%	-12.2%
% Minority students taught by an out of field teacher	16.9%	**%	21.7%
% Non minority students taught by an out of field teacher	15.8%	**%	11.7%
Disproportionate Rate	1.1%	**%	10.1%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Morgan County | Central High School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	10	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	10	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	10	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	266	90	33.8%
Minority Children	1569	71	4.5%	266	13	4.9%	266	13	4.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	61.1%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	**%
Disproportionate Rate	7.4%	3.2%	**%
% Minority students taught by an ineffective teacher	54.9%	61.5%	61.5%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	58.9%
Disproportionate Rate	-9.6%	2.6%	2.6%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	**%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	8.9%
Disproportionate Rate	1.1%	-0.1%	**%
% Minority students taught by an inexperienced teacher	21.1%	**%	**%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	4.7%
Disproportionate Rate	-5.4%	**%	**%
% Low-income students taught by an out of field teacher	19.0%	**%	**%
% Non low-income students taught by an out of field teacher	14.2%	**%	**%
Disproportionate Rate	4.8%	**%	**%
% Minority students taught by an out of field teacher	16.9%	**%	**%
% Non minority students taught by an out of field teacher	15.8%	**%	**%
Disproportionate Rate	1.1%	**%	**%

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

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

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

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

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

## 2023-24 Student Access to Effective Educators

### Morgan County | Petros Joyner Elementary

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	**	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	**	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	**	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	98	48	49.0%
Minority Children	1569	71	4.5%	266	13	4.9%	98	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	47.9%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	58.3%
Disproportionate Rate	7.4%	3.2%	-10.4%
% Minority students taught by an ineffective teacher	54.9%	61.5%	**%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	53.1%
Disproportionate Rate	-9.6%	2.6%	**%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	**%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	**%
Disproportionate Rate	1.1%	-0.1%	**%
% Minority students taught by an inexperienced teacher	21.1%	**%	**%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	**%
Disproportionate Rate	-5.4%	**%	**%
% Low-income students taught by an out of field teacher	19.0%	**%	**%
% Non low-income students taught by an out of field teacher	14.2%	**%	**%
Disproportionate Rate	4.8%	**%	**%
% Minority students taught by an out of field teacher	16.9%	**%	**%
% Non minority students taught by an out of field teacher	15.8%	**%	**%
Disproportionate Rate	1.1%	**%	**%

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

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

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

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

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



## 2023-24 Student Access to Effective Educators

### Morgan County | Central Middle School

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

**Table 1 Student and Educator Characteristics**

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	81	36	44.4%	10	**	**%	12	**	**%
Inexperienced Teachers	81	**	**%	10	**	**%	12	**	**%
Out of Field Teachers	81	**	**%	10	**	**%	12	**	**%
Low Income Students	1569	537	34.2%	266	90	33.8%	243	75	30.9%
Minority Children	1569	71	4.5%	266	13	4.9%	243	10	4.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	68.9%	61.1%	70.7%
% Non low-income students taught by an ineffective teacher	61.5%	58.0%	**%
Disproportionate Rate	7.4%	3.2%	**%
% Minority students taught by an ineffective teacher	54.9%	61.5%	80.0%
% Non minority students taught by an ineffective teacher	64.5%	58.9%	71.7%
Disproportionate Rate	-9.6%	2.6%	8.3%
% Low-income students taught by an inexperienced teacher	27.0%	4.4%	70.7%
% Non low-income students taught by an inexperienced teacher	25.9%	4.5%	**%
Disproportionate Rate	1.1%	-0.1%	**%
% Minority students taught by an inexperienced teacher	21.1%	**%	70.0%
% Non minority students taught by an inexperienced teacher	26.5%	4.7%	67.4%
Disproportionate Rate	-5.4%	**%	2.6%
% Low-income students taught by an out of field teacher	19.0%	**%	**%
% Non low-income students taught by an out of field teacher	14.2%	**%	**%
Disproportionate Rate	4.8%	**%	**%
% Minority students taught by an out of field teacher	16.9%	**%	**%
% Non minority students taught by an out of field teacher	15.8%	**%	**%
Disproportionate Rate	1.1%	**%	**%

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

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

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

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

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