

2023-24 Student Access to Effective Educators

Murfreesboro | Mitchell-Neilson 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	197	40	20.3%	145	34	23.4%	28	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	28	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	28	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	323	173	53.6%
Minority Children	2597	1675	64.5%	2131	754	35.4%	323	201	62.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	69.9%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	50.9%
Disproportionate Rate	6.0%	14.1%	19.1%
% Minority students taught by an ineffective teacher	43.2%	54.4%	66.2%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	62.3%
Disproportionate Rate	2.3%	9.6%	3.9%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	52.6%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	35.3%
Disproportionate Rate	4.6%	4.5%	17.3%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	44.3%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	51.6%
Disproportionate Rate	5.6%	1.6%	-7.4%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Hobgood 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	197	40	20.3%	145	34	23.4%	25	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	25	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	25	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	352	133	37.8%
Minority Children	2597	1675	64.5%	2131	754	35.4%	352	262	74.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	24.8%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	27.1%
Disproportionate Rate	6.0%	14.1%	-2.3%
% Minority students taught by an ineffective teacher	43.2%	54.4%	19.5%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	20.0%
Disproportionate Rate	2.3%	9.6%	-0.5%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	28.6%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	42.1%
Disproportionate Rate	4.6%	4.5%	-13.5%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	29.0%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	20.0%
Disproportionate Rate	5.6%	1.6%	9.0%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Salem Elementary 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	197	40	20.3%	145	34	23.4%	37	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	37	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	37	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	512	63	12.3%
Minority Children	2597	1675	64.5%	2131	754	35.4%	512	195	38.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	42.9%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	33.8%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	36.9%
Disproportionate Rate	2.3%	9.6%	-3.1%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	25.4%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	27.2%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	28.4%
Disproportionate Rate	5.6%	1.6%	-1.2%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Cason Lane Academy

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	197	40	20.3%	145	34	23.4%	28	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	28	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	28	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	364	110	30.2%
Minority Children	2597	1675	64.5%	2131	754	35.4%	364	204	56.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	38.2%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	72.7%
Disproportionate Rate	6.0%	14.1%	-34.5%
% Minority students taught by an ineffective teacher	43.2%	54.4%	37.3%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	28.7%
Disproportionate Rate	2.3%	9.6%	8.5%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	50.0%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	46.6%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	50.0%
Disproportionate Rate	5.6%	1.6%	-3.4%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Black Fox 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	197	40	20.3%	145	34	23.4%	31	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	31	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	31	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	458	138	30.1%
Minority Children	2597	1675	64.5%	2131	754	35.4%	458	315	68.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	51.4%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	52.4%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	44.1%
Disproportionate Rate	2.3%	9.6%	8.3%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	21.7%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	50.0%
Disproportionate Rate	4.6%	4.5%	-28.3%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	22.9%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	18.9%
Disproportionate Rate	5.6%	1.6%	4.0%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Overall 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	197	40	20.3%	145	34	23.4%	36	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	36	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	36	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	523	52	9.9%
Minority Children	2597	1675	64.5%	2131	754	35.4%	523	167	31.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	50.0%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	50.9%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	44.4%
Disproportionate Rate	2.3%	9.6%	6.5%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	36.5%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	37.7%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	37.4%
Disproportionate Rate	5.6%	1.6%	0.4%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Scales Elementary 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	197	40	20.3%	145	34	23.4%	38	14	36.8%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	38	10	26.3%
Out of Field Teachers	197	**	**%	145	**	**%	38	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	498	110	22.1%
Minority Children	2597	1675	64.5%	2131	754	35.4%	498	244	49.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	83.6%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	83.2%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	87.0%
Disproportionate Rate	2.3%	9.6%	-3.8%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	50.9%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	52.0%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	57.1%
Disproportionate Rate	5.6%	1.6%	-5.0%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Discovery 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	197	40	20.3%	145	34	23.4%	10	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	10	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	10	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	210	**	**%
Minority Children	2597	1675	64.5%	2131	754	35.4%	210	23	11.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	**%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	**%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	**%
Disproportionate Rate	2.3%	9.6%	**%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	**%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	30.4%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	31.6%
Disproportionate Rate	5.6%	1.6%	-1.1%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | John Pittard 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	197	40	20.3%	145	34	23.4%	28	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	28	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	28	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	418	134	32.1%
Minority Children	2597	1675	64.5%	2131	754	35.4%	418	257	61.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	36.6%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	73.1%
Disproportionate Rate	6.0%	14.1%	-36.6%
% Minority students taught by an ineffective teacher	43.2%	54.4%	35.4%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	34.8%
Disproportionate Rate	2.3%	9.6%	0.6%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	29.9%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	53.7%
Disproportionate Rate	4.6%	4.5%	-23.9%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	31.1%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	19.9%
Disproportionate Rate	5.6%	1.6%	11.3%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Erma Siegel 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	197	40	20.3%	145	34	23.4%	24	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	24	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	24	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	394	31	7.9%
Minority Children	2597	1675	64.5%	2131	754	35.4%	394	127	32.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	38.7%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	44.9%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	45.7%
Disproportionate Rate	2.3%	9.6%	-0.8%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	19.4%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	7.9%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	10.1%
Disproportionate Rate	5.6%	1.6%	-2.2%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Northfield 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	197	40	20.3%	145	34	23.4%	23	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	23	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	23	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	326	84	25.8%
Minority Children	2597	1675	64.5%	2131	754	35.4%	326	163	50.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	46.4%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	**%
Disproportionate Rate	6.0%	14.1%	**%
% Minority students taught by an ineffective teacher	43.2%	54.4%	51.5%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	41.7%
Disproportionate Rate	2.3%	9.6%	9.8%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	45.2%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	47.9%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	33.1%
Disproportionate Rate	5.6%	1.6%	14.7%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Bradley Academy - An Arts Integrated 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	197	40	20.3%	145	34	23.4%	20	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	20	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	20	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	198	77	38.9%
Minority Children	2597	1675	64.5%	2131	754	35.4%	198	163	82.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	32.5%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	33.8%
Disproportionate Rate	6.0%	14.1%	-1.3%
% Minority students taught by an ineffective teacher	43.2%	54.4%	28.2%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	14.3%
Disproportionate Rate	2.3%	9.6%	13.9%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	75.3%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	**%
Disproportionate Rate	4.6%	4.5%	**%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	80.4%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	48.6%
Disproportionate Rate	5.6%	1.6%	31.8%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Murfreesboro | Reeves-Rogers 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	197	40	20.3%	145	34	23.4%	14	**	**%
Inexperienced Teachers	197	34	17.3%	145	26	17.9%	14	**	**%
Out of Field Teachers	197	**	**%	145	**	**%	14	**	**%
Low Income Students	2597	928	35.7%	2131	259	12.2%	187	79	42.2%
Minority Children	2597	1675	64.5%	2131	754	35.4%	187	124	66.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	46.3%	60.6%	63.3%
% Non low-income students taught by an ineffective teacher	40.3%	46.5%	94.9%
Disproportionate Rate	6.0%	14.1%	-31.6%
% Minority students taught by an ineffective teacher	43.2%	54.4%	64.5%
% Non minority students taught by an ineffective teacher	40.9%	44.8%	71.4%
Disproportionate Rate	2.3%	9.6%	-6.9%
% Low-income students taught by an inexperienced teacher	39.3%	37.5%	19.0%
% Non low-income students taught by an inexperienced teacher	34.8%	32.9%	24.1%
Disproportionate Rate	4.6%	4.5%	-5.1%
% Minority students taught by an inexperienced teacher	38.3%	34.5%	18.5%
% Non minority students taught by an inexperienced teacher	32.8%	32.9%	17.5%
Disproportionate Rate	5.6%	1.6%	1.1%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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).