

## 2023-24 Student Access to Effective Educators

### Oak Ridge | Jefferson 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	50	**	**%	122	28	23.0%	42	13	31.0%
Inexperienced Teachers	50	**	**%	122	**	**%	42	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	42	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	736	105	14.3%
Minority Children	717	216	30.1%	2629	717	27.3%	736	182	24.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	76.2%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	72.5%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	76.4%
Disproportionate Rate	-4.1%	-3.6%	-3.8%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	25.7%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	**%
Disproportionate Rate	12.9%	5.1%	**%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	20.3%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	18.8%
Disproportionate Rate	9.2%	0.1%	1.6%
% 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	**%	**%	**%

<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

### Oak Ridge | Linden 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	50	**	**%	122	28	23.0%	17	**	**%
Inexperienced Teachers	50	**	**%	122	**	**%	17	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	17	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	211	34	16.1%
Minority Children	717	216	30.1%	2629	717	27.3%	211	52	24.6%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	32.4%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	38.5%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	33.3%
Disproportionate Rate	-4.1%	-3.6%	5.1%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	**%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	**%
Disproportionate Rate	12.9%	5.1%	**%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	**%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	**%
Disproportionate Rate	9.2%	0.1%	**%
% 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	**%	**%	**%

<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

### Oak Ridge | Glenwood 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	50	**	**%	122	28	23.0%	13	**	**%
Inexperienced Teachers	50	**	**%	122	**	**%	13	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	13	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	141	36	25.5%
Minority Children	717	216	30.1%	2629	717	27.3%	141	45	31.9%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	58.3%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	53.3%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	50.0%
Disproportionate Rate	-4.1%	-3.6%	3.3%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	**%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	**%
Disproportionate Rate	12.9%	5.1%	**%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	**%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	**%
Disproportionate Rate	9.2%	0.1%	**%
% 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	**%	**%	**%

<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

### Oak Ridge | Willow Brook 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	50	**	**%	122	28	23.0%	10	**	**%
Inexperienced Teachers	50	**	**%	122	**	**%	10	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	10	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	170	62	36.5%
Minority Children	717	216	30.1%	2629	717	27.3%	170	72	42.4%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	**%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	**%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	**%
Disproportionate Rate	-4.1%	-3.6%	**%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	93.5%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	**%
Disproportionate Rate	12.9%	5.1%	**%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	94.4%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	96.9%
Disproportionate Rate	9.2%	0.1%	-2.5%
% 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	**%	**%	**%

<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

### Oak Ridge | Robertsville 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	50	**	**%	122	28	23.0%	41	11	26.8%
Inexperienced Teachers	50	**	**%	122	**	**%	41	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	41	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	750	155	20.7%
Minority Children	717	216	30.1%	2629	717	27.3%	750	215	28.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	59.4%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	59.1%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	65.2%
Disproportionate Rate	-4.1%	-3.6%	-6.2%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	24.5%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	69.0%
Disproportionate Rate	12.9%	5.1%	-44.5%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	17.7%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	20.0%
Disproportionate Rate	9.2%	0.1%	-2.3%
% 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	**%	**%	**%

<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

### Oak Ridge | Oak Ridge 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	50	**	**%	122	28	23.0%	43	**	**%
Inexperienced Teachers	50	**	**%	122	**	**%	43	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	43	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	1144	166	14.5%
Minority Children	717	216	30.1%	2629	717	27.3%	1144	320	28.0%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	27.1%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	19.4%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	18.4%
Disproportionate Rate	-4.1%	-3.6%	0.9%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	13.9%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	72.9%
Disproportionate Rate	12.9%	5.1%	-59.0%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	13.4%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	12.3%
Disproportionate Rate	9.2%	0.1%	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	**%	**%	**%

<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

### Oak Ridge | Woodland 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	50	**	**%	122	28	23.0%	11	**	**%
Inexperienced Teachers	50	**	**%	122	**	**%	11	**	**%
Out of Field Teachers	50	**	**%	122	**	**%	11	**	**%
Low Income Students	717	153	21.3%	2629	426	16.2%	195	21	10.8%
Minority Children	717	216	30.1%	2629	717	27.3%	195	47	24.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.5%	50.9%	47.6%
% Non low-income students taught by an ineffective teacher	35.6%	46.7%	**%
Disproportionate Rate	-8.2%	4.3%	**%
% Minority students taught by an ineffective teacher	31.0%	44.8%	48.9%
% Non minority students taught by an ineffective teacher	35.1%	48.3%	50.7%
Disproportionate Rate	-4.1%	-3.6%	-1.7%
% Low-income students taught by an inexperienced teacher	39.9%	20.7%	14.3%
% Non low-income students taught by an inexperienced teacher	27.0%	15.5%	**%
Disproportionate Rate	12.9%	5.1%	**%
% Minority students taught by an inexperienced teacher	36.1%	16.5%	21.3%
% Non minority students taught by an inexperienced teacher	26.9%	16.3%	27.0%
Disproportionate Rate	9.2%	0.1%	-5.8%
% 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	**%	**%	**%

<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.

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<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).