

## 2023-24 Student Access to Effective Educators

### Obion County | South Fulton Middle / 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	82	23	28.0%	16	**	**%	16	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	16	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	16	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	279	86	30.8%
Minority Children	1645	262	15.9%	279	41	14.7%	279	41	14.7%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	77.9%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	**%
Disproportionate Rate	-5.2%	9.5%	**%
% Minority students taught by an ineffective teacher	51.1%	68.3%	68.3%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	71.8%
Disproportionate Rate	-7.4%	-3.6%	-3.6%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	38.4%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	77.9%
Disproportionate Rate	-0.1%	3.7%	-39.5%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	41.5%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	34.9%
Disproportionate Rate	-5.2%	6.6%	6.6%
% 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

### Obion County | Ridgemont 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	82	23	28.0%	16	**	**%	13	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	13	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	13	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	233	88	37.8%
Minority Children	1645	262	15.9%	279	41	14.7%	233	88	37.8%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	25.0%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	31.8%
Disproportionate Rate	-5.2%	9.5%	-6.8%
% Minority students taught by an ineffective teacher	51.1%	68.3%	21.6%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	21.4%
Disproportionate Rate	-7.4%	-3.6%	0.2%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	**%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	**%
Disproportionate Rate	-0.1%	3.7%	**%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	**%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	**%
Disproportionate Rate	-5.2%	6.6%	**%
% 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

### Obion County | Hillcrest 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	82	23	28.0%	16	**	**%	18	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	18	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	18	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	314	88	28.0%
Minority Children	1645	262	15.9%	279	41	14.7%	314	19	6.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	80.7%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	**%
Disproportionate Rate	-5.2%	9.5%	**%
% Minority students taught by an ineffective teacher	51.1%	68.3%	89.5%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	81.7%
Disproportionate Rate	-7.4%	-3.6%	7.8%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	**%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	**%
Disproportionate Rate	-0.1%	3.7%	**%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	**%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	**%
Disproportionate Rate	-5.2%	6.6%	**%
% 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

### Obion County | Obion 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	82	23	28.0%	16	**	**%	12	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	12	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	12	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	506	163	32.2%
Minority Children	1645	262	15.9%	279	41	14.7%	506	82	16.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	66.3%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	**%
Disproportionate Rate	-5.2%	9.5%	**%
% Minority students taught by an ineffective teacher	51.1%	68.3%	74.4%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	71.9%
Disproportionate Rate	-7.4%	-3.6%	2.5%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	**%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	**%
Disproportionate Rate	-0.1%	3.7%	**%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	**%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	**%
Disproportionate Rate	-5.2%	6.6%	**%
% 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

### Obion County | Lake Road 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	82	23	28.0%	16	**	**%	22	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	22	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	22	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	306	88	28.8%
Minority Children	1645	262	15.9%	279	41	14.7%	306	34	11.1%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	33.0%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	84.1%
Disproportionate Rate	-5.2%	9.5%	-51.1%
% Minority students taught by an ineffective teacher	51.1%	68.3%	29.4%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	34.2%
Disproportionate Rate	-7.4%	-3.6%	-4.8%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	56.8%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	**%
Disproportionate Rate	-0.1%	3.7%	**%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	55.9%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	57.4%
Disproportionate Rate	-5.2%	6.6%	-1.5%
% 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

### Obion County | Black Oak 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	82	23	28.0%	16	**	**%	10	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	10	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	10	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	141	57	40.4%
Minority Children	1645	262	15.9%	279	41	14.7%	141	**	**%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	42.1%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	78.9%
Disproportionate Rate	-5.2%	9.5%	-36.8%
% Minority students taught by an ineffective teacher	51.1%	68.3%	**%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	48.1%
Disproportionate Rate	-7.4%	-3.6%	**%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	36.8%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	50.9%
Disproportionate Rate	-0.1%	3.7%	-14.0%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	**%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	35.3%
Disproportionate Rate	-5.2%	6.6%	**%
% 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

### Obion County | South Fulton 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	82	23	28.0%	16	**	**%	**	**	**%
Inexperienced Teachers	82	**	**%	16	**	**%	**	**	**%
Out of Field Teachers	82	**	**%	16	**	**%	**	**	**%
Low Income Students	1645	531	32.3%	279	86	30.8%	146	47	32.2%
Minority Children	1645	262	15.9%	279	41	14.7%	146	31	21.2%

**Table 2 Educator Disproportionate Rates**

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	53.9%	77.9%	68.1%
% Non low-income students taught by an ineffective teacher	59.1%	68.4%	**%
Disproportionate Rate	-5.2%	9.5%	**%
% Minority students taught by an ineffective teacher	51.1%	68.3%	71.0%
% Non minority students taught by an ineffective teacher	58.6%	71.8%	66.1%
Disproportionate Rate	-7.4%	-3.6%	4.9%
% Low-income students taught by an inexperienced teacher	16.2%	38.4%	31.9%
% Non low-income students taught by an inexperienced teacher	16.2%	34.7%	57.4%
Disproportionate Rate	-0.1%	3.7%	-25.5%
% Minority students taught by an inexperienced teacher	11.8%	41.5%	29.0%
% Non minority students taught by an inexperienced teacher	17.1%	34.9%	28.7%
Disproportionate Rate	-5.2%	6.6%	0.3%
% 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).