

2023-24 Student Access to Effective Educators

Rutherford County | Blackman Middle 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	424	67	15.8%	1275	189	14.8%	81	11	13.6%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	81	12	14.8%
Out of Field Teachers	424	**	**%	1275	16	1.3%	81	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1690	247	14.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1690	720	42.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	47.0%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	48.1%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	44.2%
Disproportionate Rate	4.5%	4.2%	3.8%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	42.5%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	45.1%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	44.2%
Disproportionate Rate	4.4%	6.1%	0.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	15.4%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	68.0%
Disproportionate Rate	-0.4%	1.3%	-52.6%
% Minority students taught by an out of field teacher	3.0%	3.9%	14.3%
% Non minority students taught by an out of field teacher	2.5%	2.7%	10.6%
Disproportionate Rate	0.5%	1.2%	3.7%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Blackman High 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	424	67	15.8%	1275	189	14.8%	43	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	43	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	43	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1740	220	12.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1740	811	46.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	28.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	28.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	27.6%
Disproportionate Rate	4.5%	4.2%	0.4%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	33.6%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	32.4%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	31.6%
Disproportionate Rate	4.4%	6.1%	0.8%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Brown's Chapel 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	424	67	15.8%	1275	189	14.8%	30	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	30	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	30	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	432	71	16.4%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	432	186	43.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	52.1%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	46.2%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	53.7%
Disproportionate Rate	4.5%	4.2%	-7.4%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	42.3%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	38.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	28.9%
Disproportionate Rate	4.4%	6.1%	9.3%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | David Youree 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	424	67	15.8%	1275	189	14.8%	25	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	25	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	25	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	337	110	32.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	337	231	68.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	46.4%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	55.4%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	51.9%
Disproportionate Rate	4.5%	4.2%	3.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	16.4%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	29.1%
Disproportionate Rate	-0.7%	4.2%	-12.7%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	13.9%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	17.0%
Disproportionate Rate	4.4%	6.1%	-3.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Whitworth-Buchanan Middle 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	424	67	15.8%	1275	189	14.8%	45	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	45	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	45	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	844	256	30.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	844	468	55.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	43.8%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	49.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	42.0%
Disproportionate Rate	4.5%	4.2%	7.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	25.4%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	69.9%
Disproportionate Rate	-0.7%	4.2%	-44.5%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	27.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	30.6%
Disproportionate Rate	4.4%	6.1%	-3.0%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rock Springs 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	424	67	15.8%	1275	189	14.8%	42	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	42	11	26.2%
Out of Field Teachers	424	**	**%	1275	16	1.3%	42	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	645	134	20.8%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	645	297	46.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	32.8%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	29.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	26.1%
Disproportionate Rate	4.5%	4.2%	3.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	47.8%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	42.8%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	34.8%
Disproportionate Rate	4.4%	6.1%	8.0%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | John Colemon 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	424	67	15.8%	1275	189	14.8%	23	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	23	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	23	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	246	63	25.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	246	158	64.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	49.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	49.4%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	53.4%
Disproportionate Rate	4.5%	4.2%	-4.0%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	54.0%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	50.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	47.7%
Disproportionate Rate	4.4%	6.1%	2.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Smyrna Primary

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	424	67	15.8%	1275	189	14.8%	26	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	26	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	26	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	325	82	25.2%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	325	172	52.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	29.3%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	97.6%
Disproportionate Rate	-1.0%	2.8%	-68.3%
% Minority students taught by an ineffective teacher	46.4%	45.6%	27.3%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	37.3%
Disproportionate Rate	4.5%	4.2%	-9.9%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	34.1%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	93.9%
Disproportionate Rate	-0.7%	4.2%	-59.8%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	36.0%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	28.1%
Disproportionate Rate	4.4%	6.1%	7.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Christiana Middle 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	424	67	15.8%	1275	189	14.8%	48	17	35.4%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	48	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	48	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1123	179	15.9%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1123	404	36.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	72.6%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	73.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	71.9%
Disproportionate Rate	4.5%	4.2%	1.1%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	58.7%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	54.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	63.6%
Disproportionate Rate	4.4%	6.1%	-9.4%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rock Springs Middle 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	424	67	15.8%	1275	189	14.8%	51	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	51	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	51	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1080	218	20.2%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1080	613	56.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	69.7%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	64.9%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	63.2%
Disproportionate Rate	4.5%	4.2%	1.8%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	51.4%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	53.7%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	60.2%
Disproportionate Rate	4.4%	6.1%	-6.5%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Kittrell 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	424	67	15.8%	1275	189	14.8%	11	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	11	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	11	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	174	45	25.9%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	174	69	39.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	28.9%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	86.7%
Disproportionate Rate	-1.0%	2.8%	-57.8%
% Minority students taught by an ineffective teacher	46.4%	45.6%	29.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	30.5%
Disproportionate Rate	4.5%	4.2%	-1.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Stewartsboro 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	424	67	15.8%	1275	189	14.8%	31	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	31	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	31	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	378	88	23.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	378	166	43.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	19.3%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	6.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	5.7%
Disproportionate Rate	4.5%	4.2%	1.0%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	19.3%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	76.1%
Disproportionate Rate	-0.7%	4.2%	-56.8%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	23.5%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	21.2%
Disproportionate Rate	4.4%	6.1%	2.3%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Lascassas 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	424	67	15.8%	1275	189	14.8%	21	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	21	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	21	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	307	36	11.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	307	60	19.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	13.9%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	16.7%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	14.2%
Disproportionate Rate	4.5%	4.2%	2.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	22.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	25.0%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	27.1%
Disproportionate Rate	4.4%	6.1%	-2.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Barfield 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	424	67	15.8%	1275	189	14.8%	30	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	30	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	30	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	496	94	19.0%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	496	195	39.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	54.3%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	51.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	55.5%
Disproportionate Rate	4.5%	4.2%	-3.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	24.5%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	2.1%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	7.6%
Disproportionate Rate	4.4%	6.1%	-5.6%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rockvale 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	424	67	15.8%	1275	189	14.8%	32	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	32	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	32	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	509	54	10.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	509	110	21.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	37.0%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	43.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	39.8%
Disproportionate Rate	4.5%	4.2%	3.8%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	22.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	29.1%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	21.8%
Disproportionate Rate	4.4%	6.1%	7.3%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Smyrna 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	424	67	15.8%	1275	189	14.8%	28	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	28	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	28	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	371	110	29.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	371	266	71.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	44.5%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	52.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	41.9%
Disproportionate Rate	4.4%	6.1%	10.7%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Siegel Middle 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	424	67	15.8%	1275	189	14.8%	56	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	56	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	56	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1184	154	13.0%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1184	347	29.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	46.1%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	54.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	62.8%
Disproportionate Rate	4.5%	4.2%	-8.1%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	16.9%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	21.3%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	20.2%
Disproportionate Rate	4.4%	6.1%	1.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Riverdale High 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	424	67	15.8%	1275	189	14.8%	47	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	47	10	21.3%
Out of Field Teachers	424	**	**%	1275	16	1.3%	47	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1720	332	19.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1720	838	48.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	55.7%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	48.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	48.0%
Disproportionate Rate	4.5%	4.2%	0.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	37.0%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	32.3%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	38.0%
Disproportionate Rate	4.4%	6.1%	-5.6%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Buchanan 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	424	67	15.8%	1275	189	14.8%	13	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	13	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	13	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	229	43	18.8%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	229	84	36.7%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	53.5%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	50.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	48.3%
Disproportionate Rate	4.5%	4.2%	1.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	18.6%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	76.7%
Disproportionate Rate	-0.7%	4.2%	-58.1%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	14.3%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	20.0%
Disproportionate Rate	4.4%	6.1%	-5.7%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Homer Pittard Campus 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	424	67	15.8%	1275	189	14.8%	11	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	11	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	11	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	124	**	**%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	124	11	8.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Wilson 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	424	67	15.8%	1275	189	14.8%	23	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	23	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	23	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	343	28	8.2%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	343	65	19.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	17.9%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	12.3%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	9.7%
Disproportionate Rate	4.5%	4.2%	2.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	9.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	10.4%
Disproportionate Rate	4.4%	6.1%	-1.2%
% Low-income students taught by an out of field teacher	2.6%	4.3%	10.7%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	12.3%
% Non minority students taught by an out of field teacher	2.5%	2.7%	11.9%
Disproportionate Rate	0.5%	1.2%	0.4%

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

Rutherford County | Roy L Waldron 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	424	67	15.8%	1275	189	14.8%	56	16	28.6%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	56	17	30.4%
Out of Field Teachers	424	**	**%	1275	16	1.3%	56	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	665	180	27.1%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	665	534	80.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	57.8%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	55.4%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	55.7%
Disproportionate Rate	4.5%	4.2%	-0.3%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	53.3%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	50.0%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	48.9%
Disproportionate Rate	4.4%	6.1%	1.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	19.4%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	7.1%
% Non minority students taught by an out of field teacher	2.5%	2.7%	8.4%
Disproportionate Rate	0.5%	1.2%	-1.3%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Siegel High 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	424	67	15.8%	1275	189	14.8%	37	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	37	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	37	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1456	199	13.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1456	524	36.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	78.9%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	78.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	64.6%
Disproportionate Rate	4.5%	4.2%	14.2%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	45.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	46.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	44.6%
Disproportionate Rate	4.4%	6.1%	1.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | LaVergne High 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	424	67	15.8%	1275	189	14.8%	39	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	39	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	39	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1920	454	23.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1920	1461	76.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	55.3%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	53.5%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	51.2%
Disproportionate Rate	4.5%	4.2%	2.3%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	44.3%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	44.3%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	40.5%
Disproportionate Rate	4.4%	6.1%	3.8%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	8.8%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	3.3%
% Non minority students taught by an out of field teacher	2.5%	2.7%	1.1%
Disproportionate Rate	0.5%	1.2%	2.2%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Smyrna Middle 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	424	67	15.8%	1275	189	14.8%	44	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	44	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	44	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	895	232	25.9%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	895	575	64.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	31.0%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	89.2%
Disproportionate Rate	-1.0%	2.8%	-58.2%
% Minority students taught by an ineffective teacher	46.4%	45.6%	31.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	31.6%
Disproportionate Rate	4.5%	4.2%	-0.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	64.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	65.7%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	71.9%
Disproportionate Rate	4.4%	6.1%	-6.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	13.8%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	4.2%
% Non minority students taught by an out of field teacher	2.5%	2.7%	6.6%
Disproportionate Rate	0.5%	1.2%	-2.4%

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

Rutherford County | Stewarts Creek High 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	424	67	15.8%	1275	189	14.8%	42	10	23.8%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	42	11	26.2%
Out of Field Teachers	424	**	**%	1275	16	1.3%	42	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1859	215	11.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1859	702	37.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	64.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	59.0%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	55.5%
Disproportionate Rate	4.5%	4.2%	3.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	40.9%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	46.4%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	35.4%
Disproportionate Rate	4.4%	6.1%	11.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Central Magnet 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	424	67	15.8%	1275	189	14.8%	25	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	25	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	25	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	924	13	1.4%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	924	104	11.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	15.4%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	41.3%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	32.4%
Disproportionate Rate	4.5%	4.2%	8.9%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	21.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	16.1%
Disproportionate Rate	4.4%	6.1%	5.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rockvale Middle 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	424	67	15.8%	1275	189	14.8%	72	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	72	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	72	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1634	263	16.1%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1634	673	41.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	49.4%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	47.7%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	50.6%
Disproportionate Rate	4.5%	4.2%	-2.9%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	11.0%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	74.5%
Disproportionate Rate	-0.7%	4.2%	-63.5%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	14.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	13.2%
Disproportionate Rate	4.4%	6.1%	1.3%
% Low-income students taught by an out of field teacher	2.6%	4.3%	18.3%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	82.9%
Disproportionate Rate	-0.4%	1.3%	-64.6%
% Minority students taught by an out of field teacher	3.0%	3.9%	18.7%
% Non minority students taught by an out of field teacher	2.5%	2.7%	14.6%
Disproportionate Rate	0.5%	1.2%	4.2%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | LaVergne Lake 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	424	67	15.8%	1275	189	14.8%	29	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	29	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	29	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	460	123	26.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	460	349	75.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	35.8%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	44.4%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	38.7%
Disproportionate Rate	4.5%	4.2%	5.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	34.1%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	85.4%
Disproportionate Rate	-0.7%	4.2%	-51.2%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	34.1%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	25.2%
Disproportionate Rate	4.4%	6.1%	8.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | LaVergne Middle 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	424	67	15.8%	1275	189	14.8%	60	10	16.7%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	60	14	23.3%
Out of Field Teachers	424	**	**%	1275	16	1.3%	60	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1150	295	25.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1150	906	78.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	61.7%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	61.5%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	59.8%
Disproportionate Rate	4.5%	4.2%	1.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	73.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	72.4%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	77.0%
Disproportionate Rate	4.4%	6.1%	-4.6%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	22.0%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	6.3%
% Non minority students taught by an out of field teacher	2.5%	2.7%	8.6%
Disproportionate Rate	0.5%	1.2%	-2.3%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Smyrna West Alternative 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	424	67	15.8%	1275	189	14.8%	11	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	11	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	11	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	78	26	33.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	78	51	65.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Eagleville 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	424	67	15.8%	1275	189	14.8%	34	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	34	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	34	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	726	49	6.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	726	81	11.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	13.6%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	7.9%
Disproportionate Rate	4.5%	4.2%	5.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	40.8%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	6.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	2.5%
Disproportionate Rate	4.4%	6.1%	3.7%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Thurman Francis Arts Academy/Magnet School for the Arts

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	424	67	15.8%	1275	189	14.8%	22	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	22	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	22	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	493	13	2.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	493	121	24.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	30.8%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	38.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	39.0%
Disproportionate Rate	4.5%	4.2%	-0.1%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Smyrna High 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	424	67	15.8%	1275	189	14.8%	44	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	44	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	44	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1833	441	24.1%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1833	1118	61.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	45.6%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	48.2%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	49.4%
Disproportionate Rate	4.5%	4.2%	-1.2%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	39.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	34.8%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	38.6%
Disproportionate Rate	4.4%	6.1%	-3.8%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rocky Fork 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	424	67	15.8%	1275	189	14.8%	33	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	33	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	33	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	520	125	24.0%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	520	238	45.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	42.4%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	42.9%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	46.1%
Disproportionate Rate	4.5%	4.2%	-3.2%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	53.6%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	50.8%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	48.9%
Disproportionate Rate	4.4%	6.1%	1.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Oakland Middle 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	424	67	15.8%	1275	189	14.8%	61	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	61	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	61	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1226	264	21.5%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1226	567	46.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	40.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	42.2%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	34.4%
Disproportionate Rate	4.5%	4.2%	7.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	48.5%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	51.5%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	52.4%
Disproportionate Rate	4.4%	6.1%	-0.9%
% Low-income students taught by an out of field teacher	2.6%	4.3%	17.4%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	63.6%
Disproportionate Rate	-0.4%	1.3%	-46.2%
% Minority students taught by an out of field teacher	3.0%	3.9%	18.2%
% Non minority students taught by an out of field teacher	2.5%	2.7%	16.8%
Disproportionate Rate	0.5%	1.2%	1.3%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rocky Fork Middle 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	424	67	15.8%	1275	189	14.8%	48	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	48	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	48	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	900	228	25.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	900	468	52.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	31.6%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	94.3%
Disproportionate Rate	-1.0%	2.8%	-62.7%
% Minority students taught by an ineffective teacher	46.4%	45.6%	33.1%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	30.6%
Disproportionate Rate	4.5%	4.2%	2.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	52.2%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	59.6%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	53.9%
Disproportionate Rate	4.4%	6.1%	5.7%
% Low-income students taught by an out of field teacher	2.6%	4.3%	21.1%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	43.0%
Disproportionate Rate	-0.4%	1.3%	-21.9%
% Minority students taught by an out of field teacher	3.0%	3.9%	16.7%
% Non minority students taught by an out of field teacher	2.5%	2.7%	15.7%
Disproportionate Rate	0.5%	1.2%	0.9%

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

Rutherford County | Cedar Grove 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	424	67	15.8%	1275	189	14.8%	38	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	38	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	38	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	434	107	24.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	434	303	69.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	22.4%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	65.4%
Disproportionate Rate	-1.0%	2.8%	-43.0%
% Minority students taught by an ineffective teacher	46.4%	45.6%	23.1%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	18.3%
Disproportionate Rate	4.5%	4.2%	4.8%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	39.3%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	34.3%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	34.4%
Disproportionate Rate	4.4%	6.1%	-0.0%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rockvale High 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	424	67	15.8%	1275	189	14.8%	36	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	36	10	27.8%
Out of Field Teachers	424	**	**%	1275	16	1.3%	36	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1607	224	13.9%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1607	683	42.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	40.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	40.3%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	31.8%
Disproportionate Rate	4.5%	4.2%	8.4%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	59.8%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	55.8%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	51.7%
Disproportionate Rate	4.4%	6.1%	4.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Stewarts Creek 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	424	67	15.8%	1275	189	14.8%	42	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	42	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	42	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	693	82	11.8%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	693	169	24.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	67.1%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	11.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	8.2%
Disproportionate Rate	4.5%	4.2%	3.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	13.4%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	13.0%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	13.5%
Disproportionate Rate	4.4%	6.1%	-0.5%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Walter Hill 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	424	67	15.8%	1275	189	14.8%	23	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	23	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	23	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	281	47	16.7%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	281	85	30.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Stewarts Creek Middle 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	424	67	15.8%	1275	189	14.8%	44	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	44	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	44	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1052	128	12.2%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1052	342	32.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	63.3%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	59.1%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	61.0%
Disproportionate Rate	4.5%	4.2%	-1.9%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	69.5%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	67.5%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	67.3%
Disproportionate Rate	4.4%	6.1%	0.2%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	26.6%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	8.8%
% Non minority students taught by an out of field teacher	2.5%	2.7%	1.4%
Disproportionate Rate	0.5%	1.2%	7.4%

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

Rutherford County | Christiana 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	424	67	15.8%	1275	189	14.8%	25	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	25	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	25	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	324	31	9.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	324	89	27.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	41.9%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	30.3%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	33.6%
Disproportionate Rate	4.5%	4.2%	-3.3%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Oakland High 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	424	67	15.8%	1275	189	14.8%	37	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	37	11	29.7%
Out of Field Teachers	424	**	**%	1275	16	1.3%	37	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	1392	279	20.0%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	1392	683	49.1%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	35.5%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	31.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	23.8%
Disproportionate Rate	4.5%	4.2%	7.9%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	76.0%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	71.9%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	62.3%
Disproportionate Rate	4.4%	6.1%	9.5%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Rutherford County Virtual School

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

Table 1 Student and Educator Characteristics

Characteristics	Title I Schools			Non-Title I Schools			School		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	424	67	15.8%	1275	189	14.8%	14	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	14	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	14	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	346	36	10.4%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	346	110	31.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	66.7%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	62.7%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	66.1%
Disproportionate Rate	4.5%	4.2%	-3.4%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	36.1%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	28.2%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	32.6%
Disproportionate Rate	4.4%	6.1%	-4.4%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Blackman 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	424	67	15.8%	1275	189	14.8%	33	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	33	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	33	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	569	110	19.3%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	569	263	46.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	38.2%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	38.4%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	38.9%
Disproportionate Rate	4.5%	4.2%	-0.5%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	32.7%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	33.8%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	34.0%
Disproportionate Rate	4.4%	6.1%	-0.1%
% Low-income students taught by an out of field teacher	2.6%	4.3%	11.8%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	30.9%
Disproportionate Rate	-0.4%	1.3%	-19.1%
% Minority students taught by an out of field teacher	3.0%	3.9%	8.7%
% Non minority students taught by an out of field teacher	2.5%	2.7%	7.8%
Disproportionate Rate	0.5%	1.2%	0.9%

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

Rutherford County | Daniel McKee Alternative 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	424	67	15.8%	1275	189	14.8%	**	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	**	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	**	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	77	22	28.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	77	38	49.4%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | McFadden School of Excellence

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	424	67	15.8%	1275	189	14.8%	**	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	**	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	**	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	207	**	**%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	207	24	11.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	**%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	**%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	**%
Disproportionate Rate	4.5%	4.2%	**%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	**%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	**%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	**%
Disproportionate Rate	4.4%	6.1%	**%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Plainview 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	424	67	15.8%	1275	189	14.8%	15	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	15	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	15	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	295	49	16.6%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	295	89	30.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	30.6%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	33.7%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	30.1%
Disproportionate Rate	4.5%	4.2%	3.6%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	**%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	40.8%
Disproportionate Rate	-0.7%	4.2%	**%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	10.1%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	6.8%
Disproportionate Rate	4.4%	6.1%	3.3%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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

2023-24 Student Access to Effective Educators

Rutherford County | Holloway High 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	424	67	15.8%	1275	189	14.8%	**	**	**%
Inexperienced Teachers	424	81	19.1%	1275	180	14.1%	**	**	**%
Out of Field Teachers	424	**	**%	1275	16	1.3%	**	**	**%
Low Income Students	7802	2051	26.3%	30332	4724	15.6%	113	31	27.4%
Minority Children	7802	5482	70.3%	30332	12048	39.7%	113	59	52.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	44.3%	45.4%	61.3%
% Non low-income students taught by an ineffective teacher	45.3%	42.6%	**%
Disproportionate Rate	-1.0%	2.8%	**%
% Minority students taught by an ineffective teacher	46.4%	45.6%	50.8%
% Non minority students taught by an ineffective teacher	41.9%	41.3%	55.6%
Disproportionate Rate	4.5%	4.2%	-4.7%
% Low-income students taught by an inexperienced teacher	45.8%	39.9%	16.1%
% Non low-income students taught by an inexperienced teacher	46.5%	35.7%	67.7%
Disproportionate Rate	-0.7%	4.2%	-51.6%
% Minority students taught by an inexperienced teacher	47.6%	40.0%	23.7%
% Non minority students taught by an inexperienced teacher	43.2%	33.9%	22.2%
Disproportionate Rate	4.4%	6.1%	1.5%
% Low-income students taught by an out of field teacher	2.6%	4.3%	**%
% Non low-income students taught by an out of field teacher	3.0%	3.0%	**%
Disproportionate Rate	-0.4%	1.3%	**%
% Minority students taught by an out of field teacher	3.0%	3.9%	**%
% Non minority students taught by an out of field teacher	2.5%	2.7%	**%
Disproportionate Rate	0.5%	1.2%	**%

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

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

³Ineffective teachers are teachers whose TVAAS score is 1 or 2.

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

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