

2023-24 Student Access to Effective Educators

Sullivan County | Central Heights 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	263	81	30.8%	**	**	**%	**	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	**	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	**	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	119	35	29.4%
Minority Children	5385	299	5.6%	**	**	**%	119	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	40.0%
% Non low-income students taught by an ineffective teacher	68.8%	**%	80.0%
Disproportionate Rate	1.9%	**%	-40.0%
% Minority students taught by an ineffective teacher	71.9%	**%	**%
% Non minority students taught by an ineffective teacher	69.1%	**%	35.7%
Disproportionate Rate	2.8%	**%	**%
% Low-income students taught by an inexperienced teacher	24.9%	**%	28.6%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	62.9%
Disproportionate Rate	-0.1%	**%	-34.3%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	25.0%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Sullivan Heights 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	263	81	30.8%	**	**	**%	33	15	45.5%
Inexperienced Teachers	263	26	9.9%	**	**	**%	33	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	33	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	646	172	26.6%
Minority Children	5385	299	5.6%	**	**	**%	646	36	5.6%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	85.5%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	75.0%
% Non minority students taught by an ineffective teacher	69.1%	**%	83.4%
Disproportionate Rate	2.8%	**%	-8.4%
% Low-income students taught by an inexperienced teacher	24.9%	**%	12.2%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	52.3%
Disproportionate Rate	-0.1%	**%	-40.1%
% Minority students taught by an inexperienced teacher	27.1%	**%	22.2%
% Non minority students taught by an inexperienced teacher	24.9%	**%	16.9%
Disproportionate Rate	2.2%	**%	5.3%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Sullivan Gardens 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	263	81	30.8%	**	**	**%	**	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	**	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	**	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	91	32	35.2%
Minority Children	5385	299	5.6%	**	**	**%	91	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	**%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	**%
% Non minority students taught by an ineffective teacher	69.1%	**%	**%
Disproportionate Rate	2.8%	**%	**%
% Low-income students taught by an inexperienced teacher	24.9%	**%	21.9%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	53.1%
Disproportionate Rate	-0.1%	**%	-31.2%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	27.6%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | West Ridge 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	263	81	30.8%	**	**	**%	32	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	32	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	32	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	1198	250	20.9%
Minority Children	5385	299	5.6%	**	**	**%	1198	64	5.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	72.0%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	62.5%
% Non minority students taught by an ineffective teacher	69.1%	**%	65.5%
Disproportionate Rate	2.8%	**%	-3.0%
% Low-income students taught by an inexperienced teacher	24.9%	**%	21.6%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	66.4%
Disproportionate Rate	-0.1%	**%	-44.8%
% Minority students taught by an inexperienced teacher	27.1%	**%	15.6%
% Non minority students taught by an inexperienced teacher	24.9%	**%	18.5%
Disproportionate Rate	2.2%	**%	-2.9%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	23.2%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	6.2%
% Non minority students taught by an out of field teacher	4.3%	**%	6.8%
Disproportionate Rate	-1.3%	**%	-0.5%

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

Sullivan County | Ketron 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	263	81	30.8%	**	**	**%	21	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	21	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	21	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	237	92	38.8%
Minority Children	5385	299	5.6%	**	**	**%	237	17	7.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	65.2%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	82.4%
% Non minority students taught by an ineffective teacher	69.1%	**%	66.4%
Disproportionate Rate	2.8%	**%	16.0%
% Low-income students taught by an inexperienced teacher	24.9%	**%	66.3%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	88.2%
% Non minority students taught by an inexperienced teacher	24.9%	**%	66.8%
Disproportionate Rate	2.2%	**%	21.4%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	3.3%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	1.8%
Disproportionate Rate	-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

Sullivan County | Indian 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	263	81	30.8%	**	**	**%	**	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	**	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	**	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	168	30	17.9%
Minority Children	5385	299	5.6%	**	**	**%	168	10	6.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	73.3%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	**%
% Non minority students taught by an ineffective teacher	69.1%	**%	65.2%
Disproportionate Rate	2.8%	**%	**%
% Low-income students taught by an inexperienced teacher	24.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	**%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Emmett 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	263	81	30.8%	**	**	**%	10	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	10	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	10	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	138	54	39.1%
Minority Children	5385	299	5.6%	**	**	**%	138	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	61.1%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	**%
% Non minority students taught by an ineffective teacher	69.1%	**%	70.8%
Disproportionate Rate	2.8%	**%	**%
% Low-income students taught by an inexperienced teacher	24.9%	**%	61.1%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	70.8%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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.

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2023-24 Student Access to Effective Educators

Sullivan County | Miller Perry 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	263	81	30.8%	**	**	**%	**	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	**	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	**	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	125	15	12.0%
Minority Children	5385	299	5.6%	**	**	**%	125	**	**%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	66.7%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	**%
% Non minority students taught by an ineffective teacher	69.1%	**%	67.8%
Disproportionate Rate	2.8%	**%	**%
% Low-income students taught by an inexperienced teacher	24.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	**%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Holston 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	263	81	30.8%	**	**	**%	19	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	19	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	19	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	290	70	24.1%
Minority Children	5385	299	5.6%	**	**	**%	290	13	4.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	60.0%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	69.2%
% Non minority students taught by an ineffective teacher	69.1%	**%	56.3%
Disproportionate Rate	2.8%	**%	12.9%
% Low-income students taught by an inexperienced teacher	24.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	**%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan 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	263	81	30.8%	**	**	**%	10	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	10	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	10	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	202	38	18.8%
Minority Children	5385	299	5.6%	**	**	**%	202	10	5.0%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	34.2%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	40.0%
% Non minority students taught by an ineffective teacher	69.1%	**%	29.2%
Disproportionate Rate	2.8%	**%	10.8%
% Low-income students taught by an inexperienced teacher	24.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	**%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Bluff City 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	263	81	30.8%	**	**	**%	14	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	14	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	14	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	270	89	33.0%
Minority Children	5385	299	5.6%	**	**	**%	270	16	5.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	65.2%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	81.2%
% Non minority students taught by an ineffective teacher	69.1%	**%	60.6%
Disproportionate Rate	2.8%	**%	20.6%
% Low-income students taught by an inexperienced teacher	24.9%	**%	21.3%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	47.2%
Disproportionate Rate	-0.1%	**%	-25.8%
% Minority students taught by an inexperienced teacher	27.1%	**%	6.2%
% Non minority students taught by an inexperienced teacher	24.9%	**%	23.6%
Disproportionate Rate	2.2%	**%	-17.4%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Sullivan East 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	263	81	30.8%	**	**	**%	29	11	37.9%
Inexperienced Teachers	263	26	9.9%	**	**	**%	29	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	29	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	566	138	24.4%
Minority Children	5385	299	5.6%	**	**	**%	566	33	5.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	94.2%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	90.9%
% Non minority students taught by an ineffective teacher	69.1%	**%	93.4%
Disproportionate Rate	2.8%	**%	-2.5%
% Low-income students taught by an inexperienced teacher	24.9%	**%	**%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	**%
% Non minority students taught by an inexperienced teacher	24.9%	**%	**%
Disproportionate Rate	2.2%	**%	**%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Mary Hughes 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	263	81	30.8%	**	**	**%	10	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	10	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	10	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	160	28	17.5%
Minority Children	5385	299	5.6%	**	**	**%	160	12	7.5%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	50.0%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	83.3%
% Non minority students taught by an ineffective teacher	69.1%	**%	69.6%
Disproportionate Rate	2.8%	**%	13.7%
% Low-income students taught by an inexperienced teacher	24.9%	**%	25.0%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	50.0%
% Non minority students taught by an inexperienced teacher	24.9%	**%	37.2%
Disproportionate Rate	2.2%	**%	12.8%
% Low-income students taught by an out of field teacher	3.9%	**%	**%
% Non low-income students taught by an out of field teacher	4.4%	**%	**%
Disproportionate Rate	-0.5%	**%	**%
% Minority students taught by an out of field teacher	3.0%	**%	**%
% Non minority students taught by an out of field teacher	4.3%	**%	**%
Disproportionate Rate	-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

Sullivan County | Sullivan Central 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	263	81	30.8%	**	**	**%	32	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	32	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	32	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	585	106	18.1%
Minority Children	5385	299	5.6%	**	**	**%	585	25	4.3%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	87.7%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	96.0%
% Non minority students taught by an ineffective teacher	69.1%	**%	93.6%
Disproportionate Rate	2.8%	**%	2.4%
% Low-income students taught by an inexperienced teacher	24.9%	**%	57.5%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	56.0%
% Non minority students taught by an inexperienced teacher	24.9%	**%	57.7%
Disproportionate Rate	2.2%	**%	-1.7%
% Low-income students taught by an out of field teacher	3.9%	**%	13.2%
% Non low-income students taught by an out of field teacher	4.4%	**%	52.8%
Disproportionate Rate	-0.5%	**%	-39.6%
% Minority students taught by an out of field teacher	3.0%	**%	8.0%
% Non minority students taught by an out of field teacher	4.3%	**%	12.1%
Disproportionate Rate	-1.3%	**%	-4.1%

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

Sullivan County | Sullivan East 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	263	81	30.8%	**	**	**%	22	**	**%
Inexperienced Teachers	263	26	9.9%	**	**	**%	22	**	**%
Out of Field Teachers	263	**	**%	**	**	**%	22	**	**%
Low Income Students	5385	1255	23.3%	**	**	**%	598	108	18.1%
Minority Children	5385	299	5.6%	**	**	**%	598	37	6.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	70.7%	**%	66.7%
% Non low-income students taught by an ineffective teacher	68.8%	**%	**%
Disproportionate Rate	1.9%	**%	**%
% Minority students taught by an ineffective teacher	71.9%	**%	48.6%
% Non minority students taught by an ineffective teacher	69.1%	**%	55.4%
Disproportionate Rate	2.8%	**%	-6.8%
% Low-income students taught by an inexperienced teacher	24.9%	**%	38.0%
% Non low-income students taught by an inexperienced teacher	25.0%	**%	**%
Disproportionate Rate	-0.1%	**%	**%
% Minority students taught by an inexperienced teacher	27.1%	**%	43.2%
% Non minority students taught by an inexperienced teacher	24.9%	**%	40.1%
Disproportionate Rate	2.2%	**%	3.1%
% Low-income students taught by an out of field teacher	3.9%	**%	10.2%
% Non low-income students taught by an out of field teacher	4.4%	**%	59.3%
Disproportionate Rate	-0.5%	**%	-49.1%
% Minority students taught by an out of field teacher	3.0%	**%	8.1%
% Non minority students taught by an out of field teacher	4.3%	**%	12.8%
Disproportionate Rate	-1.3%	**%	-4.7%

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).