

2023-24 Student Access to Effective Educators

Union City | Union City 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	34	**	**%	12	**	**%	12	**	**%
Inexperienced Teachers	34	**	**%	12	**	**%	12	**	**%
Out of Field Teachers	34	**	**%	12	**	**%	12	**	**%
Low Income Students	716	220	30.7%	312	79	25.3%	312	79	25.3%
Minority Children	716	376	52.5%	312	166	53.2%	312	166	53.2%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.3%	54.4%	54.4%
% Non low-income students taught by an ineffective teacher	35.5%	40.8%	**%
Disproportionate Rate	-8.2%	13.7%	**%
% Minority students taught by an ineffective teacher	31.9%	51.8%	51.8%
% Non minority students taught by an ineffective teacher	34.1%	35.6%	35.6%
Disproportionate Rate	-2.2%	16.2%	16.2%
% Low-income students taught by an inexperienced teacher	25.0%	**%	**%
% Non low-income students taught by an inexperienced teacher	24.0%	**%	**%
Disproportionate Rate	1.0%	**%	**%
% Minority students taught by an inexperienced teacher	27.9%	**%	**%
% Non minority students taught by an inexperienced teacher	20.3%	**%	**%
Disproportionate Rate	7.6%	**%	**%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Union City | Union City 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	34	**	**%	12	**	**%	14	**	**%
Inexperienced Teachers	34	**	**%	12	**	**%	14	**	**%
Out of Field Teachers	34	**	**%	12	**	**%	14	**	**%
Low Income Students	716	220	30.7%	312	79	25.3%	214	76	35.5%
Minority Children	716	376	52.5%	312	166	53.2%	214	111	51.9%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.3%	54.4%	**%
% Non low-income students taught by an ineffective teacher	35.5%	40.8%	**%
Disproportionate Rate	-8.2%	13.7%	**%
% Minority students taught by an ineffective teacher	31.9%	51.8%	**%
% Non minority students taught by an ineffective teacher	34.1%	35.6%	**%
Disproportionate Rate	-2.2%	16.2%	**%
% Low-income students taught by an inexperienced teacher	25.0%	**%	**%
% Non low-income students taught by an inexperienced teacher	24.0%	**%	2.6%
Disproportionate Rate	1.0%	**%	**%
% Minority students taught by an inexperienced teacher	27.9%	**%	**%
% Non minority students taught by an inexperienced teacher	20.3%	**%	**%
Disproportionate Rate	7.6%	**%	**%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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

Union City | Union City 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	34	**	**%	12	**	**%	20	**	**%
Inexperienced Teachers	34	**	**%	12	**	**%	20	**	**%
Out of Field Teachers	34	**	**%	12	**	**%	20	**	**%
Low Income Students	716	220	30.7%	312	79	25.3%	502	144	28.7%
Minority Children	716	376	52.5%	312	166	53.2%	502	265	52.8%

Table 2 Educator Disproportionate Rates

	Title I	Non-Title I	School
% Low-income students taught by an ineffective teacher	27.3%	54.4%	41.7%
% Non low-income students taught by an ineffective teacher	35.5%	40.8%	**%
Disproportionate Rate	-8.2%	13.7%	**%
% Minority students taught by an ineffective teacher	31.9%	51.8%	45.3%
% Non minority students taught by an ineffective teacher	34.1%	35.6%	48.9%
Disproportionate Rate	-2.2%	16.2%	-3.7%
% Low-income students taught by an inexperienced teacher	25.0%	**%	38.2%
% Non low-income students taught by an inexperienced teacher	24.0%	**%	81.2%
Disproportionate Rate	1.0%	**%	-43.1%
% Minority students taught by an inexperienced teacher	27.9%	**%	39.2%
% Non minority students taught by an inexperienced teacher	20.3%	**%	28.7%
Disproportionate Rate	7.6%	**%	10.6%
% Low-income students taught by an out of field teacher	**%	**%	**%
% Non low-income students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%
% Minority students taught by an out of field teacher	**%	**%	**%
% Non minority students taught by an out of field teacher	**%	**%	**%
Disproportionate Rate	**%	**%	**%

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.

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