

2024 - 2025 Student Access to Effective Educators

Anderson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	78	**	**%	160	43	26.9%
Inexperienced Teachers	31565	4898	15.5%	78	17	21.8%	160	30	18.8%
Out of Field Teachers	31565	309	1.0%	78	**	**%	160	**	**%
Low Income Students	663250	177812	26.8%	1013	311	30.7%	3074	694	22.6%
Minority Children	663250	268020	40.4%	1013	108	10.7%	3074	307	10.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	30.5%	69.7%
% Non low-income students taught by an ineffective teacher	51.5%	27.5%	66.9%
Disproportionate Rate	2.8%	3.1%	2.8%
% Minority students taught by an ineffective teacher	53.0%	20.4%	70.4%
% Non minority students taught by an ineffective teacher	51.5%	29.4%	67.1%
Disproportionate Rate	1.5%	-9.0%	3.3%
% Low-income students taught by an inexperienced teacher	40.6%	40.8%	56.5%
% Non low-income students taught by an inexperienced teacher	34.7%	37.2%	48.9%
Disproportionate Rate	5.9%	3.7%	7.6%
% Minority students taught by an inexperienced teacher	43.5%	35.2%	52.1%
% Non minority students taught by an inexperienced teacher	31.3%	38.7%	50.5%
Disproportionate Rate	12.2%	-3.5%	1.7%
% Low-income students taught by an out of field teacher	3.2%	**%	6.8%
% Non low-income students taught by an out of field teacher	2.5%	**%	3.4%
Disproportionate Rate	0.7%	**%	3.4%
% Minority students taught by an out of field teacher	3.8%	**%	3.3%
% Non minority students taught by an out of field teacher	2.0%	**%	4.2%
Disproportionate Rate	1.7%	**%	-1.0%

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).

2024 - 2025 Student Access to Effective Educators

Clinton

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	35	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	35	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	35	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	517	88	17.0%	**	**	**%
Minority Children	663250	268020	40.4%	517	72	13.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	9.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	7.0%	**%
Disproportionate Rate	2.8%	2.1%	**%
% Minority students taught by an ineffective teacher	53.0%	6.9%	**%
% Non minority students taught by an ineffective teacher	51.5%	7.4%	**%
Disproportionate Rate	1.5%	-0.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	36.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	27.0%	**%
Disproportionate Rate	5.9%	9.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	27.8%	**%
% Non minority students taught by an inexperienced teacher	31.3%	28.8%	**%
Disproportionate Rate	12.2%	-1.0%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Oak Ridge

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	51	**	**%	127	26	20.5%
Inexperienced Teachers	31565	4898	15.5%	51	**	**%	127	**	**%
Out of Field Teachers	31565	309	1.0%	51	**	**%	127	**	**%
Low Income Students	663250	177812	26.8%	730	162	22.2%	2639	478	18.1%
Minority Children	663250	268020	40.4%	730	225	30.8%	2639	726	27.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	24.1%	45.6%
% Non low-income students taught by an ineffective teacher	51.5%	24.1%	43.5%
Disproportionate Rate	2.8%	-0.0%	2.1%
% Minority students taught by an ineffective teacher	53.0%	22.2%	44.9%
% Non minority students taught by an ineffective teacher	51.5%	25.0%	43.5%
Disproportionate Rate	1.5%	-2.7%	1.4%
% Low-income students taught by an inexperienced teacher	40.6%	23.5%	20.1%
% Non low-income students taught by an inexperienced teacher	34.7%	22.2%	18.8%
Disproportionate Rate	5.9%	1.3%	1.3%
% Minority students taught by an inexperienced teacher	43.5%	25.8%	17.6%
% Non minority students taught by an inexperienced teacher	31.3%	21.0%	19.6%
Disproportionate Rate	12.2%	4.8%	-1.9%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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.

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2024 - 2025 Student Access to Effective Educators

Bedford County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	266	81	30.5%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	266	60	22.6%	**	**	**%
Out of Field Teachers	31565	309	1.0%	266	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	6199	1566	25.3%	**	**	**%
Minority Children	663250	268020	40.4%	6199	2848	45.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	57.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	55.8%	**%
Disproportionate Rate	2.8%	1.9%	**%
% Minority students taught by an ineffective teacher	53.0%	57.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	55.0%	**%
Disproportionate Rate	1.5%	2.7%	**%
% Low-income students taught by an inexperienced teacher	40.6%	54.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	46.0%	**%
Disproportionate Rate	5.9%	8.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	52.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	44.3%	**%
Disproportionate Rate	12.2%	8.2%	**%
% Low-income students taught by an out of field teacher	3.2%	5.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	5.3%	**%
Disproportionate Rate	0.7%	0.1%	**%
% Minority students taught by an out of field teacher	3.8%	7.5%	**%
% Non minority students taught by an out of field teacher	2.0%	3.5%	**%
Disproportionate Rate	1.7%	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.

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2024 - 2025 Student Access to Effective Educators

Benton County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	73	15	20.5%	20	**	**%
Inexperienced Teachers	31565	4898	15.5%	73	11	15.1%	20	**	**%
Out of Field Teachers	31565	309	1.0%	73	**	**%	20	**	**%
Low Income Students	663250	177812	26.8%	984	283	28.8%	437	103	23.6%
Minority Children	663250	268020	40.4%	984	97	9.9%	437	43	9.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	42.0%	51.5%
% Non low-income students taught by an ineffective teacher	51.5%	41.7%	53.9%
Disproportionate Rate	2.8%	0.4%	-2.4%
% Minority students taught by an ineffective teacher	53.0%	50.5%	48.8%
% Non minority students taught by an ineffective teacher	51.5%	40.8%	53.8%
Disproportionate Rate	1.5%	9.7%	-5.0%
% Low-income students taught by an inexperienced teacher	40.6%	27.9%	59.2%
% Non low-income students taught by an inexperienced teacher	34.7%	19.3%	60.8%
Disproportionate Rate	5.9%	8.7%	-1.6%
% Minority students taught by an inexperienced teacher	43.5%	29.9%	53.5%
% Non minority students taught by an inexperienced teacher	31.3%	20.9%	61.2%
Disproportionate Rate	12.2%	9.0%	-7.7%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Bledsoe County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	50	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	50	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	50	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1024	336	32.8%	**	**	**%
Minority Children	663250	268020	40.4%	1024	91	8.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	34.5%	**%
% Non low-income students taught by an ineffective teacher	51.5%	29.9%	**%
Disproportionate Rate	2.8%	4.6%	**%
% Minority students taught by an ineffective teacher	53.0%	39.6%	**%
% Non minority students taught by an ineffective teacher	51.5%	30.7%	**%
Disproportionate Rate	1.5%	8.9%	**%
% Low-income students taught by an inexperienced teacher	40.6%	20.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	23.7%	**%
Disproportionate Rate	5.9%	-3.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	27.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	22.2%	**%
Disproportionate Rate	12.2%	5.3%	**%
% Low-income students taught by an out of field teacher	3.2%	8.9%	**%
% Non low-income students taught by an out of field teacher	2.5%	11.5%	**%
Disproportionate Rate	0.7%	-2.6%	**%
% Minority students taught by an out of field teacher	3.8%	13.2%	**%
% Non minority students taught by an out of field teacher	2.0%	10.4%	**%
Disproportionate Rate	1.7%	2.8%	**%

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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2024 - 2025 Student Access to Effective Educators

Blount County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	127	18	14.2%	200	52	26.0%
Inexperienced Teachers	31565	4898	15.5%	127	18	14.2%	200	16	8.0%
Out of Field Teachers	31565	309	1.0%	127	**	**%	200	**	**%
Low Income Students	663250	177812	26.8%	2236	295	13.2%	4591	554	12.1%
Minority Children	663250	268020	40.4%	2236	372	16.6%	4591	704	15.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	32.9%	59.4%
% Non low-income students taught by an ineffective teacher	51.5%	32.0%	62.9%
Disproportionate Rate	2.8%	0.9%	-3.5%
% Minority students taught by an ineffective teacher	53.0%	38.4%	62.5%
% Non minority students taught by an ineffective teacher	51.5%	30.8%	62.4%
Disproportionate Rate	1.5%	7.6%	0.1%
% Low-income students taught by an inexperienced teacher	40.6%	30.5%	30.7%
% Non low-income students taught by an inexperienced teacher	34.7%	26.2%	23.5%
Disproportionate Rate	5.9%	4.3%	7.2%
% Minority students taught by an inexperienced teacher	43.5%	27.2%	36.5%
% Non minority students taught by an inexperienced teacher	31.3%	26.7%	22.2%
Disproportionate Rate	12.2%	0.5%	14.3%
% Low-income students taught by an out of field teacher	3.2%	**%	3.4%
% Non low-income students taught by an out of field teacher	2.5%	**%	2.3%
Disproportionate Rate	0.7%	**%	1.2%
% Minority students taught by an out of field teacher	3.8%	**%	2.8%
% Non minority students taught by an out of field teacher	2.0%	**%	2.3%
Disproportionate Rate	1.7%	**%	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.

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2024 - 2025 Student Access to Effective Educators

Alcoa

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	26	**	**%	45	**	**%
Inexperienced Teachers	31565	4898	15.5%	26	**	**%	45	**	**%
Out of Field Teachers	31565	309	1.0%	26	**	**%	45	**	**%
Low Income Students	663250	177812	26.8%	480	84	17.5%	1017	167	16.4%
Minority Children	663250	268020	40.4%	480	158	32.9%	1017	388	38.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	41.9%
% Non low-income students taught by an ineffective teacher	51.5%	**%	35.9%
Disproportionate Rate	2.8%	**%	6.0%
% Minority students taught by an ineffective teacher	53.0%	**%	41.2%
% Non minority students taught by an ineffective teacher	51.5%	**%	34.2%
Disproportionate Rate	1.5%	**%	7.1%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Maryville

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	32	**	**%	152	33	21.7%
Inexperienced Teachers	31565	4898	15.5%	32	**	**%	152	**	**%
Out of Field Teachers	31565	309	1.0%	32	**	**%	152	**	**%
Low Income Students	663250	177812	26.8%	414	49	11.8%	3489	315	9.0%
Minority Children	663250	268020	40.4%	414	59	14.3%	3489	528	15.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	2.0%	50.5%
% Non low-income students taught by an ineffective teacher	51.5%	4.7%	50.8%
Disproportionate Rate	2.8%	-2.6%	-0.3%
% Minority students taught by an ineffective teacher	53.0%	8.5%	50.0%
% Non minority students taught by an ineffective teacher	51.5%	3.7%	50.9%
Disproportionate Rate	1.5%	4.8%	-0.9%
% Low-income students taught by an inexperienced teacher	40.6%	18.4%	14.0%
% Non low-income students taught by an inexperienced teacher	34.7%	15.6%	15.9%
Disproportionate Rate	5.9%	2.8%	-2.0%
% Minority students taught by an inexperienced teacher	43.5%	20.3%	15.0%
% Non minority students taught by an inexperienced teacher	31.3%	15.2%	15.9%
Disproportionate Rate	12.2%	5.1%	-0.9%
% Low-income students taught by an out of field teacher	3.2%	**%	3.5%
% Non low-income students taught by an out of field teacher	2.5%	**%	3.0%
Disproportionate Rate	0.7%	**%	0.5%
% Minority students taught by an out of field teacher	3.8%	**%	3.2%
% Non minority students taught by an out of field teacher	2.0%	**%	3.0%
Disproportionate Rate	1.7%	**%	0.2%

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).

2024 - 2025 Student Access to Effective Educators

Bradley County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	120	18	15.0%	205	76	37.1%
Inexperienced Teachers	31565	4898	15.5%	120	15	12.5%	205	26	12.7%
Out of Field Teachers	31565	309	1.0%	120	**	**%	205	**	**%
Low Income Students	663250	177812	26.8%	1979	454	22.9%	4855	896	18.5%
Minority Children	663250	268020	40.4%	1979	330	16.7%	4855	793	16.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	32.4%	69.5%
% Non low-income students taught by an ineffective teacher	51.5%	30.8%	67.2%
Disproportionate Rate	2.8%	1.6%	2.3%
% Minority students taught by an ineffective teacher	53.0%	31.8%	69.6%
% Non minority students taught by an ineffective teacher	51.5%	31.0%	67.2%
Disproportionate Rate	1.5%	0.8%	2.4%
% Low-income students taught by an inexperienced teacher	40.6%	24.2%	35.6%
% Non low-income students taught by an inexperienced teacher	34.7%	22.8%	28.9%
Disproportionate Rate	5.9%	1.4%	6.7%
% Minority students taught by an inexperienced teacher	43.5%	26.4%	32.9%
% Non minority students taught by an inexperienced teacher	31.3%	22.5%	29.6%
Disproportionate Rate	12.2%	3.9%	3.3%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators Cleveland

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	73	11	15.1%	93	23	24.7%
Inexperienced Teachers	31565	4898	15.5%	73	**	**%	93	14	15.1%
Out of Field Teachers	31565	309	1.0%	73	**	**%	93	**	**%
Low Income Students	663250	177812	26.8%	1366	424	31.0%	2605	698	26.8%
Minority Children	663250	268020	40.4%	1366	718	52.6%	2605	1311	50.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	31.1%	69.9%
% Non low-income students taught by an ineffective teacher	51.5%	30.8%	68.0%
Disproportionate Rate	2.8%	0.3%	2.0%
% Minority students taught by an ineffective teacher	53.0%	31.9%	70.6%
% Non minority students taught by an ineffective teacher	51.5%	29.8%	66.3%
Disproportionate Rate	1.5%	2.1%	4.3%
% Low-income students taught by an inexperienced teacher	40.6%	14.4%	40.0%
% Non low-income students taught by an inexperienced teacher	34.7%	15.1%	39.0%
Disproportionate Rate	5.9%	-0.7%	1.0%
% Minority students taught by an inexperienced teacher	43.5%	16.9%	40.1%
% Non minority students taught by an inexperienced teacher	31.3%	12.7%	38.4%
Disproportionate Rate	12.2%	4.2%	1.7%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Campbell County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	158	50	31.6%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	158	29	18.4%	**	**	**%
Out of Field Teachers	31565	309	1.0%	158	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	3227	1226	38.0%	71	44	62.0%
Minority Children	663250	268020	40.4%	3227	124	3.8%	71	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	67.3%	38.6%
% Non low-income students taught by an ineffective teacher	51.5%	67.4%	48.1%
Disproportionate Rate	2.8%	-0.1%	-9.5%
% Minority students taught by an ineffective teacher	53.0%	72.6%	**%
% Non minority students taught by an ineffective teacher	51.5%	67.1%	41.2%
Disproportionate Rate	1.5%	5.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	46.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	41.7%	**%
Disproportionate Rate	5.9%	4.7%	**%
% Minority students taught by an inexperienced teacher	43.5%	44.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	43.4%	**%
Disproportionate Rate	12.2%	0.9%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Cannon County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	41	15	36.6%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	41	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	41	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	791	191	24.1%	381	64	16.8%
Minority Children	663250	268020	40.4%	791	75	9.5%	381	30	7.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	69.6%	81.2%
% Non low-income students taught by an ineffective teacher	51.5%	79.7%	68.5%
Disproportionate Rate	2.8%	-10.0%	12.8%
% Minority students taught by an ineffective teacher	53.0%	76.0%	80.0%
% Non minority students taught by an ineffective teacher	51.5%	77.4%	69.8%
Disproportionate Rate	1.5%	-1.4%	10.2%
% Low-income students taught by an inexperienced teacher	40.6%	36.1%	28.1%
% Non low-income students taught by an inexperienced teacher	34.7%	43.2%	31.2%
Disproportionate Rate	5.9%	-7.0%	-3.1%
% Minority students taught by an inexperienced teacher	43.5%	52.0%	26.7%
% Non minority students taught by an inexperienced teacher	31.3%	40.4%	31.1%
Disproportionate Rate	12.2%	11.6%	-4.4%
% Low-income students taught by an out of field teacher	3.2%	38.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	32.7%	**%
Disproportionate Rate	0.7%	5.6%	**%
% Minority students taught by an out of field teacher	3.8%	36.0%	**%
% Non minority students taught by an out of field teacher	2.0%	33.8%	**%
Disproportionate Rate	1.7%	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).

2024 - 2025 Student Access to Effective Educators

Hollow Rock - Bruceton

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	18	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	18	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	18	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	424	115	27.1%	**	**	**%
Minority Children	663250	268020	40.4%	424	52	12.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	87.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	89.3%	**%
Disproportionate Rate	2.8%	-1.5%	**%
% Minority students taught by an ineffective teacher	53.0%	82.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	89.8%	**%
Disproportionate Rate	1.5%	-7.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	44.3%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	48.2%	**%
Disproportionate Rate	5.9%	-3.9%	**%
% Minority students taught by an inexperienced teacher	43.5%	50.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	46.8%	**%
Disproportionate Rate	12.2%	3.2%	**%
% Low-income students taught by an out of field teacher	3.2%	13.9%	**%
% Non low-income students taught by an out of field teacher	2.5%	12.9%	**%
Disproportionate Rate	0.7%	1.0%	**%
% Minority students taught by an out of field teacher	3.8%	9.6%	**%
% Non minority students taught by an out of field teacher	2.0%	13.7%	**%
Disproportionate Rate	1.7%	-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).

2024 - 2025 Student Access to Effective Educators

Huntingdon Special School District

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	**	**	**%	37	19	51.4%
Inexperienced Teachers	31565	4898	15.5%	**	**	**%	37	**	**%
Out of Field Teachers	31565	309	1.0%	**	**	**%	37	**	**%
Low Income Students	663250	177812	26.8%	120	40	33.3%	754	182	24.1%
Minority Children	663250	268020	40.4%	120	27	22.5%	754	203	26.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	60.0%	90.1%
% Non low-income students taught by an ineffective teacher	51.5%	70.0%	87.9%
Disproportionate Rate	2.8%	-10.0%	2.2%
% Minority students taught by an ineffective teacher	53.0%	55.6%	85.7%
% Non minority students taught by an ineffective teacher	51.5%	69.9%	89.5%
Disproportionate Rate	1.5%	-14.3%	-3.8%
% Low-income students taught by an inexperienced teacher	40.6%	**%	31.3%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	30.1%
Disproportionate Rate	5.9%	**%	1.2%
% Minority students taught by an inexperienced teacher	43.5%	**%	28.1%
% Non minority students taught by an inexperienced teacher	31.3%	**%	31.2%
Disproportionate Rate	12.2%	**%	-3.1%
% Low-income students taught by an out of field teacher	3.2%	**%	2.2%
% Non low-income students taught by an out of field teacher	2.5%	**%	3.0%
Disproportionate Rate	0.7%	**%	-0.8%
% Minority students taught by an out of field teacher	3.8%	**%	3.9%
% Non minority students taught by an out of field teacher	2.0%	**%	2.4%
Disproportionate Rate	1.7%	**%	1.6%

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).

2024 - 2025 Student Access to Effective Educators

McKenzie

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	42	11	26.2%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	42	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	42	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	846	212	25.1%	**	**	**%
Minority Children	663250	268020	40.4%	846	192	22.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	62.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	66.6%	**%
Disproportionate Rate	2.8%	-3.8%	**%
% Minority students taught by an ineffective teacher	53.0%	67.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	65.0%	**%
Disproportionate Rate	1.5%	2.7%	**%
% Low-income students taught by an inexperienced teacher	40.6%	25.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	21.0%	**%
Disproportionate Rate	5.9%	4.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	21.9%	**%
% Non minority students taught by an inexperienced teacher	31.3%	22.0%	**%
Disproportionate Rate	12.2%	-0.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

South Carroll

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	13	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	13	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	13	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	207	27	13.0%	**	**	**%
Minority Children	663250	268020	40.4%	207	22	10.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	**%
% Non low-income students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	2.8%	**%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	85.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	94.4%	**%
Disproportionate Rate	5.9%	-9.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	86.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	94.1%	**%
Disproportionate Rate	12.2%	-7.7%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

West Carroll Sp Dist

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	30	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	30	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	30	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	487	123	25.3%	**	**	**%
Minority Children	663250	268020	40.4%	487	66	13.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	69.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	72.0%	**%
Disproportionate Rate	2.8%	-2.9%	**%
% Minority students taught by an ineffective teacher	53.0%	74.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	70.8%	**%
Disproportionate Rate	1.5%	3.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	43.9%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	40.9%	**%
Disproportionate Rate	5.9%	3.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	53.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	39.9%	**%
Disproportionate Rate	12.2%	13.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Carter County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	135	39	28.9%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	135	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	135	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	2602	867	33.3%	122	48	39.3%
Minority Children	663250	268020	40.4%	2602	211	8.1%	122	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	70.5%	98.6%
Disproportionate Rate	2.8%	0.0%	**%
% Minority students taught by an ineffective teacher	53.0%	66.8%	**%
% Non minority students taught by an ineffective teacher	51.5%	70.9%	**%
Disproportionate Rate	1.5%	-4.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	17.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	19.4%	**%
Disproportionate Rate	5.9%	-1.7%	**%
% Minority students taught by an inexperienced teacher	43.5%	9.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	19.7%	**%
Disproportionate Rate	12.2%	-10.7%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Elizabethton

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	26	**	**%	45	20	44.4%
Inexperienced Teachers	31565	4898	15.5%	26	**	**%	45	**	**%
Out of Field Teachers	31565	309	1.0%	26	**	**%	45	**	**%
Low Income Students	663250	177812	26.8%	552	115	20.8%	1241	235	18.9%
Minority Children	663250	268020	40.4%	552	54	9.8%	1241	112	9.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	12.2%	71.5%
% Non low-income students taught by an ineffective teacher	51.5%	8.7%	75.7%
Disproportionate Rate	2.8%	3.5%	-4.3%
% Minority students taught by an ineffective teacher	53.0%	5.6%	73.2%
% Non minority students taught by an ineffective teacher	51.5%	9.8%	75.1%
Disproportionate Rate	1.5%	-4.3%	-1.9%
% Low-income students taught by an inexperienced teacher	40.6%	33.0%	16.6%
% Non low-income students taught by an inexperienced teacher	34.7%	37.1%	19.7%
Disproportionate Rate	5.9%	-4.0%	-3.1%
% Minority students taught by an inexperienced teacher	43.5%	27.8%	17.9%
% Non minority students taught by an inexperienced teacher	31.3%	37.1%	19.2%
Disproportionate Rate	12.2%	-9.4%	-1.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Cheatham County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	65	20	30.8%	101	36	35.6%
Inexperienced Teachers	31565	4898	15.5%	65	15	23.1%	101	**	**%
Out of Field Teachers	31565	309	1.0%	65	**	**%	101	**	**%
Low Income Students	663250	177812	26.8%	1388	315	22.7%	2278	311	13.7%
Minority Children	663250	268020	40.4%	1388	298	21.5%	2278	282	12.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	68.6%	76.2%
% Non low-income students taught by an ineffective teacher	51.5%	70.7%	73.7%
Disproportionate Rate	2.8%	-2.2%	2.5%
% Minority students taught by an ineffective teacher	53.0%	67.4%	75.9%
% Non minority students taught by an ineffective teacher	51.5%	71.0%	73.7%
Disproportionate Rate	1.5%	-3.6%	2.2%
% Low-income students taught by an inexperienced teacher	40.6%	68.6%	31.8%
% Non low-income students taught by an inexperienced teacher	34.7%	66.7%	31.1%
Disproportionate Rate	5.9%	1.8%	0.7%
% Minority students taught by an inexperienced teacher	43.5%	71.1%	33.0%
% Non minority students taught by an inexperienced teacher	31.3%	66.1%	31.0%
Disproportionate Rate	12.2%	5.1%	2.0%
% Low-income students taught by an out of field teacher	3.2%	7.6%	**%
% Non low-income students taught by an out of field teacher	2.5%	6.3%	**%
Disproportionate Rate	0.7%	1.3%	**%
% Minority students taught by an out of field teacher	3.8%	6.4%	**%
% Non minority students taught by an out of field teacher	2.0%	6.7%	**%
Disproportionate Rate	1.7%	-0.3%	**%

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).

2024 - 2025 Student Access to Effective Educators

Chester County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	79	24	30.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	79	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	79	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1856	447	24.1%	**	**	**%
Minority Children	663250	268020	40.4%	1856	364	19.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	68.0%	**%
% Non low-income students taught by an ineffective teacher	51.5%	60.6%	**%
Disproportionate Rate	2.8%	7.4%	**%
% Minority students taught by an ineffective teacher	53.0%	69.8%	**%
% Non minority students taught by an ineffective teacher	51.5%	60.6%	**%
Disproportionate Rate	1.5%	9.2%	**%
% Low-income students taught by an inexperienced teacher	40.6%	33.8%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	29.2%	**%
Disproportionate Rate	5.9%	4.5%	**%
% Minority students taught by an inexperienced teacher	43.5%	29.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	30.6%	**%
Disproportionate Rate	12.2%	-1.2%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Claiborne County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	131	34	26.0%	16	**	**%
Inexperienced Teachers	31565	4898	15.5%	131	11	8.4%	16	**	**%
Out of Field Teachers	31565	309	1.0%	131	**	**%	16	**	**%
Low Income Students	663250	177812	26.8%	2275	682	30.0%	375	83	22.1%
Minority Children	663250	268020	40.4%	2275	116	5.1%	375	12	3.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	67.7%	20.5%
% Non low-income students taught by an ineffective teacher	51.5%	67.7%	3.8%
Disproportionate Rate	2.8%	0.1%	16.7%
% Minority students taught by an ineffective teacher	53.0%	55.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	67.7%	7.7%
Disproportionate Rate	1.5%	-12.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	27.7%	14.5%
% Non low-income students taught by an inexperienced teacher	34.7%	22.2%	19.5%
Disproportionate Rate	5.9%	5.5%	-5.1%
% Minority students taught by an inexperienced teacher	43.5%	34.5%	25.0%
% Non minority students taught by an inexperienced teacher	31.3%	23.3%	18.2%
Disproportionate Rate	12.2%	11.2%	6.8%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Clay County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	25	12	48.0%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	25	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	25	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	458	127	27.7%	241	67	27.8%
Minority Children	663250	268020	40.4%	458	45	9.8%	241	32	13.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.1%	62.7%
% Non low-income students taught by an ineffective teacher	51.5%	80.4%	61.5%
Disproportionate Rate	2.8%	-10.3%	1.2%
% Minority students taught by an ineffective teacher	53.0%	73.3%	62.5%
% Non minority students taught by an ineffective teacher	51.5%	78.0%	61.7%
Disproportionate Rate	1.5%	-4.6%	0.8%
% Low-income students taught by an inexperienced teacher	40.6%	14.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	14.5%	**%
Disproportionate Rate	5.9%	-0.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	20.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	13.8%	**%
Disproportionate Rate	12.2%	6.2%	**%
% Low-income students taught by an out of field teacher	3.2%	26.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	27.8%	**%
Disproportionate Rate	0.7%	-1.8%	**%
% Minority students taught by an out of field teacher	3.8%	20.0%	**%
% Non minority students taught by an out of field teacher	2.0%	28.1%	**%
Disproportionate Rate	1.7%	-8.1%	**%

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).

2024 - 2025 Student Access to Effective Educators Cocke County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	140	43	30.7%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	140	21	15.0%	**	**	**%
Out of Field Teachers	31565	309	1.0%	140	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	2827	928	32.8%	**	**	**%
Minority Children	663250	268020	40.4%	2827	303	10.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	56.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	61.7%	**%
Disproportionate Rate	2.8%	-5.0%	**%
% Minority students taught by an ineffective teacher	53.0%	67.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	59.1%	**%
Disproportionate Rate	1.5%	8.6%	**%
% Low-income students taught by an inexperienced teacher	40.6%	29.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	23.1%	**%
Disproportionate Rate	5.9%	5.9%	**%
% Minority students taught by an inexperienced teacher	43.5%	29.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	24.6%	**%
Disproportionate Rate	12.2%	4.5%	**%
% Low-income students taught by an out of field teacher	3.2%	9.3%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.2%	**%
Disproportionate Rate	0.7%	1.1%	**%
% Minority students taught by an out of field teacher	3.8%	6.9%	**%
% Non minority students taught by an out of field teacher	2.0%	8.7%	**%
Disproportionate Rate	1.7%	-1.8%	**%

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).

2024 - 2025 Student Access to Effective Educators

Newport

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	26	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	26	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	26	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	432	113	26.2%	**	**	**%
Minority Children	663250	268020	40.4%	432	54	12.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	32.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	30.7%	**%
Disproportionate Rate	2.8%	2.0%	**%
% Minority students taught by an ineffective teacher	53.0%	25.9%	**%
% Non minority students taught by an ineffective teacher	51.5%	32.0%	**%
Disproportionate Rate	1.5%	-6.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	33.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	34.8%	**%
Disproportionate Rate	5.9%	-1.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	37.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	34.1%	**%
Disproportionate Rate	12.2%	2.9%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Coffee County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	46	12	26.1%	72	17	23.6%
Inexperienced Teachers	31565	4898	15.5%	46	**	**%	72	**	**%
Out of Field Teachers	31565	309	1.0%	46	**	**%	72	**	**%
Low Income Students	663250	177812	26.8%	844	317	37.6%	2061	541	26.2%
Minority Children	663250	268020	40.4%	844	121	14.3%	2061	427	20.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	44.2%	48.6%
% Non low-income students taught by an ineffective teacher	51.5%	42.7%	50.7%
Disproportionate Rate	2.8%	1.5%	-2.1%
% Minority students taught by an ineffective teacher	53.0%	41.3%	49.4%
% Non minority students taught by an ineffective teacher	51.5%	43.6%	50.4%
Disproportionate Rate	1.5%	-2.2%	-1.0%
% Low-income students taught by an inexperienced teacher	40.6%	11.7%	27.2%
% Non low-income students taught by an inexperienced teacher	34.7%	14.4%	24.1%
Disproportionate Rate	5.9%	-2.7%	3.1%
% Minority students taught by an inexperienced teacher	43.5%	10.7%	20.1%
% Non minority students taught by an inexperienced teacher	31.3%	13.8%	26.1%
Disproportionate Rate	12.2%	-3.1%	-6.0%
% Low-income students taught by an out of field teacher	3.2%	**%	3.0%
% Non low-income students taught by an out of field teacher	2.5%	**%	2.6%
Disproportionate Rate	0.7%	**%	0.4%
% Minority students taught by an out of field teacher	3.8%	**%	2.3%
% Non minority students taught by an out of field teacher	2.0%	**%	2.8%
Disproportionate Rate	1.7%	**%	-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).

2024 - 2025 Student Access to Effective Educators

Manchester

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	63	15	23.8%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	63	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	63	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1001	296	29.6%	**	**	**%
Minority Children	663250	268020	40.4%	1001	326	32.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	55.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	57.2%	**%
Disproportionate Rate	2.8%	-2.1%	**%
% Minority students taught by an ineffective teacher	53.0%	57.4%	**%
% Non minority students taught by an ineffective teacher	51.5%	56.1%	**%
Disproportionate Rate	1.5%	1.2%	**%
% Low-income students taught by an inexperienced teacher	40.6%	10.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	11.8%	**%
Disproportionate Rate	5.9%	-1.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	10.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	11.9%	**%
Disproportionate Rate	12.2%	-1.4%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Tullahoma

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	30	**	**%	82	19	23.2%
Inexperienced Teachers	31565	4898	15.5%	30	**	**%	82	**	**%
Out of Field Teachers	31565	309	1.0%	30	**	**%	82	**	**%
Low Income Students	663250	177812	26.8%	558	189	33.9%	1897	397	20.9%
Minority Children	663250	268020	40.4%	558	174	31.2%	1897	419	22.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	13.2%	67.5%
% Non low-income students taught by an ineffective teacher	51.5%	23.6%	55.9%
Disproportionate Rate	2.8%	-10.3%	11.6%
% Minority students taught by an ineffective teacher	53.0%	20.7%	58.5%
% Non minority students taught by an ineffective teacher	51.5%	19.8%	58.3%
Disproportionate Rate	1.5%	0.9%	0.2%
% Low-income students taught by an inexperienced teacher	40.6%	1.6%	35.0%
% Non low-income students taught by an inexperienced teacher	34.7%	4.6%	23.2%
Disproportionate Rate	5.9%	-3.0%	11.8%
% Minority students taught by an inexperienced teacher	43.5%	2.3%	33.4%
% Non minority students taught by an inexperienced teacher	31.3%	4.2%	23.5%
Disproportionate Rate	12.2%	-1.9%	9.9%
% Low-income students taught by an out of field teacher	3.2%	6.3%	**%
% Non low-income students taught by an out of field teacher	2.5%	11.9%	**%
Disproportionate Rate	0.7%	-5.6%	**%
% Minority students taught by an out of field teacher	3.8%	6.9%	**%
% Non minority students taught by an out of field teacher	2.0%	11.5%	**%
Disproportionate Rate	1.7%	-4.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Crockett County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	43	16	37.2%	15	**	**%
Inexperienced Teachers	31565	4898	15.5%	43	**	**%	15	**	**%
Out of Field Teachers	31565	309	1.0%	43	**	**%	15	**	**%
Low Income Students	663250	177812	26.8%	813	206	25.3%	656	146	22.3%
Minority Children	663250	268020	40.4%	813	264	32.5%	656	230	35.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	71.4%	61.0%
% Non low-income students taught by an ineffective teacher	51.5%	81.1%	50.8%
Disproportionate Rate	2.8%	-9.7%	10.2%
% Minority students taught by an ineffective teacher	53.0%	78.0%	55.7%
% Non minority students taught by an ineffective teacher	51.5%	78.9%	51.6%
Disproportionate Rate	1.5%	-0.8%	4.0%
% Low-income students taught by an inexperienced teacher	40.6%	45.1%	33.6%
% Non low-income students taught by an inexperienced teacher	34.7%	45.8%	28.0%
Disproportionate Rate	5.9%	-0.7%	5.5%
% Minority students taught by an inexperienced teacher	43.5%	46.2%	30.0%
% Non minority students taught by an inexperienced teacher	31.3%	45.4%	28.9%
Disproportionate Rate	12.2%	0.9%	1.1%
% Low-income students taught by an out of field teacher	3.2%	20.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	22.9%	**%
Disproportionate Rate	0.7%	-2.5%	**%
% Minority students taught by an out of field teacher	3.8%	23.1%	**%
% Non minority students taught by an out of field teacher	2.0%	21.9%	**%
Disproportionate Rate	1.7%	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).

2024 - 2025 Student Access to Effective Educators

Alamo

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	16	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	16	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	16	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	295	66	22.4%	**	**	**%
Minority Children	663250	268020	40.4%	295	97	32.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	56.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	61.1%	**%
Disproportionate Rate	2.8%	-5.1%	**%
% Minority students taught by an ineffective teacher	53.0%	62.9%	**%
% Non minority students taught by an ineffective teacher	51.5%	58.6%	**%
Disproportionate Rate	1.5%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators Bells

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	10	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	10	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	10	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	168	40	23.8%	**	**	**%
Minority Children	663250	268020	40.4%	168	68	40.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	35.0%	**%
% Non low-income students taught by an ineffective teacher	51.5%	27.3%	**%
Disproportionate Rate	2.8%	7.7%	**%
% Minority students taught by an ineffective teacher	53.0%	26.5%	**%
% Non minority students taught by an ineffective teacher	51.5%	31.0%	**%
Disproportionate Rate	1.5%	-4.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Cumberland County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	182	32	17.6%	50	13	26.0%
Inexperienced Teachers	31565	4898	15.5%	182	17	9.3%	50	10	20.0%
Out of Field Teachers	31565	309	1.0%	182	**	**%	50	**	**%
Low Income Students	663250	177812	26.8%	3211	1791	55.8%	1444	732	50.7%
Minority Children	663250	268020	40.4%	3211	335	10.4%	1444	159	11.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	50.1%	63.5%
% Non low-income students taught by an ineffective teacher	51.5%	51.8%	56.6%
Disproportionate Rate	2.8%	-1.7%	6.9%
% Minority students taught by an ineffective teacher	53.0%	42.7%	69.2%
% Non minority students taught by an ineffective teacher	51.5%	51.7%	59.0%
Disproportionate Rate	1.5%	-9.1%	10.2%
% Low-income students taught by an inexperienced teacher	40.6%	25.6%	35.9%
% Non low-income students taught by an inexperienced teacher	34.7%	30.3%	34.8%
Disproportionate Rate	5.9%	-4.7%	1.1%
% Minority students taught by an inexperienced teacher	43.5%	21.2%	38.4%
% Non minority students taught by an inexperienced teacher	31.3%	28.4%	35.0%
Disproportionate Rate	12.2%	-7.2%	3.3%
% Low-income students taught by an out of field teacher	3.2%	3.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	4.5%	**%
Disproportionate Rate	0.7%	-1.3%	**%
% Minority students taught by an out of field teacher	3.8%	3.0%	**%
% Non minority students taught by an out of field teacher	2.0%	3.9%	**%
Disproportionate Rate	1.7%	-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).

2024 - 2025 Student Access to Effective Educators

Davidson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	2080	381	18.3%	592	118	19.9%
Inexperienced Teachers	31565	4898	15.5%	2080	406	19.5%	592	87	14.7%
Out of Field Teachers	31565	309	1.0%	2080	49	2.4%	592	**	**%
Low Income Students	663250	177812	26.8%	40164	15252	38.0%	12438	2166	17.4%
Minority Children	663250	268020	40.4%	40164	33182	82.6%	12438	5558	44.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	47.2%	55.5%
% Non low-income students taught by an ineffective teacher	51.5%	49.8%	45.6%
Disproportionate Rate	2.8%	-2.5%	9.9%
% Minority students taught by an ineffective teacher	53.0%	48.8%	52.1%
% Non minority students taught by an ineffective teacher	51.5%	49.0%	43.6%
Disproportionate Rate	1.5%	-0.3%	8.5%
% Low-income students taught by an inexperienced teacher	40.6%	45.8%	39.1%
% Non low-income students taught by an inexperienced teacher	34.7%	44.6%	33.8%
Disproportionate Rate	5.9%	1.1%	5.2%
% Minority students taught by an inexperienced teacher	43.5%	46.0%	36.5%
% Non minority students taught by an inexperienced teacher	31.3%	40.7%	33.3%
Disproportionate Rate	12.2%	5.3%	3.2%
% Low-income students taught by an out of field teacher	3.2%	7.3%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.2%	1.2%
Disproportionate Rate	0.7%	-0.8%	**%
% Minority students taught by an out of field teacher	3.8%	8.1%	**%
% Non minority students taught by an out of field teacher	2.0%	6.7%	1.2%
Disproportionate Rate	1.7%	1.4%	**%

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).

2024 - 2025 Student Access to Effective Educators

Decatur County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	52	21	40.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	52	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	52	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	994	227	22.8%	66	25	37.9%
Minority Children	663250	268020	40.4%	994	100	10.1%	66	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	74.0%	96.0%
% Non low-income students taught by an ineffective teacher	51.5%	73.3%	95.1%
Disproportionate Rate	2.8%	0.7%	0.9%
% Minority students taught by an ineffective teacher	53.0%	73.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	73.5%	95.0%
Disproportionate Rate	1.5%	-0.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	31.3%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	36.5%	**%
Disproportionate Rate	5.9%	-5.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	42.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	34.6%	**%
Disproportionate Rate	12.2%	7.4%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

DeKalb County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	95	24	25.3%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	95	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	95	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1961	555	28.3%	**	**	**%
Minority Children	663250	268020	40.4%	1961	465	23.7%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	66.6%	**%
Disproportionate Rate	2.8%	3.5%	**%
% Minority students taught by an ineffective teacher	53.0%	75.1%	**%
% Non minority students taught by an ineffective teacher	51.5%	65.2%	**%
Disproportionate Rate	1.5%	9.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	5.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	3.3%	**%
Disproportionate Rate	5.9%	2.1%	**%
% Minority students taught by an inexperienced teacher	43.5%	3.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	4.1%	**%
Disproportionate Rate	12.2%	-1.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Dickson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	99	14	14.1%	132	26	19.7%
Inexperienced Teachers	31565	4898	15.5%	99	10	10.1%	132	17	12.9%
Out of Field Teachers	31565	309	1.0%	99	**	**%	132	**	**%
Low Income Students	663250	177812	26.8%	1789	426	23.8%	3583	600	16.7%
Minority Children	663250	268020	40.4%	1789	350	19.6%	3583	792	22.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	27.2%	44.7%
% Non low-income students taught by an ineffective teacher	51.5%	26.9%	42.1%
Disproportionate Rate	2.8%	0.3%	2.6%
% Minority students taught by an ineffective teacher	53.0%	23.1%	44.6%
% Non minority students taught by an ineffective teacher	51.5%	27.9%	42.0%
Disproportionate Rate	1.5%	-4.8%	2.6%
% Low-income students taught by an inexperienced teacher	40.6%	26.1%	39.3%
% Non low-income students taught by an inexperienced teacher	34.7%	24.9%	36.6%
Disproportionate Rate	5.9%	1.2%	2.7%
% Minority students taught by an inexperienced teacher	43.5%	22.3%	34.0%
% Non minority students taught by an inexperienced teacher	31.3%	25.9%	38.0%
Disproportionate Rate	12.2%	-3.6%	-4.0%
% Low-income students taught by an out of field teacher	3.2%	**%	5.0%
% Non low-income students taught by an out of field teacher	2.5%	**%	5.1%
Disproportionate Rate	0.7%	**%	-0.1%
% Minority students taught by an out of field teacher	3.8%	**%	5.9%
% Non minority students taught by an out of field teacher	2.0%	**%	4.8%
Disproportionate Rate	1.7%	**%	1.1%

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).

2024 - 2025 Student Access to Effective Educators

Dyer County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	92	23	25.0%	27	**	**%
Inexperienced Teachers	31565	4898	15.5%	92	**	**%	27	**	**%
Out of Field Teachers	31565	309	1.0%	92	**	**%	27	**	**%
Low Income Students	663250	177812	26.8%	1590	431	27.1%	780	214	27.4%
Minority Children	663250	268020	40.4%	1590	240	15.1%	780	151	19.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	66.8%	80.8%
% Non low-income students taught by an ineffective teacher	51.5%	67.7%	76.3%
Disproportionate Rate	2.8%	-0.9%	4.5%
% Minority students taught by an ineffective teacher	53.0%	71.2%	76.2%
% Non minority students taught by an ineffective teacher	51.5%	66.8%	77.9%
Disproportionate Rate	1.5%	4.4%	-1.7%
% Low-income students taught by an inexperienced teacher	40.6%	25.1%	20.1%
% Non low-income students taught by an inexperienced teacher	34.7%	25.6%	16.6%
Disproportionate Rate	5.9%	-0.6%	3.5%
% Minority students taught by an inexperienced teacher	43.5%	32.1%	15.9%
% Non minority students taught by an inexperienced teacher	31.3%	24.3%	18.0%
Disproportionate Rate	12.2%	7.8%	-2.1%
% Low-income students taught by an out of field teacher	3.2%	7.9%	5.6%
% Non low-income students taught by an out of field teacher	2.5%	3.0%	6.0%
Disproportionate Rate	0.7%	4.9%	-0.4%
% Minority students taught by an out of field teacher	3.8%	5.0%	4.6%
% Non minority students taught by an out of field teacher	2.0%	4.2%	6.2%
Disproportionate Rate	1.7%	0.8%	-1.6%

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).

2024 - 2025 Student Access to Effective Educators

Dyersburg

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	85	22	25.9%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	85	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	85	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1743	702	40.3%	**	**	**%
Minority Children	663250	268020	40.4%	1743	959	55.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.3%	**%
% Non low-income students taught by an ineffective teacher	51.5%	62.0%	**%
Disproportionate Rate	2.8%	-3.7%	**%
% Minority students taught by an ineffective teacher	53.0%	60.1%	**%
% Non minority students taught by an ineffective teacher	51.5%	61.0%	**%
Disproportionate Rate	1.5%	-0.9%	**%
% Low-income students taught by an inexperienced teacher	40.6%	15.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	11.3%	**%
Disproportionate Rate	5.9%	3.9%	**%
% Minority students taught by an inexperienced teacher	43.5%	13.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	12.0%	**%
Disproportionate Rate	12.2%	1.7%	**%
% Low-income students taught by an out of field teacher	3.2%	4.6%	**%
% Non low-income students taught by an out of field teacher	2.5%	4.0%	**%
Disproportionate Rate	0.7%	0.5%	**%
% Minority students taught by an out of field teacher	3.8%	4.4%	**%
% Non minority students taught by an out of field teacher	2.0%	4.1%	**%
Disproportionate Rate	1.7%	0.3%	**%

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).

2024 - 2025 Student Access to Effective Educators

Fayette County Public Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	92	26	28.3%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	92	20	21.7%	**	**	**%
Out of Field Teachers	31565	309	1.0%	92	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1744	656	37.6%	**	**	**%
Minority Children	663250	268020	40.4%	1744	1267	72.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	44.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	50.1%	**%
Disproportionate Rate	2.8%	-5.7%	**%
% Minority students taught by an ineffective teacher	53.0%	47.5%	**%
% Non minority students taught by an ineffective teacher	51.5%	49.1%	**%
Disproportionate Rate	1.5%	-1.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	47.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	50.9%	**%
Disproportionate Rate	5.9%	-3.5%	**%
% Minority students taught by an inexperienced teacher	43.5%	49.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	49.9%	**%
Disproportionate Rate	12.2%	-0.4%	**%
% Low-income students taught by an out of field teacher	3.2%	6.7%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.5%	**%
Disproportionate Rate	0.7%	-1.8%	**%
% Minority students taught by an out of field teacher	3.8%	7.6%	**%
% Non minority students taught by an out of field teacher	2.0%	8.6%	**%
Disproportionate Rate	1.7%	-1.0%	**%

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).

2024 - 2025 Student Access to Effective Educators

Fentress County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	68	28	41.2%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	68	13	19.1%	**	**	**%
Out of Field Teachers	31565	309	1.0%	68	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1343	406	30.2%	**	**	**%
Minority Children	663250	268020	40.4%	1343	73	5.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	65.7%	**%
Disproportionate Rate	2.8%	4.7%	**%
% Minority students taught by an ineffective teacher	53.0%	63.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	67.2%	**%
Disproportionate Rate	1.5%	-4.2%	**%
% Low-income students taught by an inexperienced teacher	40.6%	40.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	41.2%	**%
Disproportionate Rate	5.9%	-0.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	32.9%	**%
% Non minority students taught by an inexperienced teacher	31.3%	41.5%	**%
Disproportionate Rate	12.2%	-8.6%	**%
% Low-income students taught by an out of field teacher	3.2%	9.6%	**%
% Non low-income students taught by an out of field teacher	2.5%	6.6%	**%
Disproportionate Rate	0.7%	3.0%	**%
% Minority students taught by an out of field teacher	3.8%	1.4%	**%
% Non minority students taught by an out of field teacher	2.0%	7.9%	**%
Disproportionate Rate	1.7%	-6.5%	**%

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).

2024 - 2025 Student Access to Effective Educators

Franklin County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	91	24	26.4%	55	**	**%
Inexperienced Teachers	31565	4898	15.5%	91	11	12.1%	55	**	**%
Out of Field Teachers	31565	309	1.0%	91	**	**%	55	**	**%
Low Income Students	663250	177812	26.8%	1697	439	25.9%	1473	262	17.8%
Minority Children	663250	268020	40.4%	1697	275	16.2%	1473	269	18.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	60.6%	44.7%
% Non low-income students taught by an ineffective teacher	51.5%	66.9%	37.7%
Disproportionate Rate	2.8%	-6.3%	6.9%
% Minority students taught by an ineffective teacher	53.0%	67.3%	45.7%
% Non minority students taught by an ineffective teacher	51.5%	64.8%	37.5%
Disproportionate Rate	1.5%	2.4%	8.3%
% Low-income students taught by an inexperienced teacher	40.6%	28.7%	10.3%
% Non low-income students taught by an inexperienced teacher	34.7%	28.7%	13.0%
Disproportionate Rate	5.9%	0.0%	-2.7%
% Minority students taught by an inexperienced teacher	43.5%	23.6%	16.0%
% Non minority students taught by an inexperienced teacher	31.3%	29.7%	11.7%
Disproportionate Rate	12.2%	-6.0%	4.3%
% Low-income students taught by an out of field teacher	3.2%	**%	3.1%
% Non low-income students taught by an out of field teacher	2.5%	**%	2.6%
Disproportionate Rate	0.7%	**%	0.4%
% Minority students taught by an out of field teacher	3.8%	1.1%	4.5%
% Non minority students taught by an out of field teacher	2.0%	**%	2.3%
Disproportionate Rate	1.7%	**%	2.1%

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).

2024 - 2025 Student Access to Effective Educators

Humboldt City Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	33	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	33	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	33	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	691	379	54.8%	**	**	**%
Minority Children	663250	268020	40.4%	691	558	80.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	64.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	62.8%	**%
Disproportionate Rate	2.8%	1.8%	**%
% Minority students taught by an ineffective teacher	53.0%	64.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	61.7%	**%
Disproportionate Rate	1.5%	2.7%	**%
% Low-income students taught by an inexperienced teacher	40.6%	30.3%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	34.3%	**%
Disproportionate Rate	5.9%	-4.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	33.9%	**%
% Non minority students taught by an inexperienced teacher	31.3%	24.8%	**%
Disproportionate Rate	12.2%	9.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Milan

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	61	14	23.0%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	61	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	61	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1368	433	31.7%	**	**	**%
Minority Children	663250	268020	40.4%	1368	486	35.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	65.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	66.6%	**%
Disproportionate Rate	2.8%	-0.8%	**%
% Minority students taught by an ineffective teacher	53.0%	68.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	65.2%	**%
Disproportionate Rate	1.5%	3.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	26.8%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	23.7%	**%
Disproportionate Rate	5.9%	3.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	27.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	23.5%	**%
Disproportionate Rate	12.2%	3.5%	**%
% Low-income students taught by an out of field teacher	3.2%	7.9%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.5%	**%
Disproportionate Rate	0.7%	0.4%	**%
% Minority students taught by an out of field teacher	3.8%	6.6%	**%
% Non minority students taught by an out of field teacher	2.0%	8.2%	**%
Disproportionate Rate	1.7%	-1.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Trenton

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	33	12	36.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	33	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	33	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	861	274	31.8%	**	**	**%
Minority Children	663250	268020	40.4%	861	327	38.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	56.2%	**%
Disproportionate Rate	2.8%	2.5%	**%
% Minority students taught by an ineffective teacher	53.0%	56.6%	**%
% Non minority students taught by an ineffective teacher	51.5%	57.3%	**%
Disproportionate Rate	1.5%	-0.7%	**%
% Low-income students taught by an inexperienced teacher	40.6%	18.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	15.2%	**%
Disproportionate Rate	5.9%	3.5%	**%
% Minority students taught by an inexperienced teacher	43.5%	20.2%	**%
% Non minority students taught by an inexperienced teacher	31.3%	13.9%	**%
Disproportionate Rate	12.2%	6.3%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Bradford

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	20	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	20	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	20	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	440	88	20.0%	**	**	**%
Minority Children	663250	268020	40.4%	440	40	9.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	61.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	54.8%	**%
Disproportionate Rate	2.8%	6.5%	**%
% Minority students taught by an ineffective teacher	53.0%	50.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	56.8%	**%
Disproportionate Rate	1.5%	-6.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	17.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	17.6%	**%
Disproportionate Rate	5.9%	-0.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	10.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	18.2%	**%
Disproportionate Rate	12.2%	-8.2%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Gibson Co Sp Dist

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	47	**	**%	79	12	15.2%
Inexperienced Teachers	31565	4898	15.5%	47	**	**%	79	**	**%
Out of Field Teachers	31565	309	1.0%	47	**	**%	79	**	**%
Low Income Students	663250	177812	26.8%	606	177	29.2%	1995	245	12.3%
Minority Children	663250	268020	40.4%	606	122	20.1%	1995	259	13.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	44.1%	43.3%
% Non low-income students taught by an ineffective teacher	51.5%	38.5%	36.9%
Disproportionate Rate	2.8%	5.6%	6.4%
% Minority students taught by an ineffective teacher	53.0%	47.5%	40.5%
% Non minority students taught by an ineffective teacher	51.5%	38.2%	37.3%
Disproportionate Rate	1.5%	9.3%	3.3%
% Low-income students taught by an inexperienced teacher	40.6%	53.7%	22.9%
% Non low-income students taught by an inexperienced teacher	34.7%	39.4%	12.0%
Disproportionate Rate	5.9%	14.3%	10.9%
% Minority students taught by an inexperienced teacher	43.5%	53.3%	14.3%
% Non minority students taught by an inexperienced teacher	31.3%	41.1%	13.2%
Disproportionate Rate	12.2%	12.2%	1.1%
% Low-income students taught by an out of field teacher	3.2%	10.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.2%	**%
Disproportionate Rate	0.7%	2.9%	**%
% Minority students taught by an out of field teacher	3.8%	10.7%	**%
% Non minority students taught by an out of field teacher	2.0%	7.4%	**%
Disproportionate Rate	1.7%	3.2%	**%

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).

2024 - 2025 Student Access to Effective Educators

Giles County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	70	17	24.3%	36	16	44.4%
Inexperienced Teachers	31565	4898	15.5%	70	11	15.7%	36	**	**%
Out of Field Teachers	31565	309	1.0%	70	**	**%	36	**	**%
Low Income Students	663250	177812	26.8%	1355	333	24.6%	1063	204	19.2%
Minority Children	663250	268020	40.4%	1355	357	26.3%	1063	231	21.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.0%	81.9%
% Non low-income students taught by an ineffective teacher	51.5%	49.7%	76.7%
Disproportionate Rate	2.8%	-1.7%	5.1%
% Minority students taught by an ineffective teacher	53.0%	52.9%	87.9%
% Non minority students taught by an ineffective teacher	51.5%	47.9%	74.9%
Disproportionate Rate	1.5%	5.0%	13.0%
% Low-income students taught by an inexperienced teacher	40.6%	35.4%	24.0%
% Non low-income students taught by an inexperienced teacher	34.7%	31.0%	13.6%
Disproportionate Rate	5.9%	4.4%	10.4%
% Minority students taught by an inexperienced teacher	43.5%	33.6%	18.2%
% Non minority students taught by an inexperienced teacher	31.3%	31.6%	14.9%
Disproportionate Rate	12.2%	2.1%	3.3%
% Low-income students taught by an out of field teacher	3.2%	5.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.1%	**%
Disproportionate Rate	0.7%	-2.7%	**%
% Minority students taught by an out of field teacher	3.8%	11.5%	**%
% Non minority students taught by an out of field teacher	2.0%	6.0%	**%
Disproportionate Rate	1.7%	5.5%	**%

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).

2024 - 2025 Student Access to Effective Educators

Grainger County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	75	10	13.3%	16	**	**%
Inexperienced Teachers	31565	4898	15.5%	75	**	**%	16	**	**%
Out of Field Teachers	31565	309	1.0%	75	**	**%	16	**	**%
Low Income Students	663250	177812	26.8%	1386	354	25.5%	547	118	21.6%
Minority Children	663250	268020	40.4%	1386	125	9.0%	547	39	7.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	40.4%	96.6%
% Non low-income students taught by an ineffective teacher	51.5%	43.6%	97.2%
Disproportionate Rate	2.8%	-3.2%	-0.6%
% Minority students taught by an ineffective teacher	53.0%	50.4%	97.4%
% Non minority students taught by an ineffective teacher	51.5%	42.0%	97.0%
Disproportionate Rate	1.5%	8.4%	0.4%
% Low-income students taught by an inexperienced teacher	40.6%	24.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	26.7%	**%
Disproportionate Rate	5.9%	-2.7%	**%
% Minority students taught by an inexperienced teacher	43.5%	37.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	24.9%	**%
Disproportionate Rate	12.2%	12.7%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Greene County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	184	44	23.9%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	184	23	12.5%	**	**	**%
Out of Field Teachers	31565	309	1.0%	184	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	3965	949	23.9%	13	**	**%
Minority Children	663250	268020	40.4%	3965	418	10.5%	13	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	43.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	46.9%	**%
Disproportionate Rate	2.8%	-3.2%	**%
% Minority students taught by an ineffective teacher	53.0%	43.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	46.5%	**%
Disproportionate Rate	1.5%	-3.2%	**%
% Low-income students taught by an inexperienced teacher	40.6%	31.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	30.5%	**%
Disproportionate Rate	5.9%	0.7%	**%
% Minority students taught by an inexperienced teacher	43.5%	31.3%	**%
% Non minority students taught by an inexperienced teacher	31.3%	30.5%	**%
Disproportionate Rate	12.2%	0.8%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators Greeneville

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	89	10	11.2%	20	**	**%
Inexperienced Teachers	31565	4898	15.5%	89	**	**%	20	**	**%
Out of Field Teachers	31565	309	1.0%	89	**	**%	20	**	**%
Low Income Students	663250	177812	26.8%	1796	531	29.6%	77	**	**%
Minority Children	663250	268020	40.4%	1796	436	24.3%	77	16	20.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	34.5%	**%
% Non low-income students taught by an ineffective teacher	51.5%	29.2%	32.4%
Disproportionate Rate	2.8%	5.3%	**%
% Minority students taught by an ineffective teacher	53.0%	30.3%	12.5%
% Non minority students taught by an ineffective teacher	51.5%	30.9%	37.7%
Disproportionate Rate	1.5%	-0.6%	-25.2%
% Low-income students taught by an inexperienced teacher	40.6%	25.8%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	22.5%	5.6%
Disproportionate Rate	5.9%	3.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	30.0%	6.2%
% Non minority students taught by an inexperienced teacher	31.3%	21.3%	4.9%
Disproportionate Rate	12.2%	8.7%	1.3%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Grundy County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	48	16	33.3%	13	**	**%
Inexperienced Teachers	31565	4898	15.5%	48	**	**%	13	**	**%
Out of Field Teachers	31565	309	1.0%	48	**	**%	13	**	**%
Low Income Students	663250	177812	26.8%	718	237	33.0%	397	125	31.5%
Minority Children	663250	268020	40.4%	718	17	2.4%	397	14	3.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	73.8%	74.4%
% Non low-income students taught by an ineffective teacher	51.5%	69.9%	79.0%
Disproportionate Rate	2.8%	4.0%	-4.6%
% Minority students taught by an ineffective teacher	53.0%	70.6%	78.6%
% Non minority students taught by an ineffective teacher	51.5%	71.2%	77.5%
Disproportionate Rate	1.5%	-0.6%	1.0%
% Low-income students taught by an inexperienced teacher	40.6%	16.0%	32.0%
% Non low-income students taught by an inexperienced teacher	34.7%	18.3%	32.0%
Disproportionate Rate	5.9%	-2.3%	0.0%
% Minority students taught by an inexperienced teacher	43.5%	35.3%	28.6%
% Non minority students taught by an inexperienced teacher	31.3%	17.1%	32.1%
Disproportionate Rate	12.2%	18.2%	-3.5%
% Low-income students taught by an out of field teacher	3.2%	3.8%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.5%	**%
Disproportionate Rate	0.7%	-4.7%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	7.1%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Hamblen County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	149	37	24.8%	187	34	18.2%
Inexperienced Teachers	31565	4898	15.5%	149	36	24.2%	187	16	8.6%
Out of Field Teachers	31565	309	1.0%	149	**	**%	187	**	**%
Low Income Students	663250	177812	26.8%	2509	963	38.4%	4269	990	23.2%
Minority Children	663250	268020	40.4%	2509	1559	62.1%	4269	1468	34.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	55.1%	42.2%
% Non low-income students taught by an ineffective teacher	51.5%	63.5%	41.4%
Disproportionate Rate	2.8%	-8.4%	0.8%
% Minority students taught by an ineffective teacher	53.0%	60.4%	44.6%
% Non minority students taught by an ineffective teacher	51.5%	60.2%	40.1%
Disproportionate Rate	1.5%	0.1%	4.5%
% Low-income students taught by an inexperienced teacher	40.6%	63.8%	20.1%
% Non low-income students taught by an inexperienced teacher	34.7%	65.9%	19.1%
Disproportionate Rate	5.9%	-2.2%	1.0%
% Minority students taught by an inexperienced teacher	43.5%	67.4%	18.7%
% Non minority students taught by an inexperienced teacher	31.3%	61.2%	19.6%
Disproportionate Rate	12.2%	6.3%	-0.9%
% Low-income students taught by an out of field teacher	3.2%	5.7%	7.5%
% Non low-income students taught by an out of field teacher	2.5%	7.6%	8.5%
Disproportionate Rate	0.7%	-1.9%	-1.0%
% Minority students taught by an out of field teacher	3.8%	7.3%	9.6%
% Non minority students taught by an out of field teacher	2.0%	6.2%	7.6%
Disproportionate Rate	1.7%	1.1%	2.0%

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).

2024 - 2025 Student Access to Effective Educators

Hamilton County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	943	209	22.2%	700	161	23.0%
Inexperienced Teachers	31565	4898	15.5%	943	270	28.6%	700	111	15.9%
Out of Field Teachers	31565	309	1.0%	943	18	1.9%	700	**	**%
Low Income Students	663250	177812	26.8%	15529	7407	47.7%	15621	2292	14.7%
Minority Children	663250	268020	40.4%	15529	12175	78.4%	15621	4262	27.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	53.2%	57.5%
% Non low-income students taught by an ineffective teacher	51.5%	56.3%	52.8%
Disproportionate Rate	2.8%	-3.2%	4.7%
% Minority students taught by an ineffective teacher	53.0%	53.3%	55.9%
% Non minority students taught by an ineffective teacher	51.5%	59.9%	52.6%
Disproportionate Rate	1.5%	-6.5%	3.4%
% Low-income students taught by an inexperienced teacher	40.6%	62.3%	42.5%
% Non low-income students taught by an inexperienced teacher	34.7%	60.5%	38.4%
Disproportionate Rate	5.9%	1.8%	4.1%
% Minority students taught by an inexperienced teacher	43.5%	62.5%	41.8%
% Non minority students taught by an inexperienced teacher	31.3%	56.7%	38.0%
Disproportionate Rate	12.2%	5.8%	3.8%
% Low-income students taught by an out of field teacher	3.2%	5.3%	3.6%
% Non low-income students taught by an out of field teacher	2.5%	4.2%	2.3%
Disproportionate Rate	0.7%	1.0%	1.3%
% Minority students taught by an out of field teacher	3.8%	5.7%	3.7%
% Non minority students taught by an out of field teacher	2.0%	1.0%	2.1%
Disproportionate Rate	1.7%	4.7%	1.6%

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).

2024 - 2025 Student Access to Effective Educators

Hancock County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	40	13	32.5%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	40	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	40	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	570	240	42.1%	**	**	**%
Minority Children	663250	268020	40.4%	570	12	2.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	51.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	43.3%	**%
Disproportionate Rate	2.8%	7.9%	**%
% Minority students taught by an ineffective teacher	53.0%	25.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	47.1%	**%
Disproportionate Rate	1.5%	-22.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	33.8%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	38.2%	**%
Disproportionate Rate	5.9%	-4.4%	**%
% Minority students taught by an inexperienced teacher	43.5%	41.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	36.2%	**%
Disproportionate Rate	12.2%	5.5%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Hardeman County Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	109	35	32.1%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	109	20	18.3%	**	**	**%
Out of Field Teachers	31565	309	1.0%	109	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	2032	716	35.2%	**	**	**%
Minority Children	663250	268020	40.4%	2032	1223	60.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	64.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	69.8%	**%
Disproportionate Rate	2.8%	-5.4%	**%
% Minority students taught by an ineffective teacher	53.0%	66.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	70.3%	**%
Disproportionate Rate	1.5%	-4.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	46.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	35.5%	**%
Disproportionate Rate	5.9%	10.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	46.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	28.9%	**%
Disproportionate Rate	12.2%	17.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Hardin County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	56	11	19.6%	54	22	40.7%
Inexperienced Teachers	31565	4898	15.5%	56	11	19.6%	54	10	18.5%
Out of Field Teachers	31565	309	1.0%	56	**	**%	54	**	**%
Low Income Students	663250	177812	26.8%	821	334	40.7%	1334	389	29.2%
Minority Children	663250	268020	40.4%	821	89	10.8%	1334	161	12.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	38.9%	78.4%
% Non low-income students taught by an ineffective teacher	51.5%	38.2%	79.9%
Disproportionate Rate	2.8%	0.7%	-1.5%
% Minority students taught by an ineffective teacher	53.0%	31.5%	78.3%
% Non minority students taught by an ineffective teacher	51.5%	39.3%	79.6%
Disproportionate Rate	1.5%	-7.9%	-1.4%
% Low-income students taught by an inexperienced teacher	40.6%	39.2%	57.1%
% Non low-income students taught by an inexperienced teacher	34.7%	37.8%	49.8%
Disproportionate Rate	5.9%	1.4%	7.2%
% Minority students taught by an inexperienced teacher	43.5%	34.8%	55.9%
% Non minority students taught by an inexperienced teacher	31.3%	38.8%	51.4%
Disproportionate Rate	12.2%	-4.0%	4.5%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Hawkins County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	158	46	29.1%	51	16	31.4%
Inexperienced Teachers	31565	4898	15.5%	158	34	21.5%	51	**	**%
Out of Field Teachers	31565	309	1.0%	158	**	**%	51	**	**%
Low Income Students	663250	177812	26.8%	2643	945	35.8%	1390	363	26.1%
Minority Children	663250	268020	40.4%	2643	216	8.2%	1390	118	8.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.6%	59.5%
% Non low-income students taught by an ineffective teacher	51.5%	61.4%	61.0%
Disproportionate Rate	2.8%	-2.8%	-1.5%
% Minority students taught by an ineffective teacher	53.0%	57.4%	64.4%
% Non minority students taught by an ineffective teacher	51.5%	60.7%	60.2%
Disproportionate Rate	1.5%	-3.3%	4.2%
% Low-income students taught by an inexperienced teacher	40.6%	45.6%	40.2%
% Non low-income students taught by an inexperienced teacher	34.7%	47.7%	34.4%
Disproportionate Rate	5.9%	-2.1%	5.8%
% Minority students taught by an inexperienced teacher	43.5%	47.2%	34.7%
% Non minority students taught by an inexperienced teacher	31.3%	46.9%	36.0%
Disproportionate Rate	12.2%	0.3%	-1.3%
% Low-income students taught by an out of field teacher	3.2%	8.1%	**%
% Non low-income students taught by an out of field teacher	2.5%	9.7%	**%
Disproportionate Rate	0.7%	-1.6%	**%
% Minority students taught by an out of field teacher	3.8%	9.7%	**%
% Non minority students taught by an out of field teacher	2.0%	9.1%	**%
Disproportionate Rate	1.7%	0.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Rogersville

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	24	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	24	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	24	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	456	115	25.2%	**	**	**%
Minority Children	663250	268020	40.4%	456	54	11.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	72.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	68.0%	**%
Disproportionate Rate	2.8%	4.1%	**%
% Minority students taught by an ineffective teacher	53.0%	72.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	68.7%	**%
Disproportionate Rate	1.5%	3.6%	**%
% Low-income students taught by an inexperienced teacher	40.6%	7.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	10.0%	**%
Disproportionate Rate	5.9%	-3.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	14.8%	**%
% Non minority students taught by an inexperienced teacher	31.3%	8.5%	**%
Disproportionate Rate	12.2%	6.4%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Haywood County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	79	35	44.3%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	79	14	17.7%	**	**	**%
Out of Field Teachers	31565	309	1.0%	79	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1570	631	40.2%	**	**	**%
Minority Children	663250	268020	40.4%	1570	1212	77.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	87.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	87.3%	**%
Disproportionate Rate	2.8%	0.3%	**%
% Minority students taught by an ineffective teacher	53.0%	88.1%	**%
% Non minority students taught by an ineffective teacher	51.5%	85.2%	**%
Disproportionate Rate	1.5%	2.9%	**%
% Low-income students taught by an inexperienced teacher	40.6%	38.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	34.7%	**%
Disproportionate Rate	5.9%	3.8%	**%
% Minority students taught by an inexperienced teacher	43.5%	35.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	38.0%	**%
Disproportionate Rate	12.2%	-2.3%	**%
% Low-income students taught by an out of field teacher	3.2%	2.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	1.3%	**%
Disproportionate Rate	0.7%	0.9%	**%
% Minority students taught by an out of field teacher	3.8%	1.7%	**%
% Non minority students taught by an out of field teacher	2.0%	1.4%	**%
Disproportionate Rate	1.7%	0.3%	**%

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).

2024 - 2025 Student Access to Effective Educators

Henderson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	87	25	28.7%	35	**	**%
Inexperienced Teachers	31565	4898	15.5%	87	15	17.2%	35	**	**%
Out of Field Teachers	31565	309	1.0%	87	**	**%	35	**	**%
Low Income Students	663250	177812	26.8%	1528	507	33.2%	846	244	28.8%
Minority Children	663250	268020	40.4%	1528	196	12.8%	846	144	17.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	57.6%	48.0%
% Non low-income students taught by an ineffective teacher	51.5%	57.7%	41.4%
Disproportionate Rate	2.8%	-0.1%	6.6%
% Minority students taught by an ineffective teacher	53.0%	49.0%	41.0%
% Non minority students taught by an ineffective teacher	51.5%	58.9%	43.7%
Disproportionate Rate	1.5%	-10.0%	-2.8%
% Low-income students taught by an inexperienced teacher	40.6%	39.4%	16.0%
% Non low-income students taught by an inexperienced teacher	34.7%	41.6%	18.8%
Disproportionate Rate	5.9%	-2.2%	-2.8%
% Minority students taught by an inexperienced teacher	43.5%	45.9%	19.4%
% Non minority students taught by an inexperienced teacher	31.3%	40.2%	17.7%
Disproportionate Rate	12.2%	5.8%	1.8%
% Low-income students taught by an out of field teacher	3.2%	6.7%	1.6%
% Non low-income students taught by an out of field teacher	2.5%	3.7%	2.8%
Disproportionate Rate	0.7%	3.0%	-1.2%
% Minority students taught by an out of field teacher	3.8%	11.2%	2.8%
% Non minority students taught by an out of field teacher	2.0%	3.8%	2.4%
Disproportionate Rate	1.7%	7.5%	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).

2024 - 2025 Student Access to Effective Educators

Lexington

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	29	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	29	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	29	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	515	122	23.7%	**	**	**%
Minority Children	663250	268020	40.4%	515	165	32.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	60.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	59.5%	**%
Disproportionate Rate	2.8%	1.1%	**%
% Minority students taught by an ineffective teacher	53.0%	62.4%	**%
% Non minority students taught by an ineffective teacher	51.5%	58.6%	**%
Disproportionate Rate	1.5%	3.9%	**%
% Low-income students taught by an inexperienced teacher	40.6%	13.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	14.5%	**%
Disproportionate Rate	5.9%	-1.4%	**%
% Minority students taught by an inexperienced teacher	43.5%	12.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	14.9%	**%
Disproportionate Rate	12.2%	-2.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Henry County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	80	14	17.5%	15	**	**%
Inexperienced Teachers	31565	4898	15.5%	80	**	**%	15	**	**%
Out of Field Teachers	31565	309	1.0%	80	**	**%	15	**	**%
Low Income Students	663250	177812	26.8%	1340	371	27.7%	650	155	23.8%
Minority Children	663250	268020	40.4%	1340	199	14.9%	650	158	24.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	42.6%	45.2%
% Non low-income students taught by an ineffective teacher	51.5%	39.1%	44.0%
Disproportionate Rate	2.8%	3.5%	1.1%
% Minority students taught by an ineffective teacher	53.0%	59.8%	46.8%
% Non minority students taught by an ineffective teacher	51.5%	36.6%	43.5%
Disproportionate Rate	1.5%	23.2%	3.3%
% Low-income students taught by an inexperienced teacher	40.6%	19.1%	19.4%
% Non low-income students taught by an inexperienced teacher	34.7%	15.2%	13.1%
Disproportionate Rate	5.9%	4.0%	6.2%
% Minority students taught by an inexperienced teacher	43.5%	19.6%	16.5%
% Non minority students taught by an inexperienced teacher	31.3%	15.7%	14.0%
Disproportionate Rate	12.2%	3.9%	2.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Paris

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	61	16	26.2%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	61	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	61	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	981	345	35.2%	**	**	**%
Minority Children	663250	268020	40.4%	981	281	28.6%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	57.7%	**%
Disproportionate Rate	2.8%	0.8%	**%
% Minority students taught by an ineffective teacher	53.0%	55.5%	**%
% Non minority students taught by an ineffective teacher	51.5%	59.0%	**%
Disproportionate Rate	1.5%	-3.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	31.9%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	27.7%	**%
Disproportionate Rate	5.9%	4.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	29.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	29.0%	**%
Disproportionate Rate	12.2%	0.5%	**%
% Low-income students taught by an out of field teacher	3.2%	18.3%	**%
% Non low-income students taught by an out of field teacher	2.5%	16.2%	**%
Disproportionate Rate	0.7%	2.1%	**%
% Minority students taught by an out of field teacher	3.8%	17.8%	**%
% Non minority students taught by an out of field teacher	2.0%	16.6%	**%
Disproportionate Rate	1.7%	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).

2024 - 2025 Student Access to Effective Educators

Hickman County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	42	16	38.1%	78	20	25.6%
Inexperienced Teachers	31565	4898	15.5%	42	**	**%	78	**	**%
Out of Field Teachers	31565	309	1.0%	42	**	**%	78	**	**%
Low Income Students	663250	177812	26.8%	730	198	27.1%	1330	328	24.7%
Minority Children	663250	268020	40.4%	730	68	9.3%	1330	140	10.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	60.6%	54.3%
% Non low-income students taught by an ineffective teacher	51.5%	68.4%	53.5%
Disproportionate Rate	2.8%	-7.8%	0.8%
% Minority students taught by an ineffective teacher	53.0%	75.0%	58.6%
% Non minority students taught by an ineffective teacher	51.5%	65.4%	53.1%
Disproportionate Rate	1.5%	9.6%	5.5%
% Low-income students taught by an inexperienced teacher	40.6%	14.1%	31.7%
% Non low-income students taught by an inexperienced teacher	34.7%	9.2%	24.8%
Disproportionate Rate	5.9%	4.9%	7.0%
% Minority students taught by an inexperienced teacher	43.5%	8.8%	27.1%
% Non minority students taught by an inexperienced teacher	31.3%	10.7%	26.4%
Disproportionate Rate	12.2%	-1.9%	0.8%
% Low-income students taught by an out of field teacher	3.2%	**%	9.5%
% Non low-income students taught by an out of field teacher	2.5%	**%	6.4%
Disproportionate Rate	0.7%	**%	3.1%
% Minority students taught by an out of field teacher	3.8%	**%	7.9%
% Non minority students taught by an out of field teacher	2.0%	**%	7.1%
Disproportionate Rate	1.7%	**%	0.8%

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).

2024 - 2025 Student Access to Effective Educators

Houston County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	45	10	22.2%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	45	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	45	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	805	177	22.0%	**	**	**%
Minority Children	663250	268020	40.4%	805	120	14.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	50.3%	**%
% Non low-income students taught by an ineffective teacher	51.5%	43.6%	**%
Disproportionate Rate	2.8%	6.7%	**%
% Minority students taught by an ineffective teacher	53.0%	44.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	45.3%	**%
Disproportionate Rate	1.5%	-1.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	40.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	34.9%	**%
Disproportionate Rate	5.9%	5.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	34.2%	**%
% Non minority students taught by an inexperienced teacher	31.3%	36.4%	**%
Disproportionate Rate	12.2%	-2.2%	**%
% Low-income students taught by an out of field teacher	3.2%	12.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.6%	**%
Disproportionate Rate	0.7%	4.8%	**%
% Minority students taught by an out of field teacher	3.8%	7.5%	**%
% Non minority students taught by an out of field teacher	2.0%	8.9%	**%
Disproportionate Rate	1.7%	-1.4%	**%

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).

2024 - 2025 Student Access to Effective Educators

Humphreys County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	49	14	28.6%	25	**	**%
Inexperienced Teachers	31565	4898	15.5%	49	**	**%	25	**	**%
Out of Field Teachers	31565	309	1.0%	49	**	**%	25	**	**%
Low Income Students	663250	177812	26.8%	932	274	29.4%	764	157	20.5%
Minority Children	663250	268020	40.4%	932	103	11.1%	764	71	9.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	55.1%	65.6%
% Non low-income students taught by an ineffective teacher	51.5%	55.6%	61.0%
Disproportionate Rate	2.8%	-0.5%	4.6%
% Minority students taught by an ineffective teacher	53.0%	53.4%	66.2%
% Non minority students taught by an ineffective teacher	51.5%	55.7%	61.5%
Disproportionate Rate	1.5%	-2.3%	4.7%
% Low-income students taught by an inexperienced teacher	40.6%	18.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	19.1%	**%
Disproportionate Rate	5.9%	-0.5%	**%
% Minority students taught by an inexperienced teacher	43.5%	19.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	18.9%	**%
Disproportionate Rate	12.2%	0.5%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Jackson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	44	13	29.5%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	44	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	44	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	922	257	27.9%	**	**	**%
Minority Children	663250	268020	40.4%	922	64	6.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	68.5%	**%
% Non low-income students taught by an ineffective teacher	51.5%	65.4%	**%
Disproportionate Rate	2.8%	3.1%	**%
% Minority students taught by an ineffective teacher	53.0%	70.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	66.0%	**%
Disproportionate Rate	1.5%	4.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	40.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	39.8%	**%
Disproportionate Rate	5.9%	0.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	40.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	39.9%	**%
Disproportionate Rate	12.2%	0.8%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Jefferson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	108	14	13.0%	102	20	19.6%
Inexperienced Teachers	31565	4898	15.5%	108	14	13.0%	102	12	11.8%
Out of Field Teachers	31565	309	1.0%	108	**	**%	102	**	**%
Low Income Students	663250	177812	26.8%	2084	533	25.6%	2657	532	20.0%
Minority Children	663250	268020	40.4%	2084	406	19.5%	2657	472	17.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	28.7%	44.7%
% Non low-income students taught by an ineffective teacher	51.5%	27.4%	43.0%
Disproportionate Rate	2.8%	1.3%	1.7%
% Minority students taught by an ineffective teacher	53.0%	30.3%	44.9%
% Non minority students taught by an ineffective teacher	51.5%	27.1%	43.0%
Disproportionate Rate	1.5%	3.2%	1.9%
% Low-income students taught by an inexperienced teacher	40.6%	32.3%	41.0%
% Non low-income students taught by an inexperienced teacher	34.7%	30.7%	37.0%
Disproportionate Rate	5.9%	1.6%	3.9%
% Minority students taught by an inexperienced teacher	43.5%	40.1%	37.1%
% Non minority students taught by an inexperienced teacher	31.3%	28.9%	38.0%
Disproportionate Rate	12.2%	11.2%	-0.9%
% Low-income students taught by an out of field teacher	3.2%	2.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	3.8%	**%
Disproportionate Rate	0.7%	-1.4%	**%
% Minority students taught by an out of field teacher	3.8%	2.2%	**%
% Non minority students taught by an out of field teacher	2.0%	3.8%	**%
Disproportionate Rate	1.7%	-1.5%	**%

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).

2024 - 2025 Student Access to Effective Educators

Johnson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	38	**	**%	108	**	**%
Inexperienced Teachers	31565	4898	15.5%	38	**	**%	108	**	**%
Out of Field Teachers	31565	309	1.0%	38	**	**%	108	**	**%
Low Income Students	663250	177812	26.8%	544	170	31.2%	3448	934	27.1%
Minority Children	663250	268020	40.4%	544	46	8.5%	3448	1070	31.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	**%
% Non low-income students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	2.8%	**%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Knox County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	679	116	17.1%	1376	250	18.2%
Inexperienced Teachers	31565	4898	15.5%	679	157	23.1%	1376	179	13.0%
Out of Field Teachers	31565	309	1.0%	679	**	**%	1376	**	**%
Low Income Students	663250	177812	26.8%	10251	3638	35.5%	29904	3561	11.9%
Minority Children	663250	268020	40.4%	10251	6116	59.7%	29904	7236	24.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	41.6%	49.1%
% Non low-income students taught by an ineffective teacher	51.5%	47.0%	42.3%
Disproportionate Rate	2.8%	-5.5%	6.8%
% Minority students taught by an ineffective teacher	53.0%	44.1%	45.6%
% Non minority students taught by an ineffective teacher	51.5%	46.4%	42.3%
Disproportionate Rate	1.5%	-2.3%	3.3%
% Low-income students taught by an inexperienced teacher	40.6%	55.2%	35.5%
% Non low-income students taught by an inexperienced teacher	34.7%	56.1%	31.5%
Disproportionate Rate	5.9%	-0.9%	4.0%
% Minority students taught by an inexperienced teacher	43.5%	58.5%	36.0%
% Non minority students taught by an inexperienced teacher	31.3%	51.4%	30.7%
Disproportionate Rate	12.2%	7.1%	5.3%
% Low-income students taught by an out of field teacher	3.2%	1.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	1.3%	**%
Disproportionate Rate	0.7%	-0.3%	**%
% Minority students taught by an out of field teacher	3.8%	1.7%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Lake County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	24	10	41.7%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	24	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	24	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	472	282	59.7%	**	**	**%
Minority Children	663250	268020	40.4%	472	162	34.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	89.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	87.4%	**%
Disproportionate Rate	2.8%	2.0%	**%
% Minority students taught by an ineffective teacher	53.0%	88.9%	**%
% Non minority students taught by an ineffective teacher	51.5%	88.4%	**%
Disproportionate Rate	1.5%	0.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	55.7%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	66.3%	**%
Disproportionate Rate	5.9%	-10.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	58.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	60.6%	**%
Disproportionate Rate	12.2%	-2.0%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Lauderdale County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	113	38	33.6%	13	**	**%
Inexperienced Teachers	31565	4898	15.5%	113	18	15.9%	13	**	**%
Out of Field Teachers	31565	309	1.0%	113	**	**%	13	**	**%
Low Income Students	663250	177812	26.8%	1953	777	39.8%	237	60	25.3%
Minority Children	663250	268020	40.4%	1953	1073	54.9%	237	77	32.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	72.7%	78.3%
% Non low-income students taught by an ineffective teacher	51.5%	74.7%	61.6%
Disproportionate Rate	2.8%	-1.9%	16.8%
% Minority students taught by an ineffective teacher	53.0%	74.1%	66.2%
% Non minority students taught by an ineffective teacher	51.5%	73.6%	65.6%
Disproportionate Rate	1.5%	0.5%	0.6%
% Low-income students taught by an inexperienced teacher	40.6%	31.9%	78.3%
% Non low-income students taught by an inexperienced teacher	34.7%	33.2%	61.6%
Disproportionate Rate	5.9%	-1.3%	16.8%
% Minority students taught by an inexperienced teacher	43.5%	32.3%	66.2%
% Non minority students taught by an inexperienced teacher	31.3%	33.2%	65.6%
Disproportionate Rate	12.2%	-0.8%	0.6%
% Low-income students taught by an out of field teacher	3.2%	6.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.6%	**%
Disproportionate Rate	0.7%	-1.4%	**%
% Minority students taught by an out of field teacher	3.8%	5.4%	**%
% Non minority students taught by an out of field teacher	2.0%	9.0%	**%
Disproportionate Rate	1.7%	-3.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Lawrence County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	154	47	30.5%	44	**	**%
Inexperienced Teachers	31565	4898	15.5%	154	22	14.3%	44	**	**%
Out of Field Teachers	31565	309	1.0%	154	**	**%	44	**	**%
Low Income Students	663250	177812	26.8%	2994	1105	36.9%	1466	434	29.6%
Minority Children	663250	268020	40.4%	2994	243	8.1%	1466	127	8.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	59.6%	39.2%
% Non low-income students taught by an ineffective teacher	51.5%	58.8%	34.9%
Disproportionate Rate	2.8%	0.9%	4.3%
% Minority students taught by an ineffective teacher	53.0%	46.9%	37.8%
% Non minority students taught by an ineffective teacher	51.5%	60.2%	36.0%
Disproportionate Rate	1.5%	-13.2%	1.8%
% Low-income students taught by an inexperienced teacher	40.6%	36.1%	21.2%
% Non low-income students taught by an inexperienced teacher	34.7%	33.0%	21.4%
Disproportionate Rate	5.9%	3.1%	-0.2%
% Minority students taught by an inexperienced teacher	43.5%	36.6%	32.3%
% Non minority students taught by an inexperienced teacher	31.3%	34.0%	20.3%
Disproportionate Rate	12.2%	2.7%	12.0%
% Low-income students taught by an out of field teacher	3.2%	3.2%	**%
% Non low-income students taught by an out of field teacher	2.5%	2.8%	**%
Disproportionate Rate	0.7%	0.4%	**%
% Minority students taught by an out of field teacher	3.8%	1.2%	**%
% Non minority students taught by an out of field teacher	2.0%	3.1%	**%
Disproportionate Rate	1.7%	-1.9%	**%

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).

2024 - 2025 Student Access to Effective Educators

Lewis County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	42	12	28.6%	86	31	36.0%
Inexperienced Teachers	31565	4898	15.5%	42	**	**%	86	21	24.4%
Out of Field Teachers	31565	309	1.0%	42	**	**%	86	**	**%
Low Income Students	663250	177812	26.8%	725	255	35.2%	1958	432	22.1%
Minority Children	663250	268020	40.4%	725	76	10.5%	1958	595	30.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	49.8%	80.8%
% Non low-income students taught by an ineffective teacher	51.5%	52.8%	76.5%
Disproportionate Rate	2.8%	-3.0%	4.3%
% Minority students taught by an ineffective teacher	53.0%	47.4%	76.6%
% Non minority students taught by an ineffective teacher	51.5%	52.2%	77.8%
Disproportionate Rate	1.5%	-4.9%	-1.1%
% Low-income students taught by an inexperienced teacher	40.6%	31.0%	63.4%
% Non low-income students taught by an inexperienced teacher	34.7%	31.1%	63.8%
Disproportionate Rate	5.9%	-0.1%	-0.3%
% Minority students taught by an inexperienced teacher	43.5%	22.4%	68.1%
% Non minority students taught by an inexperienced teacher	31.3%	32.0%	61.8%
Disproportionate Rate	12.2%	-9.7%	6.3%
% Low-income students taught by an out of field teacher	3.2%	13.3%	3.0%
% Non low-income students taught by an out of field teacher	2.5%	16.0%	5.6%
Disproportionate Rate	0.7%	-2.6%	-2.6%
% Minority students taught by an out of field teacher	3.8%	6.6%	5.5%
% Non minority students taught by an out of field teacher	2.0%	16.0%	4.8%
Disproportionate Rate	1.7%	-9.4%	0.8%

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).

2024 - 2025 Student Access to Effective Educators

Lincoln County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	80	21	26.2%	27	**	**%
Inexperienced Teachers	31565	4898	15.5%	80	14	17.5%	27	**	**%
Out of Field Teachers	31565	309	1.0%	80	**	**%	27	**	**%
Low Income Students	663250	177812	26.8%	1660	316	19.0%	898	148	16.5%
Minority Children	663250	268020	40.4%	1660	220	13.3%	898	118	13.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	59.8%	51.4%
% Non low-income students taught by an ineffective teacher	51.5%	62.0%	36.7%
Disproportionate Rate	2.8%	-2.2%	14.7%
% Minority students taught by an ineffective teacher	53.0%	60.0%	46.6%
% Non minority students taught by an ineffective teacher	51.5%	61.8%	37.9%
Disproportionate Rate	1.5%	-1.8%	8.7%
% Low-income students taught by an inexperienced teacher	40.6%	50.0%	48.6%
% Non low-income students taught by an inexperienced teacher	34.7%	48.4%	27.5%
Disproportionate Rate	5.9%	1.6%	21.2%
% Minority students taught by an inexperienced teacher	43.5%	54.1%	39.0%
% Non minority students taught by an inexperienced teacher	31.3%	47.8%	29.7%
Disproportionate Rate	12.2%	6.2%	9.2%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators Fayetteville

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	24	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	24	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	24	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	448	166	37.1%	196	70	35.7%
Minority Children	663250	268020	40.4%	448	232	51.8%	196	109	55.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	62.0%	61.4%
% Non low-income students taught by an ineffective teacher	51.5%	59.6%	73.0%
Disproportionate Rate	2.8%	2.5%	-11.6%
% Minority students taught by an ineffective teacher	53.0%	60.3%	71.6%
% Non minority students taught by an ineffective teacher	51.5%	60.6%	65.5%
Disproportionate Rate	1.5%	-0.3%	6.0%
% Low-income students taught by an inexperienced teacher	40.6%	26.5%	60.0%
% Non low-income students taught by an inexperienced teacher	34.7%	31.6%	69.0%
Disproportionate Rate	5.9%	-5.1%	-9.0%
% Minority students taught by an inexperienced teacher	43.5%	27.6%	63.3%
% Non minority students taught by an inexperienced teacher	31.3%	31.9%	69.0%
Disproportionate Rate	12.2%	-4.4%	-5.7%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Loudon County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	116	31	26.7%	66	11	16.7%
Inexperienced Teachers	31565	4898	15.5%	116	23	19.8%	66	**	**%
Out of Field Teachers	31565	309	1.0%	116	**	**%	66	**	**%
Low Income Students	663250	177812	26.8%	1979	363	18.3%	1328	188	14.2%
Minority Children	663250	268020	40.4%	1979	415	21.0%	1328	303	22.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	68.6%	43.1%
% Non low-income students taught by an ineffective teacher	51.5%	62.2%	35.8%
Disproportionate Rate	2.8%	6.4%	7.3%
% Minority students taught by an ineffective teacher	53.0%	68.2%	44.9%
% Non minority students taught by an ineffective teacher	51.5%	62.0%	34.4%
Disproportionate Rate	1.5%	6.2%	10.4%
% Low-income students taught by an inexperienced teacher	40.6%	39.1%	45.7%
% Non low-income students taught by an inexperienced teacher	34.7%	36.1%	39.6%
Disproportionate Rate	5.9%	3.0%	6.2%
% Minority students taught by an inexperienced teacher	43.5%	47.7%	36.3%
% Non minority students taught by an inexperienced teacher	31.3%	33.8%	41.7%
Disproportionate Rate	12.2%	14.0%	-5.4%
% Low-income students taught by an out of field teacher	3.2%	**%	6.4%
% Non low-income students taught by an out of field teacher	2.5%	**%	7.5%
Disproportionate Rate	0.7%	**%	-1.1%
% Minority students taught by an out of field teacher	3.8%	**%	4.3%
% Non minority students taught by an out of field teacher	2.0%	**%	8.2%
Disproportionate Rate	1.7%	**%	-3.9%

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).

2024 - 2025 Student Access to Effective Educators

Lenoir City

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	38	**	**%	31	**	**%
Inexperienced Teachers	31565	4898	15.5%	38	**	**%	31	**	**%
Out of Field Teachers	31565	309	1.0%	38	**	**%	31	**	**%
Low Income Students	663250	177812	26.8%	852	176	20.7%	1011	130	12.9%
Minority Children	663250	268020	40.4%	852	513	60.2%	1011	323	31.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	9.7%	59.2%
% Non low-income students taught by an ineffective teacher	51.5%	8.0%	45.9%
Disproportionate Rate	2.8%	1.7%	13.4%
% Minority students taught by an ineffective teacher	53.0%	9.6%	53.9%
% Non minority students taught by an ineffective teacher	51.5%	6.5%	44.6%
Disproportionate Rate	1.5%	3.1%	9.2%
% Low-income students taught by an inexperienced teacher	40.6%	27.3%	23.1%
% Non low-income students taught by an inexperienced teacher	34.7%	29.0%	21.2%
Disproportionate Rate	5.9%	-1.7%	1.9%
% Minority students taught by an inexperienced teacher	43.5%	28.8%	23.5%
% Non minority students taught by an inexperienced teacher	31.3%	28.3%	20.5%
Disproportionate Rate	12.2%	0.5%	3.0%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

McMinn County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	138	20	14.5%	53	16	30.2%
Inexperienced Teachers	31565	4898	15.5%	138	10	7.2%	53	**	**%
Out of Field Teachers	31565	309	1.0%	138	**	**%	53	**	**%
Low Income Students	663250	177812	26.8%	1953	541	27.7%	1387	333	24.0%
Minority Children	663250	268020	40.4%	1953	248	12.7%	1387	275	19.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	43.6%	74.5%
% Non low-income students taught by an ineffective teacher	51.5%	40.4%	68.6%
Disproportionate Rate	2.8%	3.3%	5.9%
% Minority students taught by an ineffective teacher	53.0%	44.0%	75.6%
% Non minority students taught by an ineffective teacher	51.5%	40.9%	68.6%
Disproportionate Rate	1.5%	3.1%	7.0%
% Low-income students taught by an inexperienced teacher	40.6%	15.9%	18.0%
% Non low-income students taught by an inexperienced teacher	34.7%	14.9%	14.0%
Disproportionate Rate	5.9%	1.0%	4.0%
% Minority students taught by an inexperienced teacher	43.5%	16.9%	20.0%
% Non minority students taught by an inexperienced teacher	31.3%	15.0%	13.8%
Disproportionate Rate	12.2%	2.0%	6.2%
% Low-income students taught by an out of field teacher	3.2%	6.3%	3.9%
% Non low-income students taught by an out of field teacher	2.5%	7.5%	3.5%
Disproportionate Rate	0.7%	-1.2%	0.4%
% Minority students taught by an out of field teacher	3.8%	4.8%	3.3%
% Non minority students taught by an out of field teacher	2.0%	7.5%	3.7%
Disproportionate Rate	1.7%	-2.7%	-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).

2024 - 2025 Student Access to Effective Educators

Athens

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	66	13	19.7%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	66	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	66	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1119	294	26.3%	**	**	**%
Minority Children	663250	268020	40.4%	1119	316	28.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	56.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	55.9%	**%
Disproportionate Rate	2.8%	0.9%	**%
% Minority students taught by an ineffective teacher	53.0%	54.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	56.7%	**%
Disproportionate Rate	1.5%	-1.9%	**%
% Low-income students taught by an inexperienced teacher	40.6%	43.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	36.0%	**%
Disproportionate Rate	5.9%	7.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	40.2%	**%
% Non minority students taught by an inexperienced teacher	31.3%	37.0%	**%
Disproportionate Rate	12.2%	3.2%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Etowah

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	13	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	13	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	13	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	209	56	26.8%	**	**	**%
Minority Children	663250	268020	40.4%	209	33	15.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	98.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	98.0%	**%
Disproportionate Rate	2.8%	0.2%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	97.7%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

McNairy County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	94	22	23.4%	33	16	48.5%
Inexperienced Teachers	31565	4898	15.5%	94	10	10.6%	33	**	**%
Out of Field Teachers	31565	309	1.0%	94	**	**%	33	**	**%
Low Income Students	663250	177812	26.8%	1585	492	31.0%	900	276	30.7%
Minority Children	663250	268020	40.4%	1585	165	10.4%	900	118	13.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	36.4%	89.9%
% Non low-income students taught by an ineffective teacher	51.5%	39.4%	88.0%
Disproportionate Rate	2.8%	-3.1%	1.9%
% Minority students taught by an ineffective teacher	53.0%	39.4%	88.1%
% Non minority students taught by an ineffective teacher	51.5%	38.4%	88.5%
Disproportionate Rate	1.5%	1.0%	-0.4%
% Low-income students taught by an inexperienced teacher	40.6%	24.6%	4.7%
% Non low-income students taught by an inexperienced teacher	34.7%	23.6%	2.1%
Disproportionate Rate	5.9%	1.0%	2.6%
% Minority students taught by an inexperienced teacher	43.5%	23.6%	4.2%
% Non minority students taught by an inexperienced teacher	31.3%	23.9%	2.7%
Disproportionate Rate	12.2%	-0.3%	1.6%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Macon County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	61	19	31.1%	64	25	39.1%
Inexperienced Teachers	31565	4898	15.5%	61	11	18.0%	64	**	**%
Out of Field Teachers	31565	309	1.0%	61	**	**%	64	**	**%
Low Income Students	663250	177812	26.8%	1001	313	31.3%	1691	497	29.4%
Minority Children	663250	268020	40.4%	1001	189	18.9%	1691	353	20.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	43.1%	76.3%
% Non low-income students taught by an ineffective teacher	51.5%	48.3%	71.1%
Disproportionate Rate	2.8%	-5.1%	5.2%
% Minority students taught by an ineffective teacher	53.0%	57.7%	78.5%
% Non minority students taught by an ineffective teacher	51.5%	44.1%	71.1%
Disproportionate Rate	1.5%	13.6%	7.4%
% Low-income students taught by an inexperienced teacher	40.6%	32.9%	14.5%
% Non low-income students taught by an inexperienced teacher	34.7%	33.9%	12.2%
Disproportionate Rate	5.9%	-1.0%	2.3%
% Minority students taught by an inexperienced teacher	43.5%	33.9%	10.8%
% Non minority students taught by an inexperienced teacher	31.3%	33.5%	13.5%
Disproportionate Rate	12.2%	0.4%	-2.7%
% Low-income students taught by an out of field teacher	3.2%	**%	18.5%
% Non low-income students taught by an out of field teacher	2.5%	**%	15.4%
Disproportionate Rate	0.7%	**%	3.1%
% Minority students taught by an out of field teacher	3.8%	**%	14.7%
% Non minority students taught by an out of field teacher	2.0%	**%	16.7%
Disproportionate Rate	1.7%	**%	-2.0%

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).

2024 - 2025 Student Access to Effective Educators

Madison County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	362	105	29.0%	50	**	**%
Inexperienced Teachers	31565	4898	15.5%	362	55	15.2%	50	**	**%
Out of Field Teachers	31565	309	1.0%	362	**	**%	50	**	**%
Low Income Students	663250	177812	26.8%	7548	3755	49.7%	966	221	22.9%
Minority Children	663250	268020	40.4%	7548	5887	78.0%	966	398	41.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	66.4%	29.4%
% Non low-income students taught by an ineffective teacher	51.5%	64.2%	31.1%
Disproportionate Rate	2.8%	2.2%	-1.7%
% Minority students taught by an ineffective teacher	53.0%	65.0%	29.4%
% Non minority students taught by an ineffective teacher	51.5%	65.7%	31.7%
Disproportionate Rate	1.5%	-0.7%	-2.3%
% Low-income students taught by an inexperienced teacher	40.6%	49.4%	4.5%
% Non low-income students taught by an inexperienced teacher	34.7%	42.9%	4.6%
Disproportionate Rate	5.9%	6.5%	-0.0%
% Minority students taught by an inexperienced teacher	43.5%	49.3%	4.5%
% Non minority students taught by an inexperienced teacher	31.3%	34.5%	4.6%
Disproportionate Rate	12.2%	14.8%	-0.1%
% Low-income students taught by an out of field teacher	3.2%	1.1%	11.3%
% Non low-income students taught by an out of field teacher	2.5%	**%	11.8%
Disproportionate Rate	0.7%	**%	-0.5%
% Minority students taught by an out of field teacher	3.8%	1.1%	12.8%
% Non minority students taught by an out of field teacher	2.0%	**%	10.9%
Disproportionate Rate	1.7%	**%	1.9%

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).

2024 - 2025 Student Access to Effective Educators

Marion County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	80	20	25.0%	39	12	30.8%
Inexperienced Teachers	31565	4898	15.5%	80	**	**%	39	**	**%
Out of Field Teachers	31565	309	1.0%	80	**	**%	39	**	**%
Low Income Students	663250	177812	26.8%	1461	416	28.5%	1006	204	20.3%
Minority Children	663250	268020	40.4%	1461	166	11.4%	1006	161	16.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	51.0%	59.8%
% Non low-income students taught by an ineffective teacher	51.5%	52.6%	47.8%
Disproportionate Rate	2.8%	-1.7%	12.0%
% Minority students taught by an ineffective teacher	53.0%	50.0%	69.6%
% Non minority students taught by an ineffective teacher	51.5%	52.4%	46.5%
Disproportionate Rate	1.5%	-2.4%	23.1%
% Low-income students taught by an inexperienced teacher	40.6%	18.5%	25.0%
% Non low-income students taught by an inexperienced teacher	34.7%	16.8%	17.6%
Disproportionate Rate	5.9%	1.7%	7.4%
% Minority students taught by an inexperienced teacher	43.5%	24.7%	23.6%
% Non minority students taught by an inexperienced teacher	31.3%	16.4%	18.2%
Disproportionate Rate	12.2%	8.3%	5.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Richard City

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	12	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	12	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	12	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	122	51	41.8%	**	**	**%
Minority Children	663250	268020	40.4%	122	25	20.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	62.0%	**%
Disproportionate Rate	2.8%	8.6%	**%
% Minority students taught by an ineffective teacher	53.0%	48.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	70.1%	**%
Disproportionate Rate	1.5%	-22.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	98.6%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	99.0%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Marshall County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	98	23	23.5%	54	15	27.8%
Inexperienced Teachers	31565	4898	15.5%	98	13	13.3%	54	**	**%
Out of Field Teachers	31565	309	1.0%	98	**	**%	54	**	**%
Low Income Students	663250	177812	26.8%	1978	422	21.3%	1630	233	14.3%
Minority Children	663250	268020	40.4%	1978	518	26.2%	1630	355	21.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	50.2%	54.9%
% Non low-income students taught by an ineffective teacher	51.5%	45.0%	58.9%
Disproportionate Rate	2.8%	5.2%	-4.0%
% Minority students taught by an ineffective teacher	53.0%	49.6%	52.7%
% Non minority students taught by an ineffective teacher	51.5%	44.9%	59.9%
Disproportionate Rate	1.5%	4.8%	-7.2%
% Low-income students taught by an inexperienced teacher	40.6%	45.0%	28.3%
% Non low-income students taught by an inexperienced teacher	34.7%	31.4%	25.8%
Disproportionate Rate	5.9%	13.6%	2.6%
% Minority students taught by an inexperienced teacher	43.5%	51.5%	34.6%
% Non minority students taught by an inexperienced teacher	31.3%	28.2%	23.8%
Disproportionate Rate	12.2%	23.3%	10.9%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Maury County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	78	**	**%	362	94	26.0%
Inexperienced Teachers	31565	4898	15.5%	78	15	19.2%	362	61	16.9%
Out of Field Teachers	31565	309	1.0%	78	**	**%	362	**	**%
Low Income Students	663250	177812	26.8%	1158	383	33.1%	7654	1591	20.8%
Minority Children	663250	268020	40.4%	1158	583	50.3%	7654	2762	36.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	15.9%	64.9%
% Non low-income students taught by an ineffective teacher	51.5%	13.9%	57.4%
Disproportionate Rate	2.8%	2.0%	7.4%
% Minority students taught by an ineffective teacher	53.0%	15.1%	63.1%
% Non minority students taught by an ineffective teacher	51.5%	14.1%	56.5%
Disproportionate Rate	1.5%	1.0%	6.6%
% Low-income students taught by an inexperienced teacher	40.6%	25.8%	46.4%
% Non low-income students taught by an inexperienced teacher	34.7%	27.5%	41.7%
Disproportionate Rate	5.9%	-1.6%	4.8%
% Minority students taught by an inexperienced teacher	43.5%	30.9%	47.5%
% Non minority students taught by an inexperienced teacher	31.3%	23.0%	40.0%
Disproportionate Rate	12.2%	7.9%	7.5%
% Low-income students taught by an out of field teacher	3.2%	3.1%	4.9%
% Non low-income students taught by an out of field teacher	2.5%	1.4%	6.4%
Disproportionate Rate	0.7%	1.7%	-1.5%
% Minority students taught by an out of field teacher	3.8%	2.4%	6.7%
% Non minority students taught by an out of field teacher	2.0%	1.6%	5.8%
Disproportionate Rate	1.7%	0.8%	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).

2024 - 2025 Student Access to Effective Educators

Meigs County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	43	**	**%	17	**	**%
Inexperienced Teachers	31565	4898	15.5%	43	**	**%	17	**	**%
Out of Field Teachers	31565	309	1.0%	43	**	**%	17	**	**%
Low Income Students	663250	177812	26.8%	781	229	29.3%	385	96	24.9%
Minority Children	663250	268020	40.4%	781	62	7.9%	385	31	8.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	59.8%	64.6%
% Non low-income students taught by an ineffective teacher	51.5%	61.2%	58.8%
Disproportionate Rate	2.8%	-1.4%	5.8%
% Minority students taught by an ineffective teacher	53.0%	59.7%	61.3%
% Non minority students taught by an ineffective teacher	51.5%	60.9%	60.2%
Disproportionate Rate	1.5%	-1.2%	1.1%
% Low-income students taught by an inexperienced teacher	40.6%	30.1%	22.9%
% Non low-income students taught by an inexperienced teacher	34.7%	22.6%	17.6%
Disproportionate Rate	5.9%	7.5%	5.3%
% Minority students taught by an inexperienced teacher	43.5%	25.8%	25.8%
% Non minority students taught by an inexperienced teacher	31.3%	24.8%	18.4%
Disproportionate Rate	12.2%	1.0%	7.4%
% Low-income students taught by an out of field teacher	3.2%	7.4%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.1%	**%
Disproportionate Rate	0.7%	0.4%	**%
% Minority students taught by an out of field teacher	3.8%	8.1%	**%
% Non minority students taught by an out of field teacher	2.0%	7.1%	**%
Disproportionate Rate	1.7%	1.0%	**%

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).

2024 - 2025 Student Access to Effective Educators

Monroe County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	76	13	17.1%	84	31	36.9%
Inexperienced Teachers	31565	4898	15.5%	76	13	17.1%	84	**	**%
Out of Field Teachers	31565	309	1.0%	76	**	**%	84	**	**%
Low Income Students	663250	177812	26.8%	1195	323	27.0%	2224	531	23.9%
Minority Children	663250	268020	40.4%	1195	110	9.2%	2224	312	14.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	39.3%	70.8%
% Non low-income students taught by an ineffective teacher	51.5%	39.2%	72.9%
Disproportionate Rate	2.8%	0.1%	-2.1%
% Minority students taught by an ineffective teacher	53.0%	33.6%	76.0%
% Non minority students taught by an ineffective teacher	51.5%	39.7%	71.8%
Disproportionate Rate	1.5%	-6.1%	4.2%
% Low-income students taught by an inexperienced teacher	40.6%	34.4%	24.7%
% Non low-income students taught by an inexperienced teacher	34.7%	36.7%	22.3%
Disproportionate Rate	5.9%	-2.3%	2.3%
% Minority students taught by an inexperienced teacher	43.5%	38.2%	26.3%
% Non minority students taught by an inexperienced teacher	31.3%	35.9%	22.3%
Disproportionate Rate	12.2%	2.3%	3.9%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Sweetwater

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	45	20	44.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	45	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	45	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	951	284	29.9%	**	**	**%
Minority Children	663250	268020	40.4%	951	218	22.9%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	79.9%	**%
% Non low-income students taught by an ineffective teacher	51.5%	82.5%	**%
Disproportionate Rate	2.8%	-2.5%	**%
% Minority students taught by an ineffective teacher	53.0%	80.7%	**%
% Non minority students taught by an ineffective teacher	51.5%	82.0%	**%
Disproportionate Rate	1.5%	-1.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	33.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	35.1%	**%
Disproportionate Rate	5.9%	-1.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	35.3%	**%
% Non minority students taught by an inexperienced teacher	31.3%	34.4%	**%
Disproportionate Rate	12.2%	0.9%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Montgomery County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	657	130	19.8%	445	82	18.4%
Inexperienced Teachers	31565	4898	15.5%	657	165	25.1%	445	61	13.7%
Out of Field Teachers	31565	309	1.0%	657	**	**%	445	**	**%
Low Income Students	663250	177812	26.8%	15250	4157	27.3%	11159	1616	14.5%
Minority Children	663250	268020	40.4%	15250	9311	61.1%	11159	4319	38.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	49.0%	51.1%
% Non low-income students taught by an ineffective teacher	51.5%	48.6%	45.6%
Disproportionate Rate	2.8%	0.4%	5.5%
% Minority students taught by an ineffective teacher	53.0%	48.5%	46.1%
% Non minority students taught by an ineffective teacher	51.5%	48.9%	46.5%
Disproportionate Rate	1.5%	-0.4%	-0.3%
% Low-income students taught by an inexperienced teacher	40.6%	53.5%	35.6%
% Non low-income students taught by an inexperienced teacher	34.7%	52.6%	31.5%
Disproportionate Rate	5.9%	1.0%	4.1%
% Minority students taught by an inexperienced teacher	43.5%	54.4%	34.0%
% Non minority students taught by an inexperienced teacher	31.3%	50.3%	30.8%
Disproportionate Rate	12.2%	4.0%	3.2%
% Low-income students taught by an out of field teacher	3.2%	4.1%	**%
% Non low-income students taught by an out of field teacher	2.5%	4.8%	**%
Disproportionate Rate	0.7%	-0.7%	**%
% Minority students taught by an out of field teacher	3.8%	4.7%	**%
% Non minority students taught by an out of field teacher	2.0%	4.5%	**%
Disproportionate Rate	1.7%	0.2%	**%

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).

2024 - 2025 Student Access to Effective Educators

Moore County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	15	**	**%	17	**	**%
Inexperienced Teachers	31565	4898	15.5%	15	**	**%	17	**	**%
Out of Field Teachers	31565	309	1.0%	15	**	**%	17	**	**%
Low Income Students	663250	177812	26.8%	256	34	13.3%	312	54	17.3%
Minority Children	663250	268020	40.4%	256	13	5.1%	312	26	8.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.8%	81.5%
% Non low-income students taught by an ineffective teacher	51.5%	59.9%	82.6%
Disproportionate Rate	2.8%	-1.1%	-1.1%
% Minority students taught by an ineffective teacher	53.0%	38.5%	88.5%
% Non minority students taught by an ineffective teacher	51.5%	60.9%	81.8%
Disproportionate Rate	1.5%	-22.4%	6.6%
% Low-income students taught by an inexperienced teacher	40.6%	41.2%	29.6%
% Non low-income students taught by an inexperienced teacher	34.7%	35.1%	19.4%
Disproportionate Rate	5.9%	6.0%	10.2%
% Minority students taught by an inexperienced teacher	43.5%	30.8%	23.1%
% Non minority students taught by an inexperienced teacher	31.3%	36.2%	21.0%
Disproportionate Rate	12.2%	-5.4%	2.1%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Morgan County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	102	42	41.2%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	102	13	12.7%	**	**	**%
Out of Field Teachers	31565	309	1.0%	102	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1769	619	35.0%	**	**	**%
Minority Children	663250	268020	40.4%	1769	76	4.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	74.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	79.3%	**%
Disproportionate Rate	2.8%	-5.2%	**%
% Minority students taught by an ineffective teacher	53.0%	84.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	77.2%	**%
Disproportionate Rate	1.5%	7.0%	**%
% Low-income students taught by an inexperienced teacher	40.6%	28.8%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	23.0%	**%
Disproportionate Rate	5.9%	5.8%	**%
% Minority students taught by an inexperienced teacher	43.5%	31.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	24.7%	**%
Disproportionate Rate	12.2%	6.9%	**%
% Low-income students taught by an out of field teacher	3.2%	9.9%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.0%	**%
Disproportionate Rate	0.7%	1.9%	**%
% Minority students taught by an out of field teacher	3.8%	10.5%	**%
% Non minority students taught by an out of field teacher	2.0%	8.6%	**%
Disproportionate Rate	1.7%	2.0%	**%

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).

2024 - 2025 Student Access to Effective Educators

Obion County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	80	33	41.2%	16	**	**%
Inexperienced Teachers	31565	4898	15.5%	80	**	**%	16	**	**%
Out of Field Teachers	31565	309	1.0%	80	**	**%	16	**	**%
Low Income Students	663250	177812	26.8%	1625	425	26.2%	276	70	25.4%
Minority Children	663250	268020	40.4%	1625	268	16.5%	276	49	17.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.6%	**%
% Non low-income students taught by an ineffective teacher	51.5%	75.3%	**%
Disproportionate Rate	2.8%	-4.7%	**%
% Minority students taught by an ineffective teacher	53.0%	64.6%	**%
% Non minority students taught by an ineffective teacher	51.5%	76.0%	**%
Disproportionate Rate	1.5%	-11.4%	**%
% Low-income students taught by an inexperienced teacher	40.6%	23.1%	78.6%
% Non low-income students taught by an inexperienced teacher	34.7%	24.7%	75.7%
Disproportionate Rate	5.9%	-1.6%	2.8%
% Minority students taught by an inexperienced teacher	43.5%	15.3%	75.5%
% Non minority students taught by an inexperienced teacher	31.3%	26.0%	76.7%
Disproportionate Rate	12.2%	-10.7%	-1.1%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Union City

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	35	**	**%	11	**	**%
Inexperienced Teachers	31565	4898	15.5%	35	**	**%	11	**	**%
Out of Field Teachers	31565	309	1.0%	35	**	**%	11	**	**%
Low Income Students	663250	177812	26.8%	711	287	40.4%	306	111	36.3%
Minority Children	663250	268020	40.4%	711	385	54.1%	306	150	49.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	49.5%	27.9%
% Non low-income students taught by an ineffective teacher	51.5%	59.4%	24.1%
Disproportionate Rate	2.8%	-10.0%	3.8%
% Minority students taught by an ineffective teacher	53.0%	53.8%	29.3%
% Non minority students taught by an ineffective teacher	51.5%	57.4%	21.8%
Disproportionate Rate	1.5%	-3.6%	7.5%
% Low-income students taught by an inexperienced teacher	40.6%	35.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	39.2%	**%
Disproportionate Rate	5.9%	-4.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	36.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	38.7%	**%
Disproportionate Rate	12.2%	-2.0%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Overton County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	97	23	23.7%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	97	13	13.4%	**	**	**%
Out of Field Teachers	31565	309	1.0%	97	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1877	389	20.7%	**	**	**%
Minority Children	663250	268020	40.4%	1877	81	4.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.1%	**%
% Non low-income students taught by an ineffective teacher	51.5%	49.1%	**%
Disproportionate Rate	2.8%	-1.0%	**%
% Minority students taught by an ineffective teacher	53.0%	56.8%	**%
% Non minority students taught by an ineffective teacher	51.5%	48.5%	**%
Disproportionate Rate	1.5%	8.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	23.9%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	29.0%	**%
Disproportionate Rate	5.9%	-5.1%	**%
% Minority students taught by an inexperienced teacher	43.5%	27.2%	**%
% Non minority students taught by an inexperienced teacher	31.3%	28.0%	**%
Disproportionate Rate	12.2%	-0.8%	**%
% Low-income students taught by an out of field teacher	3.2%	2.6%	**%
% Non low-income students taught by an out of field teacher	2.5%	1.1%	**%
Disproportionate Rate	0.7%	1.4%	**%
% Minority students taught by an out of field teacher	3.8%	1.2%	**%
% Non minority students taught by an out of field teacher	2.0%	1.4%	**%
Disproportionate Rate	1.7%	-0.2%	**%

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).

2024 - 2025 Student Access to Effective Educators

Perry County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	33	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	33	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	33	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	509	117	23.0%	206	44	21.4%
Minority Children	663250	268020	40.4%	509	45	8.8%	206	12	5.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	69.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	68.4%	**%
Disproportionate Rate	2.8%	0.9%	**%
% Minority students taught by an ineffective teacher	53.0%	55.6%	**%
% Non minority students taught by an ineffective teacher	51.5%	69.8%	**%
Disproportionate Rate	1.5%	-14.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	22.2%	68.2%
% Non low-income students taught by an inexperienced teacher	34.7%	27.3%	71.6%
Disproportionate Rate	5.9%	-5.1%	-3.4%
% Minority students taught by an inexperienced teacher	43.5%	33.3%	91.7%
% Non minority students taught by an inexperienced teacher	31.3%	25.4%	69.6%
Disproportionate Rate	12.2%	7.9%	22.1%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Pickett County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	21	11	52.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	21	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	21	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	395	80	20.3%	**	**	**%
Minority Children	663250	268020	40.4%	395	**	**%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	88.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	87.3%	**%
Disproportionate Rate	2.8%	1.4%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	87.7%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	16.2%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	15.9%	**%
Disproportionate Rate	5.9%	0.4%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	16.1%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Polk County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	85	37	43.5%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	85	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	85	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1376	447	32.5%	**	**	**%
Minority Children	663250	268020	40.4%	1376	66	4.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	78.3%	**%
% Non low-income students taught by an ineffective teacher	51.5%	76.6%	**%
Disproportionate Rate	2.8%	1.7%	**%
% Minority students taught by an ineffective teacher	53.0%	80.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	77.0%	**%
Disproportionate Rate	1.5%	3.3%	**%
% Low-income students taught by an inexperienced teacher	40.6%	13.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	13.9%	**%
Disproportionate Rate	5.9%	-0.5%	**%
% Minority students taught by an inexperienced teacher	43.5%	7.6%	**%
% Non minority students taught by an inexperienced teacher	31.3%	14.0%	**%
Disproportionate Rate	12.2%	-6.5%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Putnam County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	270	63	23.3%	107	18	16.8%
Inexperienced Teachers	31565	4898	15.5%	270	28	10.4%	107	12	11.2%
Out of Field Teachers	31565	309	1.0%	270	**	**%	107	**	**%
Low Income Students	663250	177812	26.8%	4786	2241	46.8%	3123	1287	41.2%
Minority Children	663250	268020	40.4%	4786	1108	23.2%	3123	751	24.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	55.4%	48.9%
% Non low-income students taught by an ineffective teacher	51.5%	58.0%	36.5%
Disproportionate Rate	2.8%	-2.6%	12.4%
% Minority students taught by an ineffective teacher	53.0%	55.7%	40.9%
% Non minority students taught by an ineffective teacher	51.5%	56.9%	41.8%
Disproportionate Rate	1.5%	-1.2%	-0.9%
% Low-income students taught by an inexperienced teacher	40.6%	26.3%	31.4%
% Non low-income students taught by an inexperienced teacher	34.7%	26.7%	25.4%
Disproportionate Rate	5.9%	-0.4%	6.0%
% Minority students taught by an inexperienced teacher	43.5%	26.2%	31.7%
% Non minority students taught by an inexperienced teacher	31.3%	26.6%	26.6%
Disproportionate Rate	12.2%	-0.4%	5.0%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Rhea County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	104	16	15.4%	27	13	48.1%
Inexperienced Teachers	31565	4898	15.5%	104	12	11.5%	27	**	**%
Out of Field Teachers	31565	309	1.0%	104	**	**%	27	**	**%
Low Income Students	663250	177812	26.8%	1690	471	27.9%	1010	243	24.1%
Minority Children	663250	268020	40.4%	1690	268	15.9%	1010	196	19.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	50.5%	79.4%
% Non low-income students taught by an ineffective teacher	51.5%	50.5%	76.1%
Disproportionate Rate	2.8%	-0.0%	3.3%
% Minority students taught by an ineffective teacher	53.0%	56.3%	77.0%
% Non minority students taught by an ineffective teacher	51.5%	49.4%	76.9%
Disproportionate Rate	1.5%	6.9%	0.1%
% Low-income students taught by an inexperienced teacher	40.6%	42.7%	29.6%
% Non low-income students taught by an inexperienced teacher	34.7%	44.5%	24.1%
Disproportionate Rate	5.9%	-1.8%	5.5%
% Minority students taught by an inexperienced teacher	43.5%	45.9%	24.0%
% Non minority students taught by an inexperienced teacher	31.3%	43.5%	25.8%
Disproportionate Rate	12.2%	2.4%	-1.8%
% Low-income students taught by an out of field teacher	3.2%	3.8%	**%
% Non low-income students taught by an out of field teacher	2.5%	9.1%	**%
Disproportionate Rate	0.7%	-5.3%	**%
% Minority students taught by an out of field teacher	3.8%	11.2%	**%
% Non minority students taught by an out of field teacher	2.0%	7.0%	**%
Disproportionate Rate	1.7%	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).

2024 - 2025 Student Access to Effective Educators

Dayton

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	30	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	30	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	30	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	539	157	29.1%	**	**	**%
Minority Children	663250	268020	40.4%	539	120	22.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	35.7%	**%
% Non low-income students taught by an ineffective teacher	51.5%	35.3%	**%
Disproportionate Rate	2.8%	0.3%	**%
% Minority students taught by an ineffective teacher	53.0%	39.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	34.4%	**%
Disproportionate Rate	1.5%	4.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	19.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	19.1%	**%
Disproportionate Rate	5.9%	-0.0%	**%
% Minority students taught by an inexperienced teacher	43.5%	21.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	18.4%	**%
Disproportionate Rate	12.2%	3.3%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Roane County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	163	30	18.4%	69	19	27.5%
Inexperienced Teachers	31565	4898	15.5%	163	12	7.4%	69	**	**%
Out of Field Teachers	31565	309	1.0%	163	**	**%	69	**	**%
Low Income Students	663250	177812	26.8%	2858	779	27.3%	1399	238	17.0%
Minority Children	663250	268020	40.4%	2858	361	12.6%	1399	146	10.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	47.1%	54.2%
% Non low-income students taught by an ineffective teacher	51.5%	45.5%	53.7%
Disproportionate Rate	2.8%	1.7%	0.5%
% Minority students taught by an ineffective teacher	53.0%	53.5%	58.2%
% Non minority students taught by an ineffective teacher	51.5%	44.8%	53.2%
Disproportionate Rate	1.5%	8.6%	5.0%
% Low-income students taught by an inexperienced teacher	40.6%	16.8%	22.7%
% Non low-income students taught by an inexperienced teacher	34.7%	13.3%	27.0%
Disproportionate Rate	5.9%	3.5%	-4.4%
% Minority students taught by an inexperienced teacher	43.5%	15.0%	32.2%
% Non minority students taught by an inexperienced teacher	31.3%	14.2%	25.6%
Disproportionate Rate	12.2%	0.8%	6.6%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Robertson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	97	17	17.5%	284	60	21.1%
Inexperienced Teachers	31565	4898	15.5%	97	27	27.8%	284	31	10.9%
Out of Field Teachers	31565	309	1.0%	97	**	**%	284	**	**%
Low Income Students	663250	177812	26.8%	1494	377	25.2%	6260	569	9.1%
Minority Children	663250	268020	40.4%	1494	996	66.7%	6260	1914	30.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	39.3%	47.1%
% Non low-income students taught by an ineffective teacher	51.5%	42.8%	48.0%
Disproportionate Rate	2.8%	-3.5%	-0.9%
% Minority students taught by an ineffective teacher	53.0%	40.2%	48.5%
% Non minority students taught by an ineffective teacher	51.5%	45.4%	47.7%
Disproportionate Rate	1.5%	-5.2%	0.8%
% Low-income students taught by an inexperienced teacher	40.6%	75.1%	30.1%
% Non low-income students taught by an inexperienced teacher	34.7%	75.5%	26.1%
Disproportionate Rate	5.9%	-0.4%	4.0%
% Minority students taught by an inexperienced teacher	43.5%	74.2%	27.5%
% Non minority students taught by an inexperienced teacher	31.3%	77.5%	26.0%
Disproportionate Rate	12.2%	-3.3%	1.5%
% Low-income students taught by an out of field teacher	3.2%	6.4%	5.1%
% Non low-income students taught by an out of field teacher	2.5%	7.1%	2.8%
Disproportionate Rate	0.7%	-0.7%	2.3%
% Minority students taught by an out of field teacher	3.8%	7.0%	3.3%
% Non minority students taught by an out of field teacher	2.0%	6.6%	2.9%
Disproportionate Rate	1.7%	0.4%	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).

2024 - 2025 Student Access to Effective Educators

Rutherford County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	415	69	16.6%	1317	209	15.9%
Inexperienced Teachers	31565	4898	15.5%	415	80	19.3%	1317	165	12.5%
Out of Field Teachers	31565	309	1.0%	415	**	**%	1317	22	1.7%
Low Income Students	663250	177812	26.8%	7600	1768	23.3%	30640	4035	13.2%
Minority Children	663250	268020	40.4%	7600	5447	71.7%	30640	12640	41.3%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.9%	45.1%
% Non low-income students taught by an ineffective teacher	51.5%	48.8%	43.6%
Disproportionate Rate	2.8%	0.1%	1.5%
% Minority students taught by an ineffective teacher	53.0%	50.1%	46.5%
% Non minority students taught by an ineffective teacher	51.5%	45.8%	41.9%
Disproportionate Rate	1.5%	4.3%	4.6%
% Low-income students taught by an inexperienced teacher	40.6%	45.4%	35.5%
% Non low-income students taught by an inexperienced teacher	34.7%	48.1%	30.2%
Disproportionate Rate	5.9%	-2.7%	5.3%
% Minority students taught by an inexperienced teacher	43.5%	49.0%	34.2%
% Non minority students taught by an inexperienced teacher	31.3%	43.5%	28.6%
Disproportionate Rate	12.2%	5.5%	5.6%
% Low-income students taught by an out of field teacher	3.2%	3.6%	5.4%
% Non low-income students taught by an out of field teacher	2.5%	3.6%	3.8%
Disproportionate Rate	0.7%	-0.1%	1.6%
% Minority students taught by an out of field teacher	3.8%	3.9%	4.9%
% Non minority students taught by an out of field teacher	2.0%	2.8%	3.4%
Disproportionate Rate	1.7%	1.2%	1.5%

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).

2024 - 2025 Student Access to Effective Educators

Murfreesboro

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	179	52	29.1%	130	36	27.7%
Inexperienced Teachers	31565	4898	15.5%	179	31	17.3%	130	32	24.6%
Out of Field Teachers	31565	309	1.0%	179	**	**%	130	**	**%
Low Income Students	663250	177812	26.8%	2581	820	31.8%	2166	230	10.6%
Minority Children	663250	268020	40.4%	2581	1725	66.8%	2166	820	37.9%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	51.3%	49.6%
% Non low-income students taught by an ineffective teacher	51.5%	55.3%	48.1%
Disproportionate Rate	2.8%	-4.0%	1.5%
% Minority students taught by an ineffective teacher	53.0%	55.3%	48.2%
% Non minority students taught by an ineffective teacher	51.5%	50.8%	48.3%
Disproportionate Rate	1.5%	4.5%	-0.1%
% Low-income students taught by an inexperienced teacher	40.6%	34.1%	53.5%
% Non low-income students taught by an inexperienced teacher	34.7%	34.6%	41.5%
Disproportionate Rate	5.9%	-0.4%	11.9%
% Minority students taught by an inexperienced teacher	43.5%	35.4%	47.2%
% Non minority students taught by an inexperienced teacher	31.3%	32.4%	40.1%
Disproportionate Rate	12.2%	3.1%	7.1%
% Low-income students taught by an out of field teacher	3.2%	**%	3.9%
% Non low-income students taught by an out of field teacher	2.5%	**%	1.8%
Disproportionate Rate	0.7%	**%	2.1%
% Minority students taught by an out of field teacher	3.8%	**%	2.2%
% Non minority students taught by an out of field teacher	2.0%	**%	1.9%
Disproportionate Rate	1.7%	**%	0.3%

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).

2024 - 2025 Student Access to Effective Educators

Scott County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	97	35	36.1%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	97	10	10.3%	**	**	**%
Out of Field Teachers	31565	309	1.0%	97	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1578	555	35.2%	**	**	**%
Minority Children	663250	268020	40.4%	1578	44	2.8%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	78.0%	**%
% Non low-income students taught by an ineffective teacher	51.5%	80.1%	**%
Disproportionate Rate	2.8%	-2.0%	**%
% Minority students taught by an ineffective teacher	53.0%	77.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	79.4%	**%
Disproportionate Rate	1.5%	-2.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	26.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	25.3%	**%
Disproportionate Rate	5.9%	1.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	31.8%	**%
% Non minority students taught by an inexperienced teacher	31.3%	25.6%	**%
Disproportionate Rate	12.2%	6.3%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Oneida

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	55	14	25.5%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	55	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	55	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	881	248	28.1%	**	**	**%
Minority Children	663250	268020	40.4%	881	35	4.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	61.3%	**%
% Non low-income students taught by an ineffective teacher	51.5%	65.9%	**%
Disproportionate Rate	2.8%	-4.6%	**%
% Minority students taught by an ineffective teacher	53.0%	57.1%	**%
% Non minority students taught by an ineffective teacher	51.5%	64.9%	**%
Disproportionate Rate	1.5%	-7.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	40.3%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	37.9%	**%
Disproportionate Rate	5.9%	2.4%	**%
% Minority students taught by an inexperienced teacher	43.5%	54.3%	**%
% Non minority students taught by an inexperienced teacher	31.3%	37.9%	**%
Disproportionate Rate	12.2%	16.3%	**%
% Low-income students taught by an out of field teacher	3.2%	10.1%	**%
% Non low-income students taught by an out of field teacher	2.5%	9.3%	**%
Disproportionate Rate	0.7%	0.8%	**%
% Minority students taught by an out of field teacher	3.8%	14.3%	**%
% Non minority students taught by an out of field teacher	2.0%	9.3%	**%
Disproportionate Rate	1.7%	4.9%	**%

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).

2024 - 2025 Student Access to Effective Educators

Sequatchie County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	65	20	30.8%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	65	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	65	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1223	353	28.9%	**	**	**%
Minority Children	663250	268020	40.4%	1223	148	12.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	70.5%	**%
% Non low-income students taught by an ineffective teacher	51.5%	58.9%	**%
Disproportionate Rate	2.8%	11.7%	**%
% Minority students taught by an ineffective teacher	53.0%	68.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	61.4%	**%
Disproportionate Rate	1.5%	6.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	22.9%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	17.7%	**%
Disproportionate Rate	5.9%	5.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	26.4%	**%
% Non minority students taught by an inexperienced teacher	31.3%	18.2%	**%
Disproportionate Rate	12.2%	8.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Sevier County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	281	48	17.1%	204	83	40.7%
Inexperienced Teachers	31565	4898	15.5%	281	42	14.9%	204	20	9.8%
Out of Field Teachers	31565	309	1.0%	281	**	**%	204	**	**%
Low Income Students	663250	177812	26.8%	4948	1038	21.0%	4816	752	15.6%
Minority Children	663250	268020	40.4%	4948	1523	30.8%	4816	1321	27.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	46.9%	79.5%
% Non low-income students taught by an ineffective teacher	51.5%	46.8%	78.3%
Disproportionate Rate	2.8%	0.1%	1.2%
% Minority students taught by an ineffective teacher	53.0%	48.9%	77.5%
% Non minority students taught by an ineffective teacher	51.5%	45.8%	78.8%
Disproportionate Rate	1.5%	3.0%	-1.3%
% Low-income students taught by an inexperienced teacher	40.6%	43.9%	24.2%
% Non low-income students taught by an inexperienced teacher	34.7%	38.5%	23.2%
Disproportionate Rate	5.9%	5.4%	1.0%
% Minority students taught by an inexperienced teacher	43.5%	50.2%	24.7%
% Non minority students taught by an inexperienced teacher	31.3%	34.9%	22.9%
Disproportionate Rate	12.2%	15.3%	1.8%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	1.1%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Memphis-Shelby County Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	3093	757	24.5%	103	13	12.6%
Inexperienced Teachers	31565	4898	15.5%	3093	686	22.2%	103	**	**%
Out of Field Teachers	31565	309	1.0%	3093	38	1.2%	103	**	**%
Low Income Students	663250	177812	26.8%	69558	39996	57.5%	2160	659	30.5%
Minority Children	663250	268020	40.4%	69558	66265	95.3%	2160	1744	80.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	58.2%	34.0%
% Non low-income students taught by an ineffective teacher	51.5%	57.3%	35.5%
Disproportionate Rate	2.8%	0.9%	-1.5%
% Minority students taught by an ineffective teacher	53.0%	57.7%	28.6%
% Non minority students taught by an ineffective teacher	51.5%	58.2%	62.3%
Disproportionate Rate	1.5%	-0.6%	-33.7%
% Low-income students taught by an inexperienced teacher	40.6%	50.8%	10.8%
% Non low-income students taught by an inexperienced teacher	34.7%	46.8%	8.8%
Disproportionate Rate	5.9%	4.0%	2.0%
% Minority students taught by an inexperienced teacher	43.5%	49.7%	7.5%
% Non minority students taught by an inexperienced teacher	31.3%	36.0%	17.3%
Disproportionate Rate	12.2%	13.6%	-9.8%
% Low-income students taught by an out of field teacher	3.2%	2.9%	**%
% Non low-income students taught by an out of field teacher	2.5%	3.2%	**%
Disproportionate Rate	0.7%	-0.3%	**%
% Minority students taught by an out of field teacher	3.8%	3.1%	**%
% Non minority students taught by an out of field teacher	2.0%	1.5%	**%
Disproportionate Rate	1.7%	1.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Arlington

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	95	25	26.3%	25	**	**%
Inexperienced Teachers	31565	4898	15.5%	95	**	**%	25	**	**%
Out of Field Teachers	31565	309	1.0%	95	**	**%	25	**	**%
Low Income Students	663250	177812	26.8%	2492	121	4.9%	474	17	3.6%
Minority Children	663250	268020	40.4%	2492	677	27.2%	474	98	20.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	63.6%	47.1%
% Non low-income students taught by an ineffective teacher	51.5%	68.2%	47.9%
Disproportionate Rate	2.8%	-4.6%	-0.9%
% Minority students taught by an ineffective teacher	53.0%	66.0%	48.0%
% Non minority students taught by an ineffective teacher	51.5%	68.8%	47.9%
Disproportionate Rate	1.5%	-2.7%	0.1%
% Low-income students taught by an inexperienced teacher	40.6%	18.2%	17.6%
% Non low-income students taught by an inexperienced teacher	34.7%	21.0%	24.7%
Disproportionate Rate	5.9%	-2.9%	-7.1%
% Minority students taught by an inexperienced teacher	43.5%	19.5%	24.5%
% Non minority students taught by an inexperienced teacher	31.3%	21.4%	24.5%
Disproportionate Rate	12.2%	-1.9%	0.0%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Bartlett

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	110	23	20.9%	167	44	26.3%
Inexperienced Teachers	31565	4898	15.5%	110	**	**%	167	17	10.2%
Out of Field Teachers	31565	309	1.0%	110	**	**%	167	**	**%
Low Income Students	663250	177812	26.8%	2096	358	17.1%	4004	452	11.3%
Minority Children	663250	268020	40.4%	2096	940	44.8%	4004	1768	44.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	43.9%	63.1%
% Non low-income students taught by an ineffective teacher	51.5%	42.9%	62.0%
Disproportionate Rate	2.8%	1.0%	1.1%
% Minority students taught by an ineffective teacher	53.0%	41.8%	62.0%
% Non minority students taught by an ineffective teacher	51.5%	44.0%	62.1%
Disproportionate Rate	1.5%	-2.2%	-0.1%
% Low-income students taught by an inexperienced teacher	40.6%	16.2%	33.6%
% Non low-income students taught by an inexperienced teacher	34.7%	18.1%	28.7%
Disproportionate Rate	5.9%	-1.9%	4.9%
% Minority students taught by an inexperienced teacher	43.5%	16.9%	30.4%
% Non minority students taught by an inexperienced teacher	31.3%	18.4%	28.3%
Disproportionate Rate	12.2%	-1.5%	2.1%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Collierville

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	148	26	17.6%	125	29	23.2%
Inexperienced Teachers	31565	4898	15.5%	148	18	12.2%	125	**	**%
Out of Field Teachers	31565	309	1.0%	148	**	**%	125	**	**%
Low Income Students	663250	177812	26.8%	3767	283	7.5%	2501	87	3.5%
Minority Children	663250	268020	40.4%	3767	1249	33.2%	2501	460	18.4%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	33.9%	69.0%
% Non low-income students taught by an ineffective teacher	51.5%	28.0%	63.7%
Disproportionate Rate	2.8%	6.0%	5.3%
% Minority students taught by an ineffective teacher	53.0%	29.4%	71.5%
% Non minority students taught by an ineffective teacher	51.5%	27.9%	62.2%
Disproportionate Rate	1.5%	1.5%	9.3%
% Low-income students taught by an inexperienced teacher	40.6%	37.5%	25.3%
% Non low-income students taught by an inexperienced teacher	34.7%	29.0%	21.4%
Disproportionate Rate	5.9%	8.5%	3.9%
% Minority students taught by an inexperienced teacher	43.5%	34.1%	30.0%
% Non minority students taught by an inexperienced teacher	31.3%	27.4%	19.6%
Disproportionate Rate	12.2%	6.7%	10.4%
% Low-income students taught by an out of field teacher	3.2%	6.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	2.1%	**%
Disproportionate Rate	0.7%	3.9%	**%
% Minority students taught by an out of field teacher	3.8%	3.4%	**%
% Non minority students taught by an out of field teacher	2.0%	1.9%	**%
Disproportionate Rate	1.7%	1.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Germantown

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	146	35	24.0%	25	**	**%
Inexperienced Teachers	31565	4898	15.5%	146	14	9.6%	25	**	**%
Out of Field Teachers	31565	309	1.0%	146	**	**%	25	**	**%
Low Income Students	663250	177812	26.8%	3558	148	4.2%	374	**	**%
Minority Children	663250	268020	40.4%	3558	773	21.7%	374	40	10.7%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	52.0%	**%
% Non low-income students taught by an ineffective teacher	51.5%	57.5%	21.2%
Disproportionate Rate	2.8%	-5.5%	**%
% Minority students taught by an ineffective teacher	53.0%	55.9%	30.0%
% Non minority students taught by an ineffective teacher	51.5%	57.6%	20.4%
Disproportionate Rate	1.5%	-1.7%	9.6%
% Low-income students taught by an inexperienced teacher	40.6%	36.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	27.7%	58.2%
Disproportionate Rate	5.9%	8.8%	**%
% Minority students taught by an inexperienced teacher	43.5%	30.5%	25.0%
% Non minority students taught by an inexperienced teacher	31.3%	27.4%	61.4%
Disproportionate Rate	12.2%	3.1%	-36.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Lakeland

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	74	21	28.4%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	74	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	74	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1895	86	4.5%	**	**	**%
Minority Children	663250	268020	40.4%	1895	571	30.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	67.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	63.8%	**%
Disproportionate Rate	2.8%	3.6%	**%
% Minority students taught by an ineffective teacher	53.0%	62.9%	**%
% Non minority students taught by an ineffective teacher	51.5%	64.4%	**%
Disproportionate Rate	1.5%	-1.6%	**%
% Low-income students taught by an inexperienced teacher	40.6%	39.5%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	25.3%	**%
Disproportionate Rate	5.9%	14.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	27.3%	**%
% Non minority students taught by an inexperienced teacher	31.3%	25.4%	**%
Disproportionate Rate	12.2%	1.9%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Millington Municipal Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	69	20	29.0%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	69	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	69	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1692	492	29.1%	**	**	**%
Minority Children	663250	268020	40.4%	1692	1052	62.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	64.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	61.3%	**%
Disproportionate Rate	2.8%	3.5%	**%
% Minority students taught by an ineffective teacher	53.0%	64.4%	**%
% Non minority students taught by an ineffective teacher	51.5%	58.9%	**%
Disproportionate Rate	1.5%	5.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	41.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	37.2%	**%
Disproportionate Rate	5.9%	3.9%	**%
% Minority students taught by an inexperienced teacher	43.5%	39.9%	**%
% Non minority students taught by an inexperienced teacher	31.3%	35.6%	**%
Disproportionate Rate	12.2%	4.3%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators Smith County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	61	16	26.2%	32	12	37.5%
Inexperienced Teachers	31565	4898	15.5%	61	**	**%	32	**	**%
Out of Field Teachers	31565	309	1.0%	61	**	**%	32	**	**%
Low Income Students	663250	177812	26.8%	1213	251	20.7%	843	139	16.5%
Minority Children	663250	268020	40.4%	1213	146	12.0%	843	94	11.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	51.8%	60.4%
% Non low-income students taught by an ineffective teacher	51.5%	55.2%	66.9%
Disproportionate Rate	2.8%	-3.4%	-6.5%
% Minority students taught by an ineffective teacher	53.0%	52.7%	72.3%
% Non minority students taught by an ineffective teacher	51.5%	54.6%	65.0%
Disproportionate Rate	1.5%	-1.9%	7.3%
% Low-income students taught by an inexperienced teacher	40.6%	29.5%	65.5%
% Non low-income students taught by an inexperienced teacher	34.7%	26.9%	66.3%
Disproportionate Rate	5.9%	2.6%	-0.9%
% Minority students taught by an inexperienced teacher	43.5%	34.9%	54.3%
% Non minority students taught by an inexperienced teacher	31.3%	26.4%	67.7%
Disproportionate Rate	12.2%	8.5%	-13.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Stewart County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	40	12	30.0%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	40	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	40	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	864	206	23.8%	411	66	16.1%
Minority Children	663250	268020	40.4%	864	51	5.9%	411	36	8.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	76.7%	84.8%
% Non low-income students taught by an ineffective teacher	51.5%	77.5%	90.4%
Disproportionate Rate	2.8%	-0.8%	-5.6%
% Minority students taught by an ineffective teacher	53.0%	86.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	76.8%	88.5%
Disproportionate Rate	1.5%	9.5%	**%
% Low-income students taught by an inexperienced teacher	40.6%	38.3%	47.0%
% Non low-income students taught by an inexperienced teacher	34.7%	39.4%	45.8%
Disproportionate Rate	5.9%	-1.0%	1.2%
% Minority students taught by an inexperienced teacher	43.5%	45.1%	41.7%
% Non minority students taught by an inexperienced teacher	31.3%	38.7%	46.4%
Disproportionate Rate	12.2%	6.4%	-4.7%
% Low-income students taught by an out of field teacher	3.2%	9.7%	**%
% Non low-income students taught by an out of field teacher	2.5%	7.9%	**%
Disproportionate Rate	0.7%	1.8%	**%
% Minority students taught by an out of field teacher	3.8%	9.8%	**%
% Non minority students taught by an out of field teacher	2.0%	8.2%	**%
Disproportionate Rate	1.7%	1.6%	**%

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).

2024 - 2025 Student Access to Effective Educators

Sullivan County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	280	73	26.1%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	280	17	6.1%	**	**	**%
Out of Field Teachers	31565	309	1.0%	280	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	5292	1119	21.1%	**	**	**%
Minority Children	663250	268020	40.4%	5292	315	6.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	62.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	59.2%	**%
Disproportionate Rate	2.8%	3.7%	**%
% Minority students taught by an ineffective teacher	53.0%	60.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	59.9%	**%
Disproportionate Rate	1.5%	0.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	14.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	13.3%	**%
Disproportionate Rate	5.9%	1.1%	**%
% Minority students taught by an inexperienced teacher	43.5%	16.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	13.3%	**%
Disproportionate Rate	12.2%	3.2%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Bristol

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	64	21	32.8%	65	16	24.6%
Inexperienced Teachers	31565	4898	15.5%	64	**	**%	65	**	**%
Out of Field Teachers	31565	309	1.0%	64	**	**%	65	**	**%
Low Income Students	663250	177812	26.8%	1371	349	25.5%	1394	229	16.4%
Minority Children	663250	268020	40.4%	1371	193	14.1%	1394	170	12.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	74.2%	48.0%
% Non low-income students taught by an ineffective teacher	51.5%	81.0%	43.9%
Disproportionate Rate	2.8%	-6.8%	4.1%
% Minority students taught by an ineffective teacher	53.0%	80.3%	46.5%
% Non minority students taught by an ineffective teacher	51.5%	79.2%	44.4%
Disproportionate Rate	1.5%	1.1%	2.1%
% Low-income students taught by an inexperienced teacher	40.6%	28.1%	22.7%
% Non low-income students taught by an inexperienced teacher	34.7%	27.6%	18.3%
Disproportionate Rate	5.9%	0.5%	4.4%
% Minority students taught by an inexperienced teacher	43.5%	28.5%	19.4%
% Non minority students taught by an inexperienced teacher	31.3%	27.6%	19.0%
Disproportionate Rate	12.2%	0.9%	0.5%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Kingsport

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	97	14	14.4%	170	21	12.4%
Inexperienced Teachers	31565	4898	15.5%	97	16	16.5%	170	13	7.6%
Out of Field Teachers	31565	309	1.0%	97	**	**%	170	**	**%
Low Income Students	663250	177812	26.8%	1542	584	37.9%	3636	718	19.7%
Minority Children	663250	268020	40.4%	1542	408	26.5%	3636	676	18.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	41.4%	36.9%
% Non low-income students taught by an ineffective teacher	51.5%	43.3%	35.0%
Disproportionate Rate	2.8%	-1.9%	1.9%
% Minority students taught by an ineffective teacher	53.0%	43.1%	35.5%
% Non minority students taught by an ineffective teacher	51.5%	42.4%	35.3%
Disproportionate Rate	1.5%	0.7%	0.2%
% Low-income students taught by an inexperienced teacher	40.6%	50.2%	24.7%
% Non low-income students taught by an inexperienced teacher	34.7%	43.4%	20.3%
Disproportionate Rate	5.9%	6.7%	4.4%
% Minority students taught by an inexperienced teacher	43.5%	46.1%	20.7%
% Non minority students taught by an inexperienced teacher	31.3%	45.9%	21.2%
Disproportionate Rate	12.2%	0.1%	-0.5%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Sumner County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	161	29	18.0%	752	183	24.3%
Inexperienced Teachers	31565	4898	15.5%	161	32	19.9%	752	101	13.4%
Out of Field Teachers	31565	309	1.0%	161	**	**%	752	**	**%
Low Income Students	663250	177812	26.8%	3160	720	22.8%	18083	1956	10.8%
Minority Children	663250	268020	40.4%	3160	1214	38.4%	18083	4735	26.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	30.4%	60.6%
% Non low-income students taught by an ineffective teacher	51.5%	28.9%	55.6%
Disproportionate Rate	2.8%	1.5%	5.0%
% Minority students taught by an ineffective teacher	53.0%	33.9%	58.7%
% Non minority students taught by an ineffective teacher	51.5%	26.3%	55.2%
Disproportionate Rate	1.5%	7.7%	3.5%
% Low-income students taught by an inexperienced teacher	40.6%	29.3%	45.5%
% Non low-income students taught by an inexperienced teacher	34.7%	23.1%	35.7%
Disproportionate Rate	5.9%	6.2%	9.8%
% Minority students taught by an inexperienced teacher	43.5%	33.0%	43.9%
% Non minority students taught by an inexperienced teacher	31.3%	19.2%	34.2%
Disproportionate Rate	12.2%	13.9%	9.8%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Tipton County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	159	42	26.4%	97	29	29.9%
Inexperienced Teachers	31565	4898	15.5%	159	25	15.7%	97	16	16.5%
Out of Field Teachers	31565	309	1.0%	159	**	**%	97	**	**%
Low Income Students	663250	177812	26.8%	3680	930	25.3%	3016	416	13.8%
Minority Children	663250	268020	40.4%	3680	1337	36.3%	3016	832	27.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	60.8%	52.2%
% Non low-income students taught by an ineffective teacher	51.5%	55.5%	55.3%
Disproportionate Rate	2.8%	5.3%	-3.2%
% Minority students taught by an ineffective teacher	53.0%	63.2%	52.6%
% Non minority students taught by an ineffective teacher	51.5%	53.1%	55.8%
Disproportionate Rate	1.5%	10.1%	-3.1%
% Low-income students taught by an inexperienced teacher	40.6%	30.2%	35.6%
% Non low-income students taught by an inexperienced teacher	34.7%	29.4%	34.3%
Disproportionate Rate	5.9%	0.8%	1.3%
% Minority students taught by an inexperienced teacher	43.5%	32.6%	39.9%
% Non minority students taught by an inexperienced teacher	31.3%	27.9%	32.3%
Disproportionate Rate	12.2%	4.7%	7.6%
% Low-income students taught by an out of field teacher	3.2%	12.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	8.0%	**%
Disproportionate Rate	0.7%	4.0%	**%
% Minority students taught by an out of field teacher	3.8%	12.7%	**%
% Non minority students taught by an out of field teacher	2.0%	6.9%	**%
Disproportionate Rate	1.7%	5.8%	**%

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).

2024 - 2025 Student Access to Effective Educators

Trousdale County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	20	**	**%	33	**	**%
Inexperienced Teachers	31565	4898	15.5%	20	**	**%	33	**	**%
Out of Field Teachers	31565	309	1.0%	20	**	**%	33	**	**%
Low Income Students	663250	177812	26.8%	350	76	21.7%	638	139	21.8%
Minority Children	663250	268020	40.4%	350	75	21.4%	638	131	20.5%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	63.2%	28.1%
% Non low-income students taught by an ineffective teacher	51.5%	61.7%	31.9%
Disproportionate Rate	2.8%	1.5%	-3.8%
% Minority students taught by an ineffective teacher	53.0%	69.3%	32.1%
% Non minority students taught by an ineffective teacher	51.5%	60.0%	30.8%
Disproportionate Rate	1.5%	9.3%	1.3%
% Low-income students taught by an inexperienced teacher	40.6%	75.0%	20.1%
% Non low-income students taught by an inexperienced teacher	34.7%	49.3%	25.1%
Disproportionate Rate	5.9%	25.7%	-4.9%
% Minority students taught by an inexperienced teacher	43.5%	66.7%	25.2%
% Non minority students taught by an inexperienced teacher	31.3%	51.6%	23.7%
Disproportionate Rate	12.2%	15.0%	1.5%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Unicoi County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	52	**	**%	15	**	**%
Inexperienced Teachers	31565	4898	15.5%	52	**	**%	15	**	**%
Out of Field Teachers	31565	309	1.0%	52	**	**%	15	**	**%
Low Income Students	663250	177812	26.8%	853	244	28.6%	450	113	25.1%
Minority Children	663250	268020	40.4%	853	116	13.6%	450	62	13.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	52.2%
% Non low-income students taught by an ineffective teacher	51.5%	**%	45.1%
Disproportionate Rate	2.8%	**%	7.1%
% Minority students taught by an ineffective teacher	53.0%	**%	45.2%
% Non minority students taught by an ineffective teacher	51.5%	**%	47.2%
Disproportionate Rate	1.5%	**%	-2.0%
% Low-income students taught by an inexperienced teacher	40.6%	40.2%	41.6%
% Non low-income students taught by an inexperienced teacher	34.7%	42.9%	49.3%
Disproportionate Rate	5.9%	-2.7%	-7.7%
% Minority students taught by an inexperienced teacher	43.5%	50.9%	46.8%
% Non minority students taught by an inexperienced teacher	31.3%	40.7%	47.4%
Disproportionate Rate	12.2%	10.2%	-0.6%
% Low-income students taught by an out of field teacher	3.2%	7.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	10.0%	**%
Disproportionate Rate	0.7%	-3.0%	**%
% Minority students taught by an out of field teacher	3.8%	12.9%	**%
% Non minority students taught by an out of field teacher	2.0%	8.5%	**%
Disproportionate Rate	1.7%	4.4%	**%

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).

2024 - 2025 Student Access to Effective Educators

Union County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	107	28	26.2%	71	24	33.8%
Inexperienced Teachers	31565	4898	15.5%	107	**	**%	71	10	14.1%
Out of Field Teachers	31565	309	1.0%	107	**	**%	71	**	**%
Low Income Students	663250	177812	26.8%	2402	852	35.5%	1518	482	31.8%
Minority Children	663250	268020	40.4%	2402	599	24.9%	1518	377	24.8%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.4%	84.2%
% Non low-income students taught by an ineffective teacher	51.5%	37.4%	78.9%
Disproportionate Rate	2.8%	10.9%	5.4%
% Minority students taught by an ineffective teacher	53.0%	55.9%	84.1%
% Non minority students taught by an ineffective teacher	51.5%	36.4%	79.4%
Disproportionate Rate	1.5%	19.5%	4.7%
% Low-income students taught by an inexperienced teacher	40.6%	15.8%	53.5%
% Non low-income students taught by an inexperienced teacher	34.7%	19.7%	51.1%
Disproportionate Rate	5.9%	-3.8%	2.5%
% Minority students taught by an inexperienced teacher	43.5%	13.0%	48.5%
% Non minority students taught by an inexperienced teacher	31.3%	20.1%	52.9%
Disproportionate Rate	12.2%	-7.1%	-4.4%
% Low-income students taught by an out of field teacher	3.2%	**%	13.7%
% Non low-income students taught by an out of field teacher	2.5%	1.1%	13.4%
Disproportionate Rate	0.7%	**%	0.3%
% Minority students taught by an out of field teacher	3.8%	**%	3.4%
% Non minority students taught by an out of field teacher	2.0%	1.2%	16.8%
Disproportionate Rate	1.7%	**%	-13.4%

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).

2024 - 2025 Student Access to Effective Educators

Van Buren County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	**	**	**%	16	**	**%
Inexperienced Teachers	31565	4898	15.5%	**	**	**%	16	**	**%
Out of Field Teachers	31565	309	1.0%	**	**	**%	16	**	**%
Low Income Students	663250	177812	26.8%	153	61	39.9%	325	101	31.1%
Minority Children	663250	268020	40.4%	153	**	**%	325	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	78.7%	75.2%
% Non low-income students taught by an ineffective teacher	51.5%	78.3%	60.3%
Disproportionate Rate	2.8%	0.4%	15.0%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	78.9%	64.4%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	54.1%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	47.8%	**%
Disproportionate Rate	5.9%	6.3%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	50.7%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Warren County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	136	49	36.0%	47	10	21.3%
Inexperienced Teachers	31565	4898	15.5%	136	24	17.6%	47	**	**%
Out of Field Teachers	31565	309	1.0%	136	**	**%	47	**	**%
Low Income Students	663250	177812	26.8%	2876	885	30.8%	1382	333	24.1%
Minority Children	663250	268020	40.4%	2876	762	26.5%	1382	404	29.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	53.3%	33.0%
% Non low-income students taught by an ineffective teacher	51.5%	55.7%	25.5%
Disproportionate Rate	2.8%	-2.3%	7.5%
% Minority students taught by an ineffective teacher	53.0%	52.9%	26.5%
% Non minority students taught by an ineffective teacher	51.5%	55.5%	27.6%
Disproportionate Rate	1.5%	-2.6%	-1.1%
% Low-income students taught by an inexperienced teacher	40.6%	42.9%	40.5%
% Non low-income students taught by an inexperienced teacher	34.7%	42.9%	41.6%
Disproportionate Rate	5.9%	-0.0%	-1.0%
% Minority students taught by an inexperienced teacher	43.5%	50.7%	39.6%
% Non minority students taught by an inexperienced teacher	31.3%	40.2%	42.0%
Disproportionate Rate	12.2%	10.5%	-2.4%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Washington County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	164	42	25.6%	111	33	29.7%
Inexperienced Teachers	31565	4898	15.5%	164	13	7.9%	111	**	**%
Out of Field Teachers	31565	309	1.0%	164	**	**%	111	**	**%
Low Income Students	663250	177812	26.8%	2876	485	16.9%	2674	265	9.9%
Minority Children	663250	268020	40.4%	2876	336	11.7%	2674	231	8.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	52.0%	66.8%
% Non low-income students taught by an ineffective teacher	51.5%	53.5%	53.3%
Disproportionate Rate	2.8%	-1.5%	13.5%
% Minority students taught by an ineffective teacher	53.0%	54.5%	49.8%
% Non minority students taught by an ineffective teacher	51.5%	53.0%	55.1%
Disproportionate Rate	1.5%	1.4%	-5.3%
% Low-income students taught by an inexperienced teacher	40.6%	22.9%	24.9%
% Non low-income students taught by an inexperienced teacher	34.7%	22.2%	14.4%
Disproportionate Rate	5.9%	0.7%	10.5%
% Minority students taught by an inexperienced teacher	43.5%	31.8%	20.3%
% Non minority students taught by an inexperienced teacher	31.3%	21.0%	15.0%
Disproportionate Rate	12.2%	10.8%	5.3%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Johnson City

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	71	**	**%	167	32	19.2%
Inexperienced Teachers	31565	4898	15.5%	71	**	**%	167	**	**%
Out of Field Teachers	31565	309	1.0%	71	**	**%	167	**	**%
Low Income Students	663250	177812	26.8%	1208	529	43.8%	3931	1204	30.6%
Minority Children	663250	268020	40.4%	1208	443	36.7%	3931	1106	28.1%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	11.3%	51.7%
% Non low-income students taught by an ineffective teacher	51.5%	12.2%	42.9%
Disproportionate Rate	2.8%	-0.9%	8.8%
% Minority students taught by an ineffective teacher	53.0%	12.0%	50.4%
% Non minority students taught by an ineffective teacher	51.5%	11.8%	43.8%
Disproportionate Rate	1.5%	0.2%	6.6%
% Low-income students taught by an inexperienced teacher	40.6%	11.9%	9.1%
% Non low-income students taught by an inexperienced teacher	34.7%	6.5%	9.8%
Disproportionate Rate	5.9%	5.4%	-0.7%
% Minority students taught by an inexperienced teacher	43.5%	12.2%	10.0%
% Non minority students taught by an inexperienced teacher	31.3%	6.9%	9.5%
Disproportionate Rate	12.2%	5.3%	0.6%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Wayne County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	34	**	**%	52	12	23.1%
Inexperienced Teachers	31565	4898	15.5%	34	**	**%	52	**	**%
Out of Field Teachers	31565	309	1.0%	34	**	**%	52	**	**%
Low Income Students	663250	177812	26.8%	440	123	28.0%	912	259	28.4%
Minority Children	663250	268020	40.4%	440	37	8.4%	912	47	5.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	55.3%	58.3%
% Non low-income students taught by an ineffective teacher	51.5%	60.3%	59.3%
Disproportionate Rate	2.8%	-5.0%	-1.0%
% Minority students taught by an ineffective teacher	53.0%	51.4%	53.2%
% Non minority students taught by an ineffective teacher	51.5%	59.6%	59.3%
Disproportionate Rate	1.5%	-8.2%	-6.1%
% Low-income students taught by an inexperienced teacher	40.6%	17.1%	19.7%
% Non low-income students taught by an inexperienced teacher	34.7%	18.3%	23.9%
Disproportionate Rate	5.9%	-1.2%	-4.2%
% Minority students taught by an inexperienced teacher	43.5%	24.3%	21.3%
% Non minority students taught by an inexperienced teacher	31.3%	17.4%	22.8%
Disproportionate Rate	12.2%	7.0%	-1.5%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Weakley County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	150	26	17.3%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	150	20	13.3%	**	**	**%
Out of Field Teachers	31565	309	1.0%	150	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	2647	697	26.3%	**	**	**%
Minority Children	663250	268020	40.4%	2647	533	20.1%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.8%	**%
% Non low-income students taught by an ineffective teacher	51.5%	52.9%	**%
Disproportionate Rate	2.8%	-4.1%	**%
% Minority students taught by an ineffective teacher	53.0%	56.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	50.7%	**%
Disproportionate Rate	1.5%	5.6%	**%
% Low-income students taught by an inexperienced teacher	40.6%	31.4%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	29.0%	**%
Disproportionate Rate	5.9%	2.4%	**%
% Minority students taught by an inexperienced teacher	43.5%	40.9%	**%
% Non minority students taught by an inexperienced teacher	31.3%	26.8%	**%
Disproportionate Rate	12.2%	14.1%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

White County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	52	**	**%	66	13	19.7%
Inexperienced Teachers	31565	4898	15.5%	52	**	**%	66	**	**%
Out of Field Teachers	31565	309	1.0%	52	**	**%	66	**	**%
Low Income Students	663250	177812	26.8%	818	246	30.1%	1516	400	26.4%
Minority Children	663250	268020	40.4%	818	57	7.0%	1516	136	9.0%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	42.3%	46.5%
% Non low-income students taught by an ineffective teacher	51.5%	40.2%	45.6%
Disproportionate Rate	2.8%	2.1%	0.9%
% Minority students taught by an ineffective teacher	53.0%	42.1%	52.2%
% Non minority students taught by an ineffective teacher	51.5%	40.7%	45.2%
Disproportionate Rate	1.5%	1.4%	7.0%
% Low-income students taught by an inexperienced teacher	40.6%	28.5%	42.2%
% Non low-income students taught by an inexperienced teacher	34.7%	21.2%	38.0%
Disproportionate Rate	5.9%	7.3%	4.3%
% Minority students taught by an inexperienced teacher	43.5%	33.3%	45.6%
% Non minority students taught by an inexperienced teacher	31.3%	22.6%	38.5%
Disproportionate Rate	12.2%	10.7%	7.1%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Williamson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	64	22	34.4%	1088	210	19.3%
Inexperienced Teachers	31565	4898	15.5%	64	15	23.4%	1088	174	16.0%
Out of Field Teachers	31565	309	1.0%	64	**	**%	1088	**	**%
Low Income Students	663250	177812	26.8%	1019	114	11.2%	27568	577	2.1%
Minority Children	663250	268020	40.4%	1019	179	17.6%	27568	3902	14.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	75.4%	45.9%
% Non low-income students taught by an ineffective teacher	51.5%	75.9%	44.8%
Disproportionate Rate	2.8%	-0.5%	1.1%
% Minority students taught by an ineffective teacher	53.0%	74.9%	44.1%
% Non minority students taught by an ineffective teacher	51.5%	76.1%	45.0%
Disproportionate Rate	1.5%	-1.2%	-0.9%
% Low-income students taught by an inexperienced teacher	40.6%	54.4%	43.7%
% Non low-income students taught by an inexperienced teacher	34.7%	52.4%	40.8%
Disproportionate Rate	5.9%	2.0%	2.9%
% Minority students taught by an inexperienced teacher	43.5%	54.7%	43.3%
% Non minority students taught by an inexperienced teacher	31.3%	52.1%	40.5%
Disproportionate Rate	12.2%	2.6%	2.8%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Franklin SSD

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	131	18	13.7%	26	**	**%
Inexperienced Teachers	31565	4898	15.5%	131	17	13.0%	26	**	**%
Out of Field Teachers	31565	309	1.0%	131	**	**%	26	**	**%
Low Income Students	663250	177812	26.8%	1728	173	10.0%	288	25	8.7%
Minority Children	663250	268020	40.4%	1728	771	44.6%	288	84	29.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	47.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	47.7%	**%
Disproportionate Rate	2.8%	-0.3%	**%
% Minority students taught by an ineffective teacher	53.0%	48.8%	**%
% Non minority students taught by an ineffective teacher	51.5%	46.7%	**%
Disproportionate Rate	1.5%	2.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	41.0%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	32.9%	**%
Disproportionate Rate	5.9%	8.2%	**%
% Minority students taught by an inexperienced teacher	43.5%	34.2%	**%
% Non minority students taught by an inexperienced teacher	31.3%	33.2%	**%
Disproportionate Rate	12.2%	1.0%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	4.1%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	3.9%	**%
% Non minority students taught by an out of field teacher	2.0%	3.6%	**%
Disproportionate Rate	1.7%	0.3%	**%

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).

2024 - 2025 Student Access to Effective Educators

Wilson County

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	124	23	18.5%	475	81	17.1%
Inexperienced Teachers	31565	4898	15.5%	124	23	18.5%	475	97	20.4%
Out of Field Teachers	31565	309	1.0%	124	**	**%	475	**	**%
Low Income Students	663250	177812	26.8%	2080	293	14.1%	12181	1106	9.1%
Minority Children	663250	268020	40.4%	2080	502	24.1%	12181	2944	24.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	48.8%	46.9%
% Non low-income students taught by an ineffective teacher	51.5%	47.3%	41.4%
Disproportionate Rate	2.8%	1.5%	5.6%
% Minority students taught by an ineffective teacher	53.0%	45.4%	45.3%
% Non minority students taught by an ineffective teacher	51.5%	48.1%	40.7%
Disproportionate Rate	1.5%	-2.7%	4.6%
% Low-income students taught by an inexperienced teacher	40.6%	43.7%	47.0%
% Non low-income students taught by an inexperienced teacher	34.7%	41.7%	47.9%
Disproportionate Rate	5.9%	1.9%	-0.9%
% Minority students taught by an inexperienced teacher	43.5%	44.6%	49.3%
% Non minority students taught by an inexperienced teacher	31.3%	41.2%	47.4%
Disproportionate Rate	12.2%	3.4%	1.9%
% Low-income students taught by an out of field teacher	3.2%	**%	1.3%
% Non low-income students taught by an out of field teacher	2.5%	**%	1.4%
Disproportionate Rate	0.7%	**%	-0.1%
% Minority students taught by an out of field teacher	3.8%	**%	1.3%
% Non minority students taught by an out of field teacher	2.0%	**%	1.4%
Disproportionate Rate	1.7%	**%	-0.1%

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).

2024 - 2025 Student Access to Effective Educators

Lebanon

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	93	18	19.4%	68	17	25.0%
Inexperienced Teachers	31565	4898	15.5%	93	**	**%	68	**	**%
Out of Field Teachers	31565	309	1.0%	93	**	**%	68	**	**%
Low Income Students	663250	177812	26.8%	1536	409	26.6%	1411	345	24.5%
Minority Children	663250	268020	40.4%	1536	699	45.5%	1411	672	47.6%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	43.8%	64.6%
% Non low-income students taught by an ineffective teacher	51.5%	42.8%	64.6%
Disproportionate Rate	2.8%	1.0%	0.0%
% Minority students taught by an ineffective teacher	53.0%	41.3%	63.4%
% Non minority students taught by an ineffective teacher	51.5%	44.4%	65.5%
Disproportionate Rate	1.5%	-3.1%	-2.1%
% Low-income students taught by an inexperienced teacher	40.6%	20.0%	31.6%
% Non low-income students taught by an inexperienced teacher	34.7%	20.9%	32.5%
Disproportionate Rate	5.9%	-0.9%	-0.9%
% Minority students taught by an inexperienced teacher	43.5%	24.2%	33.9%
% Non minority students taught by an inexperienced teacher	31.3%	17.8%	30.7%
Disproportionate Rate	12.2%	6.4%	3.2%
% Low-income students taught by an out of field teacher	3.2%	**%	15.4%
% Non low-income students taught by an out of field teacher	2.5%	**%	15.5%
Disproportionate Rate	0.7%	**%	-0.1%
% Minority students taught by an out of field teacher	3.8%	**%	15.9%
% Non minority students taught by an out of field teacher	2.0%	**%	15.0%
Disproportionate Rate	1.7%	**%	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).

2024 - 2025 Student Access to Effective Educators

Tennessee Schools for the Deaf

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	**	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	**	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	**	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	12	**	**%	**	**	**%
Minority Children	663250	268020	40.4%	12	**	**%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	**%
% Non low-income students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	2.8%	**%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Alvin C York Institute

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	11	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	11	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	11	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	354	77	21.8%	**	**	**%
Minority Children	663250	268020	40.4%	354	19	5.4%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	40.3%	**%
% Non low-income students taught by an ineffective teacher	51.5%	30.7%	**%
Disproportionate Rate	2.8%	9.6%	**%
% Minority students taught by an ineffective teacher	53.0%	26.3%	**%
% Non minority students taught by an ineffective teacher	51.5%	33.1%	**%
Disproportionate Rate	1.5%	-6.8%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Tennessee School for Blind

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	12	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	12	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	12	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	44	22	50.0%	**	**	**%
Minority Children	663250	268020	40.4%	44	23	52.3%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	**%
% Non low-income students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	2.8%	**%	**%
% Minority students taught by an ineffective teacher	53.0%	**%	**%
% Non minority students taught by an ineffective teacher	51.5%	**%	**%
Disproportionate Rate	1.5%	**%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Tennessee Schools for the Deaf

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	14	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	14	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	14	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	66	15	22.7%	**	**	**%
Minority Children	663250	268020	40.4%	66	30	45.5%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	40.0%	**%
% Non low-income students taught by an ineffective teacher	51.5%	39.2%	**%
Disproportionate Rate	2.8%	0.8%	**%
% Minority students taught by an ineffective teacher	53.0%	50.0%	**%
% Non minority students taught by an ineffective teacher	51.5%	30.6%	**%
Disproportionate Rate	1.5%	19.4%	**%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	20.0%	**%
% Non low-income students taught by an out of field teacher	2.5%	15.7%	**%
Disproportionate Rate	0.7%	4.3%	**%
% Minority students taught by an out of field teacher	3.8%	20.0%	**%
% Non minority students taught by an out of field teacher	2.0%	13.9%	**%
Disproportionate Rate	1.7%	6.1%	**%

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).

2024 - 2025 Student Access to Effective Educators

Department Of Children's Services Education Division

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	**	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	**	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	**	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	**	**	**%	26	12	46.2%
Minority Children	663250	268020	40.4%	**	**	**%	26	12	46.2%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	**%	50.0%
% Non low-income students taught by an ineffective teacher	51.5%	**%	57.1%
Disproportionate Rate	2.8%	**%	-7.1%
% Minority students taught by an ineffective teacher	53.0%	**%	50.0%
% Non minority students taught by an ineffective teacher	51.5%	**%	57.1%
Disproportionate Rate	1.5%	**%	-7.1%
% Low-income students taught by an inexperienced teacher	40.6%	**%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	**%	**%
Disproportionate Rate	5.9%	**%	**%
% Minority students taught by an inexperienced teacher	43.5%	**%	**%
% Non minority students taught by an inexperienced teacher	31.3%	**%	**%
Disproportionate Rate	12.2%	**%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).

2024 - 2025 Student Access to Effective Educators

Achievement School District

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	38	25	65.8%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	38	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	38	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	1195	647	54.1%	**	**	**%
Minority Children	663250	268020	40.4%	1195	1174	98.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	89.5%	**%
% Non low-income students taught by an ineffective teacher	51.5%	89.2%	**%
Disproportionate Rate	2.8%	0.3%	**%
% Minority students taught by an ineffective teacher	53.0%	89.5%	**%
% Non minority students taught by an ineffective teacher	51.5%	81.0%	**%
Disproportionate Rate	1.5%	8.6%	**%
% Low-income students taught by an inexperienced teacher	40.6%	38.9%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	43.6%	**%
Disproportionate Rate	5.9%	-4.7%	**%
% Minority students taught by an inexperienced teacher	43.5%	41.0%	**%
% Non minority students taught by an inexperienced teacher	31.3%	47.6%	**%
Disproportionate Rate	12.2%	-6.6%	**%
% Low-income students taught by an out of field teacher	3.2%	9.6%	**%
% Non low-income students taught by an out of field teacher	2.5%	10.4%	**%
Disproportionate Rate	0.7%	-0.8%	**%
% Minority students taught by an out of field teacher	3.8%	9.8%	**%
% Non minority students taught by an out of field teacher	2.0%	19.0%	**%
Disproportionate Rate	1.7%	-9.3%	**%

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).

2024 - 2025 Student Access to Effective Educators

Tennessee Public Charter School Commission

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	210	27	12.9%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	210	77	36.7%	**	**	**%
Out of Field Teachers	31565	309	1.0%	210	19	9.0%	**	**	**%
Low Income Students	663250	177812	26.8%	4091	1491	36.4%	**	**	**%
Minority Children	663250	268020	40.4%	4091	3363	82.2%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	27.2%	**%
% Non low-income students taught by an ineffective teacher	51.5%	35.5%	**%
Disproportionate Rate	2.8%	-8.3%	**%
% Minority students taught by an ineffective teacher	53.0%	30.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	43.1%	**%
Disproportionate Rate	1.5%	-13.0%	**%
% Low-income students taught by an inexperienced teacher	40.6%	64.3%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	67.8%	**%
Disproportionate Rate	5.9%	-3.6%	**%
% Minority students taught by an inexperienced teacher	43.5%	67.5%	**%
% Non minority students taught by an inexperienced teacher	31.3%	62.0%	**%
Disproportionate Rate	12.2%	5.5%	**%
% Low-income students taught by an out of field teacher	3.2%	14.5%	**%
% Non low-income students taught by an out of field teacher	2.5%	19.3%	**%
Disproportionate Rate	0.7%	-4.9%	**%
% Minority students taught by an out of field teacher	3.8%	17.0%	**%
% Non minority students taught by an out of field teacher	2.0%	20.1%	**%
Disproportionate Rate	1.7%	-3.0%	**%

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).

2024 - 2025 Student Access to Effective Educators

University Schools

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 2024 - 2025. Table 2 shows the disproportionate rates in 2024 - 2025. 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	State			Title I Schools			Non-Title I Schools		
	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%	Total Teachers/Students	Teachers/Students with Characteristic	%
Ineffective Teachers	31565	7123	22.6%	37	**	**%	**	**	**%
Inexperienced Teachers	31565	4898	15.5%	37	**	**%	**	**	**%
Out of Field Teachers	31565	309	1.0%	37	**	**%	**	**	**%
Low Income Students	663250	177812	26.8%	732	63	8.6%	**	**	**%
Minority Children	663250	268020	40.4%	732	344	47.0%	**	**	**%

Table 2 Educator Disproportionate Rates

	State	Title I	Non-Title I
% Low-income students taught by an ineffective teacher	54.2%	52.4%	**%
% Non low-income students taught by an ineffective teacher	51.5%	45.6%	**%
Disproportionate Rate	2.8%	6.8%	**%
% Minority students taught by an ineffective teacher	53.0%	39.2%	**%
% Non minority students taught by an ineffective teacher	51.5%	52.3%	**%
Disproportionate Rate	1.5%	-13.1%	**%
% Low-income students taught by an inexperienced teacher	40.6%	47.6%	**%
% Non low-income students taught by an inexperienced teacher	34.7%	57.4%	**%
Disproportionate Rate	5.9%	-9.8%	**%
% Minority students taught by an inexperienced teacher	43.5%	54.7%	**%
% Non minority students taught by an inexperienced teacher	31.3%	58.2%	**%
Disproportionate Rate	12.2%	-3.6%	**%
% Low-income students taught by an out of field teacher	3.2%	**%	**%
% Non low-income students taught by an out of field teacher	2.5%	**%	**%
Disproportionate Rate	0.7%	**%	**%
% Minority students taught by an out of field teacher	3.8%	**%	**%
% Non minority students taught by an out of field teacher	2.0%	**%	**%
Disproportionate Rate	1.7%	**%	**%

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).