

Table 1 displays educator equity data among Title I schools in Maryland for the 2023-2024 school year. The poverty gap column in the table indicates the gap between high poverty and low poverty Title I schools for each respective category (inexperienced, out-of-field, and ineffective educators). Similarly, the minority gap column indicates the gap between high minority and low minority Title I schools for each category. In evaluating these data for disproportionality, Maryland uses both a gap and a threshold model. Any poverty or minority gap greater than 5% and any individual category that is above 5% requires attention. For example, though the minority gap for inexperienced teachers in the 2023-2024 academic year was less than 5%, the percentage of inexperienced teachers for both high and low minority schools is in excess of the 5% threshold for this category. Categories exceeding the 5% gap and/or threshold will be addressed using the statewide strategies outlined in [Maryland's ESSA Consolidated State Plan](#). Maryland publishes educator equity data for Title I schools annually.

Table 1: Educator Equity Data for Title I Schools, 2023-2024 School Year

| Measure | All Schools | High Poverty | Low Poverty | Poverty Gap | High Minority | Low Minority | Minority Gap |
|---------------|-------------|--------------|-------------|-------------|---------------|--------------|--------------|
| FTE Count | 18,029.1 | 3,715.6 | 4,587.8 | -872.2 | 4,168.9 | 4,248.8 | -79.8 |
| Inexperienced | 23.0% | 24.2% | 22.7% | 1.5% | 25.3% | 21.2% | 4.1% |
| Out-of-Field | 14.1% | 17.9% | 8.9% | 9.0% | 23.5% | 6.4% | 17.1% |
| Ineffective | 0.9% | 1.9% | 0.7% | 1.3% | 1.2% | 0.6% | 0.6% |

Definitions

Title I Schools with High/Low Minority: MSDE uses the total count of nonwhite students in the numerator and the total school population in the denominator. The resulting school percentages are then ranked across Title I schools in the state. Title I schools in the top quartile are reported as High Minority Schools. Title I schools in the bottom quartile are presented as Low Minority Schools.

Title I Schools with High/Low Poverty: MSDE uses the total number of students who receive direct certification (National School Lunch Program) in the numerator and the total school population in the denominator. The resulting school percentages are then ranked across Title I schools in the state. Schools in the top quartile are reported as Schools with High Poverty. Schools in the bottom quartile are presented as Schools with Low Poverty.

Inexperienced Teachers: Teachers with three or less years of experience.

Out-of-Field Teachers: Teachers teaching in a subject they are not certified to teach.

Ineffective Teachers: LEA determination ineffective rating based on a State-approved local evaluation model.