Report to the State Board of Education

on the

Status of Minority Teachers in Tennessee

Compiled by the
Tennessee Department of Education

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Minority Teacher Recruitment and Retention

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Minority Teacher Recruitment and Retention in Tennessee

THE BACKGROUND

In 1987, the State Board of Education cited a shortage of minority teachers in Tennessee. In 1988, The Tennessee Task Force on the Supply of Minority Teachers issued several recommendations–most of which were implemented–to increase the number of minority teachers. In 1989, House Joint Resolution 36 also requested an annual report on the status of minority teachers be submitted to the Senate and House K-12 Education Sub-Committees of the Tennessee General Assembly. Legislation was adopted in 1993 urging each local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers which reflect the percentage of African-Americans within the community served by the local education agency.

THE NEED FOR MINORITY RECRUITMENT AND RETENTION

The student population of Tennessee schools during the 2001-02 school year was 909,746. An analysis of the racial composition of Tennessee public school students reveals that 24.81% were African-Americans. Table 1: Racial Composition of Tennessee Public School Students details a statistical history since 1992-93. The enrollment of African-American students varies from system to system. Eighteen of the state's 138 school systems have an enrollment of African-American students greater than the state's African-American student population. These systems are reported in Table 2: Tennessee School Systems Whose African-American Student Enrollment Is Above 24.5%. Four systems report no African-American students as shown in Table 3: Tennessee School Systems With No African-American Students. Twenty-six school systems report no African-American classroom teachers.

Of the 57,164 classroom personnel, 5,891 were African-American in the 2001-02 school year. However, these data understate the actual number and percent of black educators, because 19.96% (11,408) of the active classroom personnel reported race as unknown. The 1999-2000 school year was the first year since 1985 that the percentage of African-American classroom personnel did not decline. The percentage of African-American teachers for the 1998-99 and 1999-00 school years was 9.9%. For the 2001-02 school year, as with last year that the percentage increased. The percentage of African-American for 2001-02 was 10.31%, an increase of .3% over last year. Table 4: Tennessee Classroom Personnel is a statistical history of classroom personnel since 1984-85.

Comparing the percentage of African-American students to the percentage of African-American educators, fifty-four school systems reflect an African-American student/teacher differential of greater than five percentage points. The percentage of the

teacher work force compared to the student population in school systems in Tennessee with more than a 5% differential is reported in Table 5: Percent Of Teachers To Students In Tennessee With More Than 5% Differential.

Additionally, a significant number (706) of African-American classroom educators have 30 or more years of experience. These teachers represent 11.98% of the total African-American classroom teachers. Table 6: Teachers with 30 or More Years Experience details the statistical history since 1984-85. As these educators retire, the efforts to achieve equitable employment levels will be further complicated. Table 7: Teachers with 30 or More Years of Experience by System gives the status of possible teacher retirement in each system.

NEW HIRES

A total of 5,369 educators were "new hires" for the 2001-02 school year of which 10.15% (545) were African-American. New hires include those with no previous teaching experience as well as those who are returning to the teacher work force. However, it should be noted that the proportion of new hires for which race is unknown was 22.90%. Procedures for capturing the data are under revision, so that more accurate data may be obtained. Historical data is provided in Table 8: African American New Hires.

TEACHER EDUCATION ENROLLMENT

The data representing teacher education enrollment is based on those students considered enrolled in the teacher education program. Most or all of these students have completed two years of college and have been admitted to the teacher education program for that institution. Enrollment of African-Americans in Tennessee's teacher preparation programs has increased since 1987 when only 78 of a total of 3,529 were African-American. Enrollment data for the fall of 2002 indicated that 506 African-Americans were enrolled in teacher education programs, 266 at public institutions and 240 at private institutions. A historical perspective can be gathered from reviewing Table 9: Teacher Education Enrollment.

Of the public institutions, the University of Memphis has the largest number (87) of African-American teacher education students followed by Tennessee State University with 52 African-American enrollees. Of the private higher education institutions reporting, Christian Brothers has an enrollment of 142 African-American students followed by Freed-Hardeman University with 34 African-American teacher education students. Table 10: Fall 2002 African-American Enrollees Seeking Initial Teaching Licensure At Public And Private Institutions shows the enrollment at each institution. TABLE 11: Enrollees in Initial Teacher Licensure Program: Fall 2001 and 2002 compares the enrollees for 2001 and 2002 and indicates a decrease in teacher education enrollment.

TEACHER EDUCATION COMPLETERS

A person who has met all the requirements of an institution's state-approved teacher preparation program. Program completers may include all those who are documented as having met such requirements. Documentation may take the form of a degree, institutional certificate, program credential, transcript or written proof of having met the program's requirements. In applying this definition, the fact that an individual has or has not been recommended to the State Office of Certification and Licensure for initial certification or licensure may not be used as a criterion for determining who is a program completer.

Source - State of TN Dept of Education "Plan for Reporting on the Quality of Teacher Preparation Programs" October 2000

In 1988, African-American teacher education graduates had reached an all-time low -- 45 out of a total of 1,543 (2.9%). Last year, 2002, African-American teacher education program graduates numbered 378 (11.6%). The total number of completers (all demographic race categories) in 2002 was 3,264 compared to 1,543 in 1988.

African-Americans accounted for 11.8% of the completers from public institutions. TABLE 12: Teacher Education Completers of Initial Licensure lists the year by year graduation numbers.

The University of Memphis had the largest number of African-American educators, 143 completers, with Tennessee State University following with 33 completers. Of private institutions, Freed-Hardeman University had the largest number of African-American completers, 45. Christian Brothers University was next with 32 completers. TABLE 13: Teacher Education Completers lists the completers of initial teacher licensure from each institution. Table 14: is a comparison of completers for the past two years.

Recruitment of these individuals represents an important opportunity for local school systems to increase their African-American teacher work force. Each year the Department of Education with the cooperation of the various institutions sends a list of prospective graduates to each school system.

The Office of Teacher Licensure began collecting data on teacher licensure in 1999. From July 1, 2001, to June 30, 2002, 13,633 licenses were issued with the “date of original issue,” falling between the dates listed. Of those 13,633, 1,859 or 12.74% were issued to African-American educators. However, it must be noted that 3,843 (28.19%) of these licensees listed race as unknown or other. TABLE 15: Licenses with ‘Date of Original Issue’ Falling Between 07-01-2001 & 06-30-2002 shows the number issued by certificate type and race.

EFFORTS TO RECRUIT NEW TEACHERS

Scholarships and Grants

Increased minority enrollment at public and private institutions is due in part to the financial incentives of the Tennessee Student Assistance Corporation's Minority Teaching Fellows Program, Tennessee Teaching Scholars Program and the Tennessee Higher Education Commission's Minority Teaching Education Grant Program.

The Minority Teaching Fellows program presently funds its maximum number of students of 116. Approximately 25-30 students graduate from this program each year.

The Tennessee Teaching Scholars Program managed by the Tennessee Student Assistance Corporation awarded 201 scholarships under this program. Of those, 19 were awarded to African-American students.

The Minority Teaching Education Grant Program focuses on the recruitment by the colleges and universities in partnership with local education agencies of non-teaching personnel, teacher-aides, substitute teachers, and persons changing careers into the teaching force.

Partnerships

PASS - Partnerships To Assist School Success

Another program that is having an impact on enrollment is the Partnerships To Assist School Success (PASS) program. This joint program between the Tennessee Department of Education and the Tennessee Education Association was designed to identify and encourage high school minority students to enter the teaching profession. The participants in the program include local school systems, higher education institutions, churches, and businesses.

Workshops are an important component of the PASS program. The workshops are provided to make the students and others in the community aware of the scholarships and loans that are available to minority students who plan to enter the teaching profession. The Tennessee Student Assistance Corporation was also part of these workshops.

Tennessee Student Assistance Corporation

The Tennessee Student Assistance Corporation conducts financial aid workshops across the state. Information concerning the teacher education

scholarships is disseminated during these workshops along with other financial aid information. Approximately 50 workshops were conducted this past year.

Troops to Teachers

Another source of prospective teachers is the Troops to Teachers Program (TTT.) Under this program, military personnel including members of the National Guard and Reserve have the opportunity to begin a new career in public education. The TTT Program began in 1994 as a transition assistance program. The Defense Authorization Bill of 2000 moved responsibility to the Department of Education. Currently the program is included with the "No Child Left Behind Act of 2001" and provides financial assistance to eligible veterans, the program extend thru FY 2006. The program purposes are to:

1. Recruit quality teachers for schools serving low-income and families in poverty;
2. Help relieve teacher shortages, primarily in math, science, and special education;
3. Assist military personnel transition to second careers as teachers in K-12 public schools.

Currently 135 teachers have been hired from the Troops to Teachers Program. Of those 135 teachers, 35 are African-American, three Hispanic, and three American Indian.

LOCAL RECRUITMENT OF MINORITY EDUCATORS

Legislation passed in 1993 urges each Tennessee local board of education to establish reasonable, incremental goals for the recruitment, employment, and retention of African-American teachers in numbers that reflect the percentage of African-Americans within the community served by the local education agency and submit the plan to the Department of Education.

Eighty-five school systems responded to the request for information regarding their plans. The responses fall into four categories:

❑ *Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. No plan is attached.*	*48 Systems responded to this option.*
❑ *Our school system reflects an African-American student/teacher racial imbalance less than five (5) percent. A plan is attached.*	*10 Systems responded to this option.*

❑ *Our school system reflects an African-American student/teacher racial imbalance greater than five (5) percent. A plan is attached.*	*54 Systems had greater than 5% imbalance last year.* *25 Systems responded to this option.*
❑ *Our school system is under court order to maintain student/teacher racial balance. A plan and copy of the court order is attached.*	*2 Systems responded to this option.*

In part of this plan, local systems identify strategies for recruitment and retention. The most frequently identified strategies for recruitment are:

1. Recruit from historically black colleges and universities in Tennessee and surrounding states. Many have also expanded their recruitment efforts from regional to nationwide.

2. Communicate with minority graduates identified annually by the Tennessee Department of Education as having completed a teacher education program in Tennessee.

3. Attend job fairs on various college and university campuses.

4. Invite candidates to visit the school system and community and pay their expenses.

5. Offer qualified applicants all of their earned teaching experience as recognized by the Tennessee Department of Education.

6. Use the Troops to Teachers program.

7. Encourage high school graduates to enter education as a career.

8. Provide support for minority teachers on waivers to obtain teaching credentials.

9. Establish a committee of educators and community leaders to plan activities and strategies to assist in the recruitment of minority teachers.

10. Offer system sponsored scholarships.

SPECIFIC LOCAL STRATEGIES FOR RETENTION ARE:

1. Establish new teacher networks.

2. Provide enhanced staff development.

3. Assign mentors to assist new teachers adjust to the district.

4. Continuously assess the needs of the new teachers.

5. Provide social support and community orientation.

6. Assign a community volunteer to involve the new teacher in community activities.

7. Provide support for minority teachers to obtain an advanced college degree.

SPECIFIC PROBLEMS HINDERING SYSTEMS IN THE RECRUITING AND RETENTION EFFORTS:

Low teacher salaries.

Lack of incentives for enticing candidates.

Lack of candidates wanting to teach in some areas of the state.

EFFORTS BY THE DEPARTMENT OF EDUCATION TO RECRUIT AND RETAIN MINORITY TEACHERS

A. The State Department of Education continues to assist systems in the recruitment and retention of minority teachers through the following:

1. Coordinating efforts associated with reporting to the State Board of Education and improving data collection.

2. Developing a list of prospective minority teachers and distributing it to all Tennessee school systems on an annual basis.

3. Urging all school systems to submit a plan to the Department of Education concerning the recruitment and retention of African-American teachers.

4. Increasing efforts to assist school personnel, guidance counselors, and principals making all students more aware of the teaching profession and its benefits and rewards.

5. Providing of a website for job information. Teach in Tennessee is the State of Tennessee's web resource for posting and viewing employment vacancies in Tennessee PreK-12 public schools.

6. Partnering with Teachers-Teachers.com. The Tennessee Department of Education has partnered with Teachers-Teachers.com to provide all 138 Tennessee school systems access to the Internet's premier education recruitment service. This partnership enables Tennessee school systems to search the Teachers-Teachers.com database of over 43,000 resumes, post an unlimited number of positions and hire an unlimited number of teachers for absolutely no cost.

B. Efforts should be made to increase the pool of minority teachers through:

1) Increasing funds for the grant/scholarship programs:

a) **Minority Teaching Education Grant Program**. Currently the program receives $255,000, which is allocated to institutions of higher education with well-developed institutional support for minority candidates. All of the funds are used directly to support candidates. Efforts to expand the grant/scholarship programs should be continued, since they have clearly demonstrated the capacity to do so.

b) **Minority Teaching Fellows Scholarship Program**. Currently 116 students are served by this four-year program, producing from 25-30 graduates each year. Applications for the 2003 scholarships numbered 69. Of those 69 applications, 18 new scholarships were awarded this year.

2) Recruiting, retaining, and licensing individuals in the shortest amount of time.

3) Heightening overall institutional minority recruitment and retention efforts by having a specific person in charge on at least a part-time basis.

4) Providing resources for the students served by the programs.

5) Increasing the networking between Future Teachers of America and PASS chapters with higher education institutions

6) Developing a relationship with the Governor's School on Prospective Teachers and encouraging them to enter the teaching profession.

7) Improving communication among the Colleges of Education, Local Education Agencies, Tennessee Higher Education Commission, Tennessee Education Association, and the State Department of Education as to scholarships and other grants available to prospective minority teachers.

DATA ON OTHER MINORITIES

Hispanic

The Hispanic population of our state has and is increasing. During the 2001-02 school year the percent of Hispanic students in Tennessee schools was 2.08%, a .2% increase. The number of Hispanic teachers was 0.17%. Twenty-four or 0.45% of the 'new hires' were Hispanic.

American Indian

American Indian students represent 0.16% of the student population of our schools, a decrease of .04% from last year. The classroom teaching staff across the state is 0.08% American Indian unchanged from last year's data. This same population represents 0.11% of the 'new hires' for 2001-02, an increase from last year.

Asian

Tennessee's teaching staff is composed of 0.08% Asian educators and 0.26% of the 'new hires' were Asian. The Asian students in our schools represent 1.2% of students in Tennessee, a slight change from the 2000-01 school year.

Table 14 Classroom Teachers by System and Race gives the complete picture of Tennessee classroom teachers by race.

CONCLUSION

School systems are making strides to increase the number of African American educators and minority educators in Tennessee schools; however, more effort is needed. The number of classroom teachers with 30+ years of experience further emphasizes the accelerated need to establish and implement minority recruitment and retention strategies. The development, implementation, and evaluation of local recruitment and retention plans are needed in order to enhance placement efforts.

Present data collection procedures do not allow for accurate reporting of the number of black educators, both statewide and in individual school systems. The Education Information System, which is currently under development and is in parallel testing, will hopefully increase the accuracy of the data.

In conclusion, Tennessee must continue efforts to attract and retain African American and minority educators. We must also improve data collection to reflect more accurately the number of educators with regard to race and ethnicity.

SUPPLY OF MINORITY TEACHERS
STATISTICAL SUMMARY
TABLES

Table 1
Racial Composition of Tennessee Public School Students

Year	African-American Students	Total Students	Percent African-American
1992-93	191,194	846,896	22.6%
1993-94	198,125	864,272	22.9%
1994-95	198,222	872,422	22.7%
1995-96	203,353	878,919	23.1%
1996-97	209,150	893,165	23.40%
1997-98	212,960	897,645	23.72%
1998-99	216,344	903,774	23.94%
1999-00	222,860	912,872	24.40%
2000-01	222,036	906118	24.50%
2001-02	225,719	909,746	24.81%

Source: 2000-2001 Fall Membership of Tennessee Public School Students

Table 2
Tennessee School Systems Whose African-American Student Enrollment Is Above The 24.50% State Average

System	African-American Students	African-American Teachers
Alcoa	25.10%	7.95%
Covington	87.65%	26.56%
DAVIDSON CO.	46.71%	19.77%
Dyersburg	25.73%	6.86%
FAYETTE CO.	69.97%	42.92%
Fayetteville	29.08%	10.77%
HAMILTON CO.	33.74%	10.89%
HARDEMAN CO.	54.19%	12.61%
HAYWOOD CO.	65.24%	15.29%
Humboldt	65.57%	16.00%
JACKSON-MADISON CO.	53.35%	19.76%
LAKE CO.	28.24%	4.23%
LAUDERDALE CO.	43.00%	7.95%
Memphis	87.05%	44.67%
MONTGOMERY CO.	26.88%	4.62%
Paris	25.05%	2.20%
Trenton	32.13%	9.68%
Union City	40.57%	6.00%

Source: 2001-02 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 3
Tennessee School Systems
With No African-American Students

PICKETT CO.
Oneida
VAN BUREN CO.

Source: 2001-2002 Fall Membership of Tennessee Public School Students

Table 4
Tennessee Classroom Personnel

Year	African-American Teachers	Total Teachers	Percent African-American
1984-85	4,457	39,871	11.2%
1992-93	5,188	46,361	11.2%
1993-94	5,646	50,645	11.1%
1994-95	5,360	48,793	11.0%
1995-96	5,340	48,994	10.7%
1996-97	5,226	49,568	10.5%
1997-98	5,252	52,013	10.1%
1998-99	5,323	53,688	9.9%
1999-00	5,442	55,173	9.9%
2000-01	5,623	56,027	10.0%
2001-02	5,891	57,164	10.31

Source: 2001-02 End of Year Distribution Files -Active Classroom Personnel
Tennessee Department of Education

Chart 1

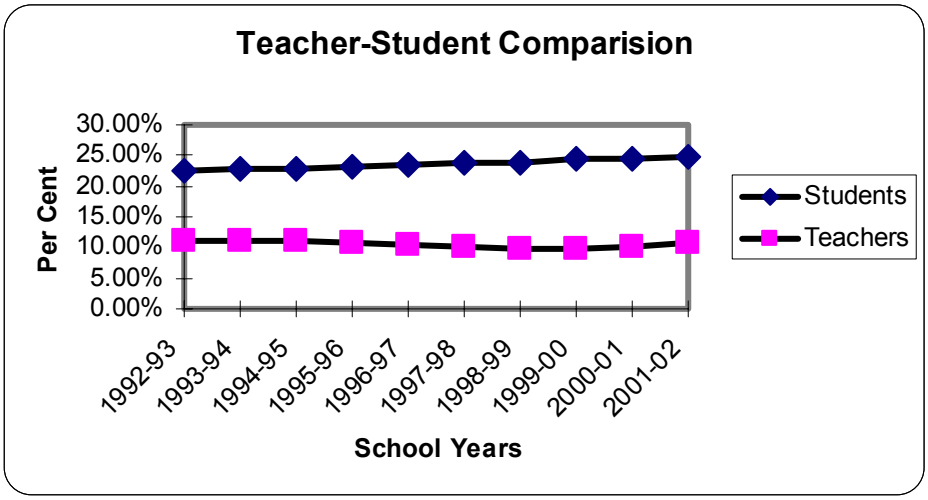

TABLE 5
SCHOOL SYSTEMS WHOSE PERCENT OF TEACHERS TO STUDENTS IN TENNESSEE HAS MORE THAN 5% DIFFERENTIAL

System	African-American Teachers	African-American Students	African-American Population	Student Teacher Difference	Teacher Population Difference
Alamo	5.13%	16.85%	21.64%	11.72%	16.51%
Alcoa	7.95%	25.10%	18.03%	17.14%	10.08%
Athens	0.93%	15.28%	10.20%	14.36%	9.28%
BEDFORD CO	3.31%	10.37%	8.21%	7.06%	4.90%
Bells	6.90%	13.74%	20.41%	6.84%	13.51%
Bradford	0.00%	6.43%	3.73%	6.43%	3.73%
CHESTER CO.	5.00%	15.53%	10.52%	10.53%	5.52%
Cleveland	4.01%	15.32%	6.69%	11.30%	2.68%
Clinton	0.00%	5.18%	2.15%	5.18%	2.15%
Covington	26.56%	87.65%	48.55%	61.09%	21.99%
CROCKETT CO.	5.17%	19.44%	11.26%	14.26%	6.08%
DAVIDSON CO.	19.77%	46.71%	25.82%	26.94%	6.05%
Dayton	2.22%	10.10%	5.63%	7.88%	3.40%
Dyersburg	6.86%	25.73%	21.48%	18.87%	14.61%
FAYETTE CO.	42.92%	69.97%	36.23%	27.05%	-6.70%
Fayetteville	10.77%	29.08%	27.61%	18.31%	16.84%
Franklin City	4.21%	15.07%	12.61%	10.87%	8.40%
Gibson Co.Sp.	2.05%	9.87%	8.99%	7.82%	6.94%
GILES CO.	3.61%	16.00%	11.04%	12.40%	7.43%
Greeneville	1.61%	7.83%	5.24%	6.21%	3.63%
HAMILTON CO.	10.89%	33.74%	20.00%	22.85%	9.11%
HARDEMAN CO.	12.61%	54.19%	40.19%	41.58%	27.58%
Harriman	3.33%	11.44%	7.43%	8.11%	4.10%
HAYWOOD CO.	15.29%	65.24%	51.12%	49.94%	35.83%
HENDERSON CO.	2.18%	8.70%	5.40%	6.52%	3.21%
Humboldt	16.00%	65.57%	42.53%	49.57%	26.53%
Huntingdon	3.26%	19.01%	11.07%	15.75%	7.81%
JACKSON-MADISON CO.	19.76%	53.35%	32.21%	33.59%	12.44%
Johnson City	3.58%	10.86%	6.16%	7.28%	2.58%
KNOX CO.	4.99%	13.72%	8.61%	8.73%	3.62%
LAKE CO.	4.23%	28.24%	31.99%	24.01%	27.77%
LAUDERDALE CO.	7.95%	43.00%	34.63%	35.06%	26.68%
Lebanon	5.64%	19.59%	12.87%	13.95%	7.22%
Lexington	3.23%	21.74%		18.51%	-3.23%
MARSHALL CO.	3.38%	9.05%	7.90%	5.67%	4.52%
MAURY CO.	5.57%	20.73%	14.40%	15.16%	8.83%
McKenzie	1.19%	12.41%	9.21%	11.21%	8.01%
MCNAIRY CO.	2.86%	9.39%	5.78%	6.53%	2.92%
Memphis	44.67%	87.05%	61.06%	42.38%	16.39%
Milan	4.58%	22.86%	18.43%	18.28%	13.85%
MONTGOMERY CO.	4.62%	26.88%	18.59%	22.26%	13.97%
Murfreesboro City	9.32%	22.54%	13.82%	13.22%	4.50%
Newport	0.00%	6.58%	6.59%	6.58%	6.59%
Oak Ridge	6.65%	14.21%	8.54%	7.57%	1.89%
Paris	2.20%	25.05%	21.09%	22.85%	18.90%
RUTHERFORD CO.	3.28%	11.27%	6.58%	7.98%	3.30%
SHELBY CO.	11.65%	22.30%	14.65%	10.65%	3.00%
SUMNER CO.	2.03%	8.55%	5.82%	6.52%	3.78%
TIPTON CO.	10.10%	20.35%	14.22%	10.26%	4.12%
Trenton	9.68%	32.13%	21.04%	22.45%	11.37%
TROUSDALE CO.	2.25%	11.83%	10.81%	9.59%	8.57%

Tullahoma	1.74%	8.23%	5.99%	6.49%	4.25%
Union City	6.00%	40.57%	20.46%	34.57%	14.46%
WEAKLEY CO.	1.83%	8.60%	7.09%	6.77%	5.26%

Source: 2001-02 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 6
Teachers With More Than 30 Years Experience

Year	African-American Teachers 30+ Years	Total Teachers 30+ Years	Percent African-Americans 30+ Years
1984-85	555	2,001	27.5%
1992-93	524	1,923	27.2%
1993-94	657	2,349	28.0%
1994-95	766	3,113	24.6%
1995-96	768	3,143	24.43%
1996-97	672	2,593	25.92%
1997-98	592	2,626	22.54%
1998-99	672	3338	25.95%
1999-00	703	4104	17.43%
2000-01	647	3830	16.89%
2001-02	706	4274	16.52%

Source: 2001-02 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 7
Teachers with 30 or More Years of Experience by System

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
Alamo		2	0.0%	4	39	10.3%
Alcoa		7	0.0%	6	88	6.8%
ANDERSON CO.	1	2	50.0%	27	469	5.8%
Athens		1	0.0%	12	108	11.1%
BEDFORD CO	1	13	7.7%	24	393	6.1%
Bells		2	0.0%		29	0.0%
BENTON CO.				14	166	8.4%
BLEDSOE CO.	1	1	100.0%	7	121	5.8%
BLOUNT CO.		9	0.0%	34	606	5.6%
Bradford				2	41	4.9%
BRADLEY CO.		4	0.0%	42	558	7.5%
Bristol	2	5	40.0%	35	259	13.5%
CAMPBELL CO.		2	0.0%	49	407	12.0%
CANNON CO.	1	2	50.0%	8	155	5.2%
CARROLL CO.		1	0.0%	1	14	7.1%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
CARTER CO.		3	0.0%	42	441	9.5%
CHEATHAM CO.		3	0.0%	19	392	4.8%
CHESTER CO.		6	0.0%	6	120	5.0%
CLAIBORNE CO.		3	0.0%	30	348	8.6%
CLAY CO.	1	1	100.0%	6	91	6.6%
Cleveland	1	12	8.3%	21	299	7.0%
Clinton				1	62	1.6%
COCKE CO.		2	0.0%	22	298	7.4%
COFFEE CO.		3	0.0%	20	288	6.9%
Covington	2	17	11.8%	3	64	4.7%
CROCKETT CO.	2	6	33.3%	9	116	7.8%
CUMBERLAND CO.		1	0.0%	29	391	7.4%
DAVIDSON CO.	107	942	11.4%	367	4766	7.7%
Dayton		1	0.0%	5	45	11.1%
DECATUR CO.		2	0.0%	14	117	12.0%
DEKALB CO.				16	178	9.0%
DICKSON CO.		11	0.0%	46	523	8.8%
DYER CO.	1	7	14.3%	18	198	9.1%
Dyersburg	3	14	21.4%	24	204	11.8%
Elizabethton				18	140	12.9%
Etowah					26	0.0%
FAYETTE CO.	18	91	19.8%	27	212	12.7%
Fayetteville		7	0.0%	3	65	4.6%
FENTRESS CO.		1	0.0%	12	165	7.3%
Franklin City		13	0.0%	14	309	4.5%
FRANKLIN CO.		10	0.0%	19	350	5.4%
Gibson Co.Sp.		3	0.0%	14	146	9.6%
GILES CO.	2	11	18.2%	27	305	8.9%
GRAINGER CO.				7	189	3.7%
GREENE CO.		1	0.0%	29	421	6.9%
Greeneville		3	0.0%	22	186	11.8%
GRUNDY CO.				8	178	4.5%
HAMBLEN CO.	2	13	15.4%	59	609	9.7%
HAMILTON CO.	41	262	15.6%	181	2405	7.5%
HANCOCK CO.		1	0.0%	9	86	10.5%
HARDEMAN CO.	7	42	16.7%	19	333	5.7%
HARDIN CO.	1	5	20.0%	21	262	8.0%
Harriman		3	0.0%	17	90	18.9%
HAWKINS CO.		1	0.0%	45	501	9.0%
HAYWOOD CO.	5	39	12.8%	24	255	9.4%
HENDERSON CO.	2	5	40.0%	20	229	8.7%
HENRY CO.	1	7	14.3%	18	215	8.4%
HICKMAN CO.	2	4	50.0%	7	211	3.3%
Hollow R.-Br.		3	0.0%	6	48	12.5%
HOUSTON CO.		1	0.0%	6	95	6.3%
Humboldt	2	16	12.5%	12	100	12.0%
HUMPHREYS CO.		1	0.0%	12	201	6.0%
Huntingdon		3	0.0%	7	92	7.6%
JACKSON CO.				11	110	10.0%
JACKSON-MADISON CO.	19	185	10.3%	71	936	7.6%
JEFFERSON CO.	1	5	20.0%	38	446	8.5%
Johnson City		16	0.0%	28	447	6.3%
JOHNSON CO.				7	153	4.6%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
Kingsport	1	10	10.0%	33	410	8.0%
KNOX CO.	22	173	12.7%	237	3467	6.8%
LAKE CO.		3	0.0%	7	71	9.9%
LAUDERDALE CO.	2	24	8.3%	27	302	8.9%
LAWRENCE CO.		1	0.0%	51	468	10.9%
Lebanon		11	0.0%	8	195	4.1%
Lenoir City				5	125	4.0%
LEWIS CO.		2	0.0%	7	127	5.5%
Lexington	1	2	50.0%	7	62	11.3%
LINCOLN CO.		1	0.0%	24	271	8.9%
LOUDON CO.		2	0.0%	11	248	4.4%
MACON CO.		1	0.0%	14	229	6.1%
Manchester		2	0.0%	6	80	7.5%
MARION CO.	1	6	16.7%	25	271	9.2%
MARSHALL CO.	1	10	10.0%	22	296	7.4%
Maryville		5	0.0%	18	295	6.1%
MAURY CO.	7	44	15.9%	60	790	7.6%
McKenzie		1	0.0%	11	84	13.1%
MCMINN CO.		5	0.0%	22	323	6.8%
MCNAIRY CO.		8	0.0%	17	280	6.1%
MEIGS CO.				7	115	6.1%
Memphis	369	3021	12.2%	694	6763	10.3%
Milan		6	0.0%	7	131	5.3%
MONROE CO.		2	0.0%	13	291	4.5%
MONTGOMERY CO.	6	69	8.7%	79	1494	5.3%
MOORE CO.	1	3	33.3%	6	66	9.1%
MORGAN CO.				10	222	4.5%
Murfreesboro City	4	37	10.8%	25	397	6.3%
Newport				8	45	17.8%
Oak Ridge	3	21	14.3%	34	316	10.8%
OBION CO.	1	5	20.0%	30	265	11.3%
Oneida				6	88	6.8%
OVERTON CO.				22	216	10.2%
Paris	1	2	50.0%	7	91	7.7%
PERRY CO.		1	0.0%	4	80	5.0%
PICKETT CO.				6	56	10.7%
POLK CO.				21	153	13.7%
PUTNAM CO.	1	2	50.0%	35	559	6.3%
RHEA CO.		3	0.0%	19	244	7.8%
Richard City					24	0.0%
ROANE CO.				19	380	5.0%
ROBERTSON CO.	7	33	21.2%	37	621	6.0%
Rogersville				1	43	2.3%
RUTHERFORD CO.	5	57	8.8%	80	1736	4.6%
SCOTT CO.				22	195	11.3%
SEQUATCHIE CO.				3	125	2.4%
SEVIER CO.		2	0.0%	45	824	5.5%
SHELBY CO.	19	297	6.4%	98	2549	3.8%
SMITH CO.		1	0.0%	7	194	3.6%
South Carroll				2	30	6.7%
STEWART CO.				5	135	3.7%
SULLIVAN CO.		2	0.0%	79	836	9.4%
SUMNER CO.	3	27	11.1%	83	1327	6.3%

System	Black Teachers 30+ Years	Total Black Teachers	Percent of Black Teachers 30+ Years	Total Teachers 30+ Years	Total Teachers	Percent of Teachers 30+ Years
Sweetwater	1	3	33.3%	7	89	7.9%
TIPTON CO.	13	62	21.0%	41	614	6.7%
Trenton	1	9	11.1%	4	93	4.3%
TROUSDALE CO.		2	0.0%	6	89	6.7%
Tullahoma		4	0.0%	25	230	10.9%
UNICOI CO.		1	0.0%	15	161	9.3%
Union City	1	6	16.7%	8	100	8.0%
UNION CO.	1	2	50.0%	13	213	6.1%
VAN BUREN CO.				2	57	3.5%
WARREN CO.		2	0.0%	35	417	8.4%
WASHINGTON CO.		3	0.0%	50	488	10.2%
WAYNE CO.		1	0.0%	15	197	7.6%
WEAKLEY CO.	1	6	16.7%	23	328	7.0%
West Carroll	1	6	16.7%	8	73	11.0%
WHITE CO.		3	0.0%	19	222	8.6%
WILLIAMSON CO.	5	29	17.2%	59	1171	5.0%
WILSON CO.	1	13	7.7%	37	707	5.2%
Grand Totals	706	5,891	11.98%	4,274	57,164	7.48%

Source: 2001-02 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 8
African American New Hires – Annual Comparison

Year	Number of New Teachers Hired	African-American Teachers Hired	Percentage African-American New Teachers Hired
1991-92	4,703	344	7.31%
1992-93	4,822	389	8.07%
1993-94	4,027	345	8.57%
1994-95	4,099	379	9.25%
1995-96	4,113	318	7.73%
1996-97	4,628	355	7.67%
1997-98	5,171	279	5.40%
1998-99	5,164	309	5.98%
1999-00	6,179	556	9.00%
2000-01	5,734	508	8.86%
2001-02	5,369	545	10.15%

Source: 2001-02 End of Year Distribution Files - Active Classroom Personnel
Tennessee Department of Education

Table 9
Teacher Education Enrollment

YEAR	PUBLIC			PRIVATE			COMBINED		
	African-American		Total	African-American		Total	African-American		Total
1987	50	2.1%	2,388	28	2.5%	1,141	78	2.2%	3,529
1992	148	4.4%	3,390	120	6.9%	1,740	268	5.4%	5,130
1993	152	4.4%	3,475	134	7.5%	1,769	286	5.5%	5,244
1994	178	5.2%	3,473	126	7.1%	1,774	304	5.8%	5,247
1995	247	6.2%	3,959	165	8.5%	1,936	412	6.9%	5,895
1996	366	8.1%	4,544	93	5.0%	1,860	459	7.2%	6,404
1997	369	8.1%	4,531	121	5.8%	2,074	490	7.4%	6,605
1998	644	13.7%	4,692	94	4.6%	2,026	738	11.0%	6,718
1999	NA								
2000	NA								
2001	414	14.3%	2.902	404	15%	2,701	818	14.6%	5,603
2002	266	8.2%	3,234	240	11.3%	2124	506	9.4%	5,358

Source: Tennessee Higher Education Commission

Table 10:
Fall 2002 African-American Enrollees Seeking Initial Teaching Licensure
At Public And Private Institutions

College/University	Asian	America n Indian	Black	Hispani c	White	Unknown	Total
Austin Peay State University	3	3	22	7	284	11	**330**
East Tennessee State University	2	1	4	2	340	4	**353**
Middle Tennessee State University	0	2	31	3	466	0	**502**
Tennessee State University	0	0	52	3	51	0	**106**
Tennessee Technological University	3	1	23	3	629	0	**659**
University of Memphis	3	1	87	2	294	0	**387**
Total TBR Universities	**11**	**8**	**219**	**20**	**2,064**	**15**	**2,337**
University of Tennessee, Chattanooga	3	0	11	2	208	0	**224**
University of Tennessee, Knoxville	5	0	21	5	391	4	**426**
University of Tennessee, Martin	1	0	15	1	230	0	**247**
Total UT Universities	**9**	**0**	**47**	**8**	**829**	**4**	**897**
Total Public Universities	**20**	**8**	**266**	**28**	**2,893**	**19**	**3,234**
Aquinas College	0	0	2	0	14	0	**16**
Belmont University	0	0	2	1	39	0	**42**
Bethel College	0	0	2	0	19	0	**21**
Bryan College	0	0	0	1	41	0	**42**
Carson-Newman College	0	0	1	0	124	2	**127**

College/University	Asian	America n Indian	Black	Hispani c	White	Unknown	Total
Christian Brothers University	1	0	142	1	91	8	**243**
Crichton College	0	0	25	1	21	0	**47**
Cumberland University	0	0	1	0	59	0	**60**
Fisk University	0	0	0	0	0	0	**0**
Free Will Baptist Bible College	1	0	0	0	22	0	**23**
Freed-Hardeman University	1	0	34	0	154	1	**190**
Johnson Bible College	0	0	0	1	38	0	**39**
King College	0	0	0	0	28	0	**28**
Lambuth University	0	0	3	0	40	0	**43**
Lane College	0	0	0	0	0	0	**0**
Lee University	1	1	2	7	157	39	**207**
Lemoyne-Owen College	0	0	4	0	0	0	**4**
Lincoln Memorial University	0	0	0	0	165	4	**169**
Lipscomb University	0	0	1	0	129	1	**131**
Martin Methodist College	0	0	0	0	19	0	**19**
Maryville College	0	0	0	0	65	0	**65**
Milligan College	1	0	0	2	66	0	**69**
Rhodes College	0	0	0	0	3	0	**3**
Southern Adventist University	1	0	1	4	55	2	**63**
Tennessee Wesleyan College	0	0	0	0	36	0	**36**
Trevecca Nazarene University	1	0	1	2	49	0	**53**
Tusculum College	0	0	0	0	50	0	**50**
Union University	1	0	4	1	147	1	**154**
University of the South	0	0	0	2	8	0	**10**
Vanderbilt University	7	0	15	5	138	5	**170**
Total Independent Colleges & Univs.	**15**	**1**	**240**	**28**	**1,777**	**63**	**2,124**
Grand Total	**35**	**9**	**506**	**56**	**4,670**	**82**	**5,358**

Source: Fall 2002 Enrollment Data, Tennessee Higher Education Commission

TABLE 11
Enrollees in Initial Teacher Licensure Program: Fall 2001 and 2002

College/University	2001	2002	Difference	% Change
Austin Peay State University	278	330	52	19%
East Tennessee State University	395	353	-42	-11%
Middle Tennessee State University	644	502	-142	-22%
Tennessee State University	254	106	-148	-58%
Tennessee Technological University	429	659	230	54%
University of Memphis	566	387	-179	-32%
Total TBR Universities	**2,566**	**2,337**	**-229**	**-9%**
University of Tennessee, Chattanooga	225	224	-1	0%
University of Tennessee, Knoxville	526	426	-100	-19%
University of Tennessee, Martin	229	247	18	8%
Total UT Universities	**980**	**897**	**-83**	**-8%**

College/University	2001	2002	Difference	% Change
Total Public Universities	**3,546**	**3,234**	**-312**	**-9%**
Aquinas College	28	16	-12	-43%
Belmont University	58	42	-16	-28%
Bethel College	39	21	-18	-46%
Bryan College	40	42	2	5%
Carson-Newman College	83	127	44	53%
Christian Brothers University	319	243	-76	-24%
Crichton College	53	47	-6	-11%
Cumberland University	40	60	20	50%
Fisk University	69	0	-69	-100%
Free Will Baptist Bible College	19	23	4	21%
Freed-Hardeman University	173	190	17	10%
Johnson Bible College	35	39	4	11%
King College	18	28	10	56%
Lambuth University	48	43	-5	-10%
Lane College	3	0	-3	-100%
Lee University	121	207	86	71%
Lemoyne-Owen College	7	4	-3	-43%
Lincoln Memorial University	107	169	62	58%
Lipscomb University	115	131	16	14%
Martin Methodist College	13	19	6	46%
Maryville College	67	65	-2	-3%
Milligan College	100	69	-31	-31%
Rhodes College	24	3	-21	-88%
Southern Adventist University	65	63	-2	-3%
Tennessee Wesleyan College	35	36	1	3%
Trevecca Nazarene University	0	53	53	--
Tusculum College	27	50	23	85%
Union University	164	154	-10	-6%
University of the South	9	10	1	11%
Vanderbilt University	178	170	-8	-4%
Total Independent Colleges & Univs.	**2,057**	**2,124**	**67**	**3%**
Grand Total	**5,603**	**5,358**	**-245**	**-4%**

Source – Tennessee Higher Education Commission

TABLE 12: Teacher Education Completers
Of Initial Licensure

YEAR	PUBLIC			PRIVATE			COMBINED		
	African-American		Total	African-American		Total	African-American		Total
1988	33	3.3%	1,012	12	2.3%	531	45	2.9%	1,543
1992	79	4.1%	1,948	41	4.5%	914	120	4.2%	2,862
1993	110	5.6%	1,952	26	3.0%	877	136	4.8%	2,829
1994	115	6.4%	1,803	39	5.0%	775	154	6.0%	2,578
1995	110	6.4%	1,714	54	6.1%	882	164	6.3%	2,596
1996	183	9.1%	2,013	51	5.3%	967	234	7.9%	2,980
1997	146	8.0%	1,817	63	5.8%	1,094	209	7.2%	2,911
1998	159	8.3%	1,906	65	5.4%	1,212	224	7.8%	3,118
1999	247	12.5%	1,971	74	6.4%	1,162	321	10.2%	3,133
2000	365	12.8%	2,847	132	10.4%	1,271	497	12.1%	4,118
2001	166	8.23%	2,017	140	11.6%	1,203	306	9.5%	3,220
2002	255	11.8%	2,161	123	11.2%	1,103	378	11.6%	3,264

Source: 2002 Initial Licensure Completion Data, Tennessee Higher Education Commission

TABLE 13: Teacher Education Completers
At Public And Private Institutions for 2002

College/University	Asian	American Indian	Black	Hispanic	White	Unknown	Total
Austin Peay State University	2	1	8	2	148	0	161
East Tennessee State University	2	1	10	0	222	5	240
Middle Tennessee State University	1	1	22	2	367	0	393
Tennessee State University	1	0	33	0	83	8	125
Tennessee Technological University	1	1	5	2	231	0	240
University of Memphis	2	0	143	8	260	0	413
Total TBR Universities	**9**	**4**	**221**	**14**	**1,311**	**13**	**1,572**
University of Tennessee, Chattanooga	1	3	15	2	159	0	180
University of Tennessee, Knoxville	1	0	15	1	295	0	312
University of Tennessee, Martin	1	0	4	0	92	0	97
Total UT Universities	**3**	**3**	**34**	**3**	**546**	**0**	**589**
Total Public Universities	**12**	**7**	**255**	**17**	**1,857**	**13**	**2,161**
Aquinas College	0	0	0	0	13	0	13
Belmont University	0	0	1	0	25	0	26
Bethel College	0	0	0	0	20	0	20
Bryan College	0	0	0	0	20	0	20
Carson-Newman College	1	0	4	0	99	0	104
Christian Brothers University	0	0	32	1	21	1	55

College/University	Asian	American Indian	Black	Hispanic	White	Unknown	Total
Crichton College	0	1	4	0	13	0	18
Cumberland University	0	0	1	0	24	0	25
Fisk University	0	0	8	0	0	1	9
Free Will Baptist Bible College	0	0	0	0	8	0	8
Freed-Hardeman University	1	0	45	0	80	0	126
Johnson Bible College	0	0	0	0	9	0	9
King College	0	0	0	0	7	0	7
Lambuth University	0	0	2	0	25	0	27
Lane College	0	0	3	0	0	0	3
Lee University	0	0	0	1	115	0	116
Lemoyne-Owen College	0	0	3	0	0	0	3
Lincoln Memorial University	0	0	0	0	47	1	48
Lipscomb University	1	0	0	0	53	0	54
Martin Methodist College	0	0	0	0	12	0	12
Maryville College	0	0	2	0	27	0	29
Milligan College	0	0	2	0	63	0	65
Rhodes College	0	0	5	0	17	0	22
Southern Adventist University	1	0	0	2	30	0	33
Tennessee Wesleyan College	0	0	0	0	34	0	34
Trevecca Nazarene University	0	0	3	0	18	0	21
Tusculum College	0	0	1	0	22	0	23
Union University	0	1	5	0	62	0	68
University of the South	0	0	0	0	3	0	3
Vanderbilt University	7	0	2	1	91	1	102
Total Independent Colleges & Univs.	**11**	**2**	**123**	**5**	**958**	**4**	**1,103**
Grand Total	**23**	**9**	**378**	**22**	**2,815**	**17**	**3,264**

Source: 2002 Initial Completers Data, Tennessee Higher Education Commission

TABLE 14
Completers of Initial Teacher Licensure: 2000-01 and 2001-02

College/University	2000-01	2001-02	Difference	% Change
Austin Peay State University	201	161	-40	-20%
East Tennessee State University	242	240	-2	-1%
Middle Tennessee State University	335	393	58	17%
Tennessee State University	33	125	92	279%
Tennessee Technological University	259	240	-19	-7%
University of Memphis	306	413	107	35%
Total TBR Universities	**1,376**	**1,572**	**196**	**14%**
University of Tennessee, Chattanooga	195	180	-15	-8%
University of Tennessee, Knoxville	319	312	-7	-2%

College/University	2000-01	2001-02	Difference	% Change
University of Tennessee, Martin	127	97	-30	-24%
Total UT Universities	**641**	**589**	**-52**	**-8%**
Total Public Universities	**2,017**	**2,161**	**144**	**7%**
Aquinas College	12	13	1	8%
Belmont University	28	26	-2	-7%
Bethel College	10	20	10	100%
Bryan College	20	20	0	0%
Carson-Newman College	157	104	-53	-34%
Christian Brothers University	51	55	4	8%
Crichton College	25	18	-7	-28%
Cumberland University	30	25	-5	-17%
Fisk University	58	9	-49	-84%
Free Will Baptist Bible College	4	8	4	100%
Freed-Hardeman University	111	126	15	14%
Johnson Bible College	10	9	-1	-10%
King College	16	7	-9	-56%
Lambuth University	21	27	6	29%
Lane College	0	3	3	--
Lee College	145	116	-29	-20%
Lemoyne-Owen College	12	3	-9	-75%
Lincoln Memorial University	44	48	4	9%
Lipscomb University	51	54	3	6%
Martin Methodist College	11	12	1	9%
Maryville College	28	29	1	4%
Milligan College	60	65	5	8%
Rhodes College	13	22	9	69%
Southern Adventist College	49	33	-16	-33%
Tennessee Wesleyan College	31	34	3	10%
Trevecca Nazarene University	31	21	-10	-32%
Tusculum College	22	23	1	5%
Union University	68	68	0	0%
University of the South	4	3	-1	-25%
Vanderbilt University	81	102	21	26%
Total Independent Colleges & Univs.	**1,203**	**1,103**	**-100**	**-8%**
Grand Total	**3,220**	**3,264**	**44**	**1%**

Source: 2002 Initial Completers Data, Tennessee Higher Education Commission

TABLE 15
Licenses with 'Date of Original Issue' Falling Between 07-01-2001 And 06-30-2002

Certificate Type/Race	Unknown	American Indian	Black	Asian	Hispanic	White	Other	Total
PROFESSIONAL	2365	4	410	4	10	1619		4412
PROF SCH SVC PER	73		14		1	64	1	153
APPRENT TEACHER	476	8	488	21	22	3324		4339
APPR OCCUP ED	17		40			150		207
PROF OCCUP ED	103		8			74	3	188
APPRENT SPEC GRP	37	1	60	1	1	245		345
PERMIT	568		186	1	1	171	1	928
INT TCHR A	12		122	2	3	221		360
INT TCHR B	20	1	263	6	10	452		752
OUT STATE TEMP	134	4	177	4	10	927		1256
INT TCH-C ALT	1		34		2	51		88
INT TCHR-D INTERN	29	1	17			322		369
INT TEACHER E	8	1	40	2	6	179		236
TOTAL	3843	20	1859	41	66	7799	5	13633

Source: Tennessee Department of Education Certification Files

Table 16
Students, Classroom Teachers, and 2000 Population by System and Race

System	Unknown			American Indian			African-American			Asian/Pacific			Hispanic			White			Other[1]		Other[2]
	Stu	Tea	Pop	Stu	Tea	Pop	Stu	Tea	Pop	Stu	Tea	Pop	Stu	Tea	Pop[3]	Stu	Tea	Pop	Tea	Pop	Pop
Alamo	NA	25.64%	NA	0.00%	0.00%	0.00%	16.85%	5.13%	21.64%	0.00%	0.00%	0.17%	3.99%	0.00%	1.05%	79.17%	69.23%	76.26%	0.00%	0.00%	0.84%
Alcoa	NA	11.36%	NA	0.00%	0.00%	0.00%	25.10%	7.95%	18.03%	0.71%	1.14%	0.67%	1.58%	1.14%	0.33%	72.61%	78.41%	79.04%	0.00%	0.00%	1.93%
ANDERSON CO.	NA	15.99%	NA	0.04%	0.21%	0.44%	1.34%	0.43%	1.02%	0.13%	0.21%	0.15%	0.23%	0.00%	0.39%	98.24%	83.16%	96.90%	0.00%	0.15%	0.94%
Athens	NA	13.89%	NA	0.34%	0.00%	0.08%	15.28%	0.93%	10.20%	1.83%	0.00%	0.88%	3.15%	0.00%	2.42%	79.39%	85.19%	85.50%	0.00%	0.00%	0.88%
BEDFORD CO	NA	24.94%	NA	0.35%	0.00%	0.11%	10.37%	3.31%	8.21%	0.90%	0.00%	0.56%	7.63%	0.00%	7.37%	80.75%	71.76%	82.76%	0.00%	0.03%	1.00%
Bells	NA	17.24%	NA	0.00%	0.00%	0.18%	13.74%	6.90%	20.41%	0.00%	0.00%	0.45%	24.68%	0.00%	24.72%	61.58%	75.86%	53.29%	0.00%	0.00%	0.91%
BENTON CO.	NA	19.28%	NA	0.32%	0.00%	0.33%	3.59%	0.00%	2.45%	0.35%	0.00%	0.33%	0.35%	0.60%	0.48%	95.39%	79.52%	95.65%	0.60%	0.06%	0.73%
BLEDSOE CO.	NA	28.10%	NA	0.28%	0.00%	0.08%	1.05%	0.83%	3.32%	0.06%	0.00%	0.08%	1.82%	0.00%	0.93%	96.79%	71.07%	94.50%	0.00%	0.08%	1.01%
BLOUNT CO.	NA	17.66%	NA	0.11%	0.00%	0.30%	1.35%	1.49%	1.29%	0.69%	0.00%	0.23%	0.67%	0.33%	0.77%	97.14%	80.53%	96.28%	0.00%	0.11%	1.03%
Bradford	NA	21.95%	NA	0.46%	0.00%	0.11%	6.43%	0.00%	3.73%	0.00%	0.00%	0.11%	0.00%	0.00%	0.28%	93.11%	78.05%	95.44%	0.00%	0.00%	0.41%
BRADLEY CO.	NA	22.94%	NA	0.06%	0.00%	0.30%	1.90%	0.72%	1.26%	0.29%	0.00%	0.19%	1.34%	0.00%	1.51%	96.40%	75.99%	95.47%	0.36%	0.02%	1.27%
Bristol	NA	14.29%	NA	0.31%	0.00%	0.02%	3.94%	1.93%	3.14%	0.64%	0.00%	0.72%	0.78%	0.00%	0.76%	94.34%	83.40%	94.46%	0.39%	0.08%	0.80%
CAMPBELL CO.	NA	12.78%	NA	0.10%	0.00%	0.43%	0.35%	0.49%	0.19%	0.03%	0.00%	0.21%	0.08%	0.00%	0.72%	99.38%	86.73%	97.16%	0.00%	0.00%	1.30%
CANNON CO.	NA	31.61%	NA	0.05%	0.00%	0.47%	1.02%	1.29%	1.01%	0.23%	0.00%	0.06%	0.79%	0.00%	0.97%	97.92%	67.10%	96.53%	0.00%	0.00%	0.97%
CARROLL CO.	NA	28.57%	NA	0.00%	0.00%	NA	0.00%	7.14%	NA	0.00%	0.00%	NA	0.00%	0.00%	NA	100.00%	64.29%	NA	0.00%	NA	NA
CARTER CO.	NA	22.68%	NA	0.03%	0.00%	0.12%	0.38%	0.68%	0.45%	0.15%	0.00%	0.12%	0.64%	0.00%	0.83%	98.80%	76.64%	97.71%	0.00%	0.02%	0.73%
CHEATHAM CO.	NA	21.43%	NA	0.20%	0.00%	0.38%	1.41%	0.77%	1.52%	0.28%	0.00%	0.18%	0.91%	0.00%	1.21%	97.19%	77.30%	95.95%	0.51%	0.00%	0.78%
CHESTER CO.	NA	25.00%	NA	0.08%	0.00%	0.03%	15.53%	5.00%	10.52%	0.36%	0.00%	0.10%	1.14%	0.00%	0.35%	82.89%	70.00%	87.48%	0.00%	0.00%	1.51%
CLAIBORNE CO.	NA	20.98%	NA	0.02%	0.00%	0.18%	0.62%	0.86%	0.95%	0.11%	0.00%	0.27%	0.32%	0.00%	0.49%	98.93%	77.30%	97.25%	0.86%	0.05%	0.82%
CLAY CO.	NA	26.37%	NA	0.17%	0.00%	0.25%	1.33%	1.10%	1.50%	0.00%	0.00%	0.44%	0.50%	0.00%	0.56%	98.00%	72.53%	96.43%	0.00%	0.00%	0.88%
Cleveland	NA	20.40%	NA	0.18%	0.00%	0.09%	15.32%	4.01%	6.69%	1.97%	0.00%	1.04%	4.22%	0.00%	3.29%	78.31%	75.59%	87.53%	0.00%	0.01%	1.35%
Clinton	NA	9.68%	NA	0.33%	0.00%	0.47%	5.18%	0.00%	2.15%	0.88%	0.00%	1.00%	0.77%	0.00%	0.89%	92.61%	90.32%	93.90%	0.00%	0.11%	1.42%
COCKE CO.	NA	19.80%	NA	0.13%	0.00%	0.32%	2.47%	0.67%	1.01%	0.25%	0.00%	0.23%	1.35%	0.00%	0.71%	95.80%	79.53%	96.77%	0.00%	0.04%	0.92%
COFFEE CO.	NA	23.96%	NA	0.02%	0.00%	0.11%	1.36%	1.04%	1.01%	0.40%	0.00%	0.44%	1.78%	0.00%	1.41%	96.41%	75.00%	96.39%	0.00%	0.00%	0.64%
Covington	NA	20.31%	NA	0.00%	0.00%	0.71%	87.65%	26.56%	48.55%	0.00%	0.00%	0.30%	0.44%	0.00%	0.71%	11.90%	50.00%	49.14%	3.13%	0.00%	0.59%
CROCKETT CO.	NA	28.45%	NA	0.00%	0.00%	0.15%	19.44%	5.17%	11.26%	0.00%	0.00%	0.10%	6.87%	0.00%	2.11%	73.69%	66.38%	85.88%	0.00%	0.00%	0.50%
CUMBERLAND CO.	NA	21.48%	NA	0.00%	0.00%	0.14%	0.22%	0.26%	0.13%	0.37%	0.26%	0.31%	0.98%	0.51%	1.27%	98.36%	77.49%	97.45%	0.00%	0.02%	0.69%
DAVIDSON CO.	NA	19.20%	NA	0.22%	0.13%	0.32%	46.71%	19.77%	25.82%	3.30%	0.19%	2.11%	6.07%	0.38%	4.49%	43.70%	59.40%	65.27%	0.94%	0.18%	1.81%
Dayton	NA	15.56%	NA	0.39%	0.00%	0.32%	10.10%	2.22%	5.63%	0.92%	0.00%	0.06%	3.67%	0.00%	1.93%	84.78%	82.22%	89.23%	0.00%	0.00%	2.73%
DECATUR CO.	NA	21.37%	NA	0.06%	0.00%	0.30%	5.27%	1.71%	3.28%	0.06%	0.00%	0.34%	1.65%	0.85%	2.30%	92.96%	75.21%	93.01%	0.85%	0.03%	0.77%
DEKALB CO.	NA	26.40%	NA	0.19%	0.00%	0.11%	1.86%	0.00%	1.87%	0.08%	0.56%	0.51%	2.66%	0.56%	2.87%	95.22%	72.47%	93.69%	0.00%	0.02%	0.95%
DICKSON CO.	NA	21.03%	NA	0.20%	0.19%	0.30%	6.30%	2.10%	4.50%	0.45%	0.19%	0.12%	0.91%	0.00%	0.85%	92.14%	76.48%	93.15%	0.00%	0.00%	1.09%
DYER CO.	NA	15.66%	NA	0.06%	0.00%	0.05%	6.12%	3.54%	4.77%	0.28%	0.00%	0.13%	0.85%	0.00%	0.58%	92.62%	80.81%	94.20%	0.00%	0.02%	0.28%
Dyersburg	NA	15.69%	NA	0.00%	0.00%	0.20%	25.73%	6.86%	21.48%	0.56%	0.00%	0.52%	1.09%	0.00%	1.75%	72.62%	76.96%	74.80%	0.49%	0.00%	1.29%
Elizabethton	NA	23.57%	NA	0.18%	0.00%	0.15%	2.96%	0.00%	2.08%	1.15%	0.00%	0.45%	0.80%	0.00%	0.89%	94.92%	75.71%	95.01%	0.71%	0.00%	1.41%
Etowah	NA	23.08%	NA	0.27%	0.00%	0.92%	1.36%	0.00%	4.06%	0.27%	0.00%	0.39%	3.00%	0.00%	2.36%	95.10%	76.92%	91.36%	0.00%	0.00%	0.92%
FAYETTE CO.	NA	24.06%	NA	0.06%	0.00%	0.19%	69.97%	42.92%	36.23%	0.20%	0.00%	0.24%	0.76%	0.00%	0.64%	29.01%	30.66%	61.85%	2.36%	0.10%	0.75%
Fayetteville	NA	20.00%	NA	0.00%	0.00%	0.00%	29.08%	10.77%	27.61%	0.58%	0.00%	0.29%	1.06%	0.00%	0.79%	69.28%	69.23%	70.02%	0.00%	0.06%	1.15%
FENTRESS CO.	NA	22.42%	NA	0.00%	0.00%	0.06%	0.04%	0.61%	0.15%	0.00%	0.61%	0.02%	0.21%	0.00%	0.72%	99.74%	76.36%	98.89%	0.00%	0.00%	0.21%
Franklin City	NA	15.53%	NA	0.21%	0.00%	0.08%	15.07%	4.21%	12.61%	2.55%	0.00%	0.97%	7.45%	0.00%	5.54%	74.72%	79.94%	79.07%	0.32%	0.17%	1.52%
FRANKLIN CO.	NA	23.43%	NA	0.22%	0.00%	0.24%	6.91%	2.86%	5.17%	0.35%	0.00%	0.42%	1.28%	0.00%	1.27%	91.21%	73.71%	91.55%	0.00%	0.05%	1.31%
Gibson Co.Sp.	NA	28.77%	NA	0.00%	0.00%	0.13%	9.87%	2.05%	8.99%	0.04%	0.00%	0.32%	0.38%	0.00%	0.19%	89.71%	69.18%	89.84%	0.00%	0.00%	0.52%
GILES CO.	NA	17.05%	NA	0.13%	0.00%	0.36%	16.00%	3.61%	11.04%	0.42%	0.00%	0.48%	0.40%	0.00%	0.95%	83.04%	79.34%	86.30%	0.00%	0.07%	0.82%
GRAINGER CO.	NA	15.34%	NA	0.03%	0.00%	0.10%	0.33%	0.00%	0.24%	0.09%	0.00%	0.07%	0.70%	0.00%	1.21%	98.85%	84.66%	97.97%	0.00%	0.00%	0.41%

GREENE CO.	NA	18.53%	NA	0.14%	0.00%	0.11%	0.66%	0.24%	1.11%	0.22%	0.00%	0.29%	0.63%	0.00%	1.01%	98.35%	81.24%	96.89%	0.00%	0.01%	0.58%
Greeneville	NA	16.13%	NA	0.00%	0.00%	0.26%	7.83%	1.61%	5.24%	1.27%	0.54%	0.55%	1.12%	0.00%	1.69%	89.78%	81.18%	91.37%	0.54%	0.10%	0.78%
GRUNDY CO.	NA	23.03%	NA	0.00%	0.00%	0.21%	0.09%	0.00%	0.07%	0.00%	0.00%	0.06%	0.04%	0.00%	0.98%	99.87%	76.97%	98.19%	0.00%	0.03%	0.52%
HAMBLEN CO.	NA	17.41%	NA	0.10%	0.00%	0.24%	5.93%	2.13%	3.94%	0.80%	0.00%	0.55%	5.09%	0.00%	5.63%	88.08%	80.13%	88.78%	0.33%	0.04%	0.82%
HAMILTON CO.	NA	20.00%	NA	0.15%	0.12%	0.28%	33.74%	10.89%	20.00%	1.38%	0.17%	1.27%	1.51%	0.12%	1.73%	63.20%	67.53%	75.61%	1.16%	0.07%	1.04%
HANCOCK CO.	NA	18.60%	NA	0.00%	0.00%	0.06%	0.54%	1.16%	0.52%	0.18%	0.00%	0.37%	0.00%	0.00%	0.44%	99.28%	80.23%	96.90%	0.00%	0.29%	1.47%
HARDEMAN CO.	NA	32.13%	NA	0.00%	0.00%	0.28%	54.19%	12.61%	40.19%	0.54%	0.00%	0.37%	0.41%	0.00%	1.09%	44.86%	54.35%	56.70%	0.90%	0.14%	1.21%
HARDIN CO.	NA	14.89%	NA	0.20%	0.00%	0.18%	5.81%	1.91%	2.95%	0.31%	0.00%	0.27%	0.64%	0.00%	1.13%	93.05%	83.21%	94.53%	0.00%	0.08%	0.86%
Harriman	NA	13.33%	NA	0.15%	0.00%	0.46%	11.44%	3.33%	7.43%	0.60%	0.00%	0.15%	0.22%	0.00%	1.69%	87.58%	83.33%	88.43%	0.00%	0.00%	1.84%
HAWKINS CO.	NA	20.56%	NA	0.07%	0.00%	0.20%	1.08%	0.20%	1.24%	0.12%	0.20%	0.34%	0.37%	0.00%	0.57%	98.34%	79.04%	97.29%	0.00%	0.01%	0.34%
HAYWOOD CO.	NA	21.96%	NA	0.00%	0.00%	0.20%	65.24%	15.29%	51.12%	0.08%	0.00%	0.13%	2.72%	0.39%	2.40%	31.96%	60.78%	45.84%	1.57%	0.00%	0.30%
HENDERSON CO.	NA	19.21%	NA	0.19%	0.00%	0.22%	8.70%	2.18%	5.40%	0.14%	0.00%	0.10%	0.70%	0.00%	0.60%	90.27%	78.60%	92.94%	0.00%	0.00%	0.74%
HENRY CO.	NA	14.42%	NA	0.00%	0.00%	0.08%	7.94%	3.26%	2.50%	0.28%	0.00%	0.05%	1.29%	0.00%	0.99%	90.49%	81.40%	95.63%	0.93%	0.00%	0.76%
HICKMAN CO.	NA	28.91%	NA	0.39%	0.00%	0.40%	2.10%	1.90%	4.42%	0.05%	0.00%	0.11%	0.85%	0.00%	0.85%	96.56%	69.19%	93.45%	0.00%	0.00%	0.78%
Hollow R.-Br.	NA	18.75%	NA	0.00%	0.00%	0.45%	10.25%	6.25%	5.78%	0.00%	0.00%	0.09%	0.63%	0.00%	0.23%	89.13%	75.00%	92.06%	0.00%	0.00%	1.36%
HOUSTON CO.	NA	22.11%	NA	0.21%	0.00%	0.25%	4.65%	1.05%	2.41%	0.49%	0.00%	0.43%	0.97%	0.00%	1.05%	93.68%	76.84%	94.68%	0.00%	0.05%	1.11%
Humboldt	NA	28.00%	NA	0.00%	0.00%	0.00%	65.57%	16.00%	42.53%	0.18%	0.00%	0.21%	0.53%	0.00%	2.11%	33.73%	56.00%	53.94%	0.00%	0.00%	1.22%
HUMPHREYS CO.	NA	20.90%	NA	0.00%	0.00%	0.20%	4.12%	0.50%	2.68%	0.44%	0.00%	0.78%	0.47%	0.50%	1.00%	94.97%	78.11%	94.45%	0.00%	0.00%	0.86%
Huntingdon	NA	16.30%	NA	0.08%	0.00%	0.00%	19.01%	3.26%	11.07%	0.15%	0.00%	0.00%	0.90%	0.00%	1.97%	79.86%	80.43%	86.57%	0.00%	0.00%	0.33%
JACKSON CO.	NA	20.91%	NA	0.00%	0.00%	0.36%	0.18%	0.00%	0.04%	0.00%	0.00%	0.32%	0.30%	0.00%	1.00%	99.52%	79.09%	96.77%	0.00%	0.00%	1.55%
JACKSON-MADISON CO.	NA	17.20%	NA	0.03%	0.00%	0.25%	53.35%	19.76%	32.21%	0.62%	0.11%	0.62%	1.52%	0.00%	1.63%	44.49%	60.47%	64.43%	2.46%	0.04%	0.83%
JEFFERSON CO.	NA	24.89%	NA	0.09%	0.00%	0.18%	2.86%	1.12%	2.37%	0.36%	0.00%	0.19%	0.88%	0.00%	1.55%	95.82%	73.99%	95.01%	0.00%	0.07%	0.62%
Johnson City	NA	17.90%	NA	0.10%	0.00%	0.19%	10.86%	3.58%	6.16%	1.36%	0.00%	1.23%	2.14%	0.45%	2.08%	85.54%	77.85%	89.00%	0.22%	0.14%	1.20%
JOHNSON CO.	NA	13.07%	NA	0.17%	0.00%	0.34%	0.61%	0.00%	1.86%	0.22%	0.00%	0.17%	0.48%	0.00%	0.83%	98.53%	86.93%	96.29%	0.00%	0.11%	0.40%
Kingsport	NA	18.54%	NA	0.27%	0.24%		7.28%	2.44%		1.03%	0.00%		1.80%	0.00%		89.59%	78.78%		0.00%		
KNOX CO.	NA	12.55%	NA	0.26%	0.17%	0.30%	13.72%	4.99%	8.61%	1.54%	0.03%	1.20%	1.31%	0.20%	1.16%	83.12%	81.94%	87.40%	0.12%	0.11%	1.22%
LAKE CO.	NA	22.54%	NA	0.00%	0.00%	0.38%	28.24%	4.23%	31.99%	0.00%	0.00%	0.00%	1.79%	0.00%	0.75%	69.98%	73.24%	66.12%	0.00%	0.00%	0.75%
LAUDERDALE CO.	NA	24.83%	NA	0.85%	0.00%	0.18%	43.00%	7.95%	34.63%	0.15%	0.00%	0.41%	0.83%	0.00%	0.89%	55.17%	67.22%	63.36%	0.00%	0.04%	0.54%
LAWRENCE CO.	NA	17.09%	NA	0.10%	0.21%	0.21%	2.39%	0.21%	1.47%	0.31%	0.00%	0.11%	0.63%	0.21%	1.23%	96.58%	82.26%	96.32%	0.00%	0.01%	0.66%
Lebanon	NA	30.26%	NA	0.28%	0.00%	0.21%	19.59%	5.64%	12.87%	0.49%	0.00%	0.42%	3.16%	0.00%	2.12%	76.48%	64.10%	83.02%	0.00%	0.02%	1.36%
Lenoir City	NA	15.20%	NA	0.25%	0.00%	0.44%	0.89%	0.00%	0.94%	0.15%	0.00%	0.15%	7.97%	0.00%	5.88%	90.75%	84.80%	90.64%	0.00%	0.00%	2.03%
LEWIS CO.	NA	23.62%	NA	0.10%	0.00%	0.44%	2.57%	1.57%	1.50%	0.26%	0.00%	0.18%	1.18%	0.00%	1.50%	95.88%	74.80%	95.60%	0.00%	0.00%	0.79%
Lexington	NA	20.97%	NA	0.00%	0.00%		21.74%	3.23%		0.74%	0.00%		0.85%	0.00%		76.67%	74.19%		1.61%		
LINCOLN CO.	NA	17.71%	NA	0.10%	0.00%	0.39%	5.31%	0.37%	1.54%	0.37%	0.00%	0.31%	0.49%	0.00%	1.29%	93.74%	81.92%	95.57%	0.00%	0.06%	0.84%
LOUDON CO.	NA	19.35%	NA	0.14%	0.00%	0.17%	1.49%	0.81%	1.12%	0.48%	0.00%	0.23%	1.55%	0.00%	1.38%	96.33%	79.84%	96.13%	0.00%	0.05%	0.92%
MACON CO.	NA	26.20%	NA	0.19%	0.87%	0.32%	0.39%	0.44%	0.07%	0.36%	0.00%	0.15%	1.33%	0.00%	2.18%	97.73%	72.49%	96.76%	0.00%	0.00%	0.54%
Manchester	NA	21.25%	NA	0.08%	0.00%	0.78%	4.33%	2.50%	3.83%	0.83%	0.00%	1.62%	2.75%	0.00%	3.41%	92.00%	76.25%	89.41%	0.00%	0.00%	0.96%
MARION CO.	NA	20.30%	NA	0.05%	0.00%	0.13%	5.29%	2.21%	3.51%	0.12%	0.00%	0.38%	0.55%	0.00%	0.28%	94.00%	76.75%	95.14%	0.74%	0.09%	0.47%
MARSHALL CO.	NA	21.28%	NA	0.19%	0.00%	0.06%	9.05%	3.38%	7.90%	0.42%	0.00%	0.07%	2.31%	0.34%	2.48%	88.04%	75.00%	88.68%	0.00%	0.09%	0.73%
Maryville	NA	13.56%	NA	0.07%	0.00%	0.24%	3.12%	1.69%	3.30%	2.66%	0.00%	1.83%	1.19%	0.34%	0.63%	92.86%	84.41%	92.21%	0.00%	0.04%	1.77%
MAURY CO.	NA	20.38%	NA	0.15%	0.00%	0.32%	20.73%	5.57%	14.40%	0.35%	0.13%	0.18%	3.38%	0.13%	2.96%	75.39%	73.67%	81.23%	0.13%	0.09%	0.82%
McKenzie	NA	13.10%	NA	0.15%	0.00%	0.28%	12.41%	1.19%	9.21%	0.23%	1.19%	0.21%	2.80%	0.00%	2.16%	84.42%	84.52%	85.56%	0.00%	0.00%	2.58%
MCMINN CO.	NA	17.34%	NA	0.19%	0.00%	0.28%	4.55%	1.55%	2.38%	0.77%	0.00%	0.17%	1.62%	0.31%	1.29%	92.87%	80.80%	94.78%	0.00%	0.00%	1.10%
MCNAIRY CO.	NA	17.50%	NA	0.00%	0.00%	0.49%	9.39%	2.86%	5.78%	0.10%	0.00%	0.34%	0.77%	0.00%	1.07%	89.72%	79.64%	91.22%	0.00%	0.02%	1.10%
MEIGS CO.	NA	29.57%	NA	0.49%	0.00%	0.32%	0.98%	0.00%	1.31%	0.00%	0.00%	0.04%	0.33%	0.00%	0.41%	98.21%	70.43%	97.70%	0.00%	0.00%	0.27%
Memphis	NA	19.18%	NA	0.06%	0.06%	0.17%	87.05%	44.67%	61.06%	1.20%	0.19%	1.56%	2.20%	0.30%	2.89%	9.48%	32.75%	33.31%	2.85%	0.07%	0.95%
Milan	NA	21.37%	NA	0.05%	0.00%	0.04%	22.86%	4.58%	18.43%	0.10%	0.00%	0.33%	1.25%	0.00%	1.13%	75.74%	74.05%	79.44%	0.00%	0.00%	0.57%
MONROE CO.	NA	19.93%	NA	0.23%	0.00%	0.24%	2.10%	0.69%	1.42%	0.37%	0.00%	0.38%	1.58%	0.00%	1.87%	95.72%	79.38%	94.92%	0.00%	0.09%	1.08%
MONTGOMERY CO.	NA	26.24%	NA	0.39%	0.20%	0.33%	26.88%	4.62%	18.59%	1.95%	0.00%	1.96%	4.55%	0.47%	5.07%	66.08%	68.27%	71.30%	0.20%	0.18%	2.57%
MOORE CO.	NA	15.15%	NA	0.00%	0.00%	0.17%	3.42%	4.55%	3.83%	0.00%	0.00%	0.17%	0.62%	0.00%	0.00%	95.96%	80.30%	94.95%	0.00%	0.00%	0.87%

MORGAN CO.	NA	24.32%	NA	0.09%	0.00%	0.10%	0.17%	0.00%	2.23%	0.06%	0.00%	0.25%	0.20%	0.00%	0.71%	99.48%	75.68%	95.98%	0.00%	0.13%	0.66%
Murfreesboro City	NA	19.14%	NA	0.18%	0.25%	0.23%	22.54%	9.32%	13.82%	4.67%	0.25%	2.56%	4.03%	0.00%	3.46%	68.59%	71.03%	78.51%	0.00%	0.08%	1.35%
Newport	NA	8.89%	NA	0.15%	0.00%	0.00%	6.58%	0.00%	6.59%	0.00%	0.00%	0.05%	0.88%	0.00%	1.02%	92.40%	91.11%	90.22%	0.00%	0.00%	2.10%
Oak Ridge	NA	12.97%	NA	0.09%	0.00%	0.53%	14.21%	6.65%	8.54%	2.55%	0.32%	1.48%	2.80%	1.90%	1.63%	80.35%	78.16%	86.06%	0.00%	0.06%	1.71%
OBION CO.	NA	19.62%	NA	0.00%	0.00%	0.05%	4.34%	1.89%	4.32%	0.15%	0.00%	0.09%	1.35%	0.00%	1.29%	94.16%	78.49%	93.68%	0.00%	0.07%	0.55%
Oneida	NA	18.18%	NA	0.00%	0.00%	1.74%	0.00%	0.00%	0.00%	0.48%	0.00%	0.27%	0.08%	0.00%	0.00%	99.44%	81.82%	97.46%	0.00%	0.00%	0.54%
OVERTON CO.	NA	27.31%	NA	0.06%	0.00%	0.27%	0.38%	0.00%	0.20%	0.03%	0.00%	0.32%	0.06%	0.00%	0.77%	99.47%	72.69%	98.11%	0.00%	0.00%	0.30%
Paris	NA	16.48%	NA	0.00%	0.00%	0.13%	25.05%	2.20%	21.09%	0.42%	0.00%	0.62%	0.14%	0.00%	0.44%	74.18%	81.32%	76.48%	0.00%	0.09%	1.15%
PERRY CO.	NA	21.25%	NA	0.76%	0.00%	0.39%	1.78%	1.25%	1.51%	0.00%	0.00%	0.00%	0.34%	0.00%	0.98%	97.11%	77.50%	96.26%	0.00%	0.00%	0.85%
PICKETT CO.	NA	12.50%	NA	0.00%	0.00%	0.30%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.14%	0.00%	0.51%	99.86%	87.50%	98.58%	0.00%	0.00%	0.20%
POLK CO.	NA	20.92%	NA	0.00%	0.00%	0.12%	0.29%	0.00%	0.12%	0.00%	0.00%	0.06%	0.37%	0.00%	0.62%	99.34%	79.08%	97.85%	0.00%	0.00%	1.21%
PUTNAM CO.	NA	27.01%	NA	0.17%	0.00%	0.18%	1.59%	0.36%	1.60%	0.78%	0.00%	1.03%	3.70%	0.00%	3.12%	93.76%	72.63%	93.16%	0.00%	0.03%	0.87%
RHEA CO.	NA	20.90%	NA	0.16%	0.00%	0.38%	1.62%	1.23%	0.92%	0.34%	0.41%	0.20%	1.23%	0.00%	1.26%	96.65%	77.46%	96.44%	0.00%	0.00%	0.81%
Richard City	NA	29.17%	NA	0.00%	0.00%	0.80%	3.92%	0.00%	19.68%	0.00%	0.00%	0.00%	0.00%	0.00%	1.61%	96.08%	70.83%	76.71%	0.00%	0.00%	1.20%
ROANE CO.	NA	21.84%	NA	0.12%	0.26%	0.40%	2.43%	0.00%	1.86%	0.32%	0.26%	0.52%	0.52%	0.00%	0.53%	96.59%	77.37%	95.86%	0.26%	0.00%	0.83%
ROBERTSON CO.	NA	20.93%	NA	0.03%	0.00%	0.23%	9.86%	5.31%	8.38%	0.41%	0.00%	0.33%	1.78%	0.00%	2.71%	87.90%	73.43%	87.41%	0.32%	0.07%	0.87%
Rogersville	NA	18.60%	NA	0.00%	0.00%	0.00%	4.01%	0.00%	5.31%	0.15%	0.00%	0.00%	0.46%	0.00%	1.77%	95.37%	81.40%	92.33%	0.00%	0.24%	0.47%
RUTHERFORD CO.	NA	26.15%	NA	0.24%	0.12%	0.34%	11.27%	3.28%	6.58%	2.23%	0.06%	1.38%	2.73%	0.06%	2.34%	83.53%	70.16%	88.24%	0.17%	0.13%	0.98%
SCOTT CO.	NA	21.54%	NA	0.00%	0.00%	0.23%	0.08%	0.00%	0.02%	0.00%	0.00%	0.12%	0.00%	0.51%	0.43%	99.92%	77.95%	98.30%	0.00%	0.00%	0.92%
SEQUATCHIE CO.	NA	29.60%	NA	0.27%	0.00%	0.00%	0.16%	0.00%	0.13%	0.11%	0.00%	0.66%	0.69%	0.00%	0.35%	98.77%	70.40%	97.85%	0.00%	0.00%	1.06%
SEVIER CO.	NA	16.99%	NA	0.21%	0.00%	0.40%	0.66%	0.24%	0.72%	0.60%	0.00%	0.58%	0.95%	0.00%	0.99%	97.57%	82.77%	96.23%	0.00%	0.05%	1.02%
SHELBY CO.	NA	18.95%	NA	0.39%	0.16%	0.20%	22.30%	11.65%	14.65%	2.83%	0.08%	2.08%	1.90%	0.27%	1.44%	72.56%	68.26%	80.32%	0.63%	0.10%	1.21%
SMITH CO.	NA	27.84%	NA	0.35%	0.00%	0.73%	2.75%	0.52%	2.40%	0.25%	0.00%	0.42%	1.07%	0.00%	0.79%	95.58%	71.65%	95.00%	0.00%	0.00%	0.65%
South Carroll	NA	30.00%	NA	0.00%	0.00%	0.00%	4.50%	0.00%	8.32%	0.25%	0.00%	1.12%	1.25%	0.00%	0.77%	94.00%	70.00%	88.78%	0.00%	0.00%	0.97%
STEWART CO.	NA	25.93%	NA	0.77%	0.00%	0.65%	0.48%	0.00%	0.61%	0.19%	0.74%	1.25%	0.97%	0.00%	0.89%	97.49%	73.33%	95.27%	0.00%	0.12%	1.25%
SULLIVAN CO.	NA	16.27%	NA	0.06%	0.12%	0.16%	0.40%	0.24%	0.56%	0.24%	0.12%	0.28%	0.39%	0.12%	0.63%	98.91%	83.13%	97.86%	0.00%	0.03%	0.48%
SUMNER CO.	NA	22.68%	NA	0.20%	0.00%	0.27%	8.55%	2.03%	5.82%	0.88%	0.00%	0.71%	1.53%	0.00%	1.71%	88.78%	75.06%	90.59%	0.23%	0.05%	0.85%
Sweetwater	NA	22.47%	NA	0.14%	0.00%	0.08%	7.02%	3.37%	8.29%	0.75%	0.00%	0.00%	4.16%	0.00%	0.39%	87.93%	74.16%	89.30%	0.00%	0.00%	1.93%
TIPTON CO.	NA	24.76%	NA	0.16%	0.00%	0.33%	20.35%	10.10%	14.22%	0.26%	0.00%	0.39%	0.51%	0.16%	1.13%	78.70%	64.17%	82.82%	0.81%	0.15%	0.97%
Trenton	NA	11.83%	NA	0.00%	0.00%	0.11%	32.13%	9.68%	21.04%	0.14%	0.00%	0.32%	0.49%	0.00%	1.61%	67.25%	78.49%	76.51%	0.00%	0.00%	0.44%
TROUSDALE CO.	NA	24.72%	NA	0.24%	0.00%	0.21%	11.83%	2.25%	10.81%	0.31%	0.00%	0.28%	1.02%	0.00%	2.07%	86.60%	73.03%	85.95%	0.00%	0.00%	0.69%
Tullahoma	NA	18.26%	NA	0.08%	0.43%	0.35%	8.23%	1.74%	5.99%	1.29%	0.00%	1.03%	1.26%	0.43%	2.54%	89.14%	79.13%	88.88%	0.00%	0.12%	1.06%
UNICOI CO.	NA	18.01%	NA	0.16%	0.00%	0.08%	0.12%	0.62%	0.00%	0.08%	0.00%	0.14%	3.78%	0.62%	2.35%	95.86%	80.75%	96.80%	0.00%	0.02%	0.57%
Union City	NA	8.00%	NA	0.00%	0.00%	0.14%	40.57%	6.00%	20.46%	0.50%	0.00%	0.56%	3.27%	1.00%	2.71%	55.66%	85.00%	74.26%	0.00%	0.47%	1.40%
UNION CO.	NA	21.13%	NA	0.00%	0.00%	0.11%	0.10%	0.94%	0.02%	0.10%	0.00%	0.11%	0.26%	0.47%	0.36%	99.36%	77.46%	98.37%	0.00%	0.02%	0.95%
VAN BUREN CO.	NA	31.58%	NA	0.00%	0.00%	0.36%	0.00%	0.00%	0.27%	0.13%	0.00%	0.00%	0.00%	0.00%	0.36%	99.87%	68.42%	98.64%	0.00%	0.07%	0.36%
WARREN CO.	NA	22.30%	NA	0.18%	0.00%	0.27%	4.17%	0.48%	2.98%	0.58%	0.00%	0.48%	4.35%	0.00%	4.83%	90.71%	77.22%	90.62%	0.00%	0.01%	0.80%
WASHINGTON CO.	NA	23.36%	NA	0.17%	0.00%	0.35%	1.23%	0.61%	0.97%	0.31%	0.00%	0.12%	0.92%	0.00%	0.73%	97.34%	76.02%	96.91%	0.00%	0.04%	0.88%
WAYNE CO.	NA	12.18%	NA	0.07%	0.00%	0.24%	1.24%	0.51%	6.68%	0.19%	0.00%	0.15%	0.34%	0.00%	0.86%	98.17%	87.31%	91.42%	0.00%	0.12%	0.56%
WEAKLEY CO.	NA	16.46%	NA	0.06%	0.00%	0.20%	8.60%	1.83%	7.09%	0.45%	0.00%	1.33%	0.77%	0.00%	0.92%	90.12%	81.40%	89.64%	0.30%	0.07%	0.75%
West Carroll	NA	23.29%	NA	0.00%	0.00%	0.05%	11.83%	8.22%	10.81%	0.00%	0.00%	0.13%	1.06%	0.00%	1.04%	87.11%	68.49%	87.30%	0.00%	0.05%	0.65%
WHITE CO.	NA	22.97%	NA	0.10%	0.45%	0.30%	2.33%	1.35%	1.77%	0.31%	0.00%	0.52%	0.69%	0.00%	0.91%	96.56%	75.23%	95.82%	0.00%	0.09%	0.61%
WILLIAMSON CO.	NA	19.98%	NA	0.13%	0.00%	0.19%	4.00%	2.48%	2.90%	2.08%	0.09%	1.27%	1.69%	0.34%	1.40%	92.02%	77.11%	93.66%	0.00%	0.08%	0.48%
WILSON CO.	NA	24.61%	NA	0.30%	0.57%	0.25%	6.12%	1.84%	4.06%	0.65%	0.00%	0.31%	1.18%	0.28%	0.88%	91.70%	72.42%	93.64%	0.28%	0.03%	0.83%

[1]For population: Other, one race alone
[2]For population: Other, two or more races
[3]For population: Hispanic, all races