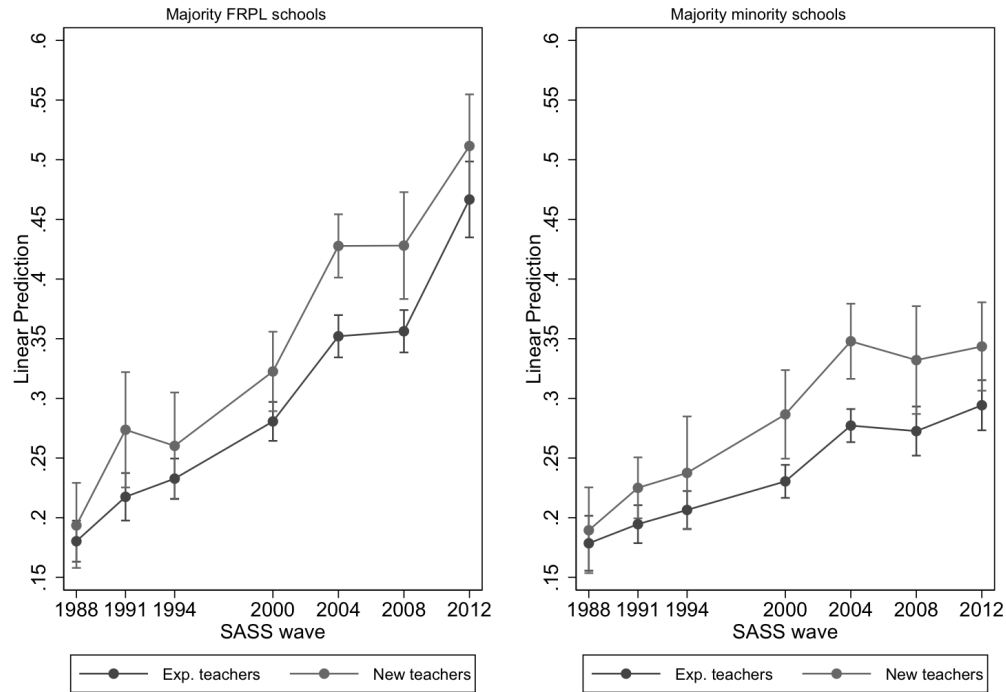


Supplemental Materials

Figure 1. Linear predictions of employment in a school enrolling a majority of economically disadvantaged or underrepresented minorities



Note. Linear predictions obtained from a regression model predicting that a new or more experienced teacher would work in a school enrolling a majority of economically disadvantaged or underrepresented minorities (Black and Hispanic students), conditioning on state fixed effects.

Table 1. Definition of Measures Used in Descriptive and Regression Analysis

Employment status	
Leavers, Movers, and Stayers	A categorical variable where 2 = teacher left the teaching profession, 1 = teacher moved to a new school and 0 = currently teaching in same school.
Teacher Characteristics	
Female	A dichotomous variable where 1 = female and 0 = male.
Black	A dichotomous variable where 1 = Black and 0 = non-Black.
Asian	A dichotomous variable where 1 = Asian and 0 = non-Asian.
American Indian	A dichotomous variable where 1 = American Indian and 0 = non-American Indian.
Hispanic	A dichotomous variable where 1 = Hispanic and 0 = non-Hispanic.
White	A dichotomous variable where 1 = White and 0 = non-White.
Under 30	A dichotomous variable where 1 = teacher is 30 years of age or younger and 0 = teacher is older than 30.
Graduate degree	A dichotomous variable where 1 = teacher has graduate degree and 0 = no graduate degree.
Teaches STEM subjects	A dichotomous variable where 1 = teacher's subject is mathematics or science and 0 = other subjects.
Teaches SPED	A dichotomous variable where 1 = teacher's subject is special education and 0 = other subjects.
No certification	A dichotomous variable where 1 = teacher has no certification and 0 = teacher has any certification.
Most selective college	A dichotomous variable where 1 = teacher's undergraduate college/university has Barron's classification of most competitive or highly competitive and 0 = Barron's classification is competitive, less competitive, or noncompetitive.
Very selective college	A dichotomous variable where 1 = teacher's undergraduate college/university has Barron's classification of very competitive and 0 = Barron's classification is competitive, less competitive, or noncompetitive.
Salary (\$1,000)	A continuous variable of the base teaching salary for the entire school year, scaled in \$1,000s, and in constant 2012 dollar.
Satisfy w/ salary (std)	On a scale of 1 = strongly disagree and 4 = strongly agree, teachers report on how satisfied they are with their salary. Measure standardized for each wave.
Union member	A dichotomous variable where 1 = teacher is a union member and 0 = teacher is not a union member.
Preparation and Support	
Practice teaching	A dichotomous variable where 1 = teacher has practice teaching and 0 = teacher has no practice

	teaching.
Preparedness (std)	On a scale of 1 = <i>strongly disagree</i> and 4 = <i>strongly agree</i> , teachers report on how prepared they feel on the following: classroom management, instructional method, subject content matter, technology use, and student assessment. Measure standardized for each wave.
1st yr-induction prog	A dichotomous variable where 1 = teacher participates in an induction program in their first year and 0 = no participation.
1st yr-reduced sched	A dichotomous variable where 1 = teacher has reduced teaching schedule in their first year and 0 = no reduction.
1st yr-common planning	A dichotomous variable where 1 = teacher has common planning time with teachers in their subject in their first year and 0 = no common planning time.
1st yr-supportive comm	A dichotomous variable where 1 = teacher has regular supportive communication with principals or administrators in their first year and 0 = no regular supportive communication.
1st yr-mentor	A dichotomous variable where 1 = teacher has a mentor teacher in their first year and 0 = no participation.
School Characteristics	
Urban school	A dichotomous variable where 1 = school is classified as urban by U.S. census and 0 = nonurban areas as classified by U.S. census.
Northeast region	A dichotomous variable where 1 = school is located in the Northeast region of the country and 0 = school is not located in that region.
Midwest region	A dichotomous variable where 1 = school is located in the Midwest region of the country and 0 = school is not located in that region.
South region	A dichotomous variable where 1 = school is located in the South region of the country and 0 = school is not located in that region.
West region	A dichotomous variable where 1 = school is located in the West region of the country and 0 = school is not located in that region.
K-12 enrollment	A continuous variable of the size of school where the teacher is teaching in the base year.
Secondary school	A dichotomous variable where 1 = the school is classified as a secondary school and 0 = the school is not classified as a secondary school.
Combined elem-sec	A dichotomous variable where 1 = the school is classified as a combined elementary and secondary (K-8) school and 0 = the school is not classified as a combined elementary and secondary school.
Percent FRPL students	Percentage of students eligible for the federal free or reduced-price lunch program.

Majority FRPL	A dichotomous variable where 1 = the majority of students at the school is eligible for federal free or reduced-price lunch and 0 = the majority of students at the schools is not eligible for federal free or reduced-price lunch.
Percent minority students	Percentage of non-White students enrolled in a school.
Majority minority	A dichotomous variable where 1 = the majority of students at the school are non-White and 0 = the majority of students at the school are White.
Percent IEP	Percentage of students with individualized education plans (IEPs).
Percent LEP	Percentage of students classified as limited English proficient (LEP).
Student discip (std)	On a scale of 1 = <i>never happens</i> to 5 = <i>happens daily</i> , the principal reports of six kinds of student discipline problems: physical conflict, robbery or theft, vandalism, student use of alcohol, drug use, and possession of weapons.
Admin support (std)	On a scale of 1 = <i>strongly disagree</i> and 4 = <i>strongly agree</i> , teachers report whether the school administration's behavior toward the staff is supportive and encouraging. Measure standardized for each wave.
Teacher coop (std)	On a scale of 1 = <i>strongly disagree</i> and 4 = <i>strongly agree</i> , teachers report on the level of cooperative effort among the staff members. Measure standardized for each wave.

Note. FRPL = free or reduced-price lunch.

Table 2. The Association of First-Time Teacher Status and Majority-FRPL/Minority Schools

Variable	(1) Majority FRPL	(2) Majority FRPL	(3) Majority Minority	(4) Majority Minority
New teacher	0.028*	0.013	0.031	0.012
	(0.013)	(0.013)	(0.021)	(0.020)
1991	0.038**	0.037**	0.015	0.007
	(0.009)	(0.009)	(0.011)	(0.009)
1994	0.056**	0.052**	0.028**	0.017 ⁺
	(0.007)	(0.007)	(0.010)	(0.008)
2000	0.105**	0.100**	0.066**	0.049**
	(0.014)	(0.013)	(0.018)	(0.014)
2004	0.176**	0.172**	0.117**	0.100**
	(0.017)	(0.016)	(0.024)	(0.020)
2008	0.182**	0.176**	0.123**	0.101**
	(0.015)	(0.014)	(0.023)	(0.018)
2012	0.294**	0.286**	0.185**	0.163**
	(0.023)	(0.020)	(0.028)	(0.024)
New teacher#1991	0.049*	0.043 ⁺	0.028	0.012
	(0.023)	(0.022)	(0.024)	(0.021)
New teacher#1994	0.021	0.014	0.039*	0.032*
	(0.018)	(0.017)	(0.017)	(0.015)
New teacher#2000	0.018	0.029	0.048	0.052 ⁺
	(0.020)	(0.021)	(0.029)	(0.029)
New teacher#2004	0.058*	0.062**	0.057 ⁺	0.060*
	(0.022)	(0.022)	(0.029)	(0.023)
New teacher#2008	0.061*	0.059*	0.064*	0.061**
	(0.024)	(0.022)	(0.030)	(0.021)
New teacher#2012	0.034 ⁺	0.032	0.011	0.021
	(0.019)	(0.019)	(0.032)	(0.024)
_cons	0.175**	0.180**	0.214**	0.229**
	(0.016)	(0.009)	(0.026)	(0.013)
State FE		X		X
Observations	264,170	264,170	264,170	264,170

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES nondisclosure rule. Heteroskedastic-robust state-level clustered standard errors are in parentheses. FRPL = free or reduced-price lunch.

⁺ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 3. The Association of New Teacher Status and Majority FRPL and Underrepresented Minority Schools

	(1) Majority FRPL	(2) Majority FRPL	(3) Majority Underrepresen ted Minority	(4) Majority Underrepresen ted Minority
New teacher	0.028* (0.013)	0.013 (0.013)	0.026 (0.021)	0.011 (0.020)
1991	0.038** (0.009)	0.037** (0.009)	0.022+ (0.012)	0.016 (0.011)
1994	0.056** (0.007)	0.052** (0.007)	0.037** (0.008)	0.028** (0.007)
2000	0.105** (0.014)	0.100** (0.013)	0.065** (0.013)	0.052** (0.010)
2004	0.176** (0.017)	0.172** (0.016)	0.113** (0.021)	0.099** (0.018)
2008	0.182** (0.015)	0.176** (0.014)	0.112** (0.023)	0.094** (0.018)
2012	0.294** (0.023)	0.286** (0.020)	0.136** (0.024)	0.116** (0.020)
New teacher#1991	0.049* (0.023)	0.043+ (0.022)	0.031 (0.020)	0.020 (0.017)
New teacher#1994	0.021 (0.018)	0.014 (0.017)	0.030+ (0.015)	0.020 (0.013)
New teacher#2000	0.018 (0.020)	0.029 (0.021)	0.041 (0.025)	0.045+ (0.026)
New teacher#2004	0.058* (0.022)	0.062** (0.022)	0.060+ (0.036)	0.060+ (0.031)
New teacher#2008	0.061* (0.024)	0.059* (0.022)	0.054 (0.034)	0.049+ (0.026)
New teacher#2012	0.034+ (0.019)	0.032 (0.019)	0.029 (0.031)	0.038 (0.026)
_cons	0.175** (0.016)	0.180** (0.009)	0.165** (0.023)	0.179** (0.011)
State fixed effects		X		X
Observations	264,170	264,170	264,170	264,170

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES nondisclosure rule. Heteroskedastic-robust standard errors are in parentheses. State fixed effects are employed in Models 2 and 4. Models 1 and 2 are identical to Table 2. FRPL = free or reduced-price lunch.

+ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 4. Descriptive Statistics of First-Time Teachers by Majority FRPL School Status

	Wave: 1988			Wave: 1991			Wave: 1994			Wave: 2000			Wave: 2004			Wave: 2008			Wave: 2012		
	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff	Low FRPL	High FRPL	Diff
Female	0.76	0.83	0.07*	0.74	0.84	0.09**	0.72	0.77	0.05+	0.71	0.79	0.08*	0.70	0.78	0.08*	0.74	0.75	0.01	0.73	0.76	0.03
Black	0.04	0.10	0.06+	0.03	0.18	0.15**	0.05	0.12	0.07*	0.05	0.21	0.16**	0.05	0.16	0.11**	0.07	0.10	0.03	0.04	0.10	0.06*
Asian	0.01	0.03	0.02	0.01	0.02	0.01	0.01	0.01	0	0.02	0.02	0	0.01	0.02	0	0.02	0.02	0.01	0.03	0.01	-0.02+
American Indian	0.01	0.01	0	0.01	0.01	0	0.00	0.01	0.01	0.01	0.01	0	0.01	0.01	0	0.01	0.02	0.01	0.01	0.01	0.01
Hispanic	0.02	0.12	0.1**	0.05	0.13	0.08**	0.04	0.18	0.14**	0.05	0.12	0.08*	0.04	0.16	0.13+	0.06	0.15	0.09*	0.04	0.16	0.12**
White	0.91	0.73	-0.18**	0.91	0.66	-0.25**	0.89	0.68	-0.21**	0.88	0.64	-0.24**	0.90	0.66	-0.24**	0.86	0.72	-0.14**	0.90	0.72	-0.17**
Under 30	0.68	0.69	0.01	0.61	0.54	-0.07	0.60	0.59	0	0.69	0.63	-0.06+	0.66	0.58	-0.08*	0.66	0.65	-0.01	0.75	0.68	-0.07*
Graduate degree	0.09	0.10	0.01	0.10	0.14	0.04+	0.14	0.10	-0.05+	0.19	0.13	-0.06	0.19	0.16	-0.03	0.24	0.19	-0.05	0.23	0.22	-0.01
Teaches STEM	0.13	0.05	-0.07**	0.11	0.03	-0.08**	0.14	0.10	-0.04	0.21	0.08	-0.13**	0.19	0.15	-0.03	0.15	0.16	0.01	0.20	0.20	0
Teaches special ed	0.04	0.05	0.02	0.06	0.09	0.04+	0.04	0.08	0.04+	0.10	0.10	0.01	0.16	0.08	-0.07**	0.12	0.09	-0.02	0.11	0.14	0.04
No certification	.07	.12	.05**	0.08	0.17	0.09*	0.08	0.16	0.08*	0.16	0.27	0.11**	0.06	0.05	-0.01	0.05	0.07	0.02+	0.04	0.03	0
Salary (\$1,000)	34.35	35.42	1.07	34.37	35.95	1.58+	34.72	35.34	0.62	37.68	37.21	-0.47	38.16	39.88	1.72*	38.55	39.78	1.23	37.22	37.35	0.13
Satisf. w/ salary (std)	0.31	0.41	0.1	.	.	.	0.25	0.05	-0.21*	0.28	0.10	-0.18+	0.37	0.22	-0.14	0.31	0.15	-0.16+	0.16	0.10	-0.06
Union member	.	.	.	.	.	.	0.61	0.61	-0.01	0.72	0.61	-0.11*	0.68	0.67	-0.01	0.67	0.63	-0.03	0.58	0.46	-0.12**
Urban school	0.23	0.38	0.15+	0.22	0.40	0.18**	0.21	0.38	0.17*	0.19	0.45	0.27**	0.19	0.50	0.31**	0.14	0.42	0.28**	0.17	0.37	0.2**
Northeast region	0.14	0.17	0.04	0.15	0.07	-0.08+	0.15	0.17	0.02	0.21	0.10	-0.11*	0.21	0.17	-0.04	0.15	0.14	-0.01	0.16	0.10	-0.06
Midwest region	0.26	0.15	-0.11**	0.27	0.13	-0.14**	0.25	0.12	-0.13**	0.28	0.15	-0.13**	0.27	0.14	-0.12**	0.27	0.13	-0.14**	0.26	0.15	-0.1*
South region	0.38	0.52	0.14*	0.37	0.54	0.17*	0.43	0.55	0.12+	0.31	0.53	0.22**	0.36	0.52	0.16**	0.40	0.54	0.14*	0.38	0.57	0.19**
West region	0.22	0.16	-0.06	0.22	0.26	0.04	0.16	0.16	0	0.20	0.22	0.03	0.16	0.17	0	0.18	0.19	0.01	0.21	0.18	-0.02
K-12 enrollment	723	632	-91	701	602	-99**	796	667	-129*	853	716	-137**	947	722	-225**	888	712	-176**	848	777	-71
Secondary school	0.38	0.14	-0.24**	0.37	0.13	-0.23**	0.41	0.16	-0.25**	0.42	0.16	-0.26**	0.43	0.18	-0.25**	0.41	0.18	-0.23**	0.40	0.25	-0.15**
Combined elem-sec	0.06	0.10	0.04*	0.04	0.06	0.02	0.03	0.06	0.03+	0.02	0.04	0.02+	0.06	0.06	0	0.05	0.07	0.02	0.07	0.12	0.04*
Percent FRPL	0.22	0.72	0.51**	0.21	0.74	0.53**	0.21	0.73	0.52**	0.19	0.75	0.55**	0.23	0.76	0.53**	0.24	0.74	0.5**	0.26	0.76	0.5**
Percent minority	0.21	0.61	0.4**	0.21	0.63	0.42**	0.24	0.61	0.37**	0.24	0.69	0.44**	0.24	0.71	0.46**	0.28	0.68	0.4**	0.31	0.62	0.31**
Majority minority	0.14	0.65	0.5**	0.14	0.65	0.51**	0.18	0.65	0.48**	0.17	0.75	0.58**	0.15	0.76	0.61**	0.18	0.74	0.57**	0.20	0.66	0.46**
Percent IEP	.	.	.	.	.	.	.	.	.	0.11	0.13	0.02*	0.13	0.13	0	0.13	0.14	0.01	0.13	0.13	0
Percent LEP	.	.	.	.	.	.	.	.	.	0.04	0.13	0.1**	0.03	0.15	0.11**	0.04	0.16	0.12**	0.04	0.12	0.08**
Most sel. college	0.03	0.02	-0.01	.	.	.	0.06	0.04	-0.01	0.06	0.04	-0.02	0.12	0.11	-0.01	0.13	0.07	-0.06*	0.12	0.10	-0.02
Very sel. college	0.10	0.08	-0.02	.	.	.	0.17	0.20	0.03	0.15	0.16	0	0.25	0.17	-0.08**	0.21	0.17	-0.04	0.25	0.24	-0.01
Student discip (std)	-0.04	0.22	0.26*	-0.10	0.02	0.11*	-0.11	-0.18	-0.08	-0.14	-0.07	0.07	-0.01	-0.01	0	-0.02	-0.01	0.01	-0.11	0.06	0.17**
Admin support (std)	0.18	0.12	-0.06	.	.	.	0.25	0.19	-0.07	0.25	0.22	-0.03	0.26	0.15	-0.12	0.29	0.04	-0.25**	0.29	0.19	-0.11
Teacher coop (std)	0.07	-0.04	-0.12	.	.	.	0.17	0.06	-0.1	0.09	0.08	-0.01	0.17	0.06	-0.11	0.19	-0.07	-0.26**	0.18	0.07	-0.11
Practice teaching	.	.	.	.	.	.	.	.	.	0.89	0.85	-0.05+	0.83	0.80	-0.03	0.82	0.79	-0.03	0.93	0.88	-0.04*
Preparedness (std)	.	.	.	.	.	.	.	.	.	0.14	0.03	-0.11	0.15	-0.04	-0.19	0.10	-0.04	-0.14*	0.24	0.13	-0.11+
1st yr-induction prog	.	.	.	.	.	.	.	.	.	0.69	0.64	-0.05	0.72	0.69	-0.03	0.79	0.79	0	0.86	0.81	-0.05
1st yr-reduced sched	.	.	.	.	.	.	.	.	.	0.07	0.12	0.05+	0.09	0.09	0	0.17	0.13	-0.04+	0.12	0.11	-0.01
1st yr-common plan	.	.	.	.	.	.	.	.	.	0.44	0.56	0.12**	0.54	0.60	0.07*	0.56	0.70	0.14*	0.59	0.61	0.02
1st yr-supp comm	.	.	.	.	.	.	.	.	.	0.79	0.85	0.06*	0.85	0.81	-0.04	0.89	0.85	-0.04	0.86	0.78	-0.08*
1st yr-mentor	.	.	.	0.58	0.56	-0.03	0.58	0.61	0.03	0.69	0.73	0.03	0.79	0.69	-0.1*	0.84	0.83	-0.02	0.78	0.70	-0.07+
Observations	1,000			1,740			2,080			2,360			2,040			2,190			1,800		

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES nondisclosure rule. FRPL = free or reduced-price lunch; IEP = individualized education plan; LEP = limited English proficient.

+ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 5. Descriptive Statistics of First-Time Teachers by Lowest and Highest Quartiles for Minority Status

	Wave: 1988			Wave: 1991			Wave: 1994			Wave: 2000			Wave: 2004			Wave: 2008			Wave: 2012		
	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff
Female	0.77	0.76	-0.01	0.73	0.82	0.09*	0.70	0.73	0.03	0.75	0.75	0	0.71	0.74	0.03	0.72	0.72	0	0.68	0.77	0.09*
Black	0.00	0.12	0.12**	0.00	0.19	0.19**	0.01	0.15	0.14**	0.01	0.22	0.22**	0.00	0.19	0.18**	0.00	0.15	0.15**	0.02	0.12	0.11**
Asian	0.01	0.05	0.04*	0.00	0.03	0.03*	0.00	0.03	0.03+	0.00	0.03	0.03*	0.00	0.03	0.03**	0.00	0.03	0.03*	0.01	0.03	0.02
American Indian	0.01	0.01	0	0.01	0.01	0	0.00	0.01	0.01+	0.01	0.01	0	0.00	0.01	0.01*	0.07	0.01	-0.06*	0.00	0.01	0.01
Hispanic	0.01	0.12	0.11**	0.01	0.14	0.13**	0.02	0.19	0.17**	0.02	0.13	0.11**	0.01	0.18	0.17*	0.02	0.20	0.17**	0.00	0.20	0.2**
White	0.97	0.70	-0.27**	0.98	0.64	-0.35**	0.97	0.63	-0.34**	0.96	0.60	-0.36**	0.98	0.61	-0.38**	0.97	0.63	-0.34**	0.98	0.64	-0.33**
Under 30	0.67	0.66	-0.02	0.63	0.57	-0.06	0.67	0.59	-0.07	0.67	0.64	-0.03	0.65	0.58	-0.08	0.74	0.64	-0.1*	0.77	0.67	-0.1+
Graduate degree	0.08	0.14	0.05	0.07	0.14	0.07**	0.06	0.12	0.06+	0.13	0.16	0.03	0.14	0.18	0.04	0.22	0.20	-0.01	0.14	0.24	0.1
Teaches STEM	0.09	0.13	0.03	0.10	0.07	-0.03	0.14	0.14	0.01	0.18	0.11	-0.07*	0.13	0.18	0.05+	0.13	0.18	0.06*	0.16	0.23	0.08+
Teaches special ed	0.04	0.04	0	0.06	0.06	0	0.05	0.06	0.02	0.14	0.09	-0.04	0.13	0.10	-0.03	0.10	0.10	-0.01	0.08	0.12	0.04
No certification	0.05	0.12	0.07*	0.05	0.17	0.13**	0.04	0.16	0.12**	0.09	0.29	0.21**	0.05	0.05	0	0.03	0.07	0.04**	0.03	0.05	0.02
Salary (\$1,000)	31.89	38.02	6.13**	31.99	37.24	5.25**	31.17	37.26	6.08**	34.71	38.93	4.21**	36.27	41.20	4.93**	35.01	41.10	6.09**	33.75	39.88	6.12**
Satisf. w/ salary (std)	0.36	0.39	0.02	.	.	.	0.44	0.07	-0.37**	0.44	0.11	-0.33*	0.60	0.16	-0.45**	0.39	0.23	-0.15	0.34	0.10	-0.24
Union member	.	.	.	.	.	.	0.66	0.61	-0.05	0.78	0.62	-0.15+	0.74	0.67	-0.07	0.73	0.61	-0.12+	0.57	0.52	-0.05
Urban school	0.09	0.49	0.4**	0.05	0.48	0.43**	0.07	0.46	0.39**	0.03	0.51	0.47**	0.01	0.56	0.55**	0.02	0.46	0.43**	0.02	0.44	0.43**
Northeast region	0.22	0.19	-0.02	0.23	0.07	-0.16+	0.19	0.17	-0.02	0.33	0.11	-0.23*	0.35	0.17	-0.18+	0.22	0.14	-0.07	0.14	0.12	-0.02
Midwest region	0.47	0.09	-0.38**	0.49	0.09	-0.4**	0.47	0.08	-0.39**	0.45	0.11	-0.34**	0.40	0.12	-0.28*	0.52	0.10	-0.42**	0.53	0.10	-0.43**
South region	0.18	0.45	0.27+	0.18	0.54	0.37*	0.27	0.54	0.27+	0.17	0.51	0.34*	0.21	0.51	0.3*	0.23	0.54	0.32*	0.32	0.54	0.23
West region	0.13	0.27	0.14	0.11	0.30	0.19	0.06	0.21	0.15	0.05	0.28	0.22	0.04	0.19	0.16	0.04	0.22	0.18	0.01	0.23	0.22+
K-12 enrollment	559	870	311**	479	766	287**	575	894	318**	559	882	322**	624	901	277**	549	854	305**	445	888	443**
Secondary school	0.30	0.34	0.04	0.37	0.21	-0.16**	0.40	0.29	-0.11*	0.40	0.23	-0.17**	0.37	0.27	-0.1+	0.38	0.27	-0.11*	0.30	0.30	0
Combined elem-sec	0.11	0.05	-0.06*	0.05	0.03	-0.03+	0.04	0.04	-0.01	0.04	0.03	0	0.12	0.05	-0.07+	0.14	0.05	-0.09*	0.15	0.11	-0.05
Percent FRPL	0.20	0.55	0.34**	0.23	0.61	0.38**	0.24	0.55	0.31**	0.25	0.60	0.35**	0.27	0.68	0.41**	0.32	0.67	0.35**	0.45	0.69	0.24**
Majority FRPL	0.06	0.54	0.48**	0.09	0.66	0.58**	0.11	0.58	0.46**	0.13	0.66	0.53**	0.15	0.78	0.63**	0.19	0.76	0.57**	0.50	0.78	0.29**
Percent minority	0.02	0.77	0.75**	0.02	0.76	0.75**	0.02	0.76	0.74**	0.02	0.79	0.77**	0.02	0.81	0.79**	0.02	0.80	0.78**	0.02	0.80	0.77**
Percent IEP	.	.	.	.	.	.	.	.	.	0.12	0.12	0	0.13	0.13	0	0.15	0.14	-0.01	0.13	0.13	0
Percent LEP	.	.	.	.	.	.	.	.	.	0.00	0.15	0.14**	0.00	0.16	0.15**	0.01	0.17	0.17**	0.00	0.15	0.14**
Most sel. college	0.02	0.03	0.01	.	.	.	0.05	0.05	0	0.04	0.06	0.03	0.07	0.13	0.06+	0.05	0.08	0.03	0.01	0.14	0.12**
Very sel. college	0.09	0.10	0	.	.	.	0.16	0.23	0.07	0.11	0.18	0.07	0.18	0.18	-0.01	0.15	0.18	0.03	0.19	0.25	0.05
Student discip (std)	-0.19	0.33	0.51**	-0.18	0.11	0.28**	-0.30	0.04	0.34**	-0.21	-0.01	0.2*	-0.12	0.06	0.18	-0.05	0.04	0.09	-0.21	0.08	0.29**
Admin support (std)	0.19	0.06	-0.12	.	.	.	0.31	0.21	-0.1	0.33	0.15	-0.18*	0.39	0.07	-0.32**	0.35	0.04	-0.3**	0.49	0.09	-0.4**
Teacher coop (std)	0.12	-0.14	-0.25+	.	.	.	0.08	0.04	-0.04	0.16	-0.01	-0.17*	0.12	-0.01	-0.13	0.04	-0.04	-0.07	0.43	-0.02	-0.45**
Practice teaching	.	.	.	.	.	.	.	.	.	0.95	0.83	-0.12**	0.94	0.76	-0.18**	0.90	0.75	-0.15**	0.93	0.87	-0.06+
Preparedness (std)	.	.	.	.	.	.	.	.	.	0.30	-0.02	-0.32**	0.22	-0.10	-0.32+	0.10	-0.09	-0.2*	0.35	0.11	-0.24
1st yr-induction prog	.	.	.	.	.	.	.	.	.	0.65	0.66	0	0.73	0.68	-0.05	0.73	0.78	0.05	0.80	0.83	0.02
1st yr-reduced sched	.	.	.	.	.	.	.	.	.	0.04	0.12	0.08+	0.11	0.08	-0.02	0.11	0.17	0.06+	0.08	0.11	0.04
1st yr-common plan	.	.	.	.	.	.	.	.	.	0.39	0.56	0.18**	0.48	0.58	0.1**	0.38	0.71	0.34**	0.51	0.61	0.11+
1st yr-supp comm	.	.	.	.	.	.	.	.	.	0.78	0.83	0.05	0.85	0.81	-0.04	0.91	0.86	-0.06	0.89	0.75	-0.14**
1st yr-mentor	.	.	.	0.54	0.54	0	0.55	0.66	0.11*	0.72	0.70	-0.02	0.82	0.67	-0.15*	0.85	0.83	-0.02	0.76	0.71	-0.05
Observations	570			1,010			1,180			1,260			1,100			1,080			810		

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES non-disclosure rule. FRPL = free or reduced-price lunch; IEP = individualized education plan; LEP = limited English proficient.

+ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 6. Descriptive Statistics of First-Time Teachers by Lowest and Highest Quartiles for FRPL Status

	Wave: 1988			Wave: 1991			Wave: 1994			Wave: 2000			Wave: 2004			Wave: 2008			Wave: 2012		
	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff	Lowest quartile	Highest quartile	Diff
Female	0.71	0.83	0.12*	0.69	0.84	0.15**	0.72	0.77	0.05	0.67	0.80	0.13*	0.67	0.79	0.12*	0.76	0.76	-0.01	0.73	0.76	0.03
Black	0.04	0.09	0.06*	0.02	0.19	0.17**	0.03	0.12	0.08**	0.04	0.21	0.18**	0.02	0.16	0.14**	0.07	0.11	0.04	0.02	0.10	0.08**
Asian	0.01	0.03	0.02	0.01	0.02	0.01	0.01	0.01	0	0.02	0.02	0.01	0.02	0.02	0	0.01	0.02	0.01	0.04	0.01	-0.03*
American Indian	0.00	0.01	0.01	0.00	0.01	0.01*	0.00	0.01	0.01+	0.01	0.01	0	0.00	0.01	0.01	0.01	0.02	0.01	0.00	0.01	0.01
Hispanic	0.01	0.13	0.11**	0.03	0.13	0.1**	0.04	0.18	0.15**	0.06	0.13	0.07+	0.03	0.17	0.14*	0.05	0.16	0.11+	0.02	0.17	0.14**
White	0.94	0.73	-0.2**	0.94	0.65	-0.29**	0.91	0.68	-0.24**	0.88	0.63	-0.25**	0.94	0.65	-0.29**	0.87	0.71	-0.16**	0.92	0.71	-0.21**
Under 30	0.66	0.71	0.05	0.62	0.54	-0.08	0.58	0.60	0.03	0.68	0.62	-0.06	0.63	0.58	-0.05	0.66	0.65	-0.01	0.79	0.68	-0.1*
Graduate degree	0.08	0.10	0.02	0.11	0.14	0.03	0.17	0.09	-0.08*	0.19	0.14	-0.05	0.20	0.16	-0.04	0.23	0.20	-0.03	0.30	0.22	-0.08
Teaches STEM	0.17	0.05	-0.12**	0.13	0.03	-0.1**	0.16	0.10	-0.07*	0.23	0.07	-0.16**	0.17	0.15	-0.02	0.19	0.16	-0.03	0.21	0.20	-0.01
Teaches special ed	0.03	0.06	0.02	0.06	0.10	0.03	0.03	0.09	0.05*	0.07	0.11	0.04*	0.13	0.08	-0.05*	0.12	0.09	-0.03	0.06	0.15	0.08**
No certification	0.08	0.11	0.04	0.06	0.18	0.12**	0.04	0.16	0.11**	0.15	0.27	0.11*	0.04	0.05	0.01	0.06	0.07	0.02	0.04	0.03	0
Salary (\$1,000)	34.38	35.26	0.89	35.81	36.09	0.29	36.22	35.39	-0.83	38.75	37.28	-1.47	40.58	40.00	-0.58	38.96	39.93	0.97	39.54	37.39	-2.15
Satisf. w/ salary (std)	0.37	0.44	0.07	.	.	.	0.21	0.06	-0.15	0.23	0.10	-0.13	0.56	0.22	-0.34*	0.35	0.14	-0.21	0.31	0.10	-0.21
Union member	.	.	.	.	.	.	0.66	0.61	-0.05	0.78	0.62	-0.16**	0.75	0.67	-0.08+	0.72	0.64	-0.08	0.66	0.46	-0.2**
Urban school	0.19	0.41	0.22*	0.16	0.42	0.25**	0.18	0.39	0.21*	0.15	0.46	0.31**	0.11	0.50	0.39**	0.16	0.44	0.28**	0.19	0.38	0.18**
Northeast region	0.19	0.18	-0.02	0.22	0.07	-0.15+	0.23	0.17	-0.06	0.31	0.10	-0.21**	0.36	0.18	-0.18**	0.25	0.14	-0.11	0.21	0.09	-0.11
Midwest region	0.27	0.13	-0.14*	0.34	0.12	-0.22**	0.26	0.11	-0.14*	0.29	0.16	-0.13*	0.33	0.14	-0.19*	0.27	0.12	-0.15*	0.30	0.15	-0.14+
South region	0.32	0.53	0.21**	0.20	0.54	0.35**	0.33	0.56	0.23**	0.19	0.52	0.32**	0.20	0.51	0.32**	0.30	0.54	0.24*	0.23	0.57	0.34**
West region	0.22	0.16	-0.06	0.24	0.27	0.03	0.18	0.16	-0.02	0.21	0.23	0.02	0.12	0.17	0.05	0.17	0.19	0.02	0.26	0.18	-0.08
K-12 enrollment	953	639	-314**	781	605	-177**	836	674	-162*	956	709	-247**	967	717	-249**	932	702	-230**	853	777	-75
Secondary school	0.53	0.14	-0.4**	0.47	0.13	-0.33**	0.47	0.16	-0.31**	0.49	0.16	-0.33**	0.49	0.17	-0.32**	0.40	0.19	-0.21**	0.41	0.25	-0.16*
Combined elem-sec	0.04	0.10	0.06**	0.02	0.06	0.03*	0.04	0.06	0.02	0.02	0.04	0.02+	0.06	0.06	0	0.05	0.07	0.02	0.10	0.12	0.01
Percent FRPL	0.06	0.74	0.68**	0.05	0.75	0.7**	0.05	0.74	0.69**	0.05	0.76	0.71**	0.06	0.77	0.71**	0.06	0.75	0.69**	0.03	0.76	0.73**
Percent minority	0.17	0.63	0.46**	0.15	0.64	0.49**	0.20	0.62	0.42**	0.20	0.70	0.5**	0.15	0.71	0.57**	0.22	0.70	0.48**	0.34	0.63	0.29**
Majority minority	0.10	0.67	0.57**	0.08	0.66	0.59**	0.15	0.66	0.52**	0.12	0.76	0.64**	0.05	0.77	0.73**	0.11	0.76	0.65**	0.21	0.67	0.45**
Percent IEP	.	.	.	.	.	.	.	.	.	0.11	0.13	0.02+	0.12	0.13	0.01	0.11	0.14	0.03**	0.12	0.13	0.01
Percent LEP	.	.	.	.	.	.	.	.	.	0.03	0.14	0.11**	0.01	0.15	0.14**	0.03	0.16	0.13**	0.04	0.13	0.09**
Most sel. college	0.05	0.02	-0.03*	.	.	.	0.08	0.04	-0.04*	0.09	0.04	-0.04+	0.14	0.12	-0.02	0.19	0.07	-0.12*	0.15	0.10	-0.05
Very sel. college	0.09	0.07	-0.02	.	.	.	0.19	0.21	0.01	0.18	0.16	-0.02	0.23	0.16	-0.07*	0.17	0.16	-0.01	0.25	0.24	0
Student discip (std)	-0.02	0.17	0.19+	-0.09	0.02	0.11	-0.16	-0.18	-0.02	-0.13	-0.09	0.04	-0.20	-0.01	0.19**	-0.09	-0.02	0.07	-0.08	0.05	0.13
Admin support (std)	0.29	0.11	-0.18	.	.	.	0.12	0.20	0.07	0.23	0.23	0	0.46	0.13	-0.33**	0.31	0.03	-0.28**	0.32	0.18	-0.14
Teacher coop (std)	0.17	-0.04	-0.21*	.	.	.	0.09	0.07	-0.02	0.04	0.08	0.04	0.40	0.06	-0.34**	0.28	-0.08	-0.36**	0.28	0.07	-0.21*
Practice teaching	.	.	.	.	.	.	.	.	.	0.89	0.84	-0.05	0.90	0.80	-0.1*	0.79	0.79	0	0.93	0.88	-0.05*
Preparedness (std)	.	.	.	.	.	.	.	.	.	0.20	0.05	-0.15*	0.27	-0.05	-0.31*	0.20	-0.03	-0.23**	0.30	0.12	-0.18+
1st yr-induction prog	.	.	.	.	.	.	.	.	.	0.68	0.64	-0.04	0.77	0.68	-0.09+	0.78	0.79	0	0.89	0.81	-0.09*
1st yr-reduced sched	.	.	.	.	.	.	.	.	.	0.06	0.12	0.06	0.08	0.09	0.01	0.16	0.13	-0.03	0.12	0.11	-0.02
1st yr-common plan	.	.	.	.	.	.	.	.	.	0.44	0.56	0.12**	0.57	0.61	0.04	0.58	0.70	0.12+	0.63	0.61	-0.02
1st yr-supp comm	.	.	.	.	.	.	.	.	.	0.78	0.85	0.07+	0.83	0.81	-0.02	0.91	0.85	-0.06*	0.89	0.77	-0.12**
1st yr-mentor	.	.	.	0.56	0.55	-0.01	0.54	0.61	0.07	0.64	0.73	0.09	0.82	0.69	-0.14**	0.85	0.83	-0.03	0.79	0.70	-0.09
Observations	440			800			1,100			1,400			1,100			1,140			1,050		

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES non-disclosure rule. FRPL = free or reduced-price lunch; IEP = individualized education plan; LEP = limited English proficient.

+ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 7. Rate of Attrition by Majority-Minority and Majority-FRPL School Status

Teacher status	(1) Wave: 2000	(2) Wave: 2004	(3) Wave: 2008	(4) Wave: 2012	(5) Pooled
Panel A: New teachers at low-minority schools					
Stayer	74.99	73.81	78.63	76.44	76.01
Mover	16.36	15.16	13.05	15.40	14.89
Leaver	8.64	11.03	8.33	8.16	9.10
Observations	1,540	1,290	1,420	1,200	5,440
Panel B: New teachers at high-minority schools					
Stayer	71.34	73.27	70.04	75.38	72.27
Mover	12.91	12.69	16.43	11.55	13.70
Leaver	15.75	14.03	13.53	13.07	14.03
Observations	720	710	720	600	2,760
Panel C: New teachers at low-FRPL schools					
Stayer	75.11	73.71	78.92	78.00	76.32
Mover	15.75	14.85	11.28	13.61	13.85
Leaver	9.14	11.44	9.79	8.39	9.83
Observations	1,550	1,270	1,320	990	5,130
Panel D: New teachers at high-FRPL schools					
Stayer	70.83	73.42	69.93	74.18	72.03
Mover	13.89	13.19	18.53	13.80	15.13
Leaver	15.27	13.39	11.54	12.03	12.83
Observations	710	730	820	810	3,070

Note. Nationally representative weights are employed. Sample sizes weighted to the nearest 10 in accordance with NCES nondisclosure rule. Stayers are teachers who remain in the school where they taught in the previous year. Movers are teachers who remain in teaching but have moved to a different school. Leavers are teachers who left teaching altogether.

Table 8. Multinomial Logit of Teacher Turnover and Majority FRPL and Majority Underrepresented Minority Status

	(1) Majority FRPL	(2) Majority FRPL	(3) Majority Underrep. Minority	(4) Majority Underrep. Minority	(5) Majority FRPL and Minority	(6) Majority FRPL and Minority
Panel A: Mover						
New teacher	0.344** (0.056)	0.355** (0.069)	0.349** (0.056)	0.439** (0.071)	0.348** (0.056)	0.365** (0.060)
Majority indicator	0.044 (0.059)	0.046 (0.058)	0.141* (0.067)	0.166* (0.066)	0.198** (0.070)	0.203** (0.072)
New teacher * Interaction		-0.022 (0.108)		-0.260 ⁺ (0.135)		-0.050 (0.145)
Panel B: Leaver						
New teacher	0.295** (0.075)	0.264** (0.077)	0.304** (0.076)	0.312** (0.086)	0.301** (0.075)	0.292** (0.070)
Majority indicator	-0.012 (0.033)	-0.016 (0.034)	0.278** (0.058)	0.279** (0.060)	0.257** (0.050)	0.255** (0.054)
New teacher * Interaction		0.066 (0.077)		-0.027 (0.102)		0.024 (0.118)
Observations	145,780	145,780	145,780	145,780	145,780	145,780

Note. Nationally representative weights are employed. Heteroskedastic-robust state-level clustered standard errors are in parentheses. The majority indicator corresponds to the model title. The interaction term is the interaction between new teacher and the majority indicator. All models control for teacher race/ethnicity, gender, age under 30, graduate degree, subjects taught, certification, salary, urbanicity, school enrollment, and school level, along with state and year fixed effects. Models 1 and 2 also control for percent minority, and Models 3 and 4 control for percent FRPL. FRPL = free or reduced-price lunch.

⁺ $p < 0.10$. * $p < 0.05$. ** $p < 0.01$.

Table 9. Marginal Effects From Multinomial Logit Model Predicting New Teacher Turnover

	Moving Schools (vs. Staying)			Leaving Teaching (vs. Staying)		
	(1)	(2)	(3)	(4)	(5)	(6)
Female	-0.018 (0.014)	-0.018 (0.014)	-0.018 (0.014)	0.002 (0.006)	0.002 (0.006)	0.002 (0.006)
Black	0.021 (0.022)	0.022 (0.022)	0.021 (0.021)	-0.021 (0.020)	-0.020 (0.020)	-0.017 (0.019)
Asian	0.019 (0.054)	0.020 (0.054)	0.018 (0.053)	-0.002 (0.020)	-0.002 (0.020)	-0.001 (0.020)
American Indian	-0.130** (0.048)	-0.131** (0.047)	-0.131** (0.047)	0.003 (0.034)	0.003 (0.034)	0.006 (0.034)
Hispanic	-0.014 (0.017)	-0.014 (0.017)	-0.015 (0.017)	0.023 (0.016)	0.023 (0.016)	0.026 (0.017)
Age under 30	0.025 (0.018)	0.026 (0.018)	0.025 (0.018)	-0.015 (0.012)	-0.015 (0.012)	-0.014 (0.012)
Grad degree	0.042** (0.014)	0.043** (0.014)	0.042** (0.014)	0.023+ (0.013)	0.023+ (0.013)	0.023+ (0.013)
STEM subjects	-0.022 (0.021)	-0.022 (0.021)	-0.022 (0.021)	0.008 (0.012)	0.008 (0.012)	0.008 (0.012)
Special education	0.037+ (0.021)	0.038+ (0.021)	0.037+ (0.021)	0.036 (0.022)	0.036+ (0.022)	0.036+ (0.022)
No certification	-0.034+ (0.018)	-0.034+ (0.018)	-0.033+ (0.018)	0.037* (0.016)	0.037* (0.016)	0.038* (0.015)
Salary (\$1,000)	-0.002* (0.001)	-0.002* (0.001)	-0.002** (0.001)	-0.004** (0.001)	-0.004** (0.001)	-0.004** (0.001)
Satisf. with salary	-0.012+ (0.007)	-0.012+ (0.007)	-0.012+ (0.007)	0.008+ (0.005)	0.008+ (0.005)	0.008+ (0.005)
Union	-0.013 (0.011)	-0.014 (0.011)	-0.013 (0.011)	-0.040** (0.010)	-0.040** (0.010)	-0.040** (0.010)
Urban	-0.021 (0.015)	-0.022 (0.015)	-0.022 (0.015)	-0.008 (0.010)	-0.008 (0.010)	-0.003 (0.010)
School enrollment	-0.030* (0.013)	-0.029* (0.013)	-0.030* (0.013)	0.002 (0.011)	0.002 (0.010)	0.001 (0.011)
Secondary	-0.025 (0.015)	-0.024 (0.016)	-0.026+ (0.015)	0.002 (0.014)	0.003 (0.014)	0.003 (0.014)
Combined elem-sec	-0.075** (0.021)	-0.076** (0.021)	-0.075** (0.021)	0.002 (0.013)	0.001 (0.013)	0.001 (0.013)
Percent FRPL	0.017 (0.030)		0.017 (0.029)	0.004 (0.026)		0.008 (0.025)
Percent minority	-0.018 (0.030)	-0.030 (0.032)		0.070** (0.019)	0.064** (0.017)	
Majority FRPL		0.025 (0.017)			0.010 (0.013)	
Majority minority			-0.013 (0.017)			0.043** (0.012)
Percent IEP	0.018 (0.039)	0.018 (0.038)	0.017 (0.039)	0.026 (0.030)	0.026 (0.032)	0.027 (0.030)
Percent LEP	0.026 (0.059)	0.021 (0.057)	0.025 (0.062)	-0.075** (0.028)	-0.077** (0.028)	-0.069* (0.028)
Most selective	-0.031 (0.034)	-0.030 (0.033)	-0.031 (0.033)	-0.001 (0.014)	-0.001 (0.014)	0.001 (0.014)
Very selective	-0.005 (0.023)	-0.005 (0.023)	-0.006 (0.023)	0.005 (0.011)	0.005 (0.011)	0.006 (0.012)
Barron missing	0.021 (0.024)	0.021 (0.024)	0.020 (0.024)	0.010 (0.013)	0.010 (0.013)	0.011 (0.013)
Student disc problem	0.002	0.002	0.002	0.007+ (0.007)	0.007+ (0.007)	0.007+ (0.007)

	(0.006)	(0.006)	(0.006)	(0.004)	(0.004)	(0.004)
Admin support	-0.013	-0.013	-0.013	-0.020**	-0.020**	-0.019**
	(0.009)	(0.009)	(0.009)	(0.005)	(0.005)	(0.005)
Teacher coop	-0.012	-0.012	-0.012	-0.014**	-0.014**	-0.014**
	(0.008)	(0.008)	(0.008)	(0.004)	(0.004)	(0.004)
Practice teaching	-0.004	-0.005	-0.005	-0.023**	-0.023**	-0.023**
	(0.017)	(0.017)	(0.017)	(0.008)	(0.008)	(0.008)
Preparedness	0.001	0.001	0.001	0.005	0.005	0.005
	(0.006)	(0.006)	(0.006)	(0.007)	(0.007)	(0.007)
1st yr induction	-0.021*	-0.022*	-0.021*	-0.018	-0.018	-0.019
	(0.009)	(0.009)	(0.009)	(0.013)	(0.013)	(0.013)
1st yr reduc. schedule	0.052**	0.053**	0.052**	0.026+	0.026+	0.026+
	(0.018)	(0.018)	(0.018)	(0.015)	(0.015)	(0.015)
1st yr common planning	-0.022+	-0.022+	-0.022+	-0.015	-0.015	-0.015
	(0.012)	(0.011)	(0.011)	(0.012)	(0.012)	(0.012)
1st yr supportive communication	-0.011	-0.011	-0.011	-0.013	-0.013	-0.013
	(0.015)	(0.015)	(0.015)	(0.012)	(0.012)	(0.012)
1st yr mentor	0.012	0.012	0.012	0.006	0.006	0.006
	(0.016)	(0.016)	(0.016)	(0.019)	(0.019)	(0.020)
_cons	-0.018	-0.019	-0.018	0.003	0.003	0.002
	(0.014)	(0.014)	(0.014)	(0.006)	(0.006)	(0.006)

Note. FRPL = free or reduced-price lunch; IEP = individualized education plan; LEP = limited English proficient.

Table 10. Multinomial Logit of New Teacher Turnover at Majority FRPL and Minority Schools

	(1) Moving schools	(2) Leaving schools
Female	-0.147 (0.116)	-0.013 (0.075)
Black	0.116 (0.166)	-0.093 (0.235)
Asian	0.148 (0.461)	0.043 (0.254)
American Indian	-1.119** (0.414)	-0.090 (0.411)
Hispanic	-0.120 (0.139)	0.341 (0.220)
Age under 30	0.200 (0.153)	-0.141 (0.151)
Grad degree	0.397** (0.124)	0.321* (0.161)
STEM subjects	-0.182 (0.178)	0.074 (0.148)
Special education	0.373* (0.182)	0.478+ (0.267)
No certification	-0.240 (0.156)	0.424* (0.196)
Salary (\$1,000)	-0.023** (0.007)	-0.045** (0.008)
Satisf. with salary	-0.091 (0.063)	0.083 (0.058)
Union	-0.168+ (0.092)	-0.507** (0.129)
Urban	-0.229+ (0.124)	-0.015 (0.124)
School enrollment	-0.254* (0.116)	-0.003 (0.127)
Secondary	-0.213 (0.131)	0.009 (0.177)
Combined elem-sec	-0.643** (0.186)	-0.081 (0.167)
Maj. FRPL-minority	0.175 (0.115)	0.378** (0.142)
Percent IEP	0.206 (0.323)	0.465 (0.397)
Percent LEP	-0.002 (0.499)	-0.665+ (0.381)
Most selective	-0.261 (0.299)	-0.044 (0.200)

Very selective	-0.045 (0.200)	0.071 (0.152)
Barron missing	0.187 (0.209)	0.161 (0.161)
Student disc problem	0.022 (0.053)	0.095 ⁺ (0.049)
Admin support	-0.134 ⁺ (0.077)	-0.268 ^{**} (0.056)
Teacher coop	-0.115 ⁺ (0.069)	-0.190 ^{**} (0.055)
Practice teaching	-0.061 (0.147)	-0.288 ^{**} (0.111)
Preparedness	0.017 (0.058)	0.058 (0.091)
1st yr induction	-0.209 ^{**} (0.079)	-0.270 ⁺ (0.163)
1st yr reduc. sched	0.478 ^{**} (0.163)	0.397 ⁺ (0.203)
1st yr common plan	-0.214 [*] (0.093)	-0.202 (0.142)
1st yr supp comm.	-0.108 (0.134)	-0.167 (0.150)
1st yr mentor	0.119 (0.152)	0.085 (0.253)
_cons	0.150 (0.204)	0.505 (0.339)

Note. Nationally representative weights are employed. Heteroskedastic-robust state-level clustered standard errors are in parentheses. All models employ year fixed effects. FRPL = free or reduced-price lunch; IEP = individualized education plan; LEP = limited English proficient.
⁺ $p < 0.10$. ^{*} $p < 0.05$. ^{**} $p < 0.01$.