DELAWARE’S PRIORITY EQUITY GAPS

Teacher Experience, Teacher Turnover, and Teacher Effectiveness
Teacher Experience Gap for Students from Low-Income Families

Early Career Teachers by School Low-Income Composition Quartiles

- Teachers With 1–2 Years of Experience
- Novice Teachers

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Novice Teachers</th>
<th>Experienced Teachers</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bottom Quartile</td>
<td>2.6</td>
<td>7.2</td>
<td>9.8</td>
</tr>
<tr>
<td>Second Quartile</td>
<td>3.3</td>
<td>7.0</td>
<td>10.2</td>
</tr>
<tr>
<td>Third Quartile</td>
<td>4.6*</td>
<td>9.5*</td>
<td>14.2*</td>
</tr>
<tr>
<td>Top Quartile</td>
<td>4.9*</td>
<td>9.3*</td>
<td>14.2*</td>
</tr>
</tbody>
</table>

*Significantly different from bottom quartile schools, at the 95 percent confidence level.

Notes: Sample includes 7,635 teachers with teacher job codes in comprehensive, vocational, and magnet schools. Data are from the 2013–14 school year. All data are from Delaware Department of Education records.
Teacher Experience Gap for Students of Color

Early Career Teachers by School Minority Composition Quartiles

- Teachers With 1–2 Years of Experience
- Novice Teachers

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Teachers With 1–2 Years</th>
<th>Novice Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bottom Quartile</td>
<td>10.6</td>
<td>2.8</td>
</tr>
<tr>
<td>Second Quartile</td>
<td>10.2</td>
<td>2.8</td>
</tr>
<tr>
<td>Third Quartile</td>
<td>10.6</td>
<td>6.7</td>
</tr>
<tr>
<td>Top Quartile</td>
<td>16.3*</td>
<td>5.3*</td>
</tr>
</tbody>
</table>

*Significantly different from bottom quartile schools, at the 95 percent confidence level.

Notes: Sample includes 7,656 teachers with teacher job codes in comprehensive, vocational, and magnet schools. Data are from the 2013–14 school year. All data are from Delaware Department of Education records.
Teacher Turnover Gap for High-Need Schools

Average Teacher Turnover by School High-Need Status

- **Transfer to School With Different High-Need Status**
- **Transfer to School With Same High-Need Status**
- **Leave Teaching**

*Significantly different from non-high-need schools, at the 95 percent confidence level.

Notes: Sample includes 7,682 teachers with teacher job codes in comprehensive, vocational, and magnet schools. Data are from the 2012–13 school year. Retention analysis is based on one-year retention rates. All data are from Delaware Department of Education records.
Teacher Turnover Gap for Students from Low-Income Families

Average Teacher Turnover by School Low-Income Quartiles

- Transfer Within Districts
- Transfer Between Districts
- Leave Teaching

*Significantly different from the bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes 7,527 teachers with teacher job codes in comprehensive, vocational, and magnet schools. Data are from the 2012–13 school year. Retention analysis is based on one-year retention rates. All data are from Delaware Department of Education records.
Teacher Turnover Gap for Students of Color

Average Teacher Turnover by School Minority Quartiles

- **Transfer Within Districts**
- **Transfer Between Districts**
- **Leave Teaching**

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Transfer Within Districts</th>
<th>Transfer Between Districts</th>
<th>Leave Teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bottom Quartile</td>
<td>7.5</td>
<td>1.0</td>
<td>2.1</td>
</tr>
<tr>
<td>Second Quartile</td>
<td>6.7</td>
<td>3.7*</td>
<td>1.0</td>
</tr>
<tr>
<td>Third Quartile</td>
<td>8.4</td>
<td>1.5</td>
<td>3.9*</td>
</tr>
<tr>
<td>Top Quartile</td>
<td>11.2*</td>
<td>5.2*</td>
<td>18.8*</td>
</tr>
</tbody>
</table>

*Significantly different from the bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes 7,548 teachers with teacher job codes in comprehensive, vocational, and magnet schools. Data are from the 2012–13 school year. Retention analysis is based on one-year retention rates. All data are from Delaware Department of Education records.
Teacher Effectiveness Gap for Students from Low-Income Families

Teacher Ratings by School 2013–14 Economically Disadvantaged Quartiles

- **Exceeds**
- **Unsatisfactory**

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Exceeds</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bottom</td>
<td>38.0</td>
<td>7.8</td>
</tr>
<tr>
<td>Second</td>
<td>32.5*</td>
<td>9.7</td>
</tr>
<tr>
<td>Third</td>
<td>34.4</td>
<td>10.7</td>
</tr>
<tr>
<td>Top</td>
<td>25.1*</td>
<td>25.8*</td>
</tr>
</tbody>
</table>

*Significantly different from the bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes 2,489 teachers with teacher job codes and Measure A ratings in comprehensive, vocational, and magnet schools. Data are from the 2013–14 school year. All data are from Delaware Department of Education records.
Teacher Effectiveness Gap for Students of Color

Teacher Ratings by School 2013–14 Minority Quartiles

- Exceeds
- Unsatisfactory

*Significantly different from the bottom quartile value, at the 95 percent confidence level.

Notes: Sample includes 2,489 teachers with teacher job codes and Measure A ratings in comprehensive, vocational, and magnet schools. Data are from the 2013–14 school year. All data are from Delaware Department of Education records.
Teacher Effectiveness Scatterplot

% “Exceeds” v % Low-Income

Correlation = -.22

Notes: Sample includes 2,489 teachers with teacher job codes and 2013–14 Measure A ratings in comprehensive, vocational, and magnet schools with at least 10 such teachers. All data are from Delaware Department of Education records.
Teacher Effectiveness Scatterplot

% “Exceeds” v % Students of Color

Share of Teachers With Measure A Exceeds Rating by School 2013–14 Minority Composition

- Non-High-Need School
- High-Need School

Correlation = -.27

Notes: Sample includes 2,489 teachers with teacher job codes and 2013–14 Measure A ratings in comprehensive, vocational, and magnet schools with at least 10 such teachers. All data are from Delaware Department of Education records.