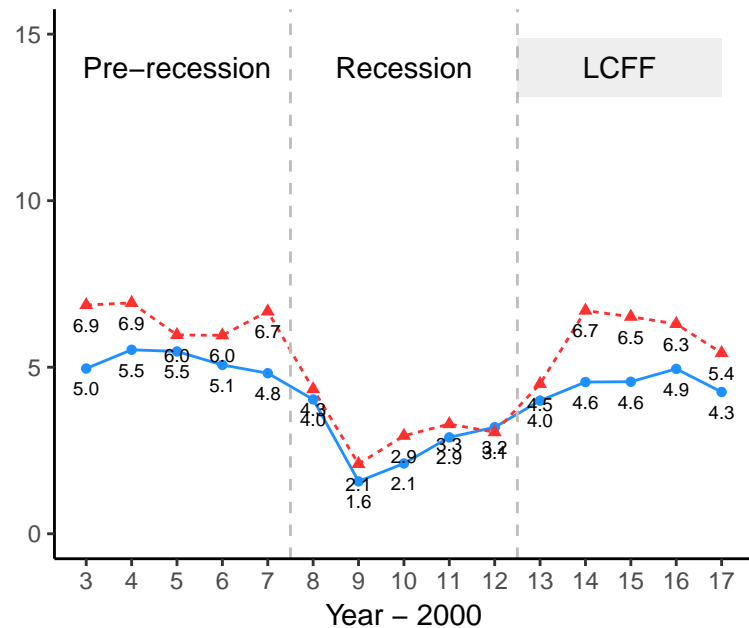
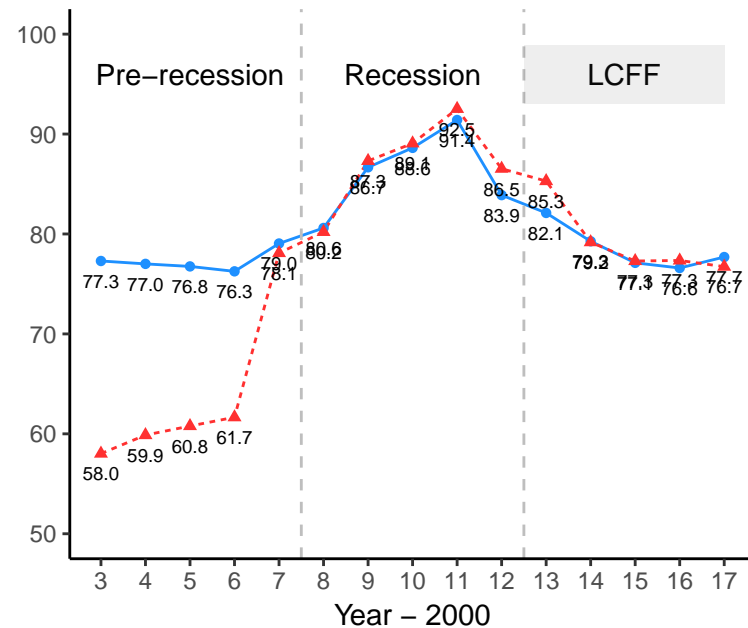
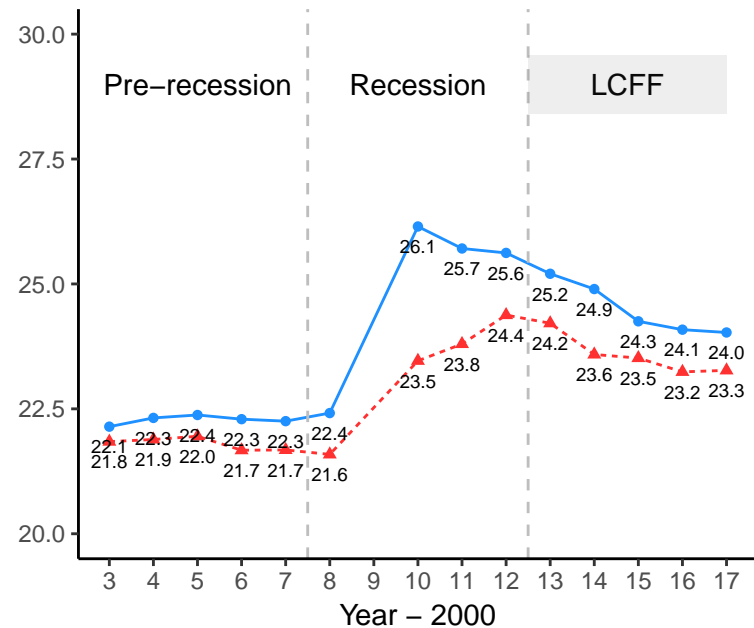


**A** % Novice teachers (Elementary)**B** % Tenured teachers (Elementary)**C** School average class size (Homeroom class)

—●— Q1 mean (Low-poverty schools) —▲— Q5 mean (High-poverty schools)