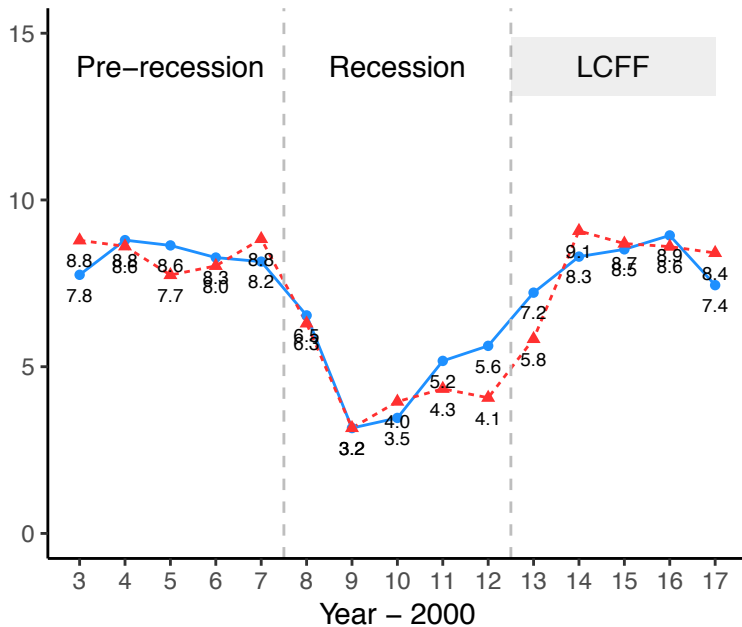
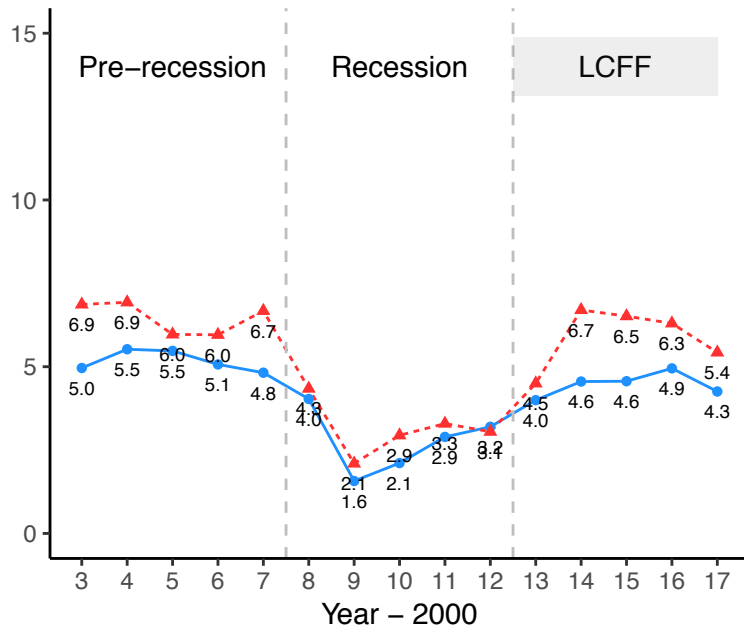


A % Teachers newly hired in the district**B** % Novice teachers

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