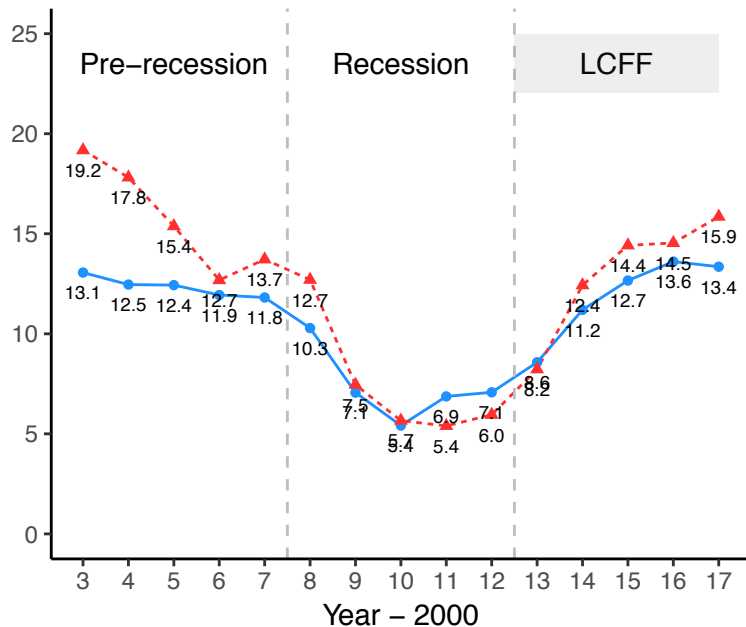
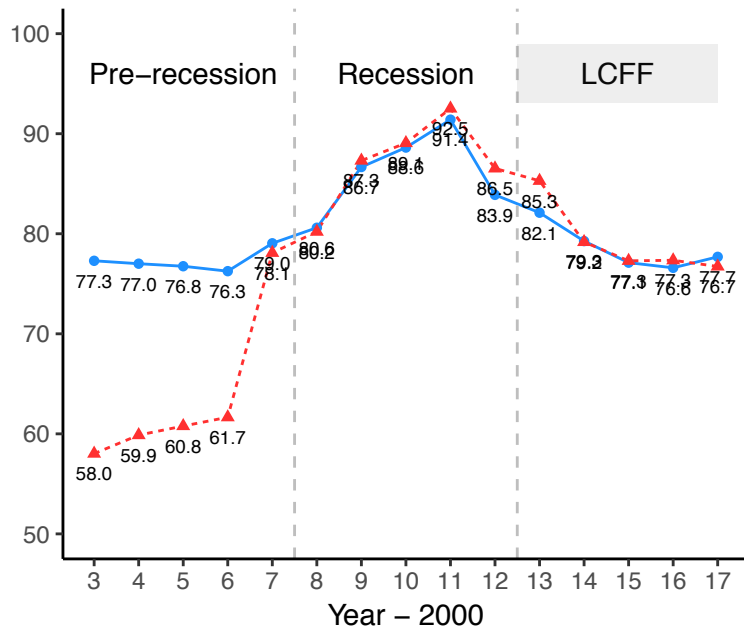


**C** % Probationary teachers**D** % Tenured teachers

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