**Average Salaries**

**Average Salary Gaps**

Title I (TI) Rural (R) Low Poverty (LP)

<table>
<thead>
<tr>
<th>Year</th>
<th>Gap TI-LP</th>
<th>Gap R-LP</th>
<th>Overall Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td></td>
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<tr>
<td>2017</td>
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<tr>
<td>2018</td>
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<tr>
<td>2019</td>
<td></td>
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</tbody>
</table>

**Equity Indicators Dashboard, DESE 2019**
One Year Retention Rate

*same school from one year to the next*

**One Year Retention Rate**

- High Minority
- High Poverty
- Low Poverty

**One Year Retention Rate Gaps**

- High Minority (HM) vs. High Poverty (HP)
- High Poverty (HP) vs. Low Poverty (LP)
- Overall Gap

*Equity Indicators Dashboard, DESE 2019*
Three Year Retention Rate

_same school for three consecutive years_

Equity Indicators Dashboard

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**3 year Retention Rate**

- High Minority
- High Poverty
- Low Poverty

**3 Year Retention Gaps**

- High Minority (HM)
- High Poverty (HP)
- Low Poverty (LP)

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Equity Indicators Dashboard, DESE 2019
Less than 3 Years Experience

*three years in any school*

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**Teachers Less than 3 Years Experience**

- High Minority
- High Poverty
- Low Poverty

**Teachers Less than 3 Years Experience Gaps**

- High Minority (HM)
- High Poverty (HP)
- Low Poverty (LP)

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Equity Indicators Dashboard, DESE 2019
Preparation of First Year Teachers

rated the quality of their preparation as good or very good

First Year Teacher Supervisor Surveys, DESE 2019
Participation Rate 76.1%
Preparation of First Year Principals
rated the quality of their preparation as good or very good

Preparation of First Year Principals

Preparation of First Year Principal Gaps

First Year Principal Supervisor Surveys, DESE 2019
Participation Rate 79.6%
Less-than-Fully Qualified

provisional certificate OR temporary certificate OR inappropriately certified

EQUITY INDICATORS DASHBOARD

Less than Fully Qualified Gaps

High Minority (HM) Rural (R) Low Poverty (LP)

Equity Indicators Dashboard, DESE 2019
Teaching Out-of-Field

teaching at least one class in a content area for which you are not certified
Teacher Effectiveness Index

*relative level of effectiveness based on a teacher’s performance rating*

Teacher Effectiveness Index

Teacher Effectiveness Index Gaps

High Minority (HM) High Poverty (HP) Low Poverty (LP)