

Appendix B

**RESULTS OF MULTIVARIATE MODELS BASED ON
TEACHER CHARACTERISTICS, 1980-81 TO 1995-96**

Table B.1
Means of Analysis Variables, 1980–81 to 1995–96

Characteristic	Non-Hispanic			
	All	White	Hispanic	Black
Sample Size	152,814	119,545	22,123	10,002
Gender				
Female	0.76	0.78	0.72	0.73
Male	0.24	0.22	0.28	0.27
Age at entry				
20–24	0.32	0.34	0.24	0.21
25–29	0.35	0.34	0.39	0.35
30–34	0.12	0.11	0.15	0.16
35+	0.21	0.21	0.22	0.28
Degree				
BA	0.91	0.92	0.89	0.82
MA or Ph.D.	0.06	0.06	0.03	0.09
None	0.03	0.02	0.08	0.09
Primary teaching assignment				
Nondepartmental (elementary)	0.50	0.49	0.56	0.51
Special education	0.09	0.09	0.06	0.12
English	0.09	0.09	0.08	0.07
Mathematics	0.07	0.07	0.05	0.06
Physics/chemistry	0.004	0.004	0.002	0.002
Biology	0.02	0.02	0.02	0.02
Other departmental	0.23	0.23	0.23	0.22
Year of entry into teaching				
1980–1984	0.24	0.24	0.21	0.22
1985–1989	0.28	0.29	0.24	0.27
1990–1995	0.48	0.47	0.55	0.51
District educational risk				
Low	0.48	0.47	0.13	0.23
Medium	0.31	0.30	0.27	0.56
High	0.21	0.13	0.60	0.21
District community type				
Major urban	0.19	0.15	0.27	0.53
Other central city	0.14	0.12	0.25	0.10
Suburban fast growing	0.22	0.23	0.20	0.12
Suburban stable	0.18	0.20	0.09	0.12
Nonmetro with 1000+ ADA	0.15	0.16	0.13	0.09
Nonmetro with town	0.05	0.06	0.02	0.02
Rural	0.07	0.08	0.04	0.02
Race/ethnicity				
Non-Hispanic white	0.78			
Hispanic	0.14			
Black	0.07			

Table B.2
Multiplicative Factor Estimates for Cox Regression on Time to Attrition
from Teaching, 1980–81 to 1995–96

Characteristic	Non-Hispanic			
	All	White	Hispanic	Black
Gender				
<i>Female</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
Male	0.965**	0.921**	1.035	1.199**
Age at entry				
<i>20–24</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
25–29	0.840**	0.868**	0.794**	0.702**
30–34	0.713**	0.713**	0.770**	0.675**
35+	0.644**	0.617**	0.804**	0.675**
Degree				
<i>BA</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
MA or Ph.D.	1.375**	1.373**	1.461**	1.307**
None	1.846**	1.529**	2.005**	2.434**
Primary teaching assignment				
<i>Nondepartmental(elementary)</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
Special education	1.246**	1.237**	1.427**	1.217**
English	1.173**	1.166**	1.296**	1.208**
Mathematics	1.190**	1.182**	1.201**	1.493**
Physics/chemistry	1.404**	1.438**	1.471	1.189
Biology	1.154**	1.148**	1.256**	1.246*
Other departmental	1.080**	1.083**	1.153**	1.105*
Year of entry into teaching				
<i>1980–1984</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
1985–1989	0.933**	0.889**	1.203**	1.138**
1990–1995	0.740**	0.693**	0.972	0.910*
District educational risk				
<i>Low</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
Medium	1.059**	1.077**	0.985	1.019
High	1.107**	1.194**	0.865**	1.129*
District community type				
Major urban	1.171**	1.161**	1.105*	1.170**
Other central city	1.014	1.035*	0.907*	1.237**
Suburban fast growing	1.009	1.011	0.902*	1.191**
<i>Suburban stable</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>	<i>1.0</i>
Nonmetro with 1000+ ADA	0.940**	0.926**	0.939	1.130
Nonmetro with town	0.920**	0.905**	0.916	1.356**
Rural	1.001	0.989	1.074	1.184
Race/ethnicity				
<i>Non-Hispanic white</i>	<i>1.0</i>	—	—	—
Hispanic	0.754**	—	—	—
Black	0.868**	—	—	—

NOTE: For each variable, the omitted or reference group is given in italics.

* Significant at the .05 level.

** Significant at the .01 level.