

Table One

Impact on the Percentage Administrators who are:

	African-American	Latino
% African-American Adm	-----	-.067** (.023)
% Latino Adm	-.210* (.083)	
% African-American School Board	.617** (.020)	-----
% Latino School Board	-----	.274** (.018)
% Low Income Students	.302** (.027)	.222** (.017)
Avg Teacher Salary (000s)	.002** (.0001)	.001** (.0001)
Teacher Experience	-.699** (.157)	-.579** (.119)
State Aid	-.001** (.0001)	.233E-03 (.002)
Intuitional Expenditures (Per Pupil)	-.006** (.001)	-.003** (.001)
Latino poverty	-----	-.027± (.014)
% Latino w/ College Degree	-----	.130** (.031)
African-American Poverty	-.077** (.015)	-----
% African-American w/ College Degree	.059** (.023)	-----
Constant	-28.991** (4.838)	-32.981** (3.128)
N	1981	1981
R ²	.49	.27
Chi ²	726.89	1941.32

coefficients for individual years not shown
(standard errors in parentheses)

± p<.1 * p<.05 ** p<.01

Table Two

Impact on the Percentage Administrators who are:

	African-American	Latino
% African-American Adm	-----	-.067** (.023)
% Latino Adm	-.210* (.083)	-----
% African-American School Board Members	.605** (.031)	-.322** (.105)
% Latino School Board Members	.045 (.119)	.298** (.022)

N

1981

1981

R²

.47

.26

Chi²

1880.77

542.6

controls not shown
coefficients for individual years not shown
(standard errors in parentheses)
± p<.1 * p<.05 ** p<.01

Table Three

Impact on the Percentage Teachers who are:	African-American	Latino
% African-American Teachers	-----	-.078** (.012)
% Latino Teachers	-.125** (.028)	
% African-American Administrators	.587** (.020)	-----
% Latino Administrators	-----	.499** (.011)
% Low Income Students	.096** (.012)	.100** (.008)
Avg Teacher Salary (000s)	.162 E-03± (.001)	.001** (.0001)
Teacher Experience	.311** (.157)	-.197** (.058)
State Aid	.156 E-03 (.001)	-.207 E-04** (.000)
Intuitional Expenditures (Per Pupil)	.116 E-03 (.002)	-.001** (.0001)
Latino poverty	-----	-.005 (.007)
% Latino w/ College Degree	-----	.061** (.015)
African-American Poverty	-.007 (.008)	-----
% African-American w/ College Degree	.003 (.011)	-----
Constant	-10.024** (2.228)	-13.573** (1.578)
N	1981	1981
R ²	.73	.66
Chi ²	3804.59	5419.36

coefficients for individual years not shown
(standard errors in parentheses)
± p<.1 * p<.05 ** p<.01

Table Four

TAAS Pass Rates For:	African-Americans	Latinos
African-American Pass Rate	-----	.308** (.072)
Latino Pass Rate	.985** (.095)	
% African-American Teachers	.146** (.036)	-----
% Latino Teachers	-----	.089** (.036)
Anglo Pass Rate	.009 (.074)	.562** (.062)
% Black Students	-.138** (.026)	-----
% Latino Students	-----	-.130** (.024)
% Low Income Students	.104** (.025)	.222** (.017)
Avg Teacher Salary (000s)	.143 E-03 (.002)	.232 E-03 (.000)
Teacher Experience	-.228 (.165)	-.579** (.119)
State Aid	-.002 (.002)	.233E-03± (.000)
Intuitional Expenditures (Per Pupil)	-.006 (.004)	.008* (.003)
Latino poverty	-----	-.053** (.016)
% Latino w/ College Degree	-----	-.024 (.029)
African-American Poverty	-.038** (.013)	-----
% African-American w/ College Degree	.155** (.020)	-----
Constant	-13.602** (4.663)	-9.634* (4.597)
N	1903	1903
R ²	.60	.71
Chi ²	3514.92	4339.28

coefficients for individual years not shown
 (standard errors in parentheses)
 ± p<.1 * p<.05 ** p<.01

Table A1
First Stage Regressions for Table 1

Dependent Variable= Percentage Administrators who are:	African-American		Latino	
% African-American School Board	.626**	(.019)	-.056**	(.016)
% Latino School Board	-.057*	(.022)	.296**	(.018)
% Low Income Students	.259**	(.019)	.222**	(.016)
Avg Teacher Salary (000s)	.001**	(.0001)	.013**	(.002)
Teacher Experience	-.589**	(.154)	-.449**	(.119)
State Aid	-.001**	(.0001)	.222 E-03	(.0001)
Intuitional Expenditures (Per Pupil)	-.005**	(.001)	-.003**	(.001)
Latino poverty	-.016	(.019)	-.024	(.015)
% Latino w/ College Degree	-.067	(.042)	.083*	(.033)
African-American Poverty	-.081**	(.016)	-.024±	(.023)
% African-American w/ College Degree	.065**	(.023)	.059**	(.017)
Constant	-24.202**	(4.334)	-32.830**	(3.395)
N	1981		1981	
R ²	.50		.27	
F	175.65		66.47	

coefficients for individual years not shown
(standard errors in parentheses)
± p<.1
* p<.05
** p<.01

Table A2
First Stage Regressions for Table 3

Dependent Variable= Percentage Teachers who are:

	African-American	Latino
% African-American Administrators	.592** (.010)	-.045** (.007)
% Latino Administrators	-.067** (.015)	.503** (.011)
% Low Income Students	.089** (.011)	.093** (.008)
Avg Teacher Salary (000s)	.837 E-04 (.861 E-04)	.576 E-03** (.627 E-05)
Teacher Experience	.352** (.082)	-.207* (.059)
State Aid	-.019 (.012)	.213E-03** (.849 E-05)
Intuitional Expenditures (Per Pupil)	-.482 E-04 (.241 E-03)	-.008** (.001)
Latino poverty	-.003 (.009)	-.005 (.016)
% Latino w/ College Degree	.025 (.023)	.057** (.016)
African-American Poverty	-.003 (.008)	-.014* (.006)
% African-American w/ College Degree	.008 (.012)	.021* (.009)
Constant	-9.468** (2.374)	-14.642** (1.729)
N	1981	1981
R ²	.73	.66
F	484.76	340.91

coefficients for individual years not shown
(standard errors in parentheses)

± p<.1

* p<.05

** p<.01

Table A3
First Stage Regressions for Table 4

Dependent Variable= Pass Rates for	African-Americans	Latinos
% African-American Teachers	.195** (.045)	.061 (.039)
% Latino Teachers	.163** (.054)	.108* (.045)
Anglo Pass Rate	.793** (.037)	.767** (.031)
% Black Students	-.223** (.038)	-.179** (.029)
% Latino Students	-.206** (.028)	-.234** (.024)
% Low Income Students	.115** (.033)	.083** (.028)
Avg Teacher Salary (000s)	.570 E-03** (.183 E-03)	.761 E-03** (.157 E-04)
Teacher Experience	-.615** (.173)	-.472** (.149)
State Aid	-.008** (.002)	.001** (.208 E-03)
Intuitional Expenditures (Per Pupil)	-.007 (.005)	.569 E-03 (.424 E-03)
Latino poverty	-.118** (.020)	-.069** (.019)
% Latino w/ College Degree	-.106* (.047)	-.021 (.041)
African-American Poverty	-.067** (.018)	-.022 (.015)
% African-American w/ College Degree	.214** (.025)	.010 (.021)
Constant	-22.316** (5.634)	-17.129** (4.811)
N	1930	1934
R ²	.64	.66
F	65.11	76.23

coefficients for individual years not shown
(standard errors in parentheses)

± p<.1

* p<.05

** p<.01

**Table A4 (Lagged Dependent Variable Included as an Instrument)
Analogous to Table 1**

Impact on the Percentage Administrators who are:

	African-American	Latino
% African-American Adm	-----	-.127** (.017)
% Latino Adm	-.250** (.031)	-----
% African-American School Board	.582** (.021)	-----
% Latino School Board	-----	.264** (.019)
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N	1666	1666
R ²	.49	.26
Chi ²	1750.12	649.62

**Table A5 (Lagged Dependent Variable Included as an Instrument)
Analogous to Table 3**

Impact on the Percentage Teachers who are:	African-American	Latino
% African-American Teachers	-----	-.108** (.011)
% Latino Teachers	-.195** (.022)	-----
% African-American Adm	.576** (.011)	-----
% Latino Adm	-----	.487** (.011)
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N	1670	1670
R ²	.73	.65
Chi ²	4612.51	3199.05

**Table A6 (Lagged Dependent Variable Included as an Instrument)
Analogous to Table 4**

TAAS Pass Rates for:	African-Americans	Latinos
% African-American Pass Rate	-----	.723** (.022)
% Latino Pass Rate	1.165** (.033)	-----
% African-American Teachers	.059± (.030)	-----
% Latino Teachers	-----	.013 (.028)
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N	1580	1580
R ²	.49	.58
Chi ²	3430.39	3955.92

Table A7
First Stage Results for Table A4

Dependent Variable= Percentage Administrators who are:	African-American	Latino
	% African-American School Board	.028** (.011)
% Latino School Board	-.009 (.011)	.004 (.007)
% Low Income Students	.023* (.009)	.006 (.007)
Avg Teacher Salary (000s)	.250 E-03** (.728 E-04)	.200 E-04 (.522 E-04)
Teacher Experience	-.132± (.069)	-.015 (.050)
State Aid	-.666 E-04 (.983 E-04)	.160 E-04 (.705 E-05)
Intuitional Expenditures (Per Pupil)	-.008** (.002)	-.362 E-04 (.169 E-03)
Latino poverty	-.002 (.005)	-.003 (.006)
% Latino w/ College Degree	-.006 (.019)	.002 (.014)
African-American Poverty	-.011 (.007)	-.008 (.005)
% African-American w/ College Degree	.014 (.010)	.005 (.007)
Lagged Black Administrators	.937** (.010)	.002 (.007)
Lagged Latino Administrators	-.012 (.013)	1.003** (.010)
Constant	-3.719± (2.017)	.538 (1.446)
N	1666	1666
R ²	.92	.90
F	1393.42	1155.29

coefficients for individual years not shown
 (standard errors in parentheses)
 ± p<.1 * p<.05 * p<.01

Table A8
First Stage Results for Table A5

Dependent Variable= Percentage Teachers who are:	African-American	Latino
% African-American Administrators	.029** (.005)	-.009* (.004)
% Latino Administrators	.001 (.006)	.021** (.005)
% Low Income Students	.001 (.003)	.009** (.003)
Avg Teacher Salary (000s)	.313 E-04 (.258 E-04)	.793 E-04** (.233 E-04)
Teacher Experience	.005 (.024)	-.064** (.022)
State Aid	-.338 E-04 (.343 E-04)	.295E-04 (.309 E-04)
Intuitional Expenditures (Per Pupil)	-.138 E-03± (.829 E-04)	-.394 E-04 (.748 E-04)
Latino poverty	-.004 (.002)	.002 (.003)
% Latino w/ College Degree	.002 (.006)	.003 (.006)
African-American Poverty	-.002 (.002)	-.004* (.002)
% African-American w/ College Degree	.004 (.003)	.003 (.003)
Lagged African-American Teachers	.963** (.006)	.002 (.006)
Lagged Latino Teachers	-.004 (.009)	.967** (.008)
Constant	-1.457* (.715)	-1.522* (.645)
N	1670	1670
R ²	.98	.96
F	6378.554	3309.26

coefficients for individual years not shown
(standard errors in parentheses)
± p<.1 * p<.05 ** p<.01

Table A9
First Stage Results for Table A6

Dependent Variable= TAAS Pass Rates for:

	African-Americans	Latinos
% African-American Teachers	.119** (.039)	.025 (.032)
% Latino Teachers	-.111± (.025)	.071± (.037)
Anglo Pass Rate	.450** (.039)	.421** (.031)
% Black Students	-.125** (.030)	-.078** (.025)
% Latino Students	-.111** (.025)	-.118** (.021)
% Low Income Students	.087** (.029)	.045± (.023)
Avg Teacher Salary (000s)	.193 E-03 (.161 E-03)	.241 E-03± (.131 E-03)
Teacher Experience	-.360* (.154)	-.246± (.124)
State Aid	-.698 E-04 (.214 E-03)	.003** (.001)
Intuitiional Expenditures (Per Pupil)	-.470 E-05 (.532 E-03)	.238 E-03 (.425 E-03)
Latino poverty	-.069** (.019)	-.032* (.016)
% Latino w/ College Degree	-.102* (.042)	-.012 (.034)
African-American Poverty	-.013 (.016)	-.012 (.013)
% African-American w/ College Degree	.096** (.022)	.035± (.018)
Lagged African-American Pass Rate	.559** (.021)	.090** (.017)
Lagged Latino Pass Rate	.075** (.023)	.496** (.019)
Constant	-14.234** (5.634)	-7.033** (4.811)
N	1593	1588
R ²	.73	.77
F	135.08	161.13

coefficients for individual years not shown
(standard errors in parentheses)

± p<.1
* p<.05
* p<.01