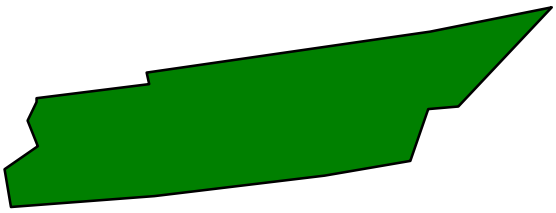
Statistical Report for the State of Tennessee



Electronic District Report

Prepared by:

Data and Decision Analysis, Inc.
February 2001

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State of Tennessee District Report
Description of the Longitudinal Database

The data presented in this report are the result of extensive processing of employment, certification, enrollment and assignment files from the State of Tennessee Department of Education into a longitudinal database of workforce dynamics. As such, there are several decisions that must be made about the data that may result in information that is not directly comparable to the cross-section, annual data files provided to Data and Decision Analysis, Inc.

The longitudinal database is created by individual person, not by position. This means that each educator is identified by a single district and a single position. First, an educator's primary position is identified according to where they devote the majority of their time. The educator's home district is then determined based upon the district in which they spend the most time *in their primary position*. Since educators that split their time between districts will not appear in both districts, the district workforce counts may be less than expected. For a more complete explanation of the procedure used, please refer to Appendix A of this report. Appendix B details the processing procedure used for the higher education data. A list of positions as defined in this report is provided in Appendix C.

In addition, every attempt has been made to resolve differences in key demographic data over time. The longitudinal database has been created to identify educators by a single race, sex and year of birth. This has been done by assigning the highest frequency found for each demographic characteristic. Again, while this produces consistency longitudinally, it may yield slightly different data than the cross sectional (annual) data.

Special Notes Regarding the 1996-97 Data:

During the processing of the 1996-97 data files, Data and Decision Analysis, Inc (DaDA) found anomalies in the employment data as well as the school enrollment data. The employment data reported a number of educators marked as "Inactive" in the distribution file who were actually active educators in the Preliminary data files. In order to properly identify consistently active educators for 1996-97, it was necessary to review the 1995-96 file as well as the 1997-98 file and look for educators who consistently gained experience over the three year period. These people were then changed by DaDA to "Active" status and added to the pool of employed educators.

The Preliminary school data file for 1996-97 also was found to be problematic and was discarded and replaced with a spreadsheet of data provided to DaDA by Tennessee. The new enrollment data provided by the State of Tennessee for 1996-97 seems inconsistent with previous years and warrants further investigation by the State. Therefore, significant jumps in the 1996-97 enrollment numbers at the individual district level should be viewed with caution.

Special Notes Regarding the 1997-98 Data:

Two key files containing information on the class assignments and details of each school district, referred to as the "Preliminary" files, were lost during an attempted transition to a new data collection methodology. In order to ensure a reasonably consistent data series for this report and for all other derivatives of these data it was necessary to employ the 1998-99 and 1996-97 preliminary files with the base 1997-98 employment files. This processing is detailed in Appendix A. It was possible to reconstruct a value for the percent of Special Education enrollments, but there was no information available to construct the percent of minority enrollments for 1997-98. In this report, the missing data is noted in the report as "na", or not available.

In addition, there has been a consolidation of two districts, Chattanooga and Hamilton County. The districts merged into a single Hamilton County between 1996-97 and 1997-98. Because this is the first year of this report where the two are merged, they are presented separately. The next time this report is run, the two will be treated as a single district as though they had always been merged.

State of Tennessee District Report
Description of the Report

The Tennessee District Report consists of four pages for each district containing descriptive indicators, workforce counts, enrollments, percentage distributions, data quality measures and State comparative data. Graphs are used to highlight key data relationships. The following describes each data item used in the report:

The First Page of the Report

Supply and Demand Graphs
The first two graphs plot the change in total educators with the change in total enrollments for the district and comparatively for the State. These data series are often used as supply and demand indicators and allow a quick look at how the two are moving relative to one another. As is illustrated in the State graph in the upper right, enrollments are often relatively smooth increasing slightly over time (1.5% each year for Tennessee) with the exception on 1998-99 where a slight decline is seen. Changes in hiring are reflected by the increases and decreases seen in the educator numbers. Any divergence in these two series indicates a potential imbalance if not corrected. Ideally the two series would move in the same direction and magnitude over time.

Descriptive Indicators
For each set of district indicators, there are State indicators for comparison purposes:

Student to Educator Ratio is the total number of educators divided by the total district enrollment.
Student to Teacher Ratio is the total number of teachers divided by the total enrollments.
Change in Educators and *Enrollments* are the headcount increases or decreases from the previous year.
% Change in Educators and *Enrollments* are changes in headcounts relative to lasts years total headcount.

Workforce
% Part-Time are the educators in the district who's FTE is less than 1.0 divided by the total educators.
% Administrative Staff and the *% Professional Staff* show that part of the workforce engaged in non-classroom position relative to total educators.
% Minority, *% Minority in Administration* and the *% Female in Administration* are calculated from the headcounts on the third page of each district report.

The Teachers Descriptive Indicators
Average Age is the average age of teacher where the age is known.
Average Experience is the average teaching experience as reported in the annual census of teachers.
Average Salary is the average salary for full-time teachers (where FTE=1.0).
% Minority Teachers, % Female Teachers and *% Special Education Teachers* are calculated from the counts on the second and third pages of each district.

Enrollments
The final part of the Descriptive Indicators section contains enrollment data calculated from the Tennessee Department of Education School file for 1995-96, 1996-97 and 1998-99. The preliminary school file was not available for 1997-98 so the percent of minority enrollment calculation was not possible. The percent of special education was calculated from a worksheet provided to DaDA by Tennessee.
% Minority is the number of non-white students enrolled as a percentage of the total enrollment
% of Special Education is the number of special education students as a percentage of the total enrollment.

Dynamics of the Workforce
The Dynamics of the Workforce data examines the pieces of the pipeline for human resources flow into, out of, and between school districts.
Total Workforce includes all educators employed in the district as defined earlier in this report.
Retained Educators are individuals who were employed in the same district in the year before and remain in the current year.
Newly Hired educators are those individuals hired to replace exiting educators or fill new positions. The Newly Hired educators are composed of three groups:

- *Transfers In* are educators who were employed in a different Tennessee district in the previous year and are employed in the district being reported in the current year.
- *Reentrants* are educators who were not employed in the previous year in any Tennessee district, and are employed in the district being reported in the current year with experience greater than one (1).
- *First Time Educators* are individuals who appear for the first time in the district being reported with no prior experience (experience=0).

Total Exiting Next Year include educators who leave public education in Tennessee for at least one year, or who transfer to other districts.

- *Transfers Out* are educators who leave the district being reported in the next year, but who appear in another Tennessee public school district.
- Those who *Leave Tennessee Education* are educators who do not appear in any Tennessee public school district in the following year.

Dynamics Rates
District Attrition is calculated by dividing the *Total Exiting Next Year* by the *Total Workforce* in the current year. This is the actual attrition rate experienced by the district. However, as shown in the section above, part of this attrition is explained by educators moving to other districts. Therefore, when State data on attrition rates are presented, they are actually calculated by dividing those *Leaving Tennessee Education* by the *Total Workforce.*
The ratio of *Transfers In/Out* quantifies the district-to-district movement in term of the district being reported. If the number of *Transfers In* is equal to the number of *Transfers Out* then the ratio is equal to one (1). A number greater than one indicates that the district is a net importer of experienced educators while a number less than one indicates a net exporter of experienced educators. A possible measure of attractiveness is indicated if the district is a net importer of experienced educators over time. A ratio that is consistently less than one over time indicates that the district is a net supplier of experienced educators to other Tennessee school districts.

The Second Page of the Report

Profile by Position
The profile by position section of the report includes head counts and percentages for Administrators, Professional Staff and the detailed components of Teachers. Please remember that educators are assigned to a single position based upon their primary position. Refer to *the Description of the Longitudinal Database* at the beginning of this report as well as the Appendices for more information about the process used to assign educators.

Total Enrollments
Total Enrollments and percentages are provided by grade grouping for the district.

Indicator Graphs
Student Teacher Ratio includes data from the first page of the report showing the district and State ratios.
Enrollment by Grade Group shows an area chart of enrollments for grade groups 1 through grade 12.
State Attrition Distribution and District Rate graphs shows the frequency distribution of all the district's attrition rates (the dashed line). The solid line is the district attrition rate for the current district. As the graph shows, most districts are clustered around the average district attrition rate of 8.0%.
District Transfers In/Transfers Out shows the ratio from the previous page. Again, a solid line consistently over one (the dashed line) indicates that the district is a net importer of experienced educators.

The Third Page of the Report

Profile by Known Race and Gender
This section reports headcounts of Administrators, Professional Staff, and Teachers for White, Black and Other race by gender. Other race includes Hispanic, Asian/Pacific Islander and American Indian/Native Alaskan. Other race contains only known races and does not include unknown or missing races or the Tennessee code for "Other". Totals in this section of the report may not add to the total head count if the race or gender of an educator is unknown.

Teacher Age and Experience Distribution
The headcount of teachers by age or experience grouping. Changes in the age and experience distributions over time can be used as an indicator for such things as populations nearing retirement or those that are attracting younger teachers. A graphic depiction of the change in distributions from 1992 to 1996 is shown at the bottom of the fourth page.

The Fourth Page of the Report

Attrition
Attrition and retention rates are reported for educators as a whole and for teachers.
Educator Attrition rates are the total number of educators exiting a district from the current year to the next year.
Attrition from Transfers are that portion of attrition that can accounted for by a change of district.
Attrition from Exits are the educators that have left education in Tennessee in the next year.
District Retention rates are the total number of educators or teachers retained within the district from the current year to the next year.

5 Year Average Retention/Attrition
Retention rates by year of experience through the first 5 years of teaching yield valuable information about the attrition of new teachers. Since attrition is highest for teachers during these first few years (other than the cohort retiring) State retention rates for each of the first 5 years of experience is such an important measure, it is important to provide whatever details are possible at the district level. However, due to the small numbers of teachers in each of these experience groups at the district level in any given year, it is necessary to pool the data over 5 years to produce an average retention rate.
The "retained" rates count the number of teachers for each experience group that are retained in the same district. The "transfer" rates show those teachers that stay within the Tennessee system, but move districts. In either case the denominator is the total number of teachers found within that experience group. The attrition rate for the district shows the percentage of teachers that leave the district (either by transferring or leaving teaching). The statewide attrition rate indicates the percentage of teacher who either leave the state or leave teaching. The statewide attrition rate does not include those that transfer within districts since those teachers are still retained within the state system.

Survey Data Quality
The percentage of *Incomplete Responses* found in the annual census of educators is shown for Race and Sex. The State percentages are reported for comparison purposes.
The *Experience Increment* shows the percentage of teachers that increase their experience by 0,1 and 2 years respectively from one year to the next. It is expected that a full-time year will increment by one from year-to-year. Part-time teachers can increment by 1 or 0 depending upon their work experience. Increments outside of this range usually indicate a potential error in reporting.

Age and Experience Distribution Graphs
The graphs on the bottom of the fourth page contain data from the distributions reported on the third page of each district.

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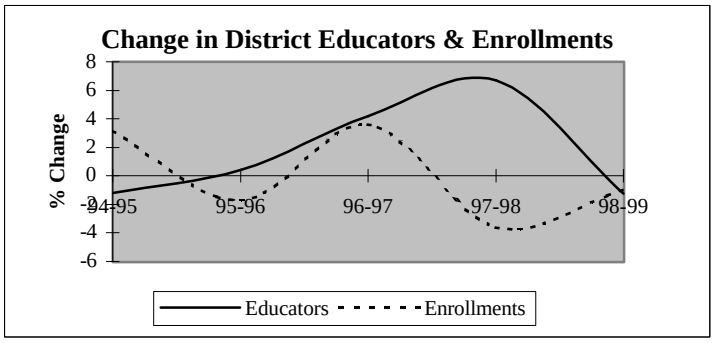
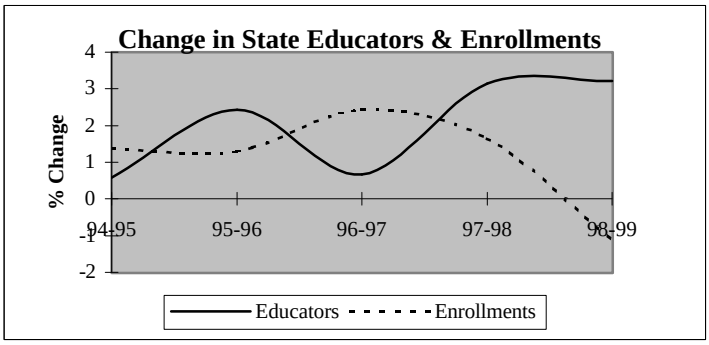
District Report for: ANDERSON COUNTY





Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.1	14.8	14.7	13.3	13.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.2	17.7	17.5	15.5	15.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	-6	2	21	35	-7	-	-	-	-	-
% Change in Educators	-1.2%	0.4%	4.2%	6.7%	-1.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	232	-132	269	-277	-73	-	-	-	-	-
% Change in Enrollment	3.2%	-1.7%	3.6%	-3.6%	-1.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.8%	1.8%	1.7%	1.4%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.4%	4.4%	3.9%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.2%	11.8%	11.5%	10.4%	11.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.4%	0.4%	0.6%	1.1%	1.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.4%	36.4%	39.1%	36.4%	27.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.6	41.9	42.4	36.7	36.0	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	13.3	13.5	12.8	13.0	13.9	13.9	13.8	13.7	13.7
Average Salary	30,975	30,980	32,946	31,712	34,104	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.5%	0.5%	0.7%	1.3%	1.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.7%	75.2%	74.7%	75.7%	76.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	14.2%	12.1%	13.4%	14.5%	13.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.0%	na	2.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	499	501	522	557	550	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	447	449	457	451	481	89.6%	89.6%	87.5%	81.0%	87.5%
Newly Hired	52	52	65	106	69	10.4%	10.4%	12.5%	19.0%	12.5%
Transfers In	10	5	6	12	7	19.2%	9.6%	9.2%	11.3%	10.1%
Reentrants	30	32	44	36	17	57.7%	61.5%	67.7%	34.0%	24.6%
First Time Educators	12	15	15	58	45	23.1%	28.8%	23.1%	54.7%	65.2%
Total Exiting Next Year	50	44	71	76	-	10.0%	8.8%	13.6%	13.6%	-
Transfers Out	10	11	13	17	-	20.0%	25.0%	18.3%	22.4%	-
Leave Tennessee Educ.	40	33	58	59	-	80.0%	75.0%	81.7%	77.6%	-

Dynamics Rates	District Rates				
District Attrition	10.0%	8.8%	13.6%	13.6%	-
Transfers In/Out	1.00	0.45	0.46	0.71	-

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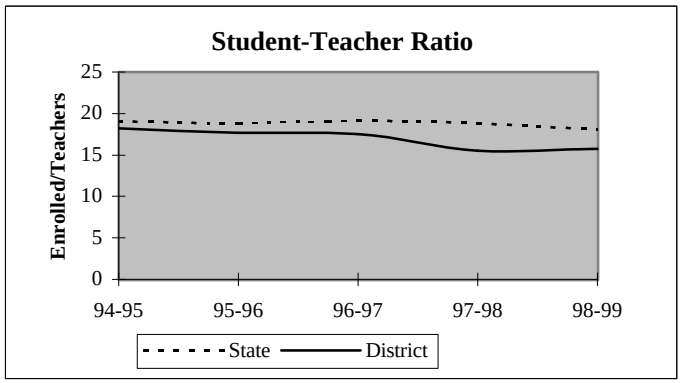
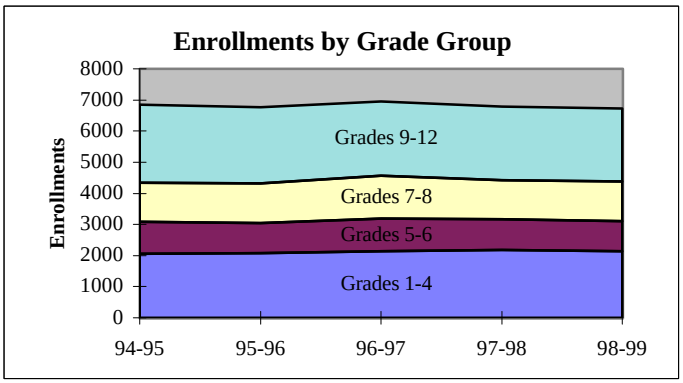
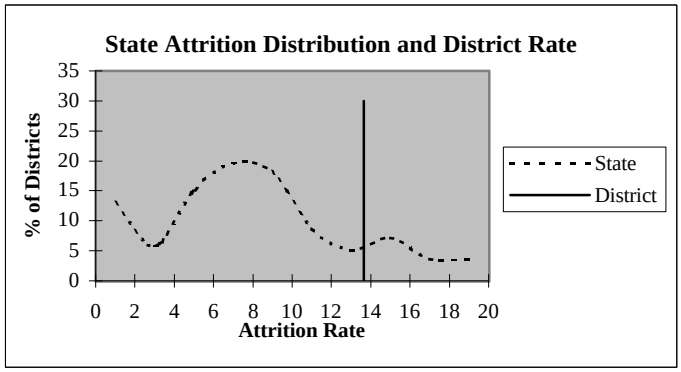
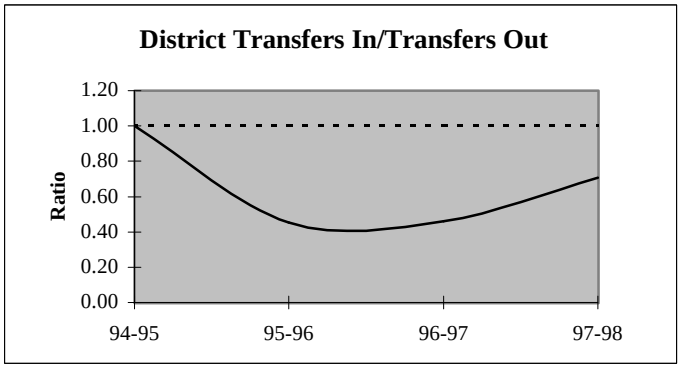
District Report for: ANDERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	499	501	522	557	550	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	22	23	22	22	4.6%	4.4%	4.4%	3.9%	4.0%
Professional Staff	61	59	60	58	61	12.2%	11.8%	11.5%	10.4%	11.1%
Total Teachers	415	420	439	477	467	83.2%	83.8%	84.1%	85.6%	84.9%
Special Education	59	51	59	69	64	14.2%	12.1%	13.4%	14.5%	13.7%
Pre-K & Kindergarten	23	32	34	34	38	5.5%	7.6%	7.7%	7.1%	8.1%
Elementary (1-4)	137	142	144	167	159	33.0%	33.8%	32.8%	35.0%	34.0%
Middle School (5-6)	38	38	39	39	35	9.2%	9.0%	8.9%	8.2%	7.5%
Jr. High (7-8)	47	46	49	48	53	11.3%	11.0%	11.2%	10.1%	11.3%
High School (9-12)	111	111	114	120	118	26.7%	26.4%	26.0%	25.2%	25.3%
Business	2	0	2	1	2	1.8%	0.0%	1.8%	0.8%	1.7%
Language Arts	18	18	18	19	18	16.2%	16.2%	15.8%	15.8%	15.3%
Social Studies	12	12	13	14	13	10.8%	10.8%	11.4%	11.7%	11.0%
Foreign Language	4	5	5	5	6	3.6%	4.5%	4.4%	4.2%	5.1%
Mathematics	13	14	11	13	9	11.7%	12.6%	9.6%	10.8%	7.6%
Science	13	12	14	12	9	11.7%	10.8%	12.3%	10.0%	7.6%
Vocational Education	33	31	31	35	32	29.7%	27.9%	27.2%	29.2%	27.1%
Other High School	16	19	20	21	29	14.4%	17.1%	17.5%	17.5%	24.6%
Total Enrollments	7,554	7,422	7,691	7,414	7,341	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	493	521	615	545	507	6.5%	7.0%	8.0%	7.4%	6.9%
Grades 1-4	2,066	2,067	2,148	2,170	2,140	27.3%	27.8%	27.9%	29.3%	29.2%
Grades 5-6	1,024	975	1,038	991	964	13.6%	13.1%	13.5%	13.4%	13.1%
Grades 7-8	1,250	1,275	1,373	1,260	1,276	16.5%	17.2%	17.9%	17.0%	17.4%
Grades 9-12	2,515	2,447	2,399	2,367	2,349	33.3%	33.0%	31.2%	31.9%	32.0%
Ungraded	206	137	118	81	105	2.7%	1.8%	1.5%	1.1%	1.4%









District Report for: ANDERSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	23	22	23	22	22	4.7%	4.5%	4.6%	4.1%	4.2%
White - Females	7	8	9	8	6	30.4%	36.4%	39.1%	36.4%	27.3%
White - Males	16	14	14	14	16	69.6%	63.6%	60.9%	63.6%	72.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	61	58	59	57	59	12.5%	11.9%	11.8%	10.7%	11.3%
White - Females	49	46	47	47	49	80.3%	79.3%	79.7%	82.5%	83.1%
White - Males	12	12	12	10	9	19.7%	20.7%	20.3%	17.5%	15.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	403	407	419	454	440	82.8%	83.6%	83.6%	85.2%	84.5%
White - Females	307	308	318	348	340	76.2%	75.7%	75.9%	76.7%	77.3%
White - Males	94	97	98	100	95	23.3%	23.8%	23.4%	22.0%	21.6%
Black - Females	1	1	1	3	4	0.2%	0.2%	0.2%	0.7%	0.9%
Black - Males	1	1	1	2	1	0.2%	0.2%	0.2%	0.4%	0.2%
Other - Females	0	0	1	1	0	0.0%	0.0%	0.2%	0.2%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	13	7	5	74	84	3.3%	1.8%	1.3%	15.5%	18.0%
25-29	40	52	53	64	55	10.1%	13.4%	13.3%	13.4%	11.8%
30-34	37	32	37	36	32	9.3%	8.2%	9.3%	7.5%	6.9%
35-39	56	48	42	40	40	14.1%	12.4%	10.6%	8.4%	8.6%
40-45	93	81	77	73	54	23.5%	20.9%	19.3%	15.3%	11.6%
45-49	89	93	94	87	87	22.5%	24.0%	23.6%	18.2%	18.6%
50-54	38	43	54	70	82	9.6%	11.1%	13.6%	14.7%	17.6%
55+	30	32	36	33	33	7.6%	8.2%	9.0%	6.9%	7.1%
Average Age	41.6	41.9	42.4	36.7	36.0					

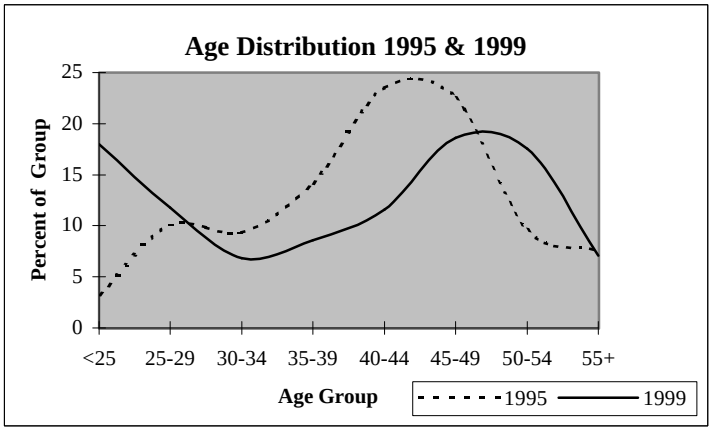
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	78	92	93	110	109	18.8%	21.9%	21.2%	23.1%	23.3%
4-7 Years	57	51	57	78	72	13.7%	12.1%	13.0%	16.4%	15.4%
8-11 Years	58	56	59	50	51	14.0%	13.3%	13.4%	10.5%	10.9%
12-15 Years	38	38	37	43	49	9.2%	9.0%	8.4%	9.0%	10.5%
16-19 Years	63	56	55	46	34	15.2%	13.3%	12.5%	9.6%	7.3%
20+ Years	121	127	138	150	152	29.2%	30.2%	31.4%	31.4%	32.5%
Average Experience	13.3	13.3	13.5	12.8	13.0					

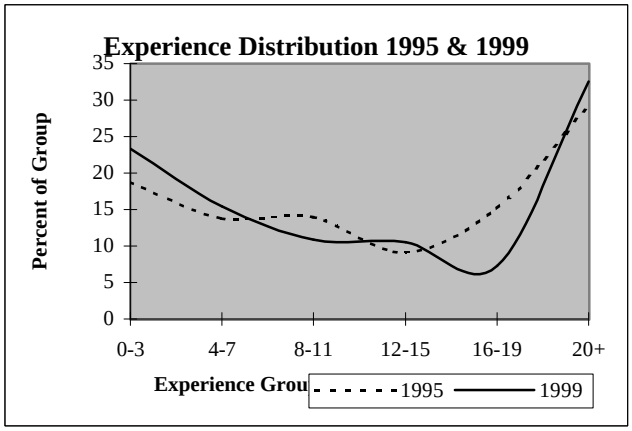
District Report for: ANDERSON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	50	44	71	76	-	10.0%	8.8%	13.6%	13.6%	-
Attrition from Transfers	10	11	13	17	-	2.0%	2.2%	2.5%	3.1%	-
Attrition from Exits	40	33	58	59	-	8.0%	6.6%	11.1%	10.6%	-
Teacher Attrition	42	37	59	68	-	10.1%	8.8%	13.4%	14.3%	-
Attrition from Transfers	9	10	11	17	-	2.2%	2.4%	2.5%	3.6%	-
Attrition from Exits	33	27	48	51	-	8.0%	6.4%	10.9%	10.7%	-
District Retention										
Educator Retention	449	457	451	481	-	90.0%	91.2%	86.4%	86.4%	-
Teacher Retention	373	383	380	409	-	89.9%	91.2%	86.6%	85.7%	-

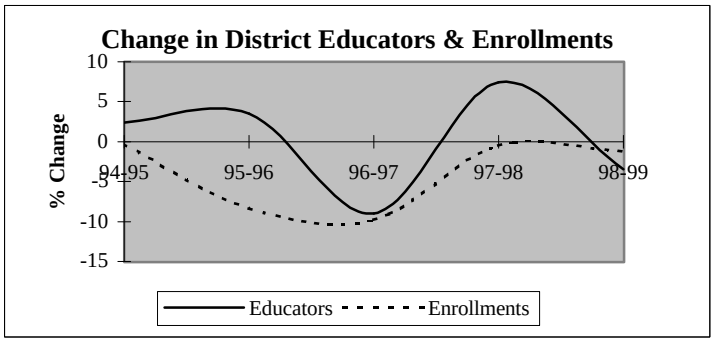
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	56.3%	18.0%	25.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	69.3%	7.9%	22.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	78.9%	4.6%	16.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	81.9%	5.3%	12.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.4%	3.4%	9.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.3%	1.4%	11.3%	89.7%	2.1%	91.8%	8.2%

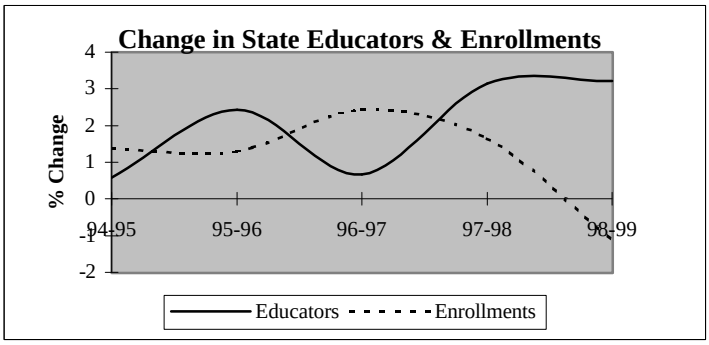
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.9%	10.4%	12.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.4%	5.1%	6.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.8%	3.8%	5.4%	11.7%	9.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.2%	92.0%	88.9%	83.8%	87.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.8%	1.1%	0.9%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.4%	3.4%	4.6%	3.6%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CLINTON





Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.5	12.0	11.9	11.0	11.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.4	15.5	15.3	14.1	14.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	3	-8	6	-3	-	-	-	-	-
% Change in Educators	2.4%	3.5%	-9.0%	7.4%	-3.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-4	-97	-105	-5	-12	-	-	-	-	-
% Change in Enrollment	-0.3%	-8.3%	-9.8%	-0.5%	-1.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	4.7%	4.5%	3.7%	3.4%	3.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.5%	4.9%	4.6%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	17.4%	18.0%	17.3%	17.2%	16.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	50.0%	50.0%	75.0%	75.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.3	44.4	44.7	42.2	43.8	42.7	43.1	43.3	37.1	36.4
Average Experience	14.8	14.9	15.1	15.4	16.7	13.9	13.9	13.8	13.7	13.7
Average Salary	34,460	34,799	37,232	36,899	38,656	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	92.5%	92.8%	92.1%	91.2%	90.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.4%	10.1%	9.5%	10.3%	10.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.3%	na	5.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.5%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	86	89	81	87	84	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	80	82	79	81	82	93.0%	92.1%	97.5%	93.1%	97.6%
Newly Hired	6	7	2	6	2	7.0%	7.9%	2.5%	6.9%	2.4%
Transfers In	2	2	0	3	0	33.3%	28.6%	0.0%	50.0%	0.0%
Reentrants	3	2	2	2	2	50.0%	28.6%	100.0%	33.3%	100.0%
First Time Educators	1	3	0	1	0	16.7%	42.9%	0.0%	16.7%	0.0%
Total Exiting Next Year	4	10	0	5	-	4.7%	11.2%	0.0%	5.7%	-
Transfers Out	2	1	0	1	-	50.0%	10.0%	0.0%	20.0%	-
Leave Tennessee Educ.	2	9	0	4	-	50.0%	90.0%	0.0%	80.0%	-

Dynamics Rates	District Rates				
District Attrition	4.7%	11.2%	0.0%	5.7%	-
Transfers In/Out	1.00	2.00	nc	3.00	-

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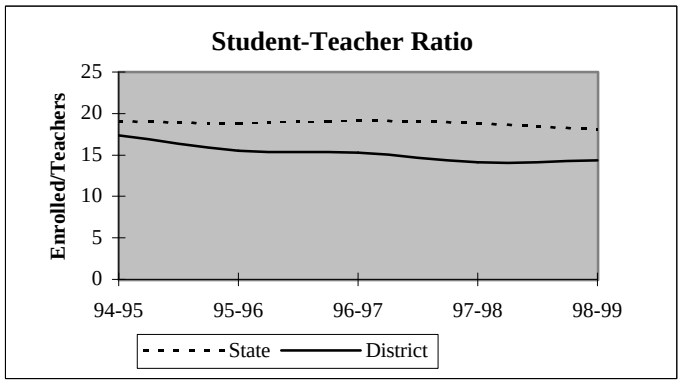
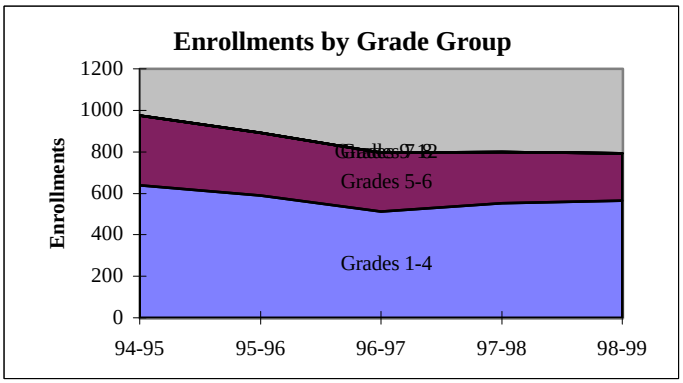
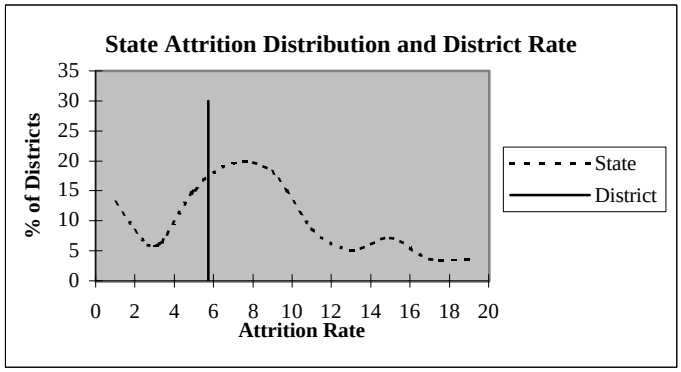
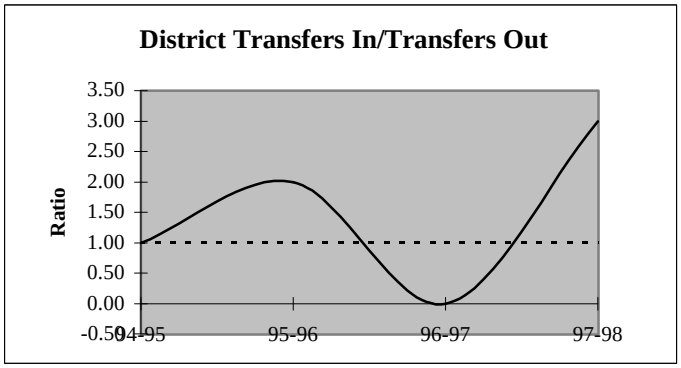
District Report for: CLINTON

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	86	89	81	87	84	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.7%	4.5%	4.9%	4.6%	4.8%
Professional Staff	15	16	14	15	14	17.4%	18.0%	17.3%	17.2%	16.7%
Total Teachers	67	69	63	68	66	77.9%	77.5%	77.8%	78.2%	78.6%
Special Education	7	7	6	7	7	10.4%	10.1%	9.5%	10.3%	10.6%
Pre-K & Kindergarten	7	7	7	7	7	10.4%	10.1%	11.1%	10.3%	10.6%
Elementary (1-4)	39	42	37	40	39	58.2%	60.9%	58.7%	58.8%	59.1%
Middle School (5-6)	13	12	12	13	12	19.4%	17.4%	19.0%	19.1%	18.2%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	1	1	1	1	1	1.5%	1.4%	1.6%	1.5%	1.5%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Total Enrollments	1,165	1,068	963	958	946	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	178	163	164	150	151	15.3%	15.3%	17.0%	15.7%	16.0%
Grades 1-4	640	589	511	552	563	54.9%	55.1%	53.1%	57.6%	59.5%
Grades 5-6	335	301	284	247	229	28.8%	28.2%	29.5%	25.8%	24.2%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	12	15	4	9	3	1.0%	1.4%	0.4%	0.9%	0.3%









District Report for: CLINTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	4	4.8%	4.6%	5.1%	4.7%	4.9%
White - Females	2	2	3	3	2	50.0%	50.0%	75.0%	75.0%	50.0%
White - Males	2	2	1	1	2	50.0%	50.0%	25.0%	25.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	16	14	15	14	17.9%	18.4%	17.7%	17.6%	17.1%
White - Females	13	14	12	13	12	86.7%	87.5%	85.7%	86.7%	85.7%
White - Males	2	2	2	2	2	13.3%	12.5%	14.3%	13.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	65	67	61	66	64	77.4%	77.0%	77.2%	77.6%	78.0%
White - Females	61	63	57	61	59	93.8%	94.0%	93.4%	92.4%	92.2%
White - Males	4	4	4	5	5	6.2%	6.0%	6.6%	7.6%	7.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	1	5	3	0.0%	1.5%	1.7%	7.4%	4.5%
25-29	4	5	6	8	5	6.3%	7.6%	10.0%	11.8%	7.6%
30-34	5	3	2	1	4	7.8%	4.5%	3.3%	1.5%	6.1%
35-39	6	7	5	6	5	9.4%	10.6%	8.3%	8.8%	7.6%
40-45	14	11	9	7	7	21.9%	16.7%	15.0%	10.3%	10.6%
45-49	20	19	15	16	17	31.3%	28.8%	25.0%	23.5%	25.8%
50-54	10	14	18	17	17	15.6%	21.2%	30.0%	25.0%	25.8%
55+	5	6	4	8	8	7.8%	9.1%	6.7%	11.8%	12.1%
Average Age	44.3	44.4	44.7	42.2	43.8					

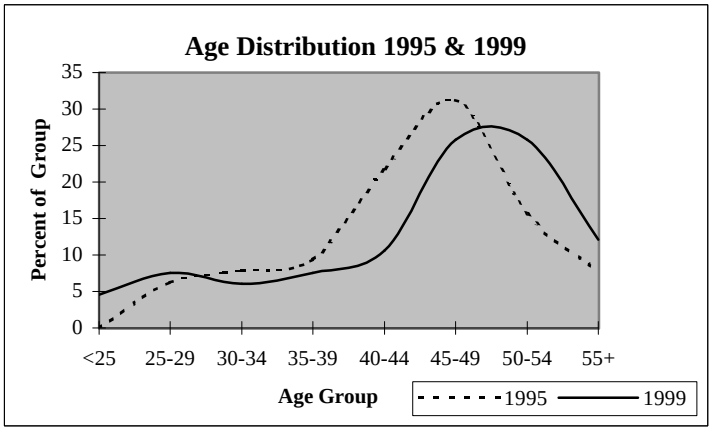
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	5	7	7	6	5	7.5%	10.1%	11.1%	8.8%	7.6%
4-7 Years	4	5	6	10	6	6.0%	7.2%	9.5%	14.7%	9.1%
8-11 Years	15	10	3	2	3	22.4%	14.5%	4.8%	2.9%	4.5%
12-15 Years	11	11	11	14	13	16.4%	15.9%	17.5%	20.6%	19.7%
16-19 Years	15	16	16	14	11	22.4%	23.2%	25.4%	20.6%	16.7%
20+ Years	17	20	20	22	28	25.4%	29.0%	31.7%	32.4%	42.4%
Average Experience	14.8	14.9	15.1	15.4	16.7					

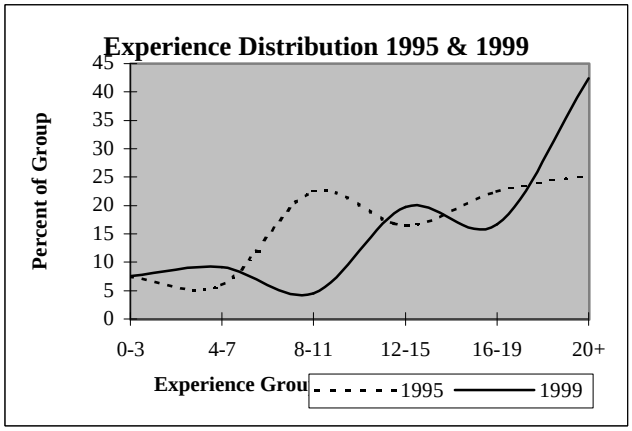
District Report for: CLINTON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	10	0	5	-	4.7%	11.2%	0.0%	5.7%	-
Attrition from Transfers	2	1	0	1	-	2.3%	1.1%	0.0%	1.1%	-
Attrition from Exits	2	9	0	4	-	2.3%	10.1%	0.0%	4.6%	-
Teacher Attrition	4	7	0	4	-	6.0%	10.1%	0.0%	5.9%	-
Attrition from Transfers	2	0	0	1	-	3.0%	0.0%	0.0%	1.5%	-
Attrition from Exits	2	7	0	3	-	3.0%	10.1%	0.0%	4.4%	-
District Retention										
Educator Retention	82	79	81	82	-	95.3%	88.8%	100.0%	94.3%	-
Teacher Retention	63	62	63	64	-	94.0%	89.9%	100.0%	94.1%	-

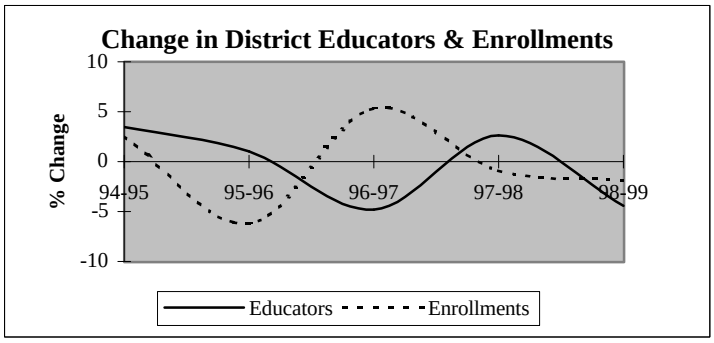
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	60.0%	20.0%	20.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.9%	11.1%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.5%	0.0%	12.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

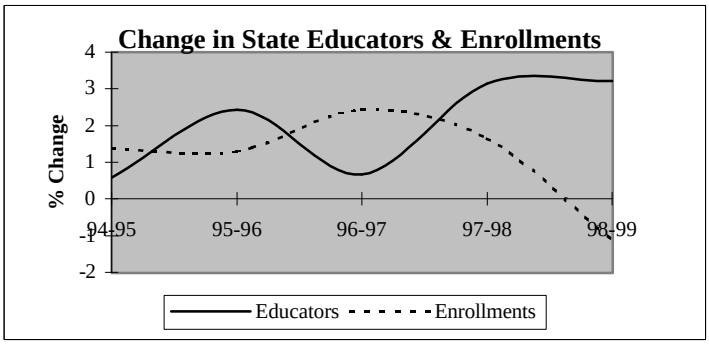
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.2%	6.6%	6.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.2%	3.3%	3.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.7%	3.4%	2.5%	4.6%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.2%	94.4%	97.5%	93.1%	97.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.2%	2.2%	0.0%	2.3%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: OAK RIDGE





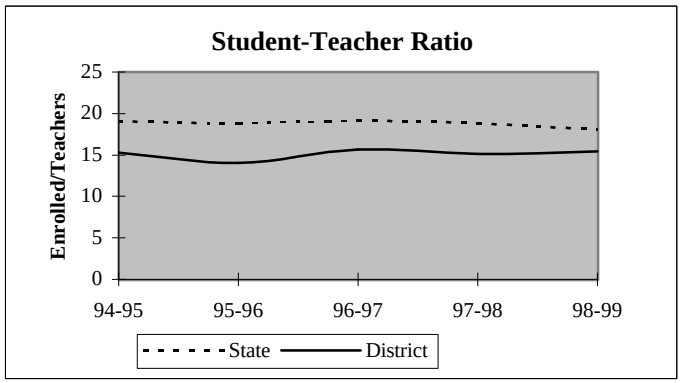
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.0	12.0	13.3	12.9	13.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	15.3	14.1	15.7	15.1	15.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	13	4	-19	10	-17	-	-	-	-	-
% Change in Educators	3.4%	1.0%	-4.8%	2.7%	-4.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	128	-315	255	-44	-92	-	-	-	-	-
% Change in Enrollment	2.6%	-6.2%	5.3%	-0.9%	-1.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	9.7%	9.8%	8.5%	7.0%	7.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.3%	3.3%	3.4%	3.1%	3.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.7%	11.1%	11.7%	11.6%	11.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.5%	9.5%	9.1%	8.7%	8.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	7.7%	7.7%	15.4%	16.7%	8.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	23.1%	23.1%	23.1%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.4	45.4	45.7	41.2	41.0	42.7	43.1	43.3	37.1	36.4
Average Experience	15.5	15.4	15.5	15.5	16.0	13.9	13.9	13.8	13.7	13.7
Average Salary	41,035	41,833	43,057	43,009	45,209	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	9.7%	10.8%	10.2%	9.6%	9.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.7%	74.3%	72.8%	74.2%	76.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.5%	10.6%	10.9%	10.3%	10.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	17.1%	na	18.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

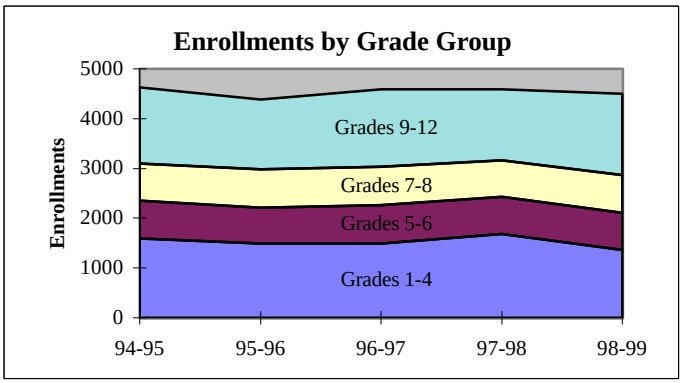
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	392	396	377	387	370	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	346	360	345	357	351	88.3%	90.9%	91.5%	92.2%	94.9%
Newly Hired	46	36	32	30	19	11.7%	9.1%	8.5%	7.8%	5.1%
Transfers In	8	9	6	9	2	17.4%	25.0%	18.8%	30.0%	10.5%
Reentrants	26	21	16	14	15	56.5%	58.3%	50.0%	46.7%	78.9%
First Time Educators	12	6	10	7	2	26.1%	16.7%	31.3%	23.3%	10.5%
Total Exiting Next Year	32	51	20	36	-	8.2%	12.9%	5.3%	9.3%	-
Transfers Out	3	7	1	3	-	9.4%	13.7%	5.0%	8.3%	-
Leave Tennessee Educ.	29	44	19	33	-	90.6%	86.3%	95.0%	91.7%	-

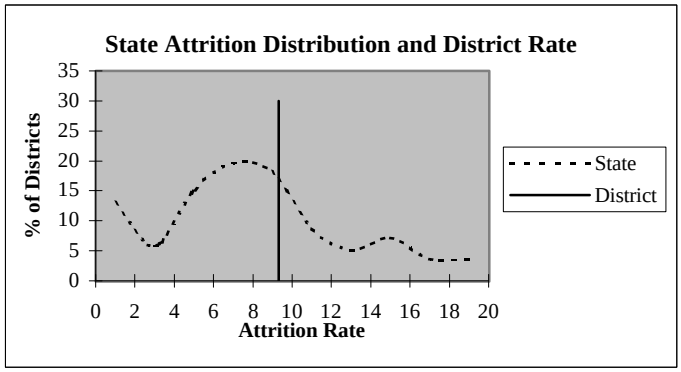
Dynamics Rates	District Rates				
District Attrition	8.2%	12.9%	5.3%	9.3%	-
Transfers In/Out	2.67	1.29	6.00	3.00	-

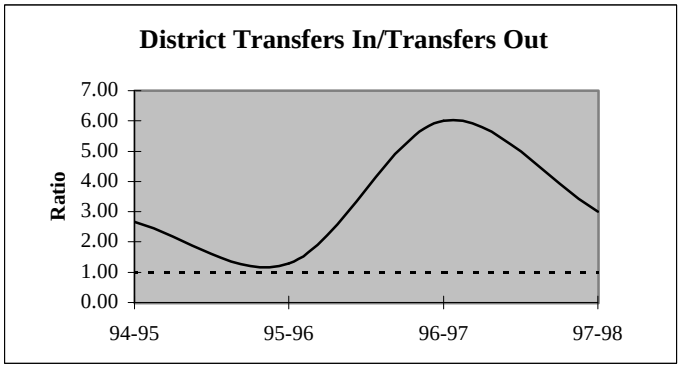
District Report for: OAK RIDGE

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	392	396	377	387	370	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	13	12	12	3.3%	3.3%	3.4%	3.1%	3.2%
Professional Staff	46	44	44	45	41	11.7%	11.1%	11.7%	11.6%	11.1%
Total Teachers	333	339	320	330	317	84.9%	85.6%	84.9%	85.3%	85.7%
Special Education	35	36	35	34	34	10.5%	10.6%	10.9%	10.3%	10.7%
Pre-K & Kindergarten	28	31	30	28	29	8.4%	9.1%	9.4%	8.5%	9.1%
Elementary (1-4)	105	111	101	103	101	31.5%	32.7%	31.6%	31.2%	31.9%
Middle School (5-6)	31	29	30	30	30	9.3%	8.6%	9.4%	9.1%	9.5%
Jr. High (7-8)	62	45	43	46	47	18.6%	13.3%	13.4%	13.9%	14.8%
High School (9-12)	72	87	81	89	76	21.6%	25.7%	25.3%	27.0%	24.0%
Business	5	5	6	6	6	6.9%	5.7%	7.4%	6.7%	7.9%
Language Arts	11	15	12	14	12	15.3%	17.2%	14.8%	15.7%	15.8%
Social Studies	7	12	11	12	10	9.7%	13.8%	13.6%	13.5%	13.2%
Foreign Language	5	8	6	6	5	6.9%	9.2%	7.4%	6.7%	6.6%
Mathematics	10	12	12	13	12	13.9%	13.8%	14.8%	14.6%	15.8%
Science	8	11	11	11	10	11.1%	12.6%	13.6%	12.4%	13.2%
Vocational Education	10	11	10	11	10	13.9%	12.6%	12.3%	12.4%	13.2%
Other High School	16	13	13	16	11	22.2%	14.9%	16.0%	18.0%	14.5%
Total Enrollments	5,084	4,769	5,024	4,980	4,888	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	361	303	366	332	318	7.1%	6.4%	7.3%	6.7%	6.5%
Grades 1-4	1,593	1,494	1,485	1,690	1,363	31.3%	31.3%	29.6%	33.9%	27.9%
Grades 5-6	759	723	777	743	744	14.9%	15.2%	15.5%	14.9%	15.2%
Grades 7-8	743	769	765	731	764	14.6%	16.1%	15.2%	14.7%	15.6%
Grades 9-12	1,527	1,398	1,560	1,427	1,625	30.0%	29.3%	31.1%	28.7%	33.2%
Ungraded	101	82	71	57	74	2.0%	1.7%	1.4%	1.1%	1.5%









District Report for: OAK RIDGE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	13	13	13	12	12	3.4%	3.4%	3.6%	3.3%	3.4%
White - Females	2	2	2	2	2	15.4%	15.4%	15.4%	16.7%	16.7%
White - Males	10	10	9	8	9	76.9%	76.9%	69.2%	66.7%	75.0%
Black - Females	1	1	1	1	1	7.7%	7.7%	7.7%	8.3%	8.3%
Black - Males	0	0	1	1	0	0.0%	0.0%	7.7%	8.3%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	45	43	43	44	40	11.9%	11.3%	11.9%	12.0%	11.4%
White - Females	36	33	34	35	32	80.0%	76.7%	79.1%	79.5%	80.0%
White - Males	9	10	9	9	8	20.0%	23.3%	20.9%	20.5%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	320	323	305	312	300	84.7%	85.2%	84.5%	84.8%	85.2%
White - Females	215	211	198	208	206	67.2%	65.3%	64.9%	66.7%	68.7%
White - Males	74	77	76	74	65	23.1%	23.8%	24.9%	23.7%	21.7%
Black - Females	20	20	17	19	18	6.3%	6.2%	5.6%	6.1%	6.0%
Black - Males	3	5	6	5	5	0.9%	1.5%	2.0%	1.6%	1.7%
Other - Females	8	10	8	6	6	2.5%	3.1%	2.6%	1.9%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	4	2	35	38	0.6%	1.3%	0.7%	10.6%	12.0%
25-29	22	22	23	24	24	7.1%	7.1%	7.9%	7.3%	7.6%
30-34	28	30	19	26	18	9.1%	9.7%	6.6%	7.9%	5.7%
35-39	23	17	25	23	25	7.4%	5.5%	8.6%	7.0%	7.9%
40-45	52	52	40	34	31	16.8%	16.8%	13.8%	10.3%	9.8%
45-49	77	76	77	61	51	24.9%	24.5%	26.6%	18.5%	16.1%
50-54	56	58	61	72	78	18.1%	18.7%	21.0%	21.8%	24.6%
55+	49	51	43	55	52	15.9%	16.5%	14.8%	16.7%	16.4%
Average Age	45.4	45.4	45.7	41.2	41.0					

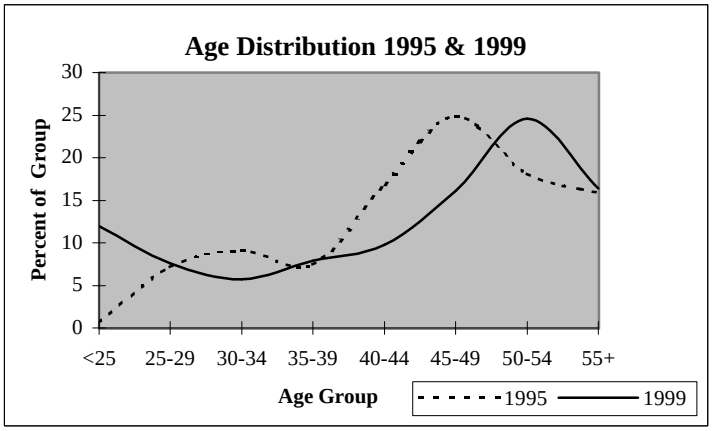
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	45	50	42	47	35	13.5%	14.7%	13.1%	14.2%	11.0%
4-7 Years	45	42	40	44	45	13.5%	12.4%	12.5%	13.3%	14.2%
8-11 Years	35	43	33	32	37	10.5%	12.7%	10.3%	9.7%	11.7%
12-15 Years	35	26	40	39	38	10.5%	7.7%	12.5%	11.8%	12.0%
16-19 Years	52	52	41	42	36	15.6%	15.3%	12.8%	12.7%	11.4%
20+ Years	121	126	124	126	126	36.3%	37.2%	38.8%	38.2%	39.7%
Average Experience	15.5	15.4	15.5	15.5	16.0					

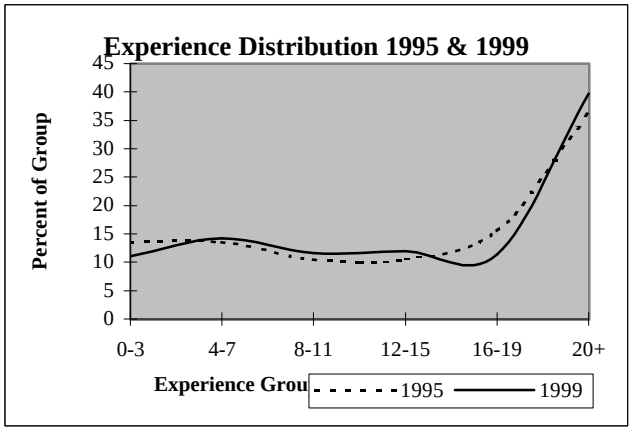
District Report for: OAK RIDGE

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	32	51	20	36	-	8.2%	12.9%	5.3%	9.3%	-
Attrition from Transfers	3	7	1	3	-	0.8%	1.8%	0.3%	0.8%	-
Attrition from Exits	29	44	19	33	-	7.4%	11.1%	5.0%	8.5%	-
Teacher Attrition	26	43	19	30	-	7.8%	12.7%	5.9%	9.1%	-
Attrition from Transfers	2	6	1	1	-	0.6%	1.8%	0.3%	0.3%	-
Attrition from Exits	24	37	18	29	-	7.2%	10.9%	5.6%	8.8%	-
District Retention										
Educator Retention	360	345	357	351	-	91.8%	87.1%	94.7%	90.7%	-
Teacher Retention	307	296	301	300	-	92.2%	87.3%	94.1%	90.9%	-

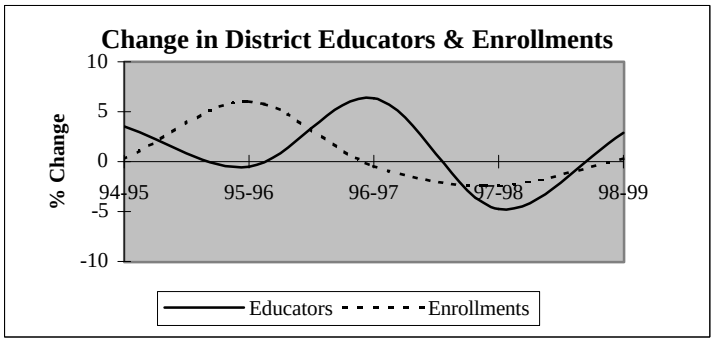
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.5%	7.5%	15.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	74.6%	9.0%	16.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.2%	1.9%	13.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.0%	0.0%	14.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.4%	1.9%	7.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.0%	0.0%	7.0%	89.7%	2.1%	91.8%	8.2%

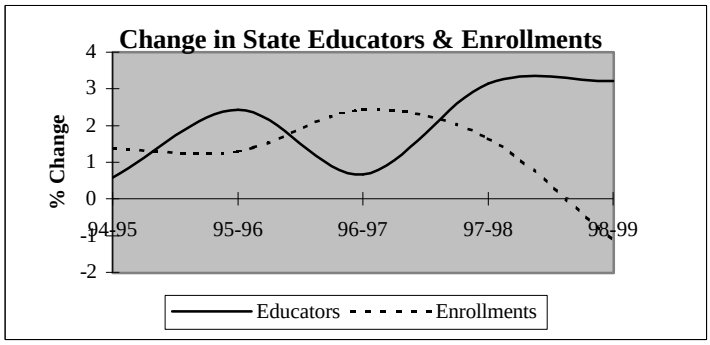
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.7%	9.1%	9.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.6%	3.6%	3.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.9%	2.0%	6.4%	4.4%	4.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	84.2%	94.9%	90.7%	93.3%	93.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.5%	0.5%	0.8%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.4%	2.5%	2.4%	1.6%	3.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BEDFORD COUNTY





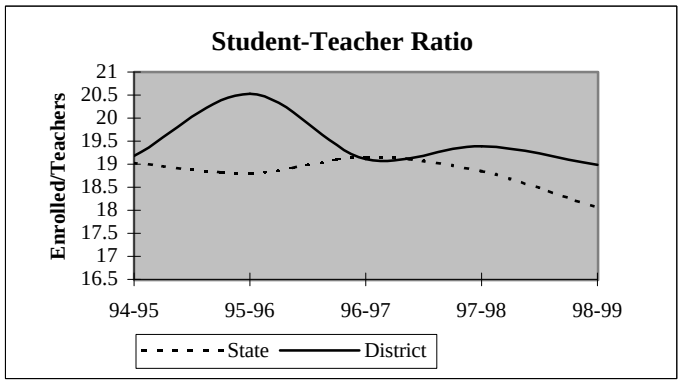
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	17.2	16.1	16.5	16.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.2	20.5	19.1	19.4	19.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	13	-2	24	-19	11	-	-	-	-	-
% Change in Educators	3.5%	-0.5%	6.3%	-4.7%	2.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	15	370	-31	-160	22	-	-	-	-	-
% Change in Enrollment	0.2%	6.0%	-0.5%	-2.5%	0.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.3%	0.2%	0.3%	0.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.5%	4.2%	4.4%	4.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.0%	11.6%	11.4%	10.4%	10.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.5%	4.5%	4.5%	4.5%	4.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.9%	6.3%	6.3%	6.3%	5.9%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	16.7%	11.8%	17.6%	17.6%	22.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.9	41.1	41.2	38.6	38.4	42.7	43.1	43.3	37.1	36.4
Average Experience	12.4	12.6	12.3	12.8	12.9	13.9	13.9	13.8	13.7	13.7
Average Salary	29,687	29,884	30,623	31,301	32,802	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.8%	3.8%	3.9%	4.0%	4.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.0%	80.2%	80.9%	81.7%	81.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.0%	10.4%	10.3%	9.2%	8.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.6%	na	16.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.6%	na	0.4%	-	1.7%	1.7%	1.6%	1.8%

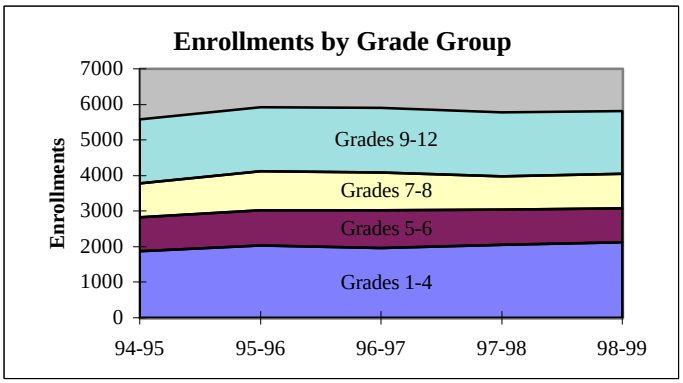
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	381	379	403	384	395	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	333	340	350	346	363	87.4%	89.7%	86.8%	90.1%	91.9%
Newly Hired	48	39	53	38	32	12.6%	10.3%	13.2%	9.9%	8.1%
Transfers In	10	5	10	6	9	20.8%	12.8%	18.9%	15.8%	28.1%
Reentrants	18	13	16	7	4	37.5%	33.3%	30.2%	18.4%	12.5%
First Time Educators	20	21	27	25	19	41.7%	53.8%	50.9%	65.8%	59.4%
Total Exiting Next Year	41	29	57	21	-	10.8%	7.7%	14.1%	5.5%	-
Transfers Out	6	9	16	5	-	14.6%	31.0%	28.1%	23.8%	-
Leave Tennessee Educ.	35	20	41	16	-	85.4%	69.0%	71.9%	76.2%	-

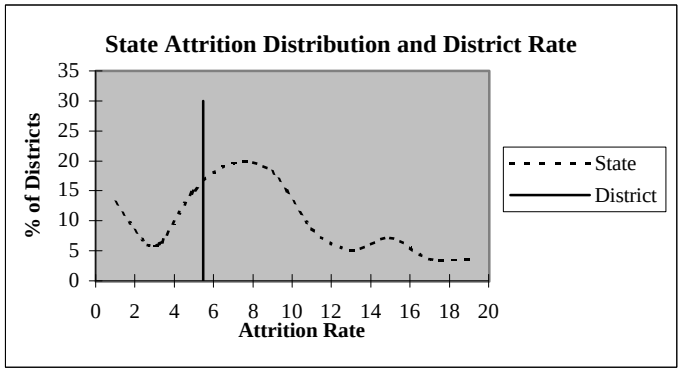
Dynamics Rates	District Rates				
District Attrition	10.8%	7.7%	14.1%	5.5%	-
Transfers In/Out	1.67	0.56	0.63	1.20	-

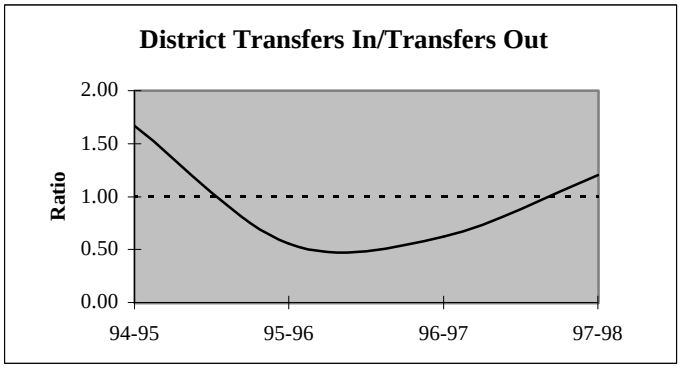
District Report for: BEDFORD COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	381	379	403	384	395	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	17	17	17	18	4.7%	4.5%	4.2%	4.4%	4.6%
Professional Staff	42	44	46	40	42	11.0%	11.6%	11.4%	10.4%	10.6%
Total Teachers	321	318	340	327	335	84.3%	83.9%	84.4%	85.2%	84.8%
Special Education	32	33	35	30	28	10.0%	10.4%	10.3%	9.2%	8.4%
Pre-K & Kindergarten	22	22	22	21	23	6.9%	6.9%	6.5%	6.4%	6.9%
Elementary (1-4)	115	115	127	124	128	35.8%	36.2%	37.4%	37.9%	38.2%
Middle School (5-6)	31	28	32	35	33	9.7%	8.8%	9.4%	10.7%	9.9%
Jr. High (7-8)	31	33	36	33	32	9.7%	10.4%	10.6%	10.1%	9.6%
High School (9-12)	90	87	88	84	91	28.0%	27.4%	25.9%	25.7%	27.2%
Business	2	2	2	2	2	2.2%	2.3%	2.3%	2.4%	2.2%
Language Arts	14	13	13	11	13	15.6%	14.9%	14.8%	13.1%	14.3%
Social Studies	9	8	8	4	5	10.0%	9.2%	9.1%	4.8%	5.5%
Foreign Language	3	4	4	4	4	3.3%	4.6%	4.5%	4.8%	4.4%
Mathematics	11	12	13	11	14	12.2%	13.8%	14.8%	13.1%	15.4%
Science	9	8	9	9	8	10.0%	9.2%	10.2%	10.7%	8.8%
Vocational Education	18	16	16	15	18	20.0%	18.4%	18.2%	17.9%	19.8%
Other High School	24	24	23	28	27	26.7%	27.6%	26.1%	33.3%	29.7%
Total Enrollments	6,159	6,529	6,498	6,338	6,360	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	505	548	537	535	538	8.2%	8.4%	8.3%	8.4%	8.5%
Grades 1-4	1,867	2,042	1,970	2,052	2,116	30.3%	31.3%	30.3%	32.4%	33.3%
Grades 5-6	967	988	1,047	984	957	15.7%	15.1%	16.1%	15.5%	15.0%
Grades 7-8	948	1,087	1,067	941	972	15.4%	16.6%	16.4%	14.8%	15.3%
Grades 9-12	1,788	1,807	1,827	1,806	1,762	29.0%	27.7%	28.1%	28.5%	27.7%
Ungraded	84	57	50	20	15	1.4%	0.9%	0.8%	0.3%	0.2%









District Report for: BEDFORD COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	17	16	16	16	17	4.5%	4.3%	4.0%	4.2%	4.4%
White - Females	3	2	3	3	4	17.6%	12.5%	18.8%	18.8%	23.5%
White - Males	13	13	12	12	12	76.5%	81.3%	75.0%	75.0%	70.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.9%	6.3%	6.3%	6.3%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	44	46	40	41	11.2%	11.8%	11.6%	10.6%	10.5%
White - Females	32	34	34	32	33	76.2%	77.3%	73.9%	80.0%	80.5%
White - Males	6	6	8	5	5	14.3%	13.6%	17.4%	12.5%	12.2%
Black - Females	3	4	4	3	2	7.1%	9.1%	8.7%	7.5%	4.9%
Black - Males	1	0	0	0	1	2.4%	0.0%	0.0%	0.0%	2.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	316	314	335	323	331	84.3%	84.0%	84.4%	85.2%	85.1%
White - Females	245	240	260	253	258	77.5%	76.4%	77.6%	78.3%	77.9%
White - Males	59	62	62	57	59	18.7%	19.7%	18.5%	17.6%	17.8%
Black - Females	10	11	11	11	12	3.2%	3.5%	3.3%	3.4%	3.6%
Black - Males	2	1	2	2	2	0.6%	0.3%	0.6%	0.6%	0.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	5	6	31	30	1.7%	1.7%	1.9%	9.5%	9.0%
25-29	43	47	50	45	44	14.3%	16.1%	16.1%	13.8%	13.1%
30-34	41	33	39	39	50	13.6%	11.3%	12.5%	11.9%	14.9%
35-39	46	47	45	35	33	15.3%	16.1%	14.5%	10.7%	9.9%
40-45	56	48	43	49	45	18.6%	16.4%	13.8%	15.0%	13.4%
45-49	47	49	61	56	54	15.6%	16.8%	19.6%	17.1%	16.1%
50-54	38	35	39	41	45	12.6%	12.0%	12.5%	12.5%	13.4%
55+	25	28	28	31	34	8.3%	9.6%	9.0%	9.5%	10.1%
Average Age	40.9	41.1	41.2	38.6	38.4					

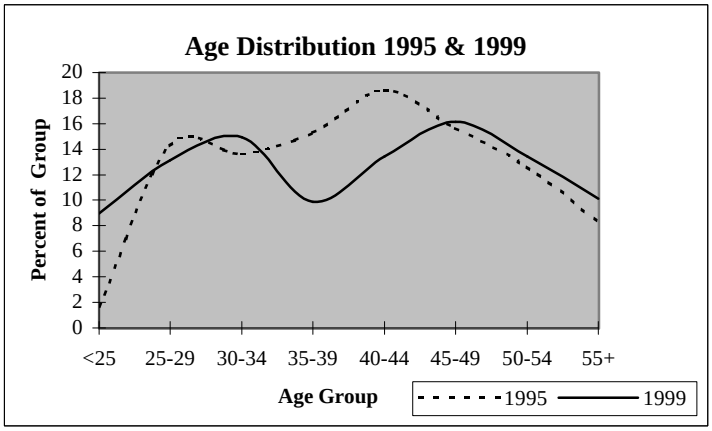
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	70	75	79	74	73	21.8%	23.6%	23.2%	22.6%	21.8%
4-7 Years	41	36	50	47	55	12.8%	11.3%	14.7%	14.4%	16.4%
8-11 Years	45	43	45	37	34	14.0%	13.5%	13.2%	11.3%	10.1%
12-15 Years	50	39	34	36	40	15.6%	12.3%	10.0%	11.0%	11.9%
16-19 Years	35	42	41	42	40	10.9%	13.2%	12.1%	12.8%	11.9%
20+ Years	80	83	91	91	93	24.9%	26.1%	26.8%	27.8%	27.8%
Average Experience	12.4	12.6	12.3	12.8	12.9					

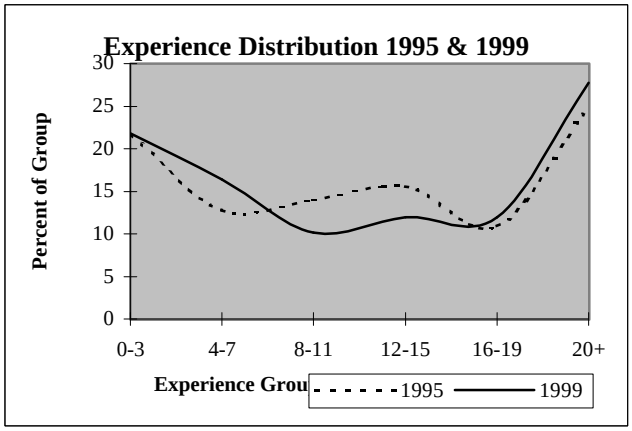
District Report for: BEDFORD COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	41	29	57	21	-	10.8%	7.7%	14.1%	5.5%	-
Attrition from Transfers	6	9	16	5	-	1.6%	2.4%	4.0%	1.3%	-
Attrition from Exits	35	20	41	16	-	9.2%	5.3%	10.2%	4.2%	-
Teacher Attrition	34	27	49	15	-	10.6%	8.5%	14.4%	4.6%	-
Attrition from Transfers	6	9	15	4	-	1.9%	2.8%	4.4%	1.2%	-
Attrition from Exits	28	18	34	11	-	8.7%	5.7%	10.0%	3.4%	-
District Retention										
Educator Retention	340	350	346	363	-	89.2%	92.3%	85.9%	94.5%	-
Teacher Retention	287	291	291	312	-	89.4%	91.5%	85.6%	95.4%	-

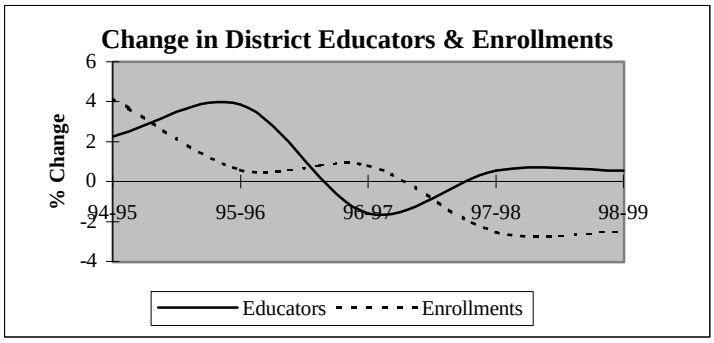
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.0%	7.5%	17.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.1%	2.1%	12.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.3%	5.3%	9.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.0%	3.8%	5.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	79.7%	8.7%	11.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	86.5%	7.7%	5.8%	89.7%	2.1%	91.8%	8.2%

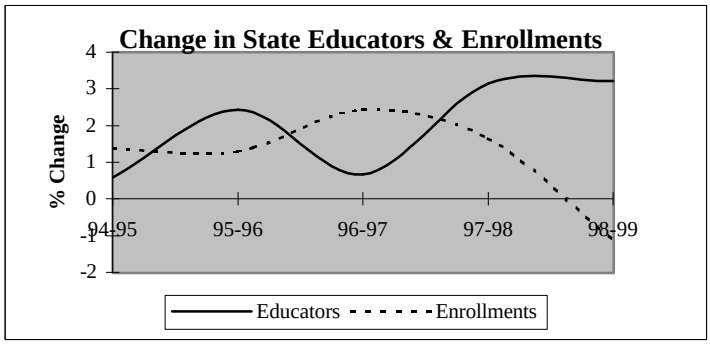
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.9%	14.6%	17.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.1%	10.9%	12.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	6.6%	8.7%	8.3%	6.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.0%	91.0%	88.3%	90.1%	92.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.2%	0.5%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.9%	2.4%	2.7%	1.0%	0.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BENTON COUNTY





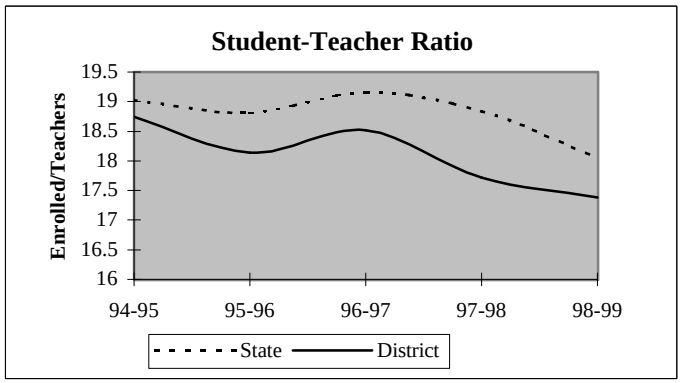
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	15.3	15.7	15.2	14.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	18.1	18.5	17.7	17.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	7	-3	1	1	-	-	-	-	-
% Change in Educators	2.3%	3.9%	-1.6%	0.5%	0.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	115	17	23	-73	-71	-	-	-	-	-
% Change in Enrollment	4.2%	0.6%	0.8%	-2.5%	-2.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	0.5%	0.5%	0.0%	1.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.5%	5.3%	5.4%	4.8%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.9%	10.1%	9.7%	9.1%	10.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.5%	0.5%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	30.0%	30.0%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.5	41.8	42.2	37.3	36.8	42.7	43.1	43.3	37.1	36.4
Average Experience	12.7	12.4	12.6	13.3	13.7	13.9	13.9	13.8	13.7	13.7
Average Salary	28,308	28,569	29,256	29,659	31,192	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.6%	0.6%	0.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.4%	79.2%	79.6%	78.1%	77.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.5%	10.1%	10.2%	10.6%	9.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.1%	na	3.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

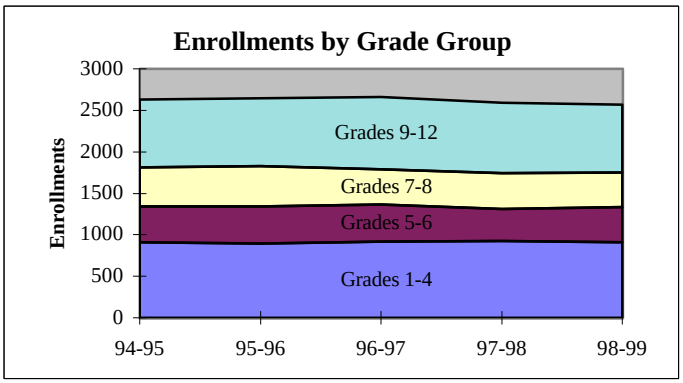
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	181	188	185	186	187	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	156	165	169	166	174	86.2%	87.8%	91.4%	89.2%	93.0%
Newly Hired	25	23	16	20	13	13.8%	12.2%	8.6%	10.8%	7.0%
Transfers In	3	9	1	2	2	12.0%	39.1%	6.3%	10.0%	15.4%
Reentrants	5	8	6	12	3	20.0%	34.8%	37.5%	60.0%	23.1%
First Time Educators	17	6	9	6	8	68.0%	26.1%	56.3%	30.0%	61.5%
Total Exiting Next Year	16	19	19	12	-	8.8%	10.1%	10.3%	6.5%	-
Transfers Out	6	7	4	1	-	37.5%	36.8%	21.1%	8.3%	-
Leave Tennessee Educ.	10	12	15	11	-	62.5%	63.2%	78.9%	91.7%	-

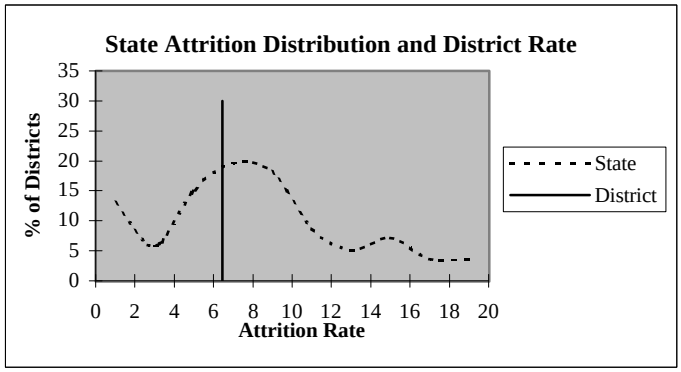
Dynamics Rates	District Rates				
District Attrition	8.8%	10.1%	10.3%	6.5%	-
Transfers In/Out	0.50	1.29	0.25	2.00	-

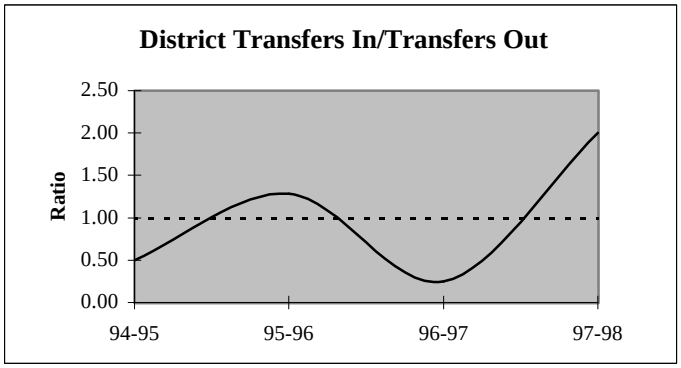
District Report for: BENTON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	181	188	185	186	187	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	10	9	9	5.5%	5.3%	5.4%	4.8%	4.8%
Professional Staff	18	19	18	17	19	9.9%	10.1%	9.7%	9.1%	10.2%
Total Teachers	153	159	157	160	159	84.5%	84.6%	84.9%	86.0%	85.0%
Special Education	16	16	16	17	15	10.5%	10.1%	10.2%	10.6%	9.4%
Pre-K & Kindergarten	12	14	15	16	17	7.8%	8.8%	9.6%	10.0%	10.7%
Elementary (1-4)	54	55	52	54	54	35.3%	34.6%	33.1%	33.8%	34.0%
Middle School (5-6)	15	17	17	16	16	9.8%	10.7%	10.8%	10.0%	10.1%
Jr. High (7-8)	16	17	17	16	15	10.5%	10.7%	10.8%	10.0%	9.4%
High School (9-12)	40	40	40	41	42	26.1%	25.2%	25.5%	25.6%	26.4%
Business	1	1	0	1	1	2.5%	2.5%	0.0%	2.4%	2.4%
Language Arts	6	6	7	6	6	15.0%	15.0%	17.5%	14.6%	14.3%
Social Studies	4	6	5	5	4	10.0%	15.0%	12.5%	12.2%	9.5%
Foreign Language	0	1	2	2	2	0.0%	2.5%	5.0%	4.9%	4.8%
Mathematics	4	6	5	5	3	10.0%	15.0%	12.5%	12.2%	7.1%
Science	2	3	4	4	6	5.0%	7.5%	10.0%	9.8%	14.3%
Vocational Education	11	10	11	10	10	27.5%	25.0%	27.5%	24.4%	23.8%
Other High School	12	7	6	8	10	30.0%	17.5%	15.0%	19.5%	23.8%
Total Enrollments	2,867	2,884	2,907	2,834	2,763	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	207	210	226	229	181	7.2%	7.3%	7.8%	8.1%	6.6%
Grades 1-4	909	892	916	923	912	31.7%	30.9%	31.5%	32.6%	33.0%
Grades 5-6	432	447	448	389	419	15.1%	15.5%	15.4%	13.7%	15.2%
Grades 7-8	471	488	427	433	416	16.4%	16.9%	14.7%	15.3%	15.1%
Grades 9-12	816	820	867	845	820	28.5%	28.4%	29.8%	29.8%	29.7%
Ungraded	32	27	23	15	15	1.1%	0.9%	0.8%	0.5%	0.5%









District Report for: BENTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	10	9	9	5.6%	5.4%	5.4%	4.9%	5.1%
White - Females	2	3	3	3	3	20.0%	30.0%	30.0%	33.3%	33.3%
White - Males	8	7	7	6	6	80.0%	70.0%	70.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	18	18	17	17	9.6%	9.7%	9.8%	9.3%	9.6%
White - Females	10	10	11	9	9	58.8%	55.6%	61.1%	52.9%	52.9%
White - Males	7	8	7	8	8	41.2%	44.4%	38.9%	47.1%	47.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	151	158	156	157	152	84.8%	84.9%	84.8%	85.8%	85.4%
White - Females	120	126	124	122	120	79.5%	79.7%	79.5%	77.7%	78.9%
White - Males	31	32	31	34	31	20.5%	20.3%	19.9%	21.7%	20.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.6%	0.6%	0.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	2	1	23	26	3.5%	1.4%	0.7%	14.4%	16.4%
25-29	16	22	23	19	13	11.2%	15.4%	16.9%	11.9%	8.2%
30-34	16	13	11	13	18	11.2%	9.1%	8.1%	8.1%	11.3%
35-39	14	13	14	14	12	9.8%	9.1%	10.3%	8.8%	7.5%
40-45	35	33	27	19	16	24.5%	23.1%	19.9%	11.9%	10.1%
45-49	31	31	24	30	31	21.7%	21.7%	17.6%	18.8%	19.5%
50-54	16	17	23	29	28	11.2%	11.9%	16.9%	18.1%	17.6%
55+	10	12	13	13	15	7.0%	8.4%	9.6%	8.1%	9.4%
Average Age	41.5	41.8	42.2	37.3	36.8					

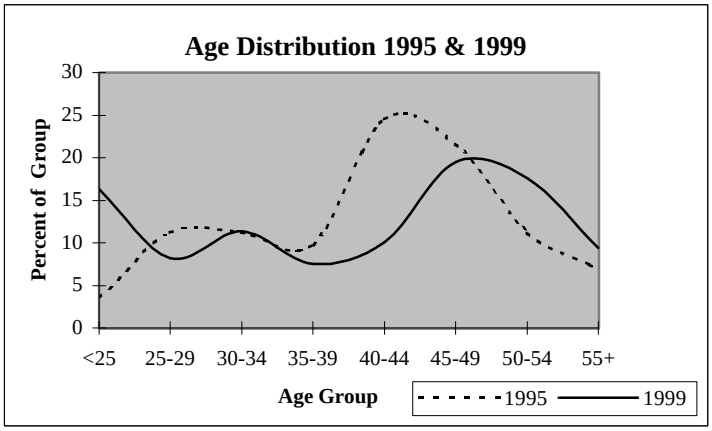
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	38	43	38	36	31	24.8%	27.0%	24.2%	22.5%	19.5%
4-7 Years	16	17	23	25	30	10.5%	10.7%	14.6%	15.6%	18.9%
8-11 Years	13	15	16	15	13	8.5%	9.4%	10.2%	9.4%	8.2%
12-15 Years	20	20	17	13	12	13.1%	12.6%	10.8%	8.1%	7.5%
16-19 Years	25	19	16	17	15	16.3%	11.9%	10.2%	10.6%	9.4%
20+ Years	41	45	47	54	58	26.8%	28.3%	29.9%	33.8%	36.5%
Average Experience	12.7	12.4	12.6	13.3	13.7					

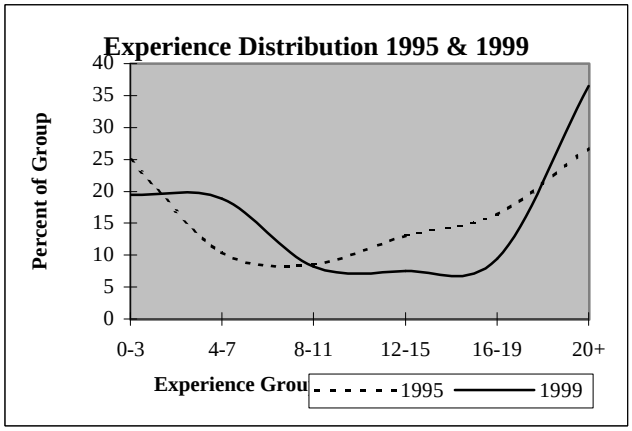
District Report for: BENTON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	16	19	19	12	-	8.8%	10.1%	10.3%	6.5%	-
Attrition from Transfers	6	7	4	1	-	3.3%	3.7%	2.2%	0.5%	-
Attrition from Exits	10	12	15	11	-	5.5%	6.4%	8.1%	5.9%	-
Teacher Attrition	14	16	16	11	-	9.2%	10.1%	10.2%	6.9%	-
Attrition from Transfers	6	6	4	1	-	3.9%	3.8%	2.5%	0.6%	-
Attrition from Exits	8	10	12	10	-	5.2%	6.3%	7.6%	6.3%	-
District Retention										
Educator Retention	165	169	166	174	-	91.2%	89.9%	89.7%	93.5%	-
Teacher Retention	139	143	141	149	-	90.8%	89.9%	89.8%	93.1%	-

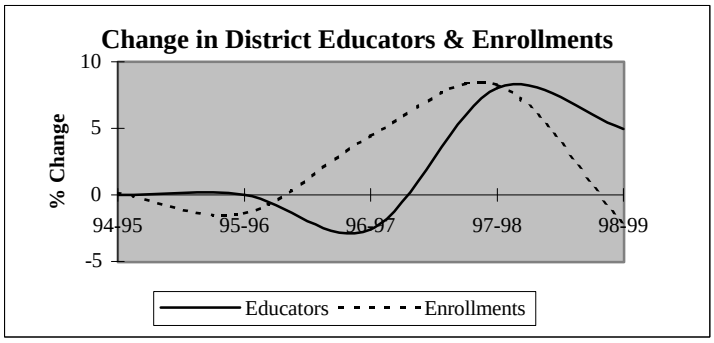
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.4%	5.7%	17.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.6%	2.1%	8.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.6%	4.5%	6.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.3%	5.1%	2.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.2%	3.4%	10.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.1%	6.9%	0.0%	89.7%	2.1%	91.8%	8.2%

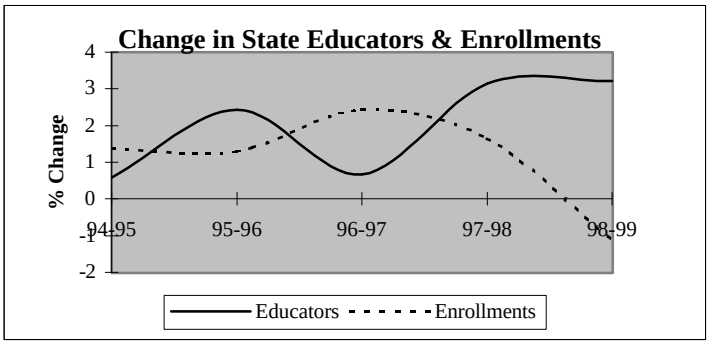
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.2%	10.3%	17.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.8%	7.5%	10.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	10.5%	5.9%	5.9%	4.8%	4.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.3%	91.5%	91.9%	89.2%	93.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.5%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	2.7%	2.2%	5.4%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BLEDSOE COUNTY





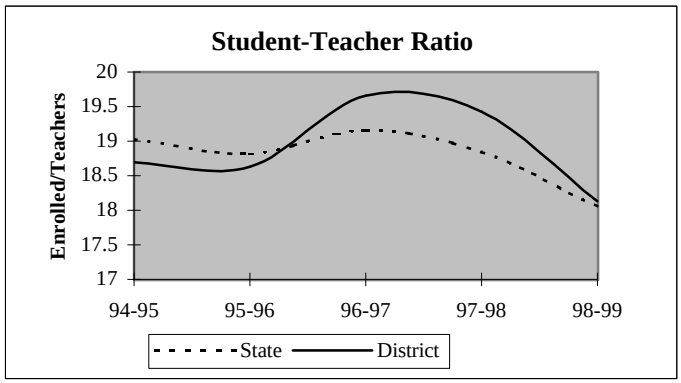
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.6	15.4	16.5	16.5	15.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	18.6	19.7	19.4	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	0	0	-3	9	6	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-2.6%	8.0%	5.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	3	-25	78	153	-43	-	-	-	-	-
% Change in Enrollment	0.2%	-1.4%	4.4%	8.3%	-2.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.2%	5.2%	5.4%	5.0%	4.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.3%	12.2%	10.7%	9.9%	10.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.9%	0.9%	0.9%	0.9%	0.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	16.7%	16.7%	16.7%	16.7%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.0	40.3	40.5	34.8	34.9	42.7	43.1	43.3	37.1	36.4
Average Experience	10.6	11.5	10.5	10.7	10.7	13.9	13.9	13.8	13.7	13.7
Average Salary	26,255	26,421	28,668	28,833	29,606	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.1%	1.1%	1.1%	1.0%	1.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.9%	71.6%	74.5%	74.8%	75.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	11.6%	18.1%	18.4%	17.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.5%	na	4.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.5%	na	1.4%	-	1.7%	1.7%	1.6%	1.8%

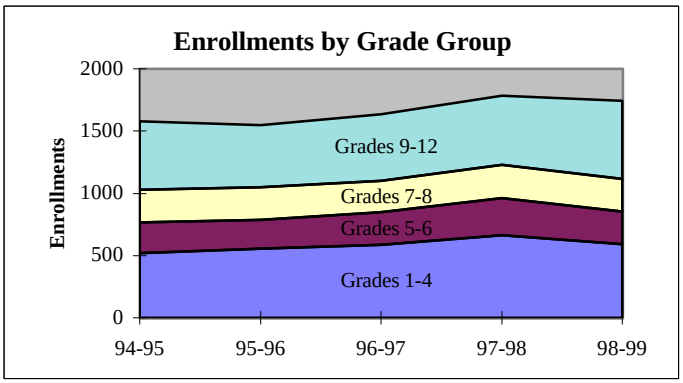
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	115	115	112	121	127	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	102	106	96	110	110	88.7%	92.2%	85.7%	90.9%	86.6%
Newly Hired	13	9	16	11	17	11.3%	7.8%	14.3%	9.1%	13.4%
Transfers In	2	3	1	1	1	15.4%	33.3%	6.3%	9.1%	5.9%
Reentrants	4	1	4	4	6	30.8%	11.1%	25.0%	36.4%	35.3%
First Time Educators	7	5	11	6	10	53.8%	55.6%	68.8%	54.5%	58.8%
Total Exiting Next Year	9	19	2	11	-	7.8%	16.5%	1.8%	9.1%	-
Transfers Out	3	4	1	3	-	33.3%	21.1%	50.0%	27.3%	-
Leave Tennessee Educ.	6	15	1	8	-	66.7%	78.9%	50.0%	72.7%	-

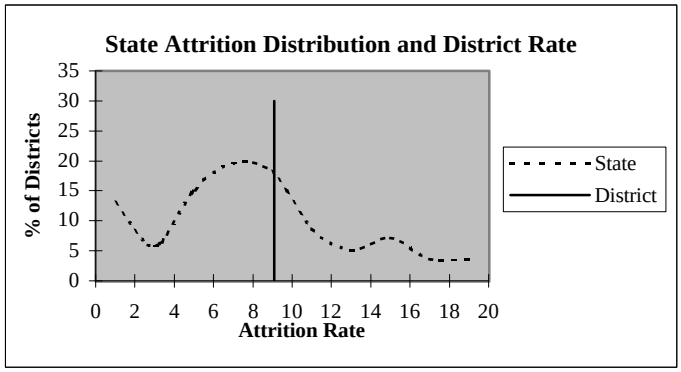
Dynamics Rates	District Rates				
District Attrition	7.8%	16.5%	1.8%	9.1%	-
Transfers In/Out	0.67	0.75	1.00	0.33	-

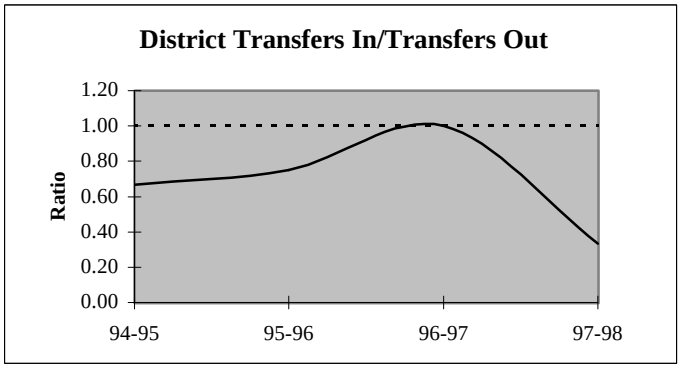
District Report for: BLEDSOE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	115	115	112	121	127	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	6	5.2%	5.2%	5.4%	5.0%	4.7%
Professional Staff	13	14	12	12	13	11.3%	12.2%	10.7%	9.9%	10.2%
Total Teachers	96	95	94	103	108	83.5%	82.6%	83.9%	85.1%	85.0%
Special Education	11	11	17	19	19	11.5%	11.6%	18.1%	18.4%	17.6%
Pre-K & Kindergarten	9	9	11	10	10	9.4%	9.5%	11.7%	9.7%	9.3%
Elementary (1-4)	29	27	25	28	30	30.2%	28.4%	26.6%	27.2%	27.8%
Middle School (5-6)	8	9	8	10	10	8.3%	9.5%	8.5%	9.7%	9.3%
Jr. High (7-8)	10	11	6	9	12	10.4%	11.6%	6.4%	8.7%	11.1%
High School (9-12)	29	28	27	27	27	30.2%	29.5%	28.7%	26.2%	25.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	4	3	3	4	4	13.8%	10.7%	11.1%	14.8%	14.8%
Social Studies	3	3	4	4	4	10.3%	10.7%	14.8%	14.8%	14.8%
Foreign Language	1	1	1	0	1	3.4%	3.6%	3.7%	0.0%	3.7%
Mathematics	3	3	4	4	4	10.3%	10.7%	14.8%	14.8%	14.8%
Science	2	2	2	3	3	6.9%	7.1%	7.4%	11.1%	11.1%
Vocational Education	12	11	10	10	9	41.4%	39.3%	37.0%	37.0%	33.3%
Other High School	4	5	3	2	2	13.8%	17.9%	11.1%	7.4%	7.4%
Total Enrollments	1,795	1,770	1,848	2,001	1,958	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	170	165	159	170	8.0%	9.6%	8.9%	7.9%	8.7%
Grades 1-4	519	556	587	664	591	28.9%	31.4%	31.8%	33.2%	30.2%
Grades 5-6	246	232	260	297	262	13.7%	13.1%	14.1%	14.8%	13.4%
Grades 7-8	262	259	252	270	263	14.6%	14.6%	13.6%	13.5%	13.4%
Grades 9-12	552	502	537	551	629	30.8%	28.4%	29.1%	27.5%	32.1%
Ungraded	73	51	47	60	43	4.1%	2.9%	2.5%	3.0%	2.2%









District Report for: BLEDSOE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	5	5	5	5	4.5%	4.4%	4.6%	4.3%	4.1%
White - Females	1	1	1	1	0	20.0%	20.0%	20.0%	20.0%	0.0%
White - Males	4	4	4	4	5	80.0%	80.0%	80.0%	80.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	14	12	12	13	11.6%	12.4%	11.0%	10.3%	10.6%
White - Females	8	9	8	8	9	61.5%	64.3%	66.7%	66.7%	69.2%
White - Males	5	5	4	4	4	38.5%	35.7%	33.3%	33.3%	30.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	94	92	100	105	83.9%	83.2%	84.4%	85.5%	85.4%
White - Females	67	66	68	74	78	71.3%	70.2%	73.9%	74.0%	74.3%
White - Males	26	27	23	25	26	27.7%	28.7%	25.0%	25.0%	24.8%
Black - Females	1	1	1	1	1	1.1%	1.1%	1.1%	1.0%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	4	2	17	16	2.4%	4.8%	2.4%	16.5%	14.8%
25-29	13	9	9	12	15	15.5%	10.7%	11.0%	11.7%	13.9%
30-34	12	15	14	12	12	14.3%	17.9%	17.1%	11.7%	11.1%
35-39	13	8	9	14	14	15.5%	9.5%	11.0%	13.6%	13.0%
40-45	15	19	21	19	19	17.9%	22.6%	25.6%	18.4%	17.6%
45-49	15	13	11	11	12	17.9%	15.5%	13.4%	10.7%	11.1%
50-54	7	10	9	12	13	8.3%	11.9%	11.0%	11.7%	12.0%
55+	7	6	7	6	7	8.3%	7.1%	8.5%	5.8%	6.5%
Average Age	40.0	40.3	40.5	34.8	34.9					

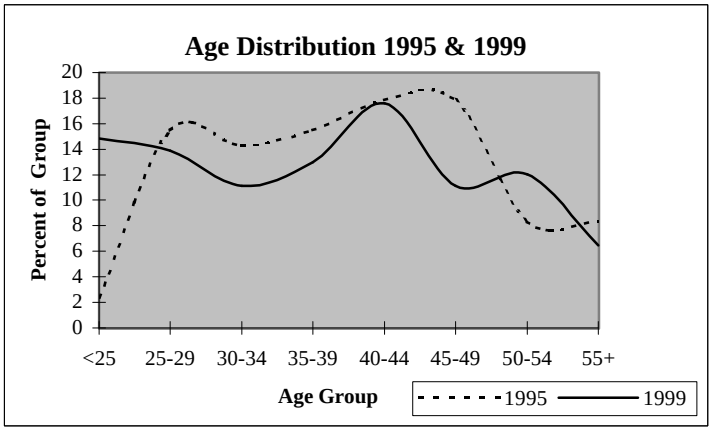
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	28	24	27	28	31	29.2%	25.3%	28.7%	27.2%	28.7%
4-7 Years	15	16	18	20	19	15.6%	16.8%	19.1%	19.4%	17.6%
8-11 Years	12	12	11	15	15	12.5%	12.6%	11.7%	14.6%	13.9%
12-15 Years	13	10	7	7	9	13.5%	10.5%	7.4%	6.8%	8.3%
16-19 Years	8	11	12	14	15	8.3%	11.6%	12.8%	13.6%	13.9%
20+ Years	20	22	19	19	19	20.8%	23.2%	20.2%	18.4%	17.6%
Average Experience	10.6	11.5	10.5	10.7	10.7					

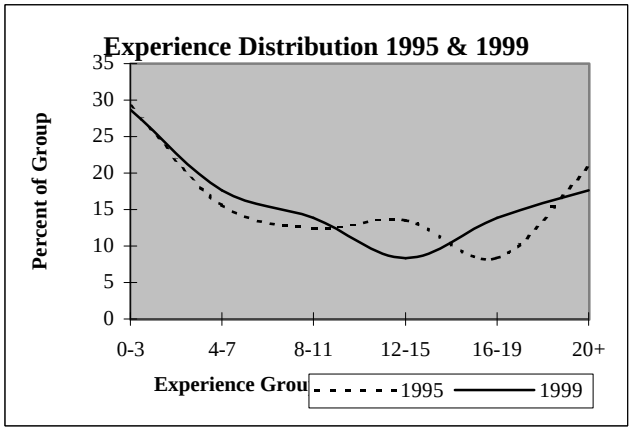
District Report for: BLEDSOE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	19	2	11	-	7.8%	16.5%	1.8%	9.1%	-
Attrition from Transfers	3	4	1	3	-	2.6%	3.5%	0.9%	2.5%	-
Attrition from Exits	6	15	1	8	-	5.2%	13.0%	0.9%	6.6%	-
Teacher Attrition	9	15	2	10	-	9.4%	15.8%	2.1%	9.7%	-
Attrition from Transfers	3	2	1	3	-	3.1%	2.1%	1.1%	2.9%	-
Attrition from Exits	6	13	1	7	-	6.3%	13.7%	1.1%	6.8%	-
District Retention										
Educator Retention	106	96	110	110	-	92.2%	83.5%	98.2%	90.9%	-
Teacher Retention	87	80	92	93	-	90.6%	84.2%	97.9%	90.3%	-

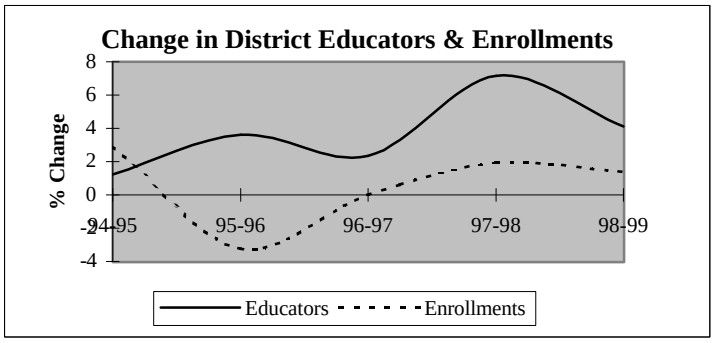
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.5%	9.8%	9.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.4%	2.4%	12.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.3%	0.0%	16.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	84.0%	8.0%	8.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.9%	3.6%	3.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

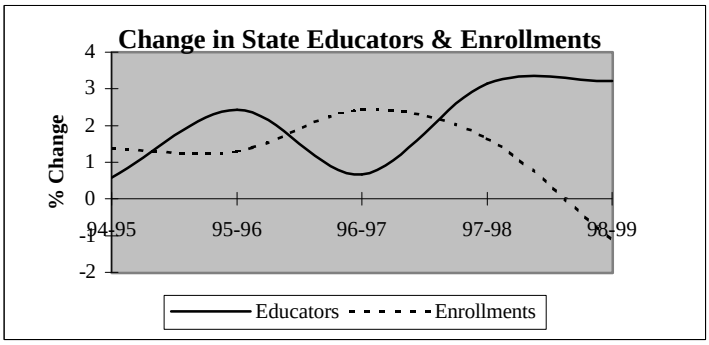
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	16.5%	16.1%	22.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	12.8%	12.9%	17.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.1%	6.1%	10.7%	5.0%	7.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.3%	92.2%	87.5%	91.7%	88.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.9%	0.9%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	0.9%	0.9%	3.3%	3.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BLOUNT COUNTY





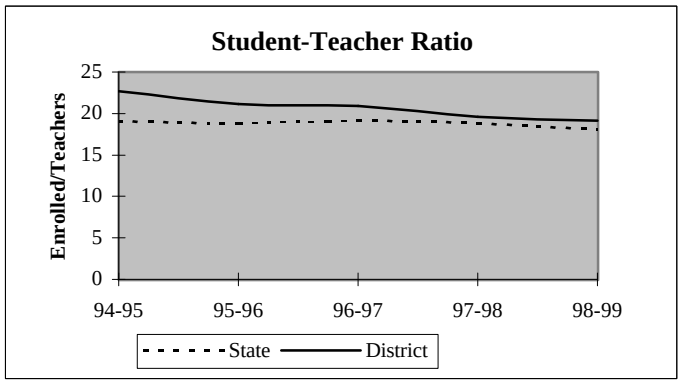
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	19.6	18.3	17.9	17.0	16.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	22.7	21.2	20.9	19.6	19.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	21	14	44	27	-	-	-	-	-
% Change in Educators	1.2%	3.6%	2.3%	7.2%	4.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	324	-366	2	211	156	-	-	-	-	-
% Change in Enrollment	2.9%	-3.2%	0.0%	1.9%	1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.9%	1.0%	0.5%	0.8%	1.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.0%	4.4%	4.3%	3.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.3%	9.5%	9.9%	9.0%	9.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.2%	1.4%	1.4%	1.6%	1.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	16.7%	25.9%	25.0%	26.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.1	44.2	44.2	38.4	38.5	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	15.2	15.1	13.9	14.5	13.9	13.9	13.8	13.7	13.7
Average Salary	34,705	35,059	35,929	36,012	38,270	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.0%	1.2%	1.2%	1.5%	1.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.0%	73.2%	73.6%	74.1%	73.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.2%	10.4%	10.5%	12.4%	11.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.3%	na	2.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.5%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

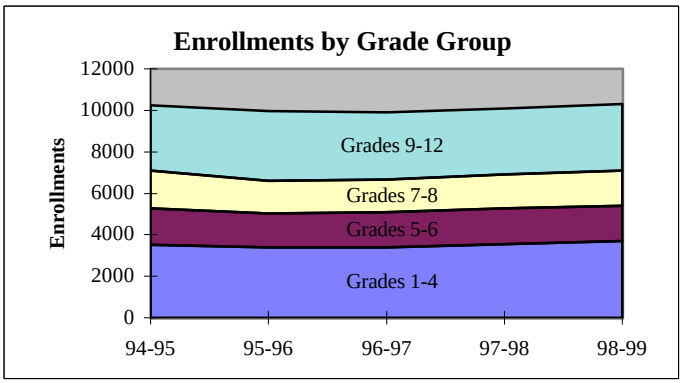
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	579	600	614	658	685	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	529	555	562	575	618	91.4%	92.5%	91.5%	87.4%	90.2%
Newly Hired	50	45	52	83	67	8.6%	7.5%	8.5%	12.6%	9.8%
Transfers In	11	7	9	13	10	22.0%	15.6%	17.3%	15.7%	14.9%
Reentrants	25	20	26	23	25	50.0%	44.4%	50.0%	27.7%	37.3%
First Time Educators	14	18	17	47	32	28.0%	40.0%	32.7%	56.6%	47.8%
Total Exiting Next Year	24	38	39	40	-	4.1%	6.3%	6.4%	6.1%	-
Transfers Out	4	1	5	13	-	16.7%	2.6%	12.8%	32.5%	-
Leave Tennessee Educ.	20	37	34	27	-	83.3%	97.4%	87.2%	67.5%	-

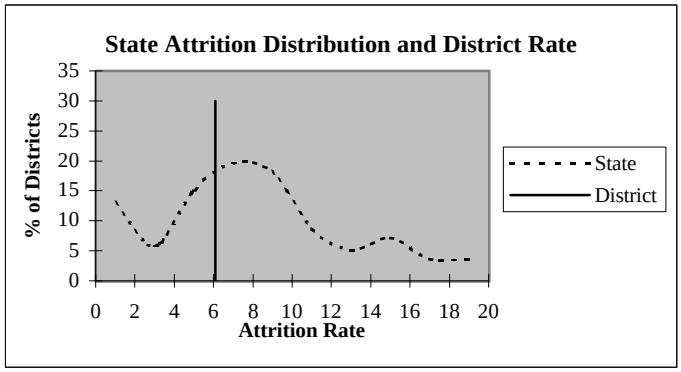
Dynamics Rates	District Rates				
District Attrition	4.1%	6.3%	6.4%	6.1%	-
Transfers In/Out	2.75	7.00	1.80	1.00	-

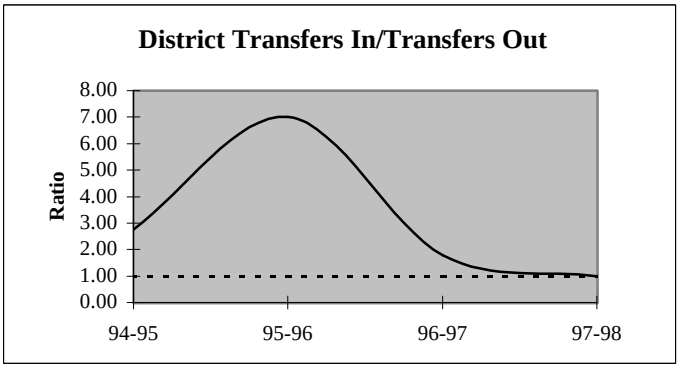
District Report for: BLOUNT COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	579	600	614	658	685	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	25	24	27	28	26	4.3%	4.0%	4.4%	4.3%	3.8%
Professional Staff	54	57	61	59	66	9.3%	9.5%	9.9%	9.0%	9.6%
Total Teachers	500	519	526	571	593	86.4%	86.5%	85.7%	86.8%	86.6%
Special Education	51	54	55	71	70	10.2%	10.4%	10.5%	12.4%	11.8%
Pre-K & Kindergarten	38	40	41	47	46	7.6%	7.7%	7.8%	8.2%	7.8%
Elementary (1-4)	158	168	170	180	187	31.6%	32.4%	32.3%	31.5%	31.5%
Middle School (5-6)	59	61	63	66	67	11.8%	11.8%	12.0%	11.6%	11.3%
Jr. High (7-8)	55	54	56	56	64	11.0%	10.4%	10.6%	9.8%	10.8%
High School (9-12)	139	142	141	151	159	27.8%	27.4%	26.8%	26.4%	26.8%
Business	5	5	5	4	4	3.6%	3.5%	3.5%	2.6%	2.5%
Language Arts	19	21	18	17	17	13.7%	14.8%	12.8%	11.3%	10.7%
Social Studies	14	15	15	16	17	10.1%	10.6%	10.6%	10.6%	10.7%
Foreign Language	6	5	8	6	7	4.3%	3.5%	5.7%	4.0%	4.4%
Mathematics	17	19	18	19	20	12.2%	13.4%	12.8%	12.6%	12.6%
Science	14	15	19	16	16	10.1%	10.6%	13.5%	10.6%	10.1%
Vocational Education	38	36	35	36	37	27.3%	25.4%	24.8%	23.8%	23.3%
Other High School	26	26	23	37	41	18.7%	18.3%	16.3%	24.5%	25.8%
Total Enrollments	11,351	10,985	10,987	11,198	11,354	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	892	865	918	963	861	7.9%	7.9%	8.4%	8.6%	7.6%
Grades 1-4	3,503	3,396	3,402	3,558	3,690	30.9%	30.9%	31.0%	31.8%	32.5%
Grades 5-6	1,775	1,629	1,682	1,707	1,704	15.6%	14.8%	15.3%	15.2%	15.0%
Grades 7-8	1,810	1,590	1,572	1,640	1,715	15.9%	14.5%	14.3%	14.6%	15.1%
Grades 9-12	3,154	3,337	3,251	3,169	3,196	27.8%	30.4%	29.6%	28.3%	28.1%
Ungraded	217	168	162	161	188	1.9%	1.5%	1.5%	1.4%	1.7%









District Report for: BLOUNT COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	25	24	27	28	26	4.5%	4.1%	4.6%	4.4%	4.0%
White - Females	5	4	7	7	7	20.0%	16.7%	25.9%	25.0%	26.9%
White - Males	20	20	20	21	19	80.0%	83.3%	74.1%	75.0%	73.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	53	56	60	58	63	9.4%	9.6%	10.2%	9.2%	9.7%
White - Females	42	44	50	49	51	79.2%	78.6%	83.3%	84.5%	81.0%
White - Males	9	10	8	7	10	17.0%	17.9%	13.3%	12.1%	15.9%
Black - Females	2	2	2	2	2	3.8%	3.6%	3.3%	3.4%	3.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	483	501	504	544	560	86.1%	86.2%	85.3%	86.3%	86.3%
White - Females	356	365	370	402	417	73.7%	72.9%	73.4%	73.9%	74.5%
White - Males	122	130	128	134	136	25.3%	25.9%	25.4%	24.6%	24.3%
Black - Females	2	2	2	4	3	0.4%	0.4%	0.4%	0.7%	0.5%
Black - Males	2	2	2	2	2	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Females	1	2	2	2	2	0.2%	0.4%	0.4%	0.4%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	5	3	75	83	0.6%	1.0%	0.6%	13.1%	14.0%
25-29	35	33	37	57	48	7.4%	6.9%	7.8%	10.0%	8.1%
30-34	38	45	51	51	62	8.1%	9.4%	10.7%	8.9%	10.5%
35-39	64	51	36	37	38	13.6%	10.7%	7.5%	6.5%	6.4%
40-45	94	96	97	91	79	19.9%	20.1%	20.3%	15.9%	13.3%
45-49	117	115	108	116	113	24.8%	24.1%	22.6%	20.3%	19.1%
50-54	64	70	80	79	96	13.6%	14.6%	16.8%	13.8%	16.2%
55+	57	63	65	65	74	12.1%	13.2%	13.6%	11.4%	12.5%
Average Age	44.1	44.2	44.2	38.4	38.5					

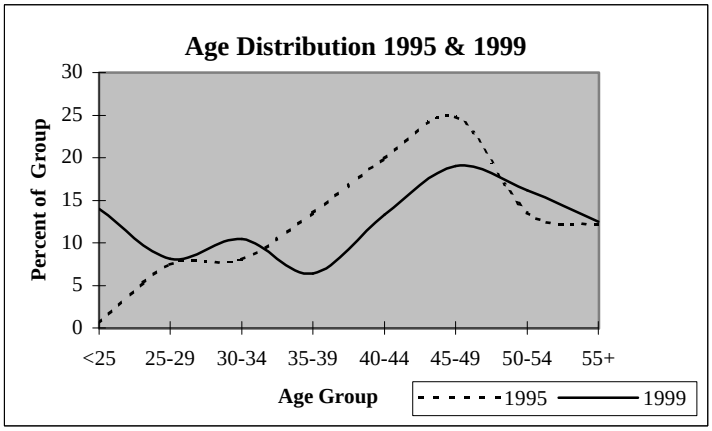
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	61	73	82	124	118	12.2%	14.1%	15.6%	21.7%	19.9%
4-7 Years	64	64	66	69	77	12.8%	12.3%	12.5%	12.1%	13.0%
8-11 Years	47	57	59	61	66	9.4%	11.0%	11.2%	10.7%	11.1%
12-15 Years	57	43	42	50	50	11.4%	8.3%	8.0%	8.8%	8.4%
16-19 Years	97	102	87	72	56	19.4%	19.7%	16.5%	12.6%	9.4%
20+ Years	174	180	190	195	226	34.8%	34.7%	36.1%	34.2%	38.1%
Average Experience	15.4	15.2	15.1	13.9	14.5					

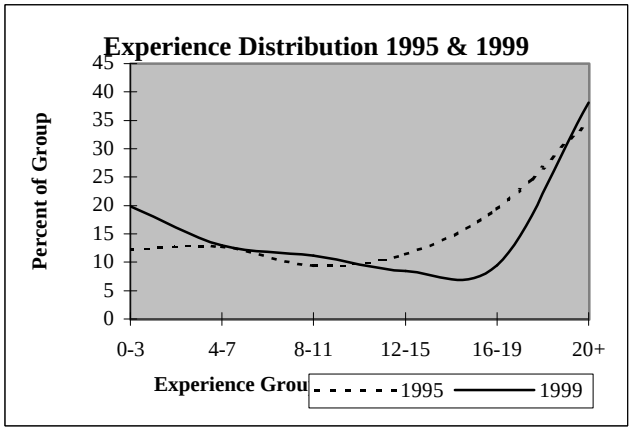
District Report for: BLOUNT COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	38	39	40	-	4.1%	6.3%	6.4%	6.1%	-
Attrition from Transfers	4	1	5	13	-	0.7%	0.2%	0.8%	2.0%	-
Attrition from Exits	20	37	34	27	-	3.5%	6.2%	5.5%	4.1%	-
Teacher Attrition	22	32	33	39	-	4.4%	6.2%	6.3%	6.8%	-
Attrition from Transfers	4	0	5	13	-	0.8%	0.0%	1.0%	2.3%	-
Attrition from Exits	18	32	28	26	-	3.6%	6.2%	5.3%	4.6%	-
District Retention										
Educator Retention	555	562	575	618	-	95.9%	93.7%	93.6%	93.9%	-
Teacher Retention	478	487	493	532	-	95.6%	93.8%	93.7%	93.2%	-

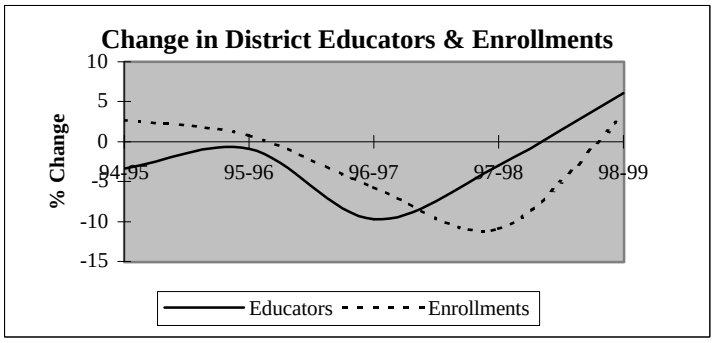
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	68.8%	11.9%	19.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.9%	1.8%	6.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	95.7%	1.1%	3.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.0%	1.2%	5.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.4%	2.3%	2.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	96.3%	0.0%	3.8%	89.7%	2.1%	91.8%	8.2%

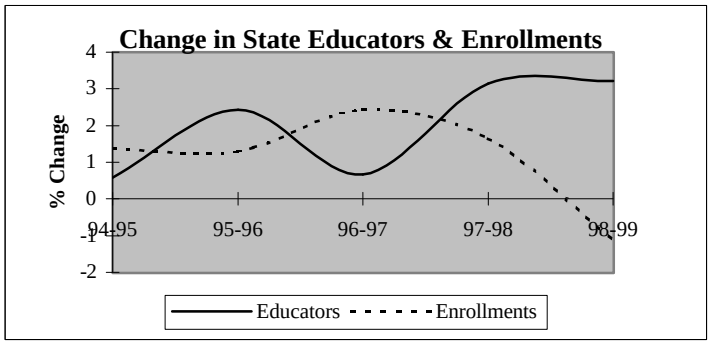
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.6%	8.9%	12.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.0%	5.0%	7.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.0%	3.3%	3.9%	7.6%	5.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.7%	94.2%	94.1%	90.6%	91.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.2%	0.2%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.5%	1.8%	1.7%	2.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ALCOA





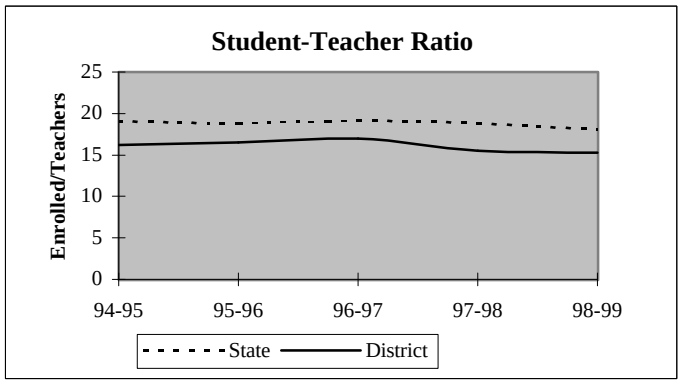
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.8	14.0	14.6	13.4	13.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.2	16.5	17.0	15.5	15.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	-1	-11	-3	6	-	-	-	-	-
% Change in Educators	-3.4%	-0.9%	-9.7%	-2.9%	6.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	41	12	-91	-163	42	-	-	-	-	-
% Change in Enrollment	2.7%	0.8%	-5.7%	-10.9%	3.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	3.5%	1.8%	2.0%	3.0%	1.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.3%	5.3%	4.9%	5.1%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.6%	9.7%	8.8%	8.1%	9.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	12.5%	14.3%	13.9%	13.3%	12.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	16.7%	33.3%	20.0%	20.0%	20.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	16.7%	20.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	43.5	42.9	42.0	41.4	42.7	43.1	43.3	37.1	36.4
Average Experience	14.1	15.8	15.4	15.3	15.2	13.9	13.9	13.8	13.7	13.7
Average Salary	40,355	41,478	42,488	42,989	44,190	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	12.5%	14.7%	14.9%	14.1%	13.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	72.2%	69.8%	67.0%	67.4%	67.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.3%	8.3%	9.1%	7.0%	7.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	28.5%	na	27.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.6%	na	0.6%	-	1.7%	1.7%	1.6%	1.8%

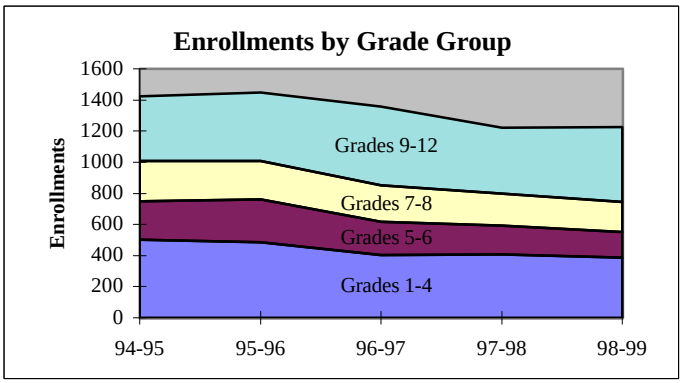
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	114	113	102	99	105	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	102	101	97	91	94	89.5%	89.4%	95.1%	91.9%	89.5%
Newly Hired	12	12	5	8	11	10.5%	10.6%	4.9%	8.1%	10.5%
Transfers In	7	5	1	4	1	58.3%	41.7%	20.0%	50.0%	9.1%
Reentrants	5	6	4	4	8	41.7%	50.0%	80.0%	50.0%	72.7%
First Time Educators	0	1	0	0	2	0.0%	8.3%	0.0%	0.0%	18.2%
Total Exiting Next Year	13	16	11	5	-	11.4%	14.2%	10.8%	5.1%	-
Transfers Out	3	0	4	0	-	23.1%	0.0%	36.4%	0.0%	-
Leave Tennessee Educ.	10	16	7	5	-	76.9%	100.0%	63.6%	100.0%	-

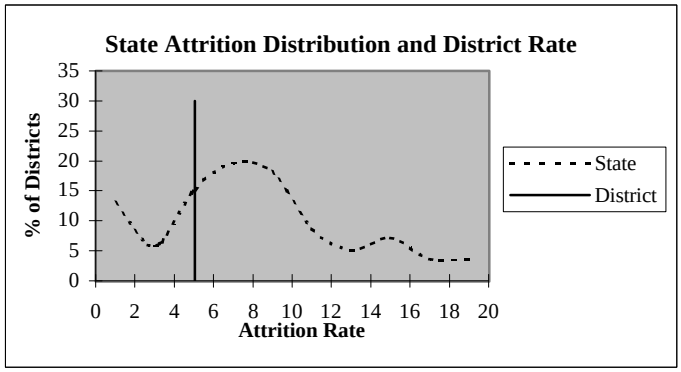
Dynamics Rates	District Rates				
District Attrition	11.4%	14.2%	10.8%	5.1%	-
Transfers In/Out	2.33	nc	0.25	nc	-

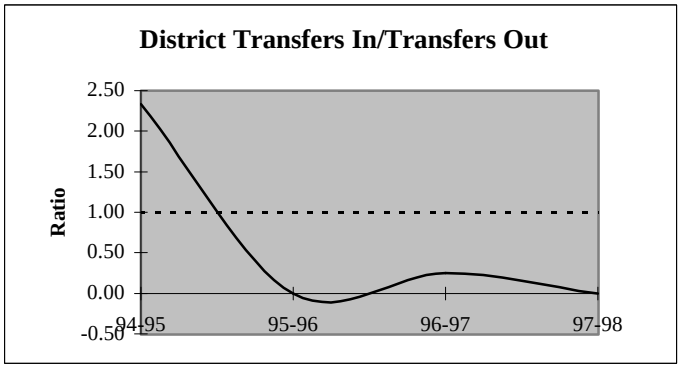
District Report for: ALCOA

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	114	113	102	99	105	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	5	5	5	5.3%	5.3%	4.9%	5.1%	4.8%
Professional Staff	11	11	9	8	10	9.6%	9.7%	8.8%	8.1%	9.5%
Total Teachers	97	96	88	86	90	85.1%	85.0%	86.3%	86.9%	85.7%
Special Education	9	8	8	6	7	9.3%	8.3%	9.1%	7.0%	7.8%
Pre-K & Kindergarten	6	5	6	6	6	6.2%	5.2%	6.8%	7.0%	6.7%
Elementary (1-4)	37	34	29	29	31	38.1%	35.4%	33.0%	33.7%	34.4%
Middle School (5-6)	10	12	11	11	11	10.3%	12.5%	12.5%	12.8%	12.2%
Jr. High (7-8)	10	11	10	11	11	10.3%	11.5%	11.4%	12.8%	12.2%
High School (9-12)	25	26	24	23	24	25.8%	27.1%	27.3%	26.7%	26.7%
Business	1	1	0	0	1	4.0%	3.8%	0.0%	0.0%	4.2%
Language Arts	4	4	4	3	3	16.0%	15.4%	16.7%	13.0%	12.5%
Social Studies	3	3	3	3	2	12.0%	11.5%	12.5%	13.0%	8.3%
Foreign Language	1	2	1	1	1	4.0%	7.7%	4.2%	4.3%	4.2%
Mathematics	3	3	3	4	3	12.0%	11.5%	12.5%	17.4%	12.5%
Science	3	3	3	3	3	12.0%	11.5%	12.5%	13.0%	12.5%
Vocational Education	4	4	3	4	3	16.0%	15.4%	12.5%	17.4%	12.5%
Other High School	6	6	7	5	8	24.0%	23.1%	29.2%	21.7%	33.3%
Total Enrollments	1,573	1,585	1,494	1,331	1,373	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	121	105	109	105	122	7.7%	6.6%	7.3%	7.9%	8.9%
Grades 1-4	500	487	404	406	386	31.8%	30.7%	27.0%	30.5%	28.1%
Grades 5-6	249	272	215	188	167	15.8%	17.2%	14.4%	14.1%	12.2%
Grades 7-8	257	249	232	206	193	16.3%	15.7%	15.5%	15.5%	14.1%
Grades 9-12	416	441	507	423	478	26.4%	27.8%	33.9%	31.8%	34.8%
Ungraded	30	31	27	3	27	1.9%	2.0%	1.8%	0.2%	2.0%









District Report for: ALCOA

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	6	5	5	5	5.4%	5.4%	5.0%	5.1%	4.9%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	5	4	4	4	4	83.3%	66.7%	80.0%	80.0%	80.0%
Black - Females	0	1	1	0	0	0.0%	16.7%	20.0%	0.0%	0.0%
Black - Males	1	1	0	1	1	16.7%	16.7%	0.0%	20.0%	20.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	11	9	8	10	8.9%	9.8%	8.9%	8.2%	9.7%
White - Females	5	8	6	6	7	50.0%	72.7%	66.7%	75.0%	70.0%
White - Males	4	3	3	2	3	40.0%	27.3%	33.3%	25.0%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	96	95	87	85	88	85.7%	84.8%	86.1%	86.7%	85.4%
White - Females	58	54	48	47	50	60.4%	56.8%	55.2%	55.3%	56.8%
White - Males	26	27	26	26	26	27.1%	28.4%	29.9%	30.6%	29.5%
Black - Females	9	10	8	8	8	9.4%	10.5%	9.2%	9.4%	9.1%
Black - Males	1	2	3	2	2	1.0%	2.1%	3.4%	2.4%	2.3%
Other - Females	2	2	2	2	2	2.1%	2.1%	2.3%	2.4%	2.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	0	2	5	1.1%	0.0%	0.0%	2.3%	5.6%
25-29	10	8	5	4	4	10.5%	8.7%	5.9%	4.7%	4.4%
30-34	13	12	12	11	10	13.7%	13.0%	14.1%	12.8%	11.1%
35-39	10	13	14	16	16	10.5%	14.1%	16.5%	18.6%	17.8%
40-45	21	16	15	16	18	22.1%	17.4%	17.6%	18.6%	20.0%
45-49	22	21	19	16	13	23.2%	22.8%	22.4%	18.6%	14.4%
50-54	7	9	13	13	17	7.4%	9.8%	15.3%	15.1%	18.9%
55+	11	13	7	8	7	11.6%	14.1%	8.2%	9.3%	7.8%
Average Age	42.3	43.5	42.9	42.0	41.4					

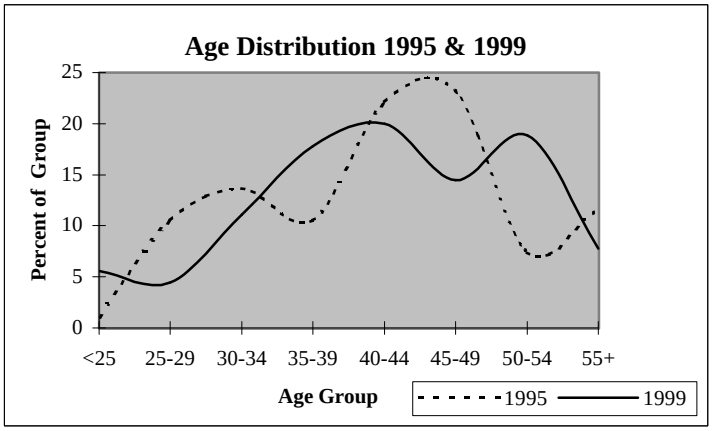
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	17	7	7	8	11	17.5%	7.3%	8.0%	9.3%	12.2%
4-7 Years	10	13	11	12	11	10.3%	13.5%	12.5%	14.0%	12.2%
8-11 Years	17	15	15	13	12	17.5%	15.6%	17.0%	15.1%	13.3%
12-15 Years	12	13	12	11	15	12.4%	13.5%	13.6%	12.8%	16.7%
16-19 Years	13	14	11	11	11	13.4%	14.6%	12.5%	12.8%	12.2%
20+ Years	28	34	32	31	30	28.9%	35.4%	36.4%	36.0%	33.3%
Average Experience	14.1	15.8	15.4	15.3	15.2					

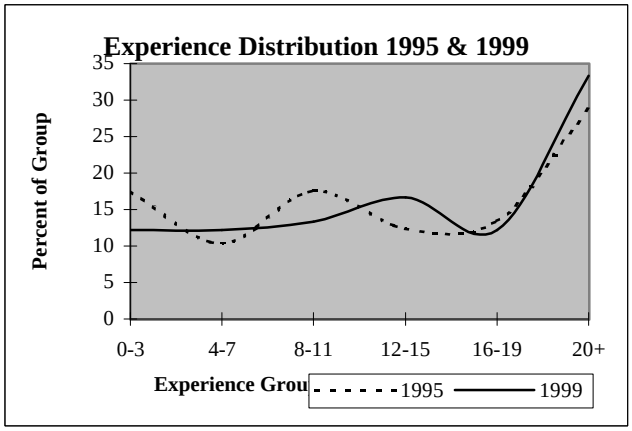
District Report for: ALCOA

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	13	16	11	5	-	11.4%	14.2%	10.8%	5.1%	-
Attrition from Transfers	3	0	4	0	-	2.6%	0.0%	3.9%	0.0%	-
Attrition from Exits	10	16	7	5	-	8.8%	14.2%	6.9%	5.1%	-
Teacher Attrition	9	13	8	5	-	9.3%	13.5%	9.1%	5.8%	-
Attrition from Transfers	2	0	3	0	-	2.1%	0.0%	3.4%	0.0%	-
Attrition from Exits	7	13	5	5	-	7.2%	13.5%	5.7%	5.8%	-
District Retention										
Educator Retention	101	97	91	94	-	88.6%	85.8%	89.2%	94.9%	-
Teacher Retention	88	83	80	81	-	90.7%	86.5%	90.9%	94.2%	-

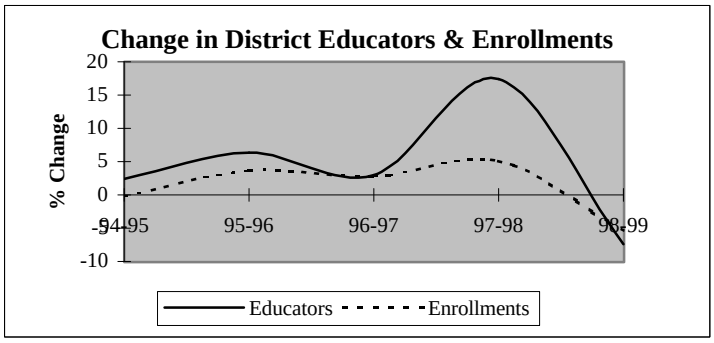
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.0%	12.5%	12.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	66.7%	13.3%	20.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	84.2%	5.3%	10.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	81.3%	6.3%	12.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	81.3%	0.0%	18.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	83.3%	8.3%	8.3%	89.7%	2.1%	91.8%	8.2%

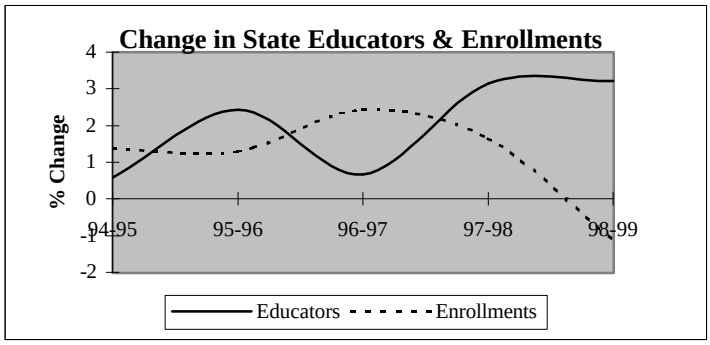
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	0.8%	4.8%	2.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	0.0%	0.0%	0.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	2.6%	0.9%	1.0%	1.0%	4.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.9%	94.7%	97.1%	98.0%	89.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	1.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.5%	4.4%	2.0%	0.0%	5.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MARYVILLE





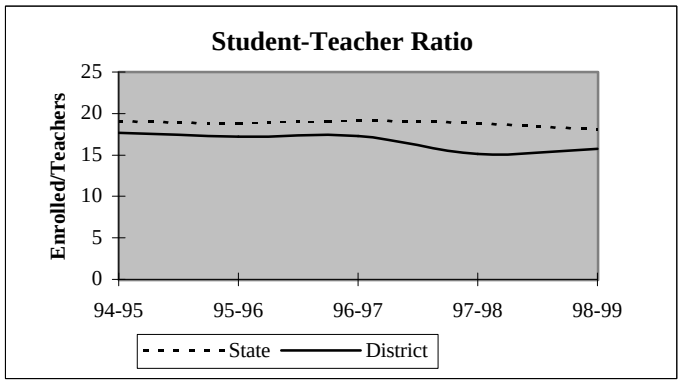
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	14.9	14.9	13.4	13.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.6	17.2	17.3	15.1	15.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	6	16	8	48	-24	-	-	-	-	-
% Change in Educators	2.4%	6.3%	3.0%	17.4%	-7.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-9	142	113	211	-232	-	-	-	-	-
% Change in Enrollment	-0.2%	3.7%	2.8%	5.1%	-5.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	3.2%	4.5%	4.3%	4.6%	5.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.6%	3.7%	4.3%	3.7%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.5%	9.3%	9.4%	8.0%	9.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.6%	1.6%	1.5%	2.3%	1.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	11.1%	10.0%	25.0%	25.0%	15.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.9	43.2	43.7	37.1	38.7	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	14.7	15.0	12.9	14.6	13.9	13.9	13.8	13.7	13.7
Average Salary	36,811	36,854	37,923	37,142	42,418	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.9%	1.8%	1.8%	2.6%	2.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.9%	75.5%	75.2%	75.9%	74.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.0%	10.3%	10.1%	9.8%	10.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.2%	na	6.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	2.2%	-	1.7%	1.7%	1.6%	1.8%

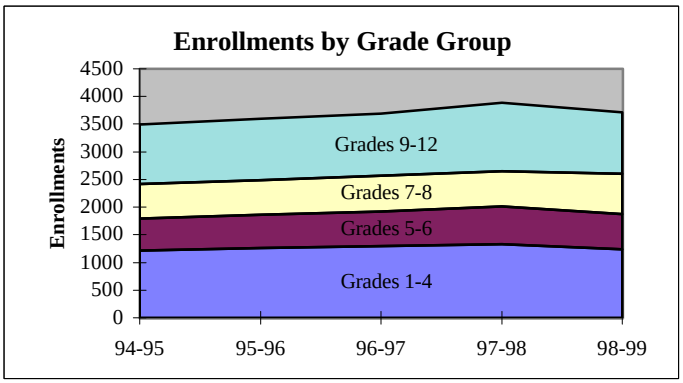
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	252	268	276	324	300	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	236	235	260	260	277	93.7%	87.7%	94.2%	80.2%	92.3%
Newly Hired	16	33	16	64	23	6.3%	12.3%	5.8%	19.8%	7.7%
Transfers In	8	9	0	6	6	50.0%	27.3%	0.0%	9.4%	26.1%
Reentrants	6	20	13	12	12	37.5%	60.6%	81.3%	18.8%	52.2%
First Time Educators	2	4	3	46	5	12.5%	12.1%	18.8%	71.9%	21.7%
Total Exiting Next Year	17	8	16	47	-	6.7%	3.0%	5.8%	14.5%	-
Transfers Out	5	2	2	24	-	29.4%	25.0%	12.5%	51.1%	-
Leave Tennessee Educ.	12	6	14	23	-	70.6%	75.0%	87.5%	48.9%	-

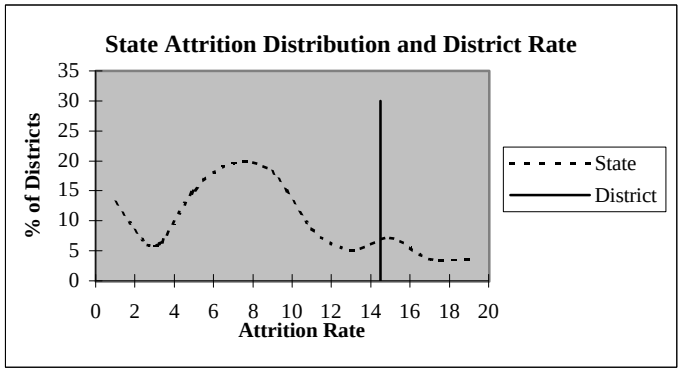
Dynamics Rates	District Rates				
District Attrition	6.7%	3.0%	5.8%	14.5%	-
Transfers In/Out	1.60	4.50	0.00	0.25	-

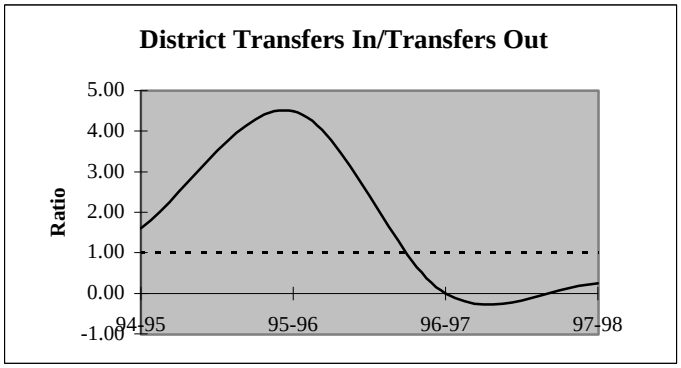
District Report for: MARYVILLE

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	252	268	276	324	300	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	12	12	13	3.6%	3.7%	4.3%	3.7%	4.3%
Professional Staff	24	25	26	26	27	9.5%	9.3%	9.4%	8.0%	9.0%
Total Teachers	219	233	238	286	260	86.9%	86.9%	86.2%	88.3%	86.7%
Special Education	22	24	24	28	28	10.0%	10.3%	10.1%	9.8%	10.8%
Pre-K & Kindergarten	12	14	16	18	17	5.5%	6.0%	6.7%	6.3%	6.5%
Elementary (1-4)	76	84	87	109	91	34.7%	36.1%	36.6%	38.1%	35.0%
Middle School (5-6)	28	29	26	31	23	12.8%	12.4%	10.9%	10.8%	8.8%
Jr. High (7-8)	28	27	29	35	38	12.8%	11.6%	12.2%	12.2%	14.6%
High School (9-12)	53	55	56	65	63	24.2%	23.6%	23.5%	22.7%	24.2%
Business	1	1	2	3	3	1.9%	1.8%	3.6%	4.6%	4.8%
Language Arts	10	9	9	9	9	18.9%	16.4%	16.1%	13.8%	14.3%
Social Studies	5	5	6	8	9	9.4%	9.1%	10.7%	12.3%	14.3%
Foreign Language	4	4	4	3	4	7.5%	7.3%	7.1%	4.6%	6.3%
Mathematics	9	8	7	9	9	17.0%	14.5%	12.5%	13.8%	14.3%
Science	6	7	7	9	8	11.3%	12.7%	12.5%	13.8%	12.7%
Vocational Education	5	5	5	4	4	9.4%	9.1%	8.9%	6.2%	6.3%
Other High School	13	16	16	20	17	24.5%	29.1%	28.6%	30.8%	27.0%
Total Enrollments	3,862	4,004	4,117	4,328	4,096	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	288	319	322	313	283	7.5%	8.0%	7.8%	7.2%	6.9%
Grades 1-4	1,219	1,256	1,298	1,333	1,240	31.6%	31.4%	31.5%	30.8%	30.3%
Grades 5-6	578	603	627	678	629	15.0%	15.1%	15.2%	15.7%	15.4%
Grades 7-8	615	623	647	641	738	15.9%	15.6%	15.7%	14.8%	18.0%
Grades 9-12	1,076	1,117	1,122	1,230	1,111	27.9%	27.9%	27.3%	28.4%	27.1%
Ungraded	86	86	101	133	95	2.2%	2.1%	2.5%	3.1%	2.3%









District Report for: MARYVILLE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	10	12	12	13	3.7%	3.9%	4.5%	3.9%	4.6%
White - Females	1	1	3	3	2	11.1%	10.0%	25.0%	25.0%	15.4%
White - Males	8	9	9	9	11	88.9%	90.0%	75.0%	75.0%	84.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	23	24	24	25	9.4%	8.9%	9.1%	7.8%	8.9%
White - Females	19	20	21	21	23	82.6%	87.0%	87.5%	87.5%	92.0%
White - Males	4	3	3	3	2	17.4%	13.0%	12.5%	12.5%	8.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	212	225	228	272	244	86.9%	87.2%	86.4%	88.3%	86.5%
White - Females	154	166	169	203	180	72.6%	73.8%	74.1%	74.6%	73.8%
White - Males	54	55	55	62	59	25.5%	24.4%	24.1%	22.8%	24.2%
Black - Females	3	3	3	6	4	1.4%	1.3%	1.3%	2.2%	1.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	0.5%	0.4%	0.4%	0.4%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	1	1	55	31	0.9%	0.5%	0.5%	19.2%	11.9%
25-29	16	19	13	17	21	7.5%	8.6%	5.9%	5.9%	8.1%
30-34	19	23	29	32	29	9.0%	10.5%	13.2%	11.2%	11.2%
35-39	36	26	25	23	26	17.0%	11.8%	11.4%	8.0%	10.0%
40-45	39	44	44	43	33	18.4%	20.0%	20.0%	15.0%	12.7%
45-49	55	58	46	47	41	25.9%	26.4%	20.9%	16.4%	15.8%
50-54	25	31	41	46	51	11.8%	14.1%	18.6%	16.1%	19.6%
55+	20	18	21	23	28	9.4%	8.2%	9.5%	8.0%	10.8%
Average Age	42.9	43.2	43.7	37.1	38.7					

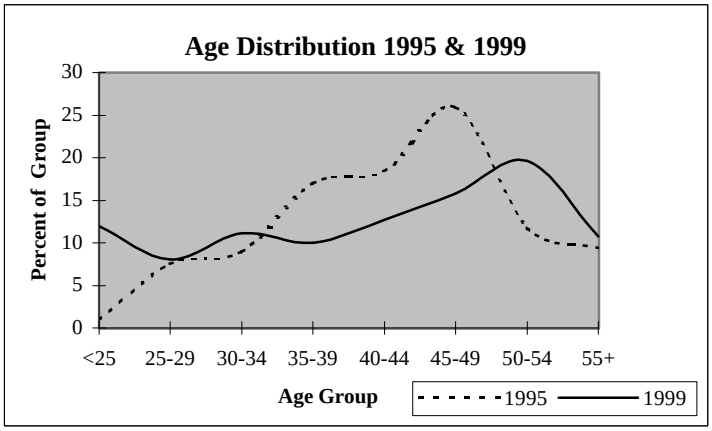
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	17	25	24	71	40	7.8%	10.7%	10.1%	24.8%	15.4%
4-7 Years	30	32	33	34	30	13.7%	13.7%	13.9%	11.9%	11.5%
8-11 Years	41	33	31	27	33	18.7%	14.2%	13.0%	9.4%	12.7%
12-15 Years	29	32	37	35	39	13.2%	13.7%	15.5%	12.2%	15.0%
16-19 Years	35	38	32	36	28	16.0%	16.3%	13.4%	12.6%	10.8%
20+ Years	67	73	81	83	90	30.6%	31.3%	34.0%	29.0%	34.6%
Average Experience	14.5	14.7	15.0	12.9	14.6					

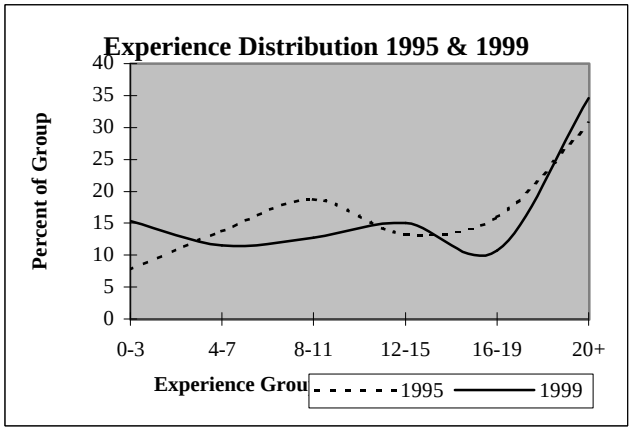
District Report for: MARYVILLE

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	17	8	16	47	-	6.7%	3.0%	5.8%	14.5%	-
Attrition from Transfers	5	2	2	24	-	2.0%	0.7%	0.7%	7.4%	-
Attrition from Exits	12	6	14	23	-	4.8%	2.2%	5.1%	7.1%	-
Teacher Attrition	14	8	15	45	-	6.4%	3.4%	6.3%	15.7%	-
Attrition from Transfers	4	2	2	24	-	1.8%	0.9%	0.8%	8.4%	-
Attrition from Exits	10	6	13	21	-	4.6%	2.6%	5.5%	7.3%	-
District Retention										
Educator Retention	235	260	260	277	-	93.3%	97.0%	94.2%	85.5%	-
Teacher Retention	205	225	223	241	-	93.6%	96.6%	93.7%	84.3%	-

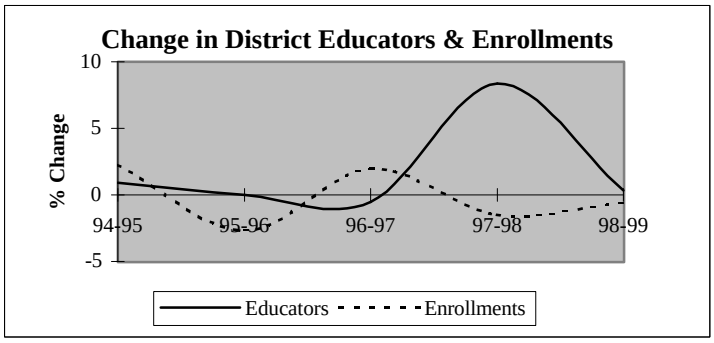
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	41.4%	31.0%	27.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	78.8%	6.1%	15.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	96.8%	3.2%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.6%	2.9%	8.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	97.3%	2.7%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.1%	0.0%	11.9%	89.7%	2.1%	91.8%	8.2%

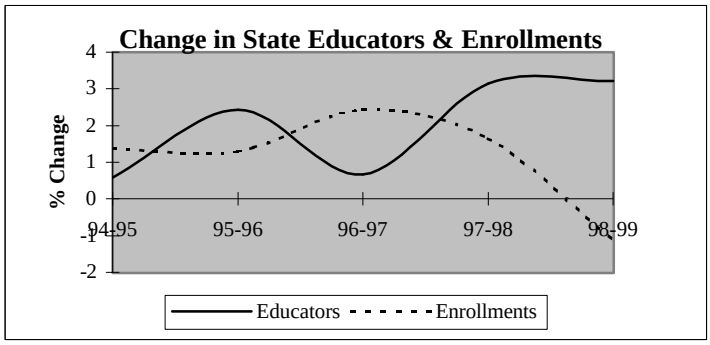
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.3%	7.9%	8.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.4%	2.6%	3.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.2%	2.2%	4.0%	16.0%	4.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.9%	92.2%	92.4%	81.5%	92.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	1.1%	0.4%	0.6%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.6%	4.5%	3.3%	1.9%	3.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BRADLEY COUNTY





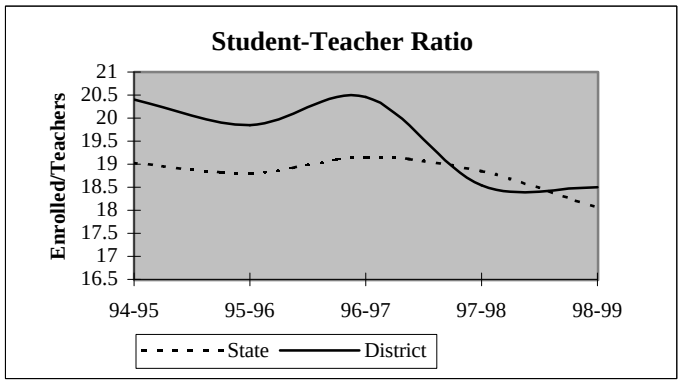
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.6	17.1	17.6	16.0	15.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	19.8	20.5	18.5	18.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	0	-3	46	2	-	-	-	-	-
% Change in Educators	0.9%	0.0%	-0.5%	8.4%	0.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	216	-263	187	-145	-56	-	-	-	-	-
% Change in Enrollment	2.3%	-2.7%	2.0%	-1.5%	-0.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.2%	0.4%	0.2%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.0%	4.4%	4.2%	4.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.6%	9.8%	9.8%	9.7%	10.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.7%	1.5%	1.3%	1.4%	1.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	13.0%	9.1%	8.3%	8.0%	8.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	43.4	43.4	37.4	36.3	42.7	43.1	43.3	37.1	36.4
Average Experience	14.3	15.1	14.8	14.6	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	32,628	33,561	34,497	34,720	35,833	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.7%	1.3%	1.1%	1.2%	1.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.1%	76.3%	75.6%	76.6%	75.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.0%	8.6%	7.4%	7.2%	7.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.9%	na	3.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

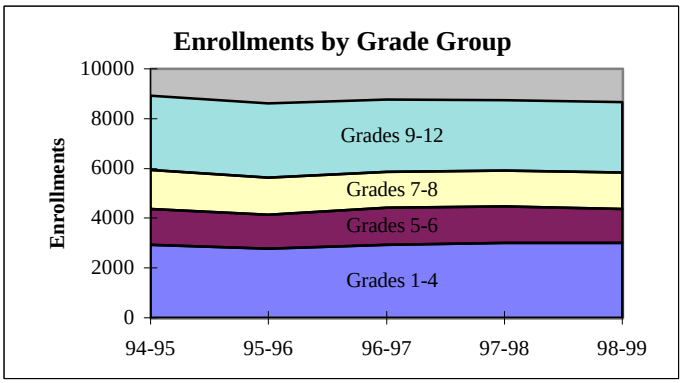
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	553	553	550	596	598	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	498	522	502	543	548	90.1%	94.4%	91.3%	91.1%	91.6%
Newly Hired	55	31	48	53	50	9.9%	5.6%	8.7%	8.9%	8.4%
Transfers In	4	2	4	12	2	7.3%	6.5%	8.3%	22.6%	4.0%
Reentrants	29	15	16	26	20	52.7%	48.4%	33.3%	49.1%	40.0%
First Time Educators	22	14	28	15	28	40.0%	45.2%	58.3%	28.3%	56.0%
Total Exiting Next Year	31	51	7	48	-	5.6%	9.2%	1.3%	8.1%	-
Transfers Out	6	1	2	10	-	19.4%	2.0%	28.6%	20.8%	-
Leave Tennessee Educ.	25	50	5	38	-	80.6%	98.0%	71.4%	79.2%	-

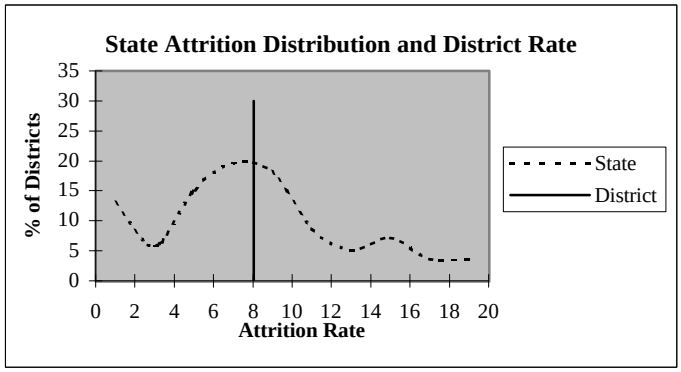
Dynamics Rates	District Rates				
District Attrition	5.6%	9.2%	1.3%	8.1%	-
Transfers In/Out	0.67	2.00	2.00	1.20	-

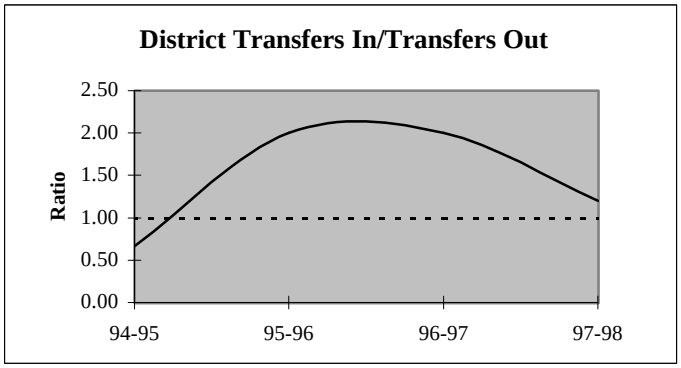
District Report for: BRADLEY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	553	553	550	596	598	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	22	24	25	25	4.2%	4.0%	4.4%	4.2%	4.2%
Professional Staff	53	54	54	58	62	9.6%	9.8%	9.8%	9.7%	10.4%
Total Teachers	477	477	472	513	511	86.3%	86.3%	85.8%	86.1%	85.5%
Special Education	38	41	35	37	37	8.0%	8.6%	7.4%	7.2%	7.2%
Pre-K & Kindergarten	28	28	30	33	34	5.9%	5.9%	6.4%	6.4%	6.7%
Elementary (1-4)	160	164	161	177	183	33.5%	34.4%	34.1%	34.5%	35.8%
Middle School (5-6)	56	54	57	63	59	11.7%	11.3%	12.1%	12.3%	11.5%
Jr. High (7-8)	55	55	50	52	51	11.5%	11.5%	10.6%	10.1%	10.0%
High School (9-12)	140	135	139	151	147	29.4%	28.3%	29.4%	29.4%	28.8%
Business	8	7	8	7	6	5.7%	5.2%	5.8%	4.6%	4.1%
Language Arts	18	19	17	17	19	12.9%	14.1%	12.2%	11.3%	12.9%
Social Studies	12	14	17	17	19	8.6%	10.4%	12.2%	11.3%	12.9%
Foreign Language	6	6	7	5	6	4.3%	4.4%	5.0%	3.3%	4.1%
Mathematics	16	15	13	15	16	11.4%	11.1%	9.4%	9.9%	10.9%
Science	12	13	14	13	14	8.6%	9.6%	10.1%	8.6%	9.5%
Vocational Education	24	24	26	25	26	17.1%	17.8%	18.7%	16.6%	17.7%
Other High School	44	37	37	52	41	31.4%	27.4%	26.6%	34.4%	27.9%
Total Enrollments	9,730	9,467	9,654	9,509	9,453	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	696	732	757	700	715	7.2%	7.7%	7.8%	7.4%	7.6%
Grades 1-4	2,926	2,784	2,932	3,018	2,995	30.1%	29.4%	30.4%	31.7%	31.7%
Grades 5-6	1,444	1,355	1,491	1,444	1,379	14.8%	14.3%	15.4%	15.2%	14.6%
Grades 7-8	1,576	1,497	1,438	1,458	1,450	16.2%	15.8%	14.9%	15.3%	15.3%
Grades 9-12	2,972	2,965	2,899	2,811	2,837	30.5%	31.3%	30.0%	29.6%	30.0%
Ungraded	116	134	137	78	77	1.2%	1.4%	1.4%	0.8%	0.8%









District Report for: BRADLEY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	23	22	24	25	25	4.3%	4.1%	4.5%	4.4%	4.4%
White - Females	3	2	2	2	2	13.0%	9.1%	8.3%	8.0%	8.0%
White - Males	20	20	22	23	23	87.0%	90.9%	91.7%	92.0%	92.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	50	51	51	55	59	9.3%	9.5%	9.6%	9.6%	10.4%
White - Females	32	32	36	38	41	64.0%	62.7%	70.6%	69.1%	69.5%
White - Males	17	17	13	15	16	34.0%	33.3%	25.5%	27.3%	27.1%
Black - Females	1	1	1	1	1	2.0%	2.0%	2.0%	1.8%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	2.0%	2.0%	1.8%	1.7%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	465	465	454	494	481	86.4%	86.4%	85.8%	86.1%	85.1%
White - Females	351	353	344	380	372	75.5%	75.9%	75.8%	76.9%	77.3%
White - Males	106	106	105	108	104	22.8%	22.8%	23.1%	21.9%	21.6%
Black - Females	4	4	3	3	3	0.9%	0.9%	0.7%	0.6%	0.6%
Black - Males	2	1	1	1	1	0.4%	0.2%	0.2%	0.2%	0.2%
Other - Females	1	0	0	0	0	0.2%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	2	1	0.2%	0.2%	0.2%	0.4%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	2	3	75	94	1.1%	0.5%	0.7%	14.6%	18.4%
25-29	50	36	38	38	34	11.3%	8.3%	9.1%	7.4%	6.7%
30-34	55	55	56	66	55	12.4%	12.6%	13.4%	12.9%	10.8%
35-39	46	52	40	44	43	10.4%	12.0%	9.6%	8.6%	8.4%
40-45	78	67	62	61	56	17.6%	15.4%	14.8%	11.9%	11.0%
45-49	107	101	96	84	74	24.2%	23.2%	23.0%	16.4%	14.5%
50-54	67	85	85	97	105	15.1%	19.5%	20.3%	18.9%	20.5%
55+	35	37	38	48	50	7.9%	8.5%	9.1%	9.4%	9.8%
Average Age	42.3	43.4	43.4	37.4	36.3					

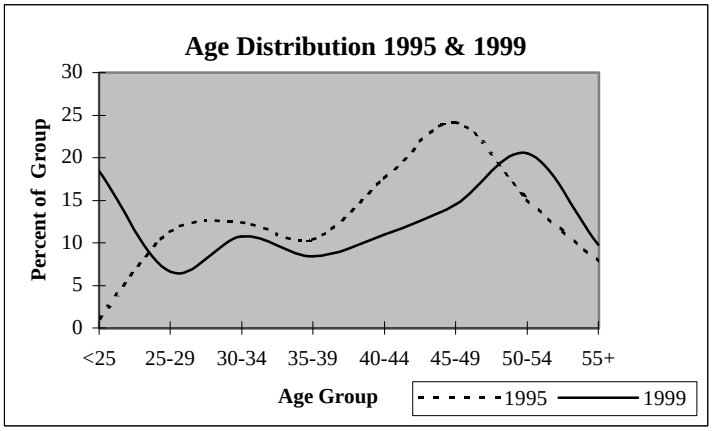
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	70	62	72	92	96	14.7%	13.0%	15.3%	17.9%	18.8%
4-7 Years	78	66	69	69	65	16.4%	13.8%	14.6%	13.5%	12.7%
8-11 Years	47	50	48	55	59	9.9%	10.5%	10.2%	10.7%	11.5%
12-15 Years	44	46	40	47	44	9.2%	9.6%	8.5%	9.2%	8.6%
16-19 Years	79	80	68	57	43	16.6%	16.8%	14.4%	11.1%	8.4%
20+ Years	159	173	175	193	204	33.3%	36.3%	37.1%	37.6%	39.9%
Average Experience	14.3	15.1	14.8	14.6	14.7					

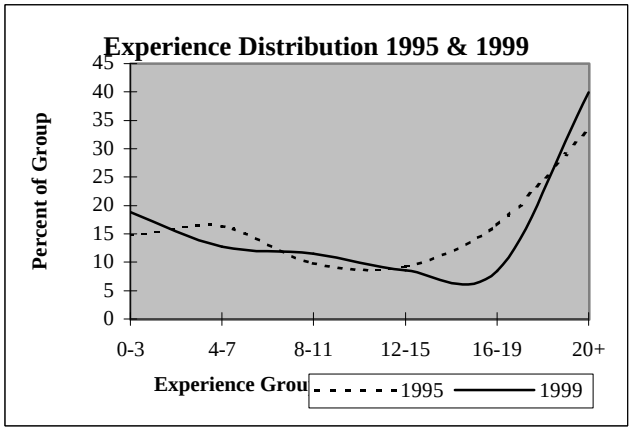
District Report for: BRADLEY COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	31	51	7	48	-	5.6%	9.2%	1.3%	8.1%	-
Attrition from Transfers	6	1	2	10	-	1.1%	0.2%	0.4%	1.7%	-
Attrition from Exits	25	50	5	38	-	4.5%	9.0%	0.9%	6.4%	-
Teacher Attrition	27	44	5	44	-	5.7%	9.2%	1.1%	8.6%	-
Attrition from Transfers	6	1	1	9	-	1.3%	0.2%	0.2%	1.8%	-
Attrition from Exits	21	43	4	35	-	4.4%	9.0%	0.8%	6.8%	-
District Retention										
Educator Retention	522	502	543	548	-	94.4%	90.8%	98.7%	91.9%	-
Teacher Retention	450	433	467	469	-	94.3%	90.8%	98.9%	91.4%	-

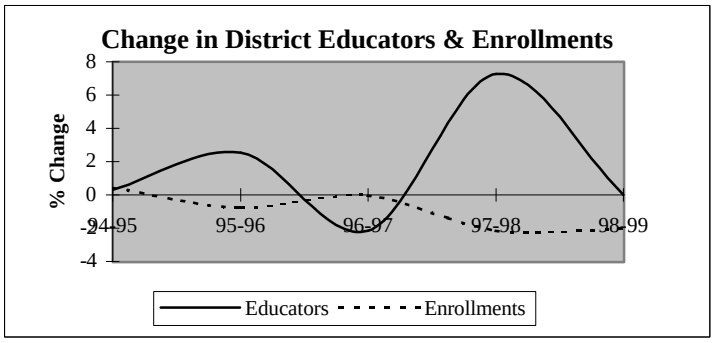
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	82.1%	4.2%	13.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.6%	0.0%	9.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	91.3%	2.5%	6.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.5%	2.2%	11.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.3%	1.1%	4.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.5%	2.3%	9.2%	89.7%	2.1%	91.8%	8.2%

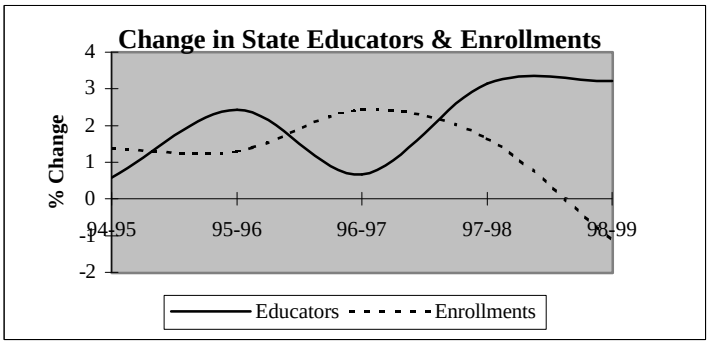
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.5%	12.0%	15.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.4%	8.7%	11.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.2%	3.1%	5.5%	3.0%	5.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.8%	94.4%	92.2%	93.6%	91.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.4%	0.5%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.4%	2.5%	2.0%	2.9%	2.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CLEVELAND





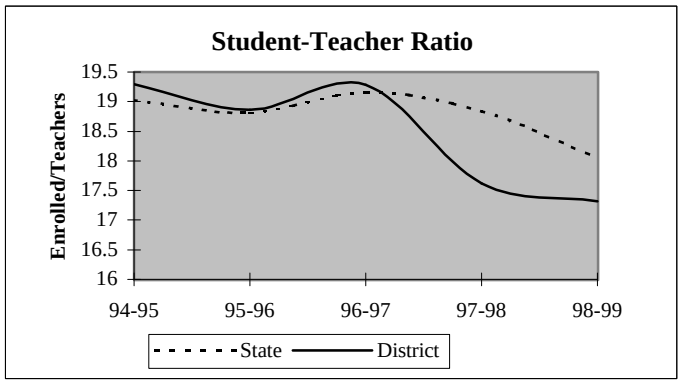
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.5	16.0	16.3	14.9	14.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.3	18.9	19.3	17.6	17.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	8	-7	23	0	-	-	-	-	-
% Change in Educators	0.3%	2.5%	-2.2%	7.3%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	21	-41	-1	-112	-103	-	-	-	-	-
% Change in Enrollment	0.4%	-0.8%	0.0%	-2.2%	-2.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.3%	0.9%	0.6%	1.2%	1.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.1%	4.0%	4.1%	3.5%	3.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.4%	11.4%	11.4%	12.1%	12.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.8%	7.1%	6.6%	6.2%	6.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	8.3%	8.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.8%	38.5%	38.5%	50.0%	53.8%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.7	46.1	46.3	39.7	39.5	42.7	43.1	43.3	37.1	36.4
Average Experience	16.7	16.9	16.6	16.7	16.8	13.9	13.9	13.8	13.7	13.7
Average Salary	34,142	35,605	36,098	37,060	38,207	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	7.1%	7.1%	6.9%	6.2%	6.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.1%	80.3%	81.0%	78.7%	78.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.4%	8.4%	7.8%	8.4%	9.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	17.0%	na	17.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	2.2%	-	1.7%	1.7%	1.6%	1.8%

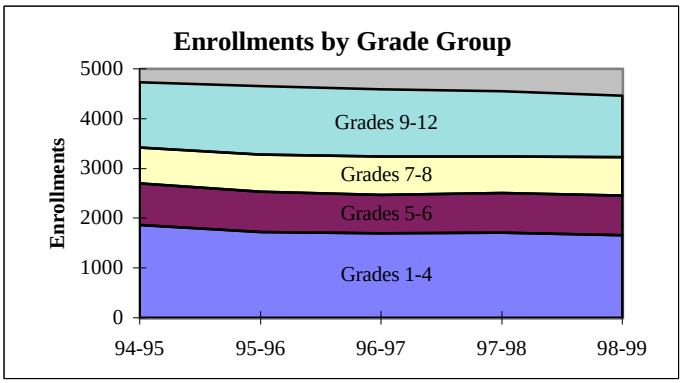
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	316	324	317	340	340	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	292	297	293	299	312	92.4%	91.7%	92.4%	87.9%	91.8%
Newly Hired	24	27	24	41	28	7.6%	8.3%	7.6%	12.1%	8.2%
Transfers In	5	7	3	9	4	20.8%	25.9%	12.5%	22.0%	14.3%
Reentrants	13	9	8	19	11	54.2%	33.3%	33.3%	46.3%	39.3%
First Time Educators	6	11	13	13	13	25.0%	40.7%	54.2%	31.7%	46.4%
Total Exiting Next Year	19	31	18	28	-	6.0%	9.6%	5.7%	8.2%	-
Transfers Out	1	3	9	3	-	5.3%	9.7%	50.0%	10.7%	-
Leave Tennessee Educ.	18	28	9	25	-	94.7%	90.3%	50.0%	89.3%	-

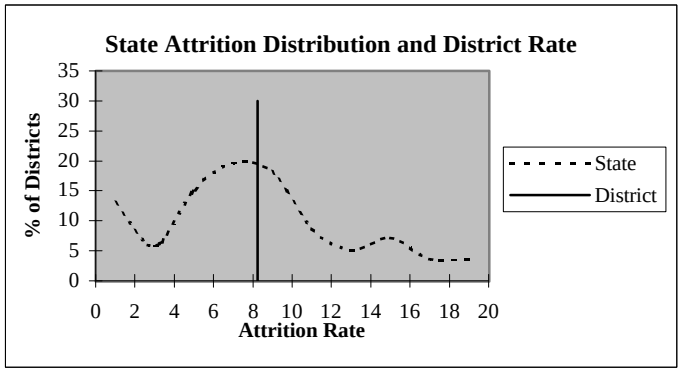
Dynamics Rates	District Rates				
District Attrition	6.0%	9.6%	5.7%	8.2%	-
Transfers In/Out	5.00	2.33	0.33	3.00	-

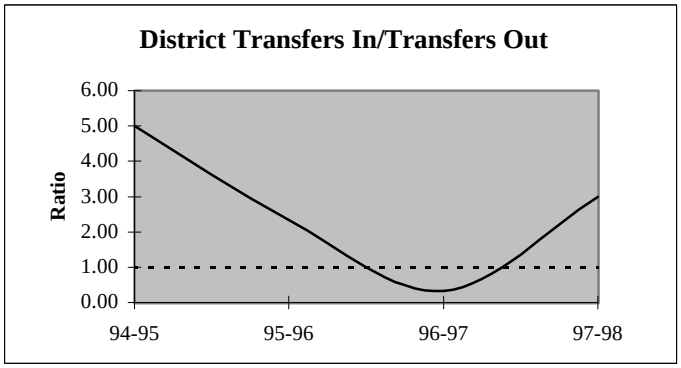
District Report for: CLEVELAND

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	316	324	317	340	340	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	13	12	13	4.1%	4.0%	4.1%	3.5%	3.8%
Professional Staff	33	37	36	41	41	10.4%	11.4%	11.4%	12.1%	12.1%
Total Teachers	270	274	268	287	286	85.4%	84.6%	84.5%	84.4%	84.1%
Special Education	20	23	21	24	26	7.4%	8.4%	7.8%	8.4%	9.1%
Pre-K & Kindergarten	18	18	20	21	20	6.7%	6.6%	7.5%	7.3%	7.0%
Elementary (1-4)	108	108	110	110	109	40.0%	39.4%	41.0%	38.3%	38.1%
Middle School (5-6)	30	30	28	32	32	11.1%	10.9%	10.4%	11.1%	11.2%
Jr. High (7-8)	36	36	34	33	33	13.3%	13.1%	12.7%	11.5%	11.5%
High School (9-12)	58	59	55	67	66	21.5%	21.5%	20.5%	23.3%	23.1%
Business	3	3	1	2	2	5.2%	5.1%	1.8%	3.0%	3.0%
Language Arts	10	10	6	9	9	17.2%	16.9%	10.9%	13.4%	13.6%
Social Studies	7	8	7	5	6	12.1%	13.6%	12.7%	7.5%	9.1%
Foreign Language	5	5	4	3	5	8.6%	8.5%	7.3%	4.5%	7.6%
Mathematics	8	8	7	8	8	13.8%	13.6%	12.7%	11.9%	12.1%
Science	6	6	7	6	7	10.3%	10.2%	12.7%	9.0%	10.6%
Vocational Education	7	7	6	8	6	12.1%	11.9%	10.9%	11.9%	9.1%
Other High School	12	12	17	26	23	20.7%	20.3%	30.9%	38.8%	34.8%
Total Enrollments	5,210	5,169	5,168	5,056	4,953	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	386	392	457	402	390	7.4%	7.6%	8.8%	8.0%	7.9%
Grades 1-4	1,867	1,726	1,702	1,712	1,659	35.8%	33.4%	32.9%	33.9%	33.5%
Grades 5-6	834	806	772	790	797	16.0%	15.6%	14.9%	15.6%	16.1%
Grades 7-8	719	748	768	735	771	13.8%	14.5%	14.9%	14.5%	15.6%
Grades 9-12	1,309	1,374	1,348	1,307	1,234	25.1%	26.6%	26.1%	25.9%	24.9%
Ungraded	95	123	121	110	102	1.8%	2.4%	2.3%	2.2%	2.1%









District Report for: CLEVELAND

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	13	13	13	12	12	4.2%	4.2%	4.3%	3.7%	3.7%
White - Females	4	5	5	6	6	30.8%	38.5%	38.5%	50.0%	50.0%
White - Males	9	8	8	5	5	69.2%	61.5%	61.5%	41.7%	41.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	32	32	37	36	9.4%	10.3%	10.5%	11.4%	11.2%
White - Females	23	25	25	27	26	79.3%	78.1%	78.1%	73.0%	72.2%
White - Males	4	4	5	8	8	13.8%	12.5%	15.6%	21.6%	22.2%
Black - Females	2	3	2	2	2	6.9%	9.4%	6.3%	5.4%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	268	267	259	275	274	86.5%	85.6%	85.2%	84.9%	85.1%
White - Females	205	204	201	209	205	76.5%	76.4%	77.6%	76.0%	74.8%
White - Males	44	44	40	49	51	16.4%	16.5%	15.4%	17.8%	18.6%
Black - Females	13	13	12	12	13	4.9%	4.9%	4.6%	4.4%	4.7%
Black - Males	6	6	6	5	5	2.2%	2.2%	2.3%	1.8%	1.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	0	0	46	47	0.8%	0.0%	0.0%	16.0%	16.4%
25-29	14	15	16	10	13	5.5%	5.9%	6.7%	3.5%	4.5%
30-34	14	17	18	23	23	5.5%	6.7%	7.5%	8.0%	8.0%
35-39	24	15	11	9	11	9.5%	5.9%	4.6%	3.1%	3.8%
40-45	48	45	40	37	26	19.0%	17.7%	16.7%	12.9%	9.1%
45-49	64	72	66	56	56	25.3%	28.3%	27.6%	19.5%	19.6%
50-54	49	49	50	61	58	19.4%	19.3%	20.9%	21.3%	20.3%
55+	38	41	38	45	52	15.0%	16.1%	15.9%	15.7%	18.2%
Average Age	45.7	46.1	46.3	39.7	39.5					

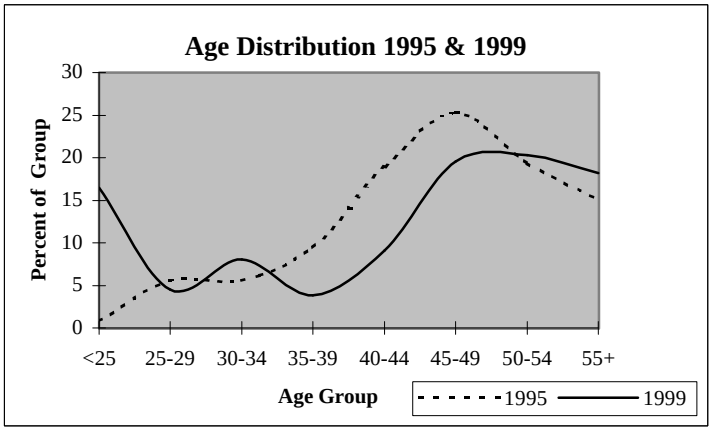
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	35	33	36	40	40	13.0%	12.0%	13.4%	13.9%	14.0%
4-7 Years	19	23	33	38	42	7.0%	8.4%	12.3%	13.2%	14.7%
8-11 Years	27	27	19	18	16	10.0%	9.9%	7.1%	6.3%	5.6%
12-15 Years	27	25	21	26	24	10.0%	9.1%	7.8%	9.1%	8.4%
16-19 Years	54	47	43	32	26	20.0%	17.2%	16.0%	11.1%	9.1%
20+ Years	108	119	116	133	138	40.0%	43.4%	43.3%	46.3%	48.3%
Average Experience	16.7	16.9	16.6	16.7	16.8					

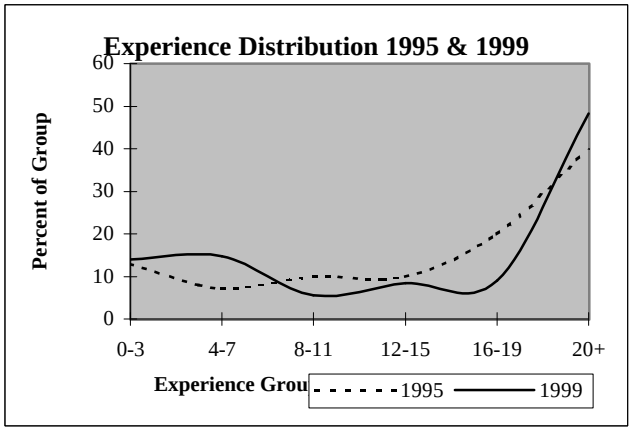
District Report for: CLEVELAND

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	19	31	18	28	-	6.0%	9.6%	5.7%	8.2%	-
Attrition from Transfers	1	3	9	3	-	0.3%	0.9%	2.8%	0.9%	-
Attrition from Exits	18	28	9	25	-	5.7%	8.6%	2.8%	7.4%	-
Teacher Attrition	16	24	14	24	-	5.9%	8.8%	5.2%	8.4%	-
Attrition from Transfers	0	3	7	3	-	0.0%	1.1%	2.6%	1.0%	-
Attrition from Exits	16	21	7	21	-	5.9%	7.7%	2.6%	7.3%	-
District Retention										
Educator Retention	297	293	299	312	-	94.0%	90.4%	94.3%	91.8%	-
Teacher Retention	254	250	254	263	-	94.1%	91.2%	94.8%	91.6%	-

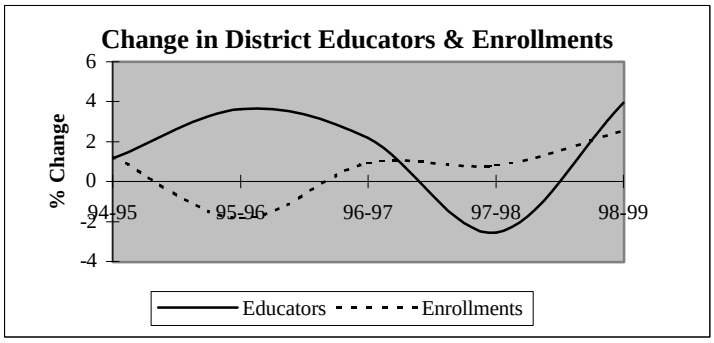
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	70.6%	9.8%	19.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.5%	0.0%	10.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	95.6%	0.0%	4.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.2%	0.0%	9.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	97.3%	0.0%	2.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	97.3%	0.0%	2.7%	89.7%	2.1%	91.8%	8.2%

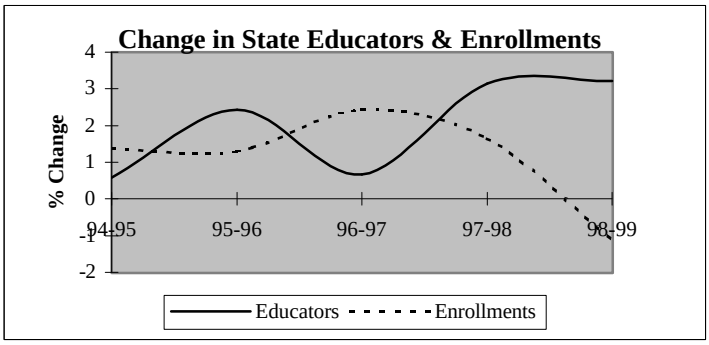
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.5%	12.6%	14.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.3%	7.3%	7.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.2%	3.7%	5.7%	4.4%	5.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.4%	93.2%	91.5%	90.6%	91.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.6%	0.3%	1.5%	0.9%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.5%	2.5%	2.5%	3.5%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CAMPBELL COUNTY





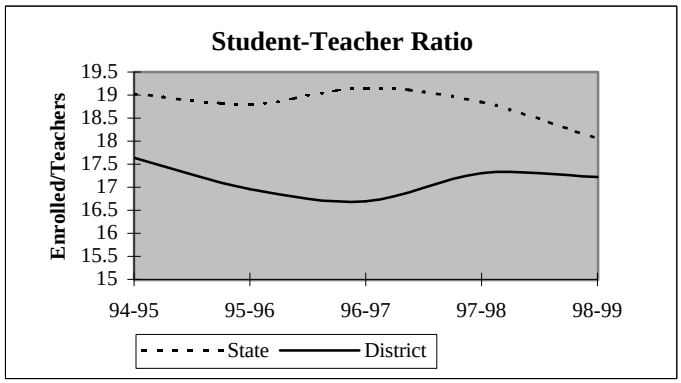
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.4	14.6	14.4	14.9	14.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.6	17.0	16.7	17.3	17.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	16	10	-12	18	-	-	-	-	-
% Change in Educators	1.1%	3.6%	2.2%	-2.6%	4.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	85	-127	63	54	173	-	-	-	-	-
% Change in Enrollment	1.3%	-1.9%	0.9%	0.8%	2.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.7%	0.0%	0.4%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	5.9%	6.0%	5.5%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.5%	7.9%	7.5%	8.1%	8.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.5%	0.2%	0.4%	0.2%	0.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	13.6%	11.1%	14.3%	12.0%	17.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.9	44.3	44.9	40.8	39.7	42.7	43.1	43.3	37.1	36.4
Average Experience	15.8	15.6	15.4	16.1	16.1	13.9	13.9	13.8	13.7	13.7
Average Salary	28,137	28,579	29,311	29,632	30,544	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.5%	0.3%	0.5%	0.3%	0.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	70.2%	71.6%	72.0%	71.8%	71.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.7%	12.2%	12.6%	13.5%	13.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.7%	na	0.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.3%	na	2.3%	-	1.7%	1.7%	1.6%	1.8%

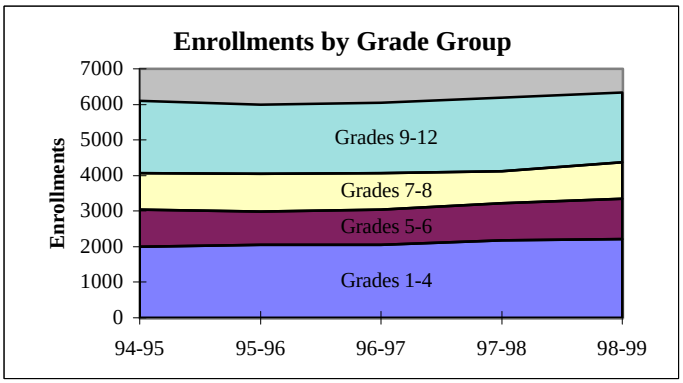
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	441	457	467	455	473	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	422	426	436	440	439	95.7%	93.2%	93.4%	96.7%	92.8%
Newly Hired	19	31	31	15	34	4.3%	6.8%	6.6%	3.3%	7.2%
Transfers In	2	6	6	6	2	10.5%	19.4%	19.4%	40.0%	5.9%
Reentrants	10	14	8	1	16	52.6%	45.2%	25.8%	6.7%	47.1%
First Time Educators	7	11	17	8	16	36.8%	35.5%	54.8%	53.3%	47.1%
Total Exiting Next Year	15	21	27	16	-	3.4%	4.6%	5.8%	3.5%	-
Transfers Out	0	0	4	1	-	0.0%	0.0%	14.8%	6.3%	-
Leave Tennessee Educ.	15	21	23	15	-	100.0%	100.0%	85.2%	93.8%	-

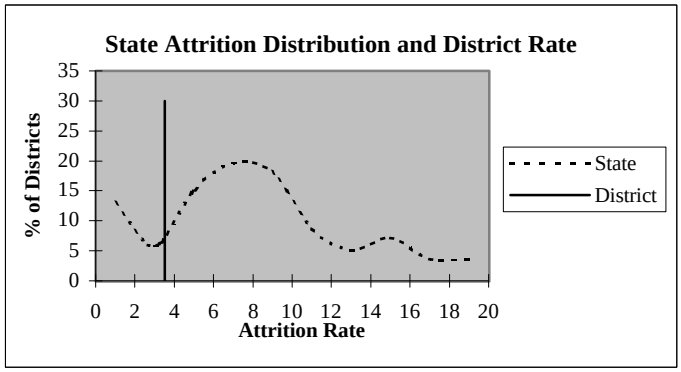
Dynamics Rates	District Rates				
District Attrition	3.4%	4.6%	5.8%	3.5%	-
Transfers In/Out	nc	nc	1.50	6.00	-

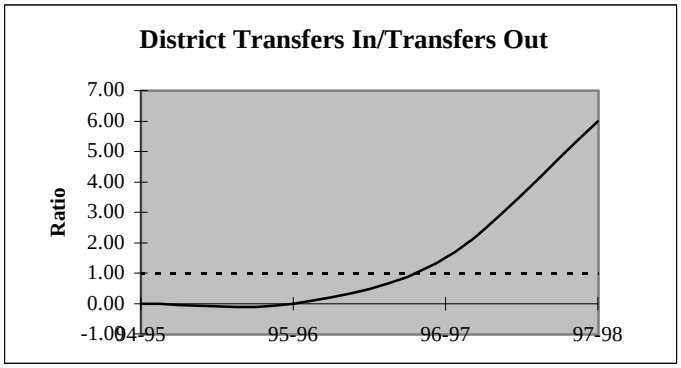
District Report for: CAMPBELL COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	441	457	467	455	473	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	22	27	28	25	29	5.0%	5.9%	6.0%	5.5%	6.1%
Professional Staff	33	36	35	37	39	7.5%	7.9%	7.5%	8.1%	8.2%
Total Teachers	386	394	404	393	405	87.5%	86.2%	86.5%	86.4%	85.6%
Special Education	45	48	51	53	53	11.7%	12.2%	12.6%	13.5%	13.1%
Pre-K & Kindergarten	30	30	29	28	30	7.8%	7.6%	7.2%	7.1%	7.4%
Elementary (1-4)	144	150	157	152	152	37.3%	38.1%	38.9%	38.7%	37.5%
Middle School (5-6)	34	34	35	32	34	8.8%	8.6%	8.7%	8.1%	8.4%
Jr. High (7-8)	35	36	35	32	36	9.1%	9.1%	8.7%	8.1%	8.9%
High School (9-12)	98	96	97	96	100	25.4%	24.4%	24.0%	24.4%	24.7%
Business	3	6	5	5	5	3.1%	6.3%	5.2%	5.2%	5.0%
Language Arts	12	13	12	11	11	12.2%	13.5%	12.4%	11.5%	11.0%
Social Studies	8	8	8	8	8	8.2%	8.3%	8.2%	8.3%	8.0%
Foreign Language	2	2	2	3	3	2.0%	2.1%	2.1%	3.1%	3.0%
Mathematics	9	10	9	9	10	9.2%	10.4%	9.3%	9.4%	10.0%
Science	10	10	8	10	11	10.2%	10.4%	8.2%	10.4%	11.0%
Vocational Education	32	29	28	27	29	32.7%	30.2%	28.9%	28.1%	29.0%
Other High School	22	18	25	23	23	22.4%	18.8%	25.8%	24.0%	23.0%
Total Enrollments	6,811	6,684	6,747	6,801	6,974	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	534	525	545	557	583	7.8%	7.9%	8.1%	8.2%	8.4%
Grades 1-4	2,004	2,045	2,046	2,184	2,218	29.4%	30.6%	30.3%	32.1%	31.8%
Grades 5-6	1,038	951	992	1,033	1,126	15.2%	14.2%	14.7%	15.2%	16.1%
Grades 7-8	1,025	1,048	1,024	905	1,027	15.0%	15.7%	15.2%	13.3%	14.7%
Grades 9-12	2,028	1,945	1,980	2,074	1,961	29.8%	29.1%	29.3%	30.5%	28.1%
Ungraded	182	170	160	48	59	2.7%	2.5%	2.4%	0.7%	0.8%









District Report for: CAMPBELL COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	22	27	28	25	29	5.2%	6.1%	6.2%	5.7%	6.4%
White - Females	3	3	4	3	5	13.6%	11.1%	14.3%	12.0%	17.2%
White - Males	19	24	24	22	24	86.4%	88.9%	85.7%	88.0%	82.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	36	35	37	39	7.7%	8.2%	7.8%	8.5%	8.7%
White - Females	22	24	25	24	27	66.7%	66.7%	71.4%	64.9%	69.2%
White - Males	11	12	10	13	12	33.3%	33.3%	28.6%	35.1%	30.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	372	377	387	374	382	87.1%	85.7%	86.0%	85.8%	84.9%
White - Females	262	271	279	271	276	70.4%	71.9%	72.1%	72.5%	72.3%
White - Males	108	105	106	102	104	29.0%	27.9%	27.4%	27.3%	27.2%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males	1	0	1	0	0	0.3%	0.0%	0.3%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	3	3	44	60	0.5%	0.8%	0.8%	11.2%	14.8%
25-29	25	20	17	12	9	6.8%	5.5%	4.7%	3.1%	2.2%
30-34	27	33	32	30	28	7.3%	9.0%	8.9%	7.6%	6.9%
35-39	63	47	42	44	40	17.1%	12.8%	11.7%	11.2%	9.9%
40-45	75	80	73	62	62	20.3%	21.9%	20.3%	15.8%	15.3%
45-49	74	70	73	77	75	20.1%	19.1%	20.3%	19.6%	18.5%
50-54	60	69	68	70	71	16.3%	18.9%	18.9%	17.8%	17.5%
55+	43	44	51	54	60	11.7%	12.0%	14.2%	13.7%	14.8%
Average Age	43.9	44.3	44.9	40.8	39.7					

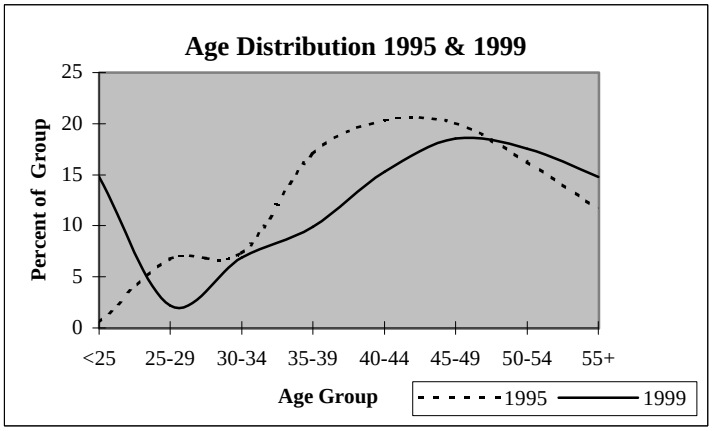
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	47	51	55	44	46	12.2%	12.9%	13.6%	11.2%	11.4%
4-7 Years	46	45	52	54	57	11.9%	11.4%	12.9%	13.7%	14.1%
8-11 Years	43	51	48	42	47	11.1%	12.9%	11.9%	10.7%	11.6%
12-15 Years	56	47	54	49	44	14.5%	11.9%	13.4%	12.5%	10.9%
16-19 Years	56	58	48	51	53	14.5%	14.7%	11.9%	13.0%	13.1%
20+ Years	138	142	147	153	158	35.8%	36.0%	36.4%	38.9%	39.0%
Average Experience	15.8	15.6	15.4	16.1	16.1					

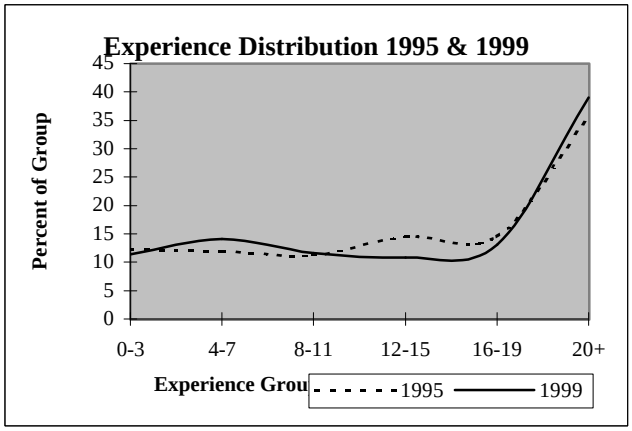
District Report for: CAMPBELL COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	15	21	27	16	-	3.4%	4.6%	5.8%	3.5%	-
Attrition from Transfers	0	0	4	1	-	0.0%	0.0%	0.9%	0.2%	-
Attrition from Exits	15	21	23	15	-	3.4%	4.6%	4.9%	3.3%	-
Teacher Attrition	15	17	22	13	-	3.9%	4.3%	5.4%	3.3%	-
Attrition from Transfers	0	0	4	1	-	0.0%	0.0%	1.0%	0.3%	-
Attrition from Exits	15	17	18	12	-	3.9%	4.3%	4.5%	3.1%	-
District Retention										
Educator Retention	426	436	440	439	-	96.6%	95.4%	94.2%	96.5%	-
Teacher Retention	371	377	382	380	-	96.1%	95.7%	94.6%	96.7%	-

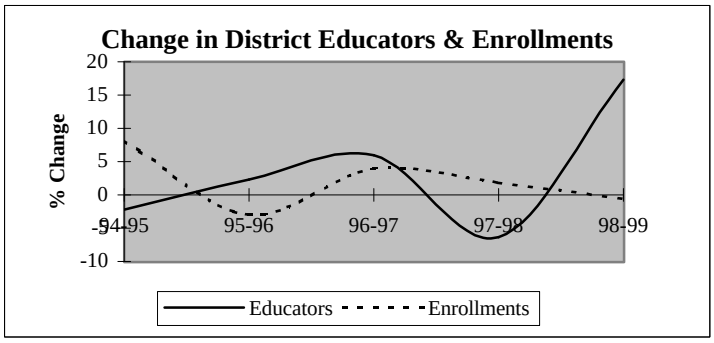
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.9%	3.8%	11.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	93.2%	0.0%	6.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	92.4%	3.0%	4.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.5%	0.0%	4.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.8%	0.0%	3.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	96.7%	1.6%	1.6%	89.7%	2.1%	91.8%	8.2%

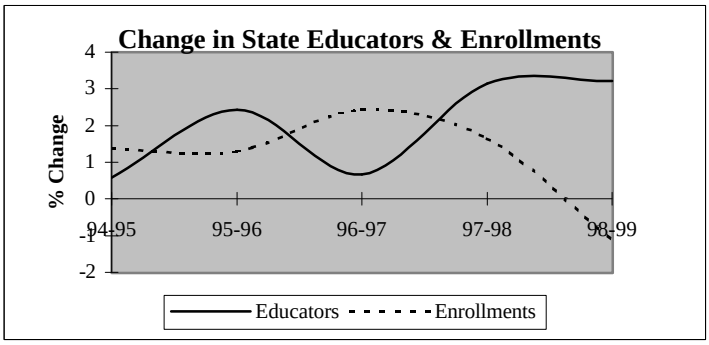
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.0%	8.3%	10.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.5%	3.7%	5.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	1.8%	2.8%	3.9%	3.3%	4.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	96.4%	95.2%	94.6%	96.3%	92.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.2%	0.2%	0.2%	0.2%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.6%	1.8%	1.3%	0.2%	3.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CANNON COUNTY





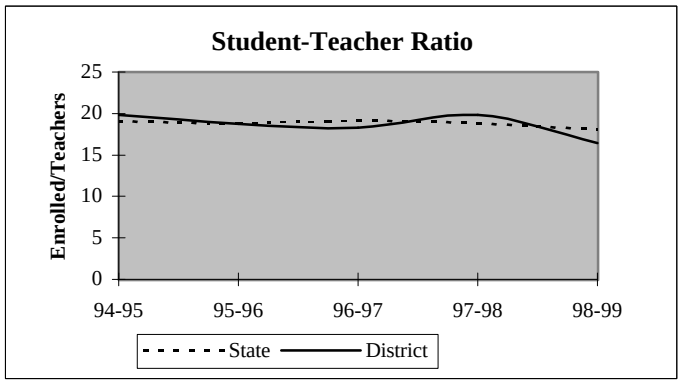
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	15.4	15.1	16.4	13.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.9	18.7	18.3	19.8	16.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	-3	3	8	-9	23	-	-	-	-	-
% Change in Educators	-2.2%	2.3%	6.0%	-6.3%	17.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	161	-63	81	40	-13	-	-	-	-	-
% Change in Enrollment	8.2%	-3.0%	3.9%	1.9%	-0.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.8%	0.0%	0.7%	0.8%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.1%	6.0%	6.3%	6.0%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.2%	11.9%	11.3%	11.3%	10.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.6%	1.5%	1.4%	0.8%	0.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	44.4%	37.5%	37.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.2	39.9	39.7	36.6	36.1	42.7	43.1	43.3	37.1	36.4
Average Experience	11.3	11.9	11.8	12.1	11.3	13.9	13.9	13.8	13.7	13.7
Average Salary	26,506	28,190	29,538	29,856	30,466	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.9%	1.9%	1.8%	0.9%	0.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.6%	77.3%	77.8%	79.1%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	13.1%	13.6%	14.5%	10.9%	12.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.3%	na	1.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

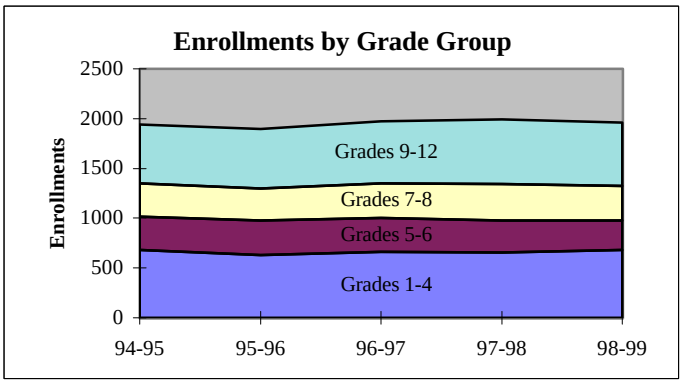
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	131	134	142	133	156	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	115	121	124	120	133	87.8%	90.3%	87.3%	90.2%	85.3%
Newly Hired	16	13	18	13	23	12.2%	9.7%	12.7%	9.8%	14.7%
Transfers In	5	3	1	4	6	31.3%	23.1%	5.6%	30.8%	26.1%
Reentrants	3	5	8	1	4	18.8%	38.5%	44.4%	7.7%	17.4%
First Time Educators	8	5	9	8	13	50.0%	38.5%	50.0%	61.5%	56.5%
Total Exiting Next Year	10	10	22	0	-	7.6%	7.5%	15.5%	0.0%	-
Transfers Out	5	5	3	0	-	50.0%	50.0%	13.6%	0.0%	-
Leave Tennessee Educ.	5	5	19	0	-	50.0%	50.0%	86.4%	0.0%	-

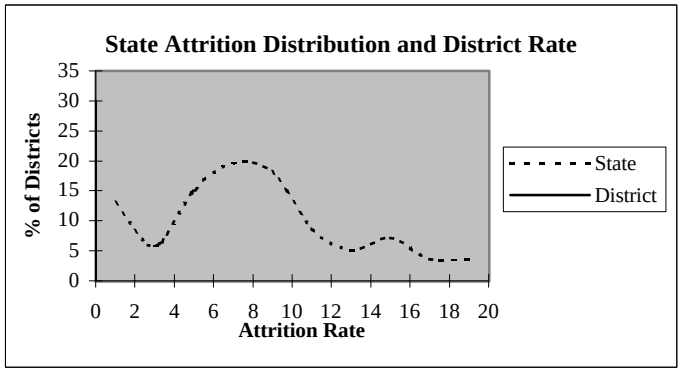
Dynamics Rates	District Rates				
District Attrition	7.6%	7.5%	15.5%	0.0%	-
Transfers In/Out	1.00	0.60	0.33	nc	-

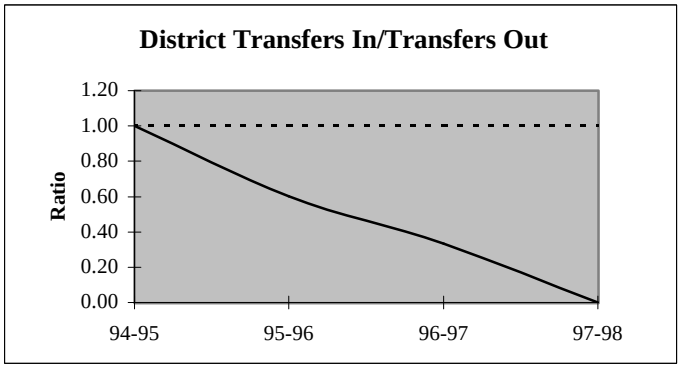
District Report for: CANNON COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	131	134	142	133	156	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	9	8	8	6.1%	6.0%	6.3%	6.0%	5.1%
Professional Staff	16	16	16	15	16	12.2%	11.9%	11.3%	11.3%	10.3%
Total Teachers	107	110	117	110	132	81.7%	82.1%	82.4%	82.7%	84.6%
Special Education	14	15	17	12	17	13.1%	13.6%	14.5%	10.9%	12.9%
Pre-K & Kindergarten	6	6	8	7	9	5.6%	5.5%	6.8%	6.4%	6.8%
Elementary (1-4)	41	40	39	39	47	38.3%	36.4%	33.3%	35.5%	35.6%
Middle School (5-6)	9	11	15	16	18	8.4%	10.0%	12.8%	14.5%	13.6%
Jr. High (7-8)	12	12	11	11	12	11.2%	10.9%	9.4%	10.0%	9.1%
High School (9-12)	25	26	27	25	29	23.4%	23.6%	23.1%	22.7%	22.0%
Business	1	1	1	1	1	4.0%	3.8%	3.7%	4.0%	3.4%
Language Arts	4	4	3	4	4	16.0%	15.4%	11.1%	16.0%	13.8%
Social Studies	3	4	5	4	4	12.0%	15.4%	18.5%	16.0%	13.8%
Foreign Language	1	1	1	1	2	4.0%	3.8%	3.7%	4.0%	6.9%
Mathematics	3	4	4	3	3	12.0%	15.4%	14.8%	12.0%	10.3%
Science	2	3	2	2	3	8.0%	11.5%	7.4%	8.0%	10.3%
Vocational Education	5	5	4	4	5	20.0%	19.2%	14.8%	16.0%	17.2%
Other High School	6	4	7	6	7	24.0%	15.4%	25.9%	24.0%	24.1%
Total Enrollments	2,125	2,062	2,143	2,183	2,170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	180	160	162	178	198	8.5%	7.8%	7.6%	8.2%	9.1%
Grades 1-4	684	627	659	657	683	32.2%	30.4%	30.8%	30.1%	31.5%
Grades 5-6	330	350	345	319	296	15.5%	17.0%	16.1%	14.6%	13.6%
Grades 7-8	337	320	343	370	342	15.9%	15.5%	16.0%	16.9%	15.8%
Grades 9-12	588	599	623	646	638	27.7%	29.0%	29.1%	29.6%	29.4%
Ungraded	6	6	11	13	13	0.3%	0.3%	0.5%	0.6%	0.6%









District Report for: CANNON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	8	8	9	8	8	6.2%	6.1%	6.5%	6.1%	5.2%
White - Females	2	2	4	3	3	25.0%	25.0%	44.4%	37.5%	37.5%
White - Males	6	6	5	5	5	75.0%	75.0%	55.6%	62.5%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	16	16	15	16	12.4%	12.2%	11.5%	11.5%	10.5%
White - Females	13	13	13	12	13	81.3%	81.3%	81.3%	80.0%	81.3%
White - Males	3	3	3	3	3	18.8%	18.8%	18.8%	20.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	105	107	114	108	129	81.4%	81.7%	82.0%	82.4%	84.3%
White - Females	80	82	89	86	102	76.2%	76.6%	78.1%	79.6%	79.1%
White - Males	23	23	23	21	26	21.9%	21.5%	20.2%	19.4%	20.2%
Black - Females	2	2	2	1	1	1.9%	1.9%	1.8%	0.9%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	0	1	11	16	3.0%	0.0%	0.9%	10.0%	12.1%
25-29	20	22	24	19	22	20.0%	21.6%	22.4%	17.3%	16.7%
30-34	9	11	12	11	16	9.0%	10.8%	11.2%	10.0%	12.1%
35-39	15	12	13	15	13	15.0%	11.8%	12.1%	13.6%	9.8%
40-45	18	19	20	17	22	18.0%	18.6%	18.7%	15.5%	16.7%
45-49	24	24	20	20	15	24.0%	23.5%	18.7%	18.2%	11.4%
50-54	8	9	12	12	23	8.0%	8.8%	11.2%	10.9%	17.4%
55+	3	5	5	5	5	3.0%	4.9%	4.7%	4.5%	3.8%
Average Age	39.2	39.9	39.7	36.6	36.1					

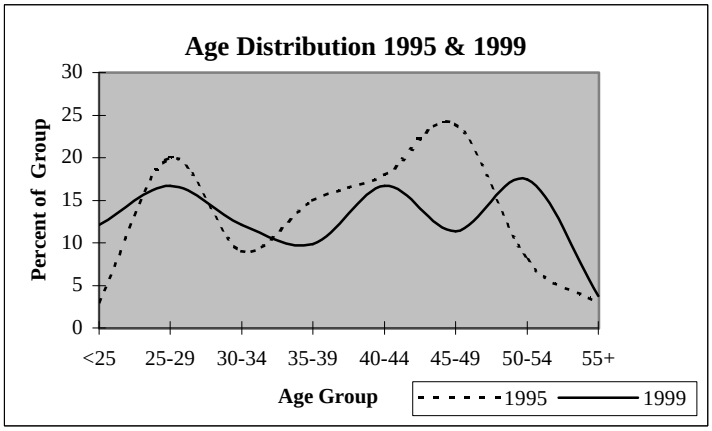
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	28	30	31	28	40	26.2%	27.3%	26.5%	25.5%	30.3%
4-7 Years	17	15	20	21	24	15.9%	13.6%	17.1%	19.1%	18.2%
8-11 Years	17	17	18	14	14	15.9%	15.5%	15.4%	12.7%	10.6%
12-15 Years	9	8	7	8	12	8.4%	7.3%	6.0%	7.3%	9.1%
16-19 Years	11	13	10	10	7	10.3%	11.8%	8.5%	9.1%	5.3%
20+ Years	25	27	31	29	35	23.4%	24.5%	26.5%	26.4%	26.5%
Average Experience	11.3	11.9	11.8	12.1	11.3					

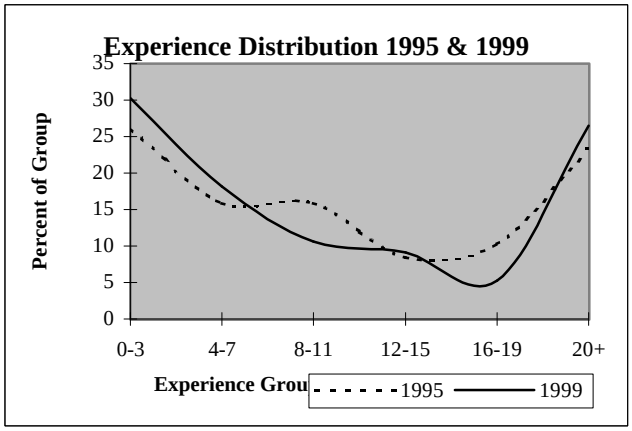
District Report for: CANNON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	10	10	22	0	-	7.6%	7.5%	15.5%	0.0%	-
Attrition from Transfers	5	5	3	0	-	3.8%	3.7%	2.1%	0.0%	-
Attrition from Exits	5	5	19	0	-	3.8%	3.7%	13.4%	0.0%	-
Teacher Attrition	9	9	21	0	-	8.4%	8.2%	17.9%	0.0%	-
Attrition from Transfers	5	5	3	0	-	4.7%	4.5%	2.6%	0.0%	-
Attrition from Exits	4	4	18	0	-	3.7%	3.6%	15.4%	0.0%	-
District Retention										
Educator Retention	121	124	120	133	-	92.4%	92.5%	84.5%	100.0%	-
Teacher Retention	98	101	96	110	-	91.6%	91.8%	82.1%	100.0%	-

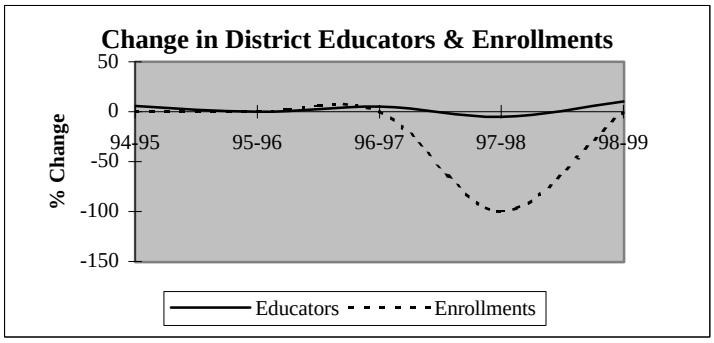
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.0%	9.8%	12.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.0%	5.0%	10.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.3%	2.8%	13.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	77.1%	11.4%	11.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.7%	4.2%	4.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.7%	4.2%	4.2%	89.7%	2.1%	91.8%	8.2%

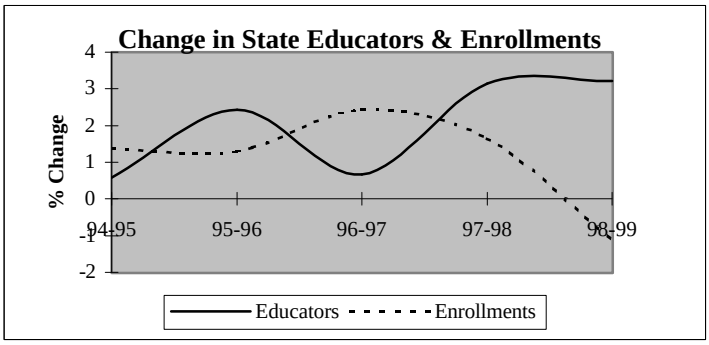
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.8%	15.8%	20.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	9.9%	13.5%	17.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.4%	3.7%	8.5%	8.3%	10.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.8%	91.8%	88.0%	90.2%	85.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.7%	1.4%	1.5%	1.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.1%	3.7%	2.1%	0.0%	1.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CARROLL COUNTY





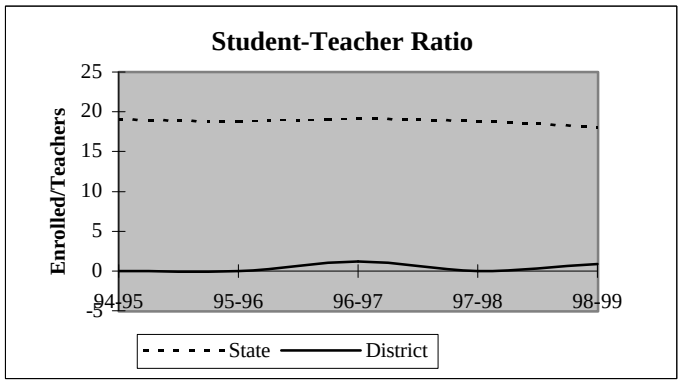
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.8	0.0	0.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	0.0	0.0	1.2	0.0	0.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	0	1	-1	2	-	-	-	-	-
% Change in Educators	5.6%	0.0%	5.3%	-5.0%	10.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	0	0	15	-15	10	-	-	-	-	-
% Change in Enrollment	#######	#######	#######	-100.0%	#######	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	5.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	15.8%	15.8%	15.0%	15.8%	14.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	15.8%	15.8%	20.0%	21.1%	28.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.3%	6.3%	6.3%	6.3%	5.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	66.7%	66.7%	66.7%	66.7%	66.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.8	44.8	45.6	32.1	32.8	42.7	43.1	43.3	37.1	36.4
Average Experience	11.7	12.6	11.7	13.4	14.4	13.9	13.9	13.8	13.7	13.7
Average Salary	26,949	28,254	29,756	30,241	31,609	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	10.0%	10.0%	11.1%	11.1%	11.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	53.8%	53.8%	53.8%	58.3%	58.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	15.4%	15.4%	15.4%	16.7%	16.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	20.8%	na	21.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

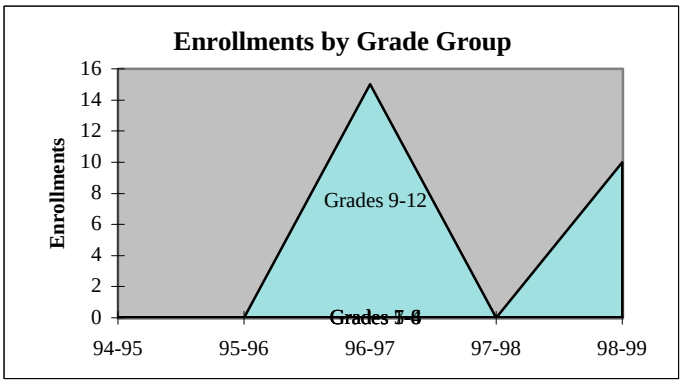
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	19	19	20	19	21	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	19	17	19	19	84.2%	100.0%	85.0%	100.0%	90.5%
Newly Hired	3	0	3	0	2	15.8%	0.0%	15.0%	0.0%	9.5%
Transfers In	1	0	1	0	0	33.3%	0.0%	33.3%	0.0%	0.0%
Reentrants	1	0	0	0	2	33.3%	0.0%	0.0%	0.0%	100.0%
First Time Educators	1	0	2	0	0	33.3%	0.0%	66.7%	0.0%	0.0%
Total Exiting Next Year	0	2	1	0	-	0.0%	10.5%	5.0%	0.0%	-
Transfers Out	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	0	2	1	0	-	0.0%	100.0%	100.0%	0.0%	-

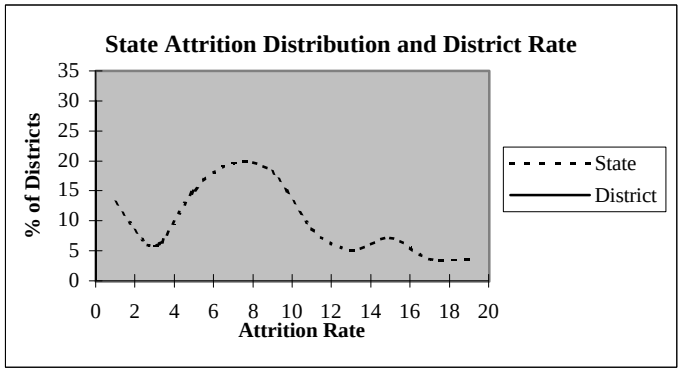
Dynamics Rates	District Rates				
District Attrition	0.0%	10.5%	5.0%	0.0%	-
Transfers In/Out	nc	nc	nc	nc	-

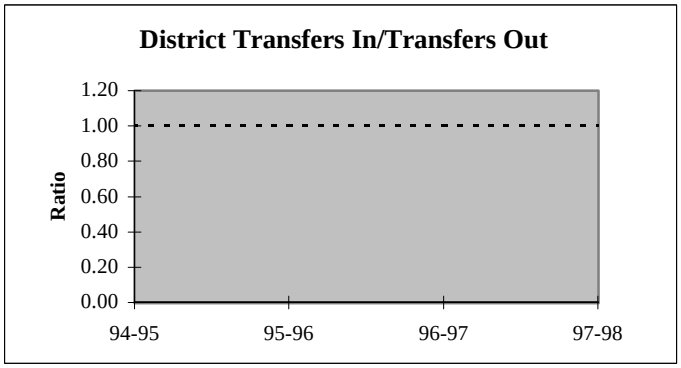
District Report for: CARROLL COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	19	19	20	19	21	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	15.8%	15.8%	15.0%	15.8%	14.3%
Professional Staff	3	3	4	4	6	15.8%	15.8%	20.0%	21.1%	28.6%
Total Teachers	13	13	13	12	12	68.4%	68.4%	65.0%	63.2%	57.1%
Special Education	2	2	2	2	2	15.4%	15.4%	15.4%	16.7%	16.7%
Pre-K & Kindergarten	1	1	1	1	1	7.7%	7.7%	7.7%	8.3%	8.3%
Elementary (1-4)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Middle School (5-6)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	10	10	10	9	9	76.9%	76.9%	76.9%	75.0%	75.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	10	10	10	9	9	100.0%	100.0%	100.0%	100.0%	100.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	0	0	15	0	10	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	15	0	10	0.0%	0.0%	100.0%	0.0%	100.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%









District Report for: CARROLL COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	3	3	3	3	18.8%	18.8%	18.8%	18.8%	16.7%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	3	4	4	6	18.8%	18.8%	25.0%	25.0%	33.3%
White - Females	3	3	3	3	5	100.0%	100.0%	75.0%	75.0%	83.3%
White - Males	0	0	1	1	1	0.0%	0.0%	25.0%	25.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	10	10	9	9	9	62.5%	62.5%	56.3%	56.3%	50.0%
White - Females	5	5	5	5	5	50.0%	50.0%	55.6%	55.6%	55.6%
White - Males	4	4	3	3	3	40.0%	40.0%	33.3%	33.3%	33.3%
Black - Females	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	0	0	4	4	0.0%	0.0%	0.0%	33.3%	33.3%
25-29	1	1	0	0	0	9.1%	9.1%	0.0%	0.0%	0.0%
30-34	2	2	1	0	0	18.2%	18.2%	11.1%	0.0%	0.0%
35-39	0	0	1	1	1	0.0%	0.0%	11.1%	8.3%	8.3%
40-45	2	2	2	1	1	18.2%	18.2%	22.2%	8.3%	8.3%
45-49	3	2	2	2	2	27.3%	18.2%	22.2%	16.7%	16.7%
50-54	2	3	2	2	2	18.2%	27.3%	22.2%	16.7%	16.7%
55+	1	1	1	2	2	9.1%	9.1%	11.1%	16.7%	16.7%
Average Age	43.8	44.8	45.6	32.1	32.8					

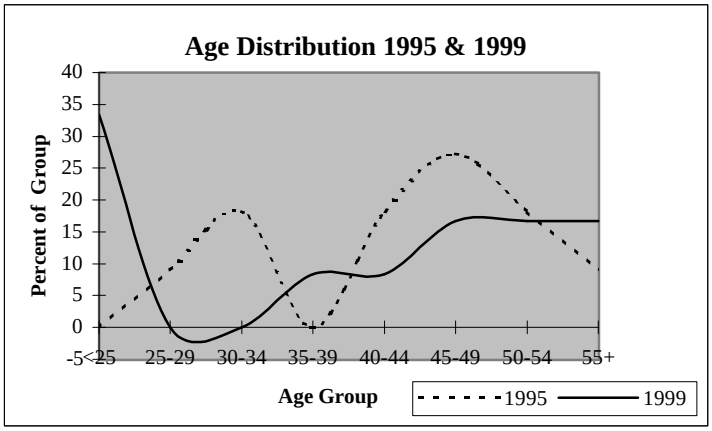
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	4	3	4	3	2	30.8%	23.1%	30.8%	25.0%	16.7%
4-7 Years	1	1	1	1	2	7.7%	7.7%	7.7%	8.3%	16.7%
8-11 Years	2	2	2	1	1	15.4%	15.4%	15.4%	8.3%	8.3%
12-15 Years	1	2	1	2	2	7.7%	15.4%	7.7%	16.7%	16.7%
16-19 Years	2	1	1	1	1	15.4%	7.7%	7.7%	8.3%	8.3%
20+ Years	3	4	4	4	4	23.1%	30.8%	30.8%	33.3%	33.3%
Average Experience	11.7	12.6	11.7	13.4	14.4					

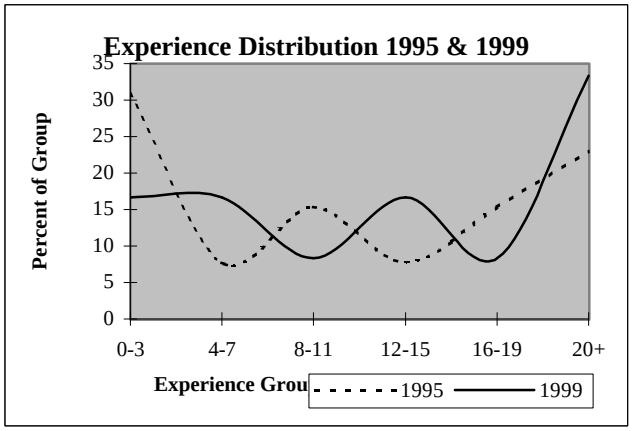
District Report for: CARROLL COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	0	2	1	0	-	0.0%	10.5%	5.0%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	1	0	-	0.0%	10.5%	5.0%	0.0%	-
Teacher Attrition	0	2	1	0	-	0.0%	15.4%	7.7%	0.0%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	1	0	-	0.0%	15.4%	7.7%	0.0%	-
District Retention										
Educator Retention	19	17	19	19	-	100.0%	89.5%	95.0%	100.0%	-
Teacher Retention	13	11	12	12	-	100.0%	84.6%	92.3%	100.0%	-

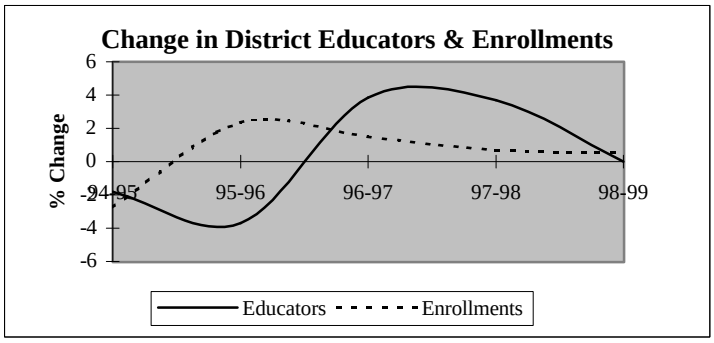
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.0%	0.0%	20.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	0.0%	20.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	66.7%	0.0%	33.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

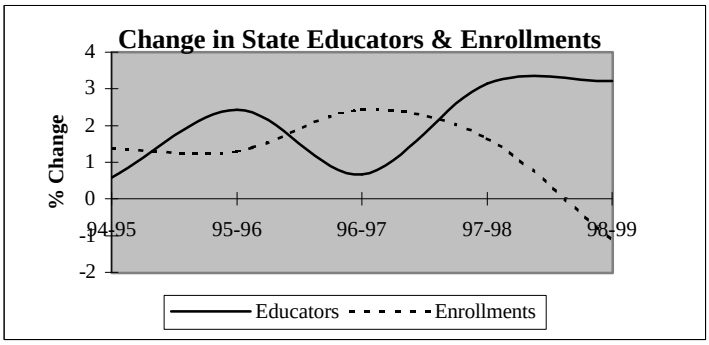
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	18.2%	19.0%	13.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	0.0%	0.0%	0.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.3%	5.3%	10.0%	0.0%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.7%	94.7%	90.0%	100.0%	90.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	0.0%	0.0%	9.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: H ROCK BRUCETON





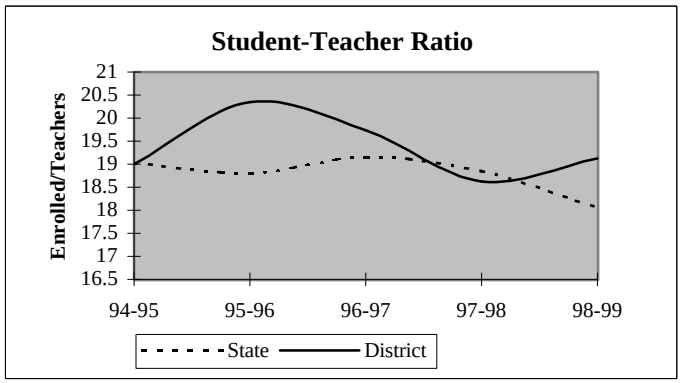
	District					Statewide				
Descriptive Indicators	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	16.8	16.4	16.0	16.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.0	20.3	19.7	18.6	19.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	-2	2	2	0	-	-	-	-	-
% Change in Educators	-1.8%	-3.7%	3.8%	3.7%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-24	20	13	6	5	-	-	-	-	-
% Change in Enrollment	-2.7%	2.3%	1.5%	0.7%	0.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.8%	5.6%	3.6%	5.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.1%	11.5%	11.1%	10.7%	10.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	7.4%	7.7%	5.6%	5.6%	5.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.5	42.5	42.8	39.3	38.9	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	14.9	15.0	15.1	14.6	13.9	13.9	13.8	13.7	13.7
Average Salary	28,962	29,083	28,922	28,804	29,993	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.9%	9.3%	6.7%	6.5%	6.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.3%	74.4%	75.6%	75.0%	76.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.9%	9.3%	8.9%	8.3%	8.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	11.8%	na	11.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.3%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

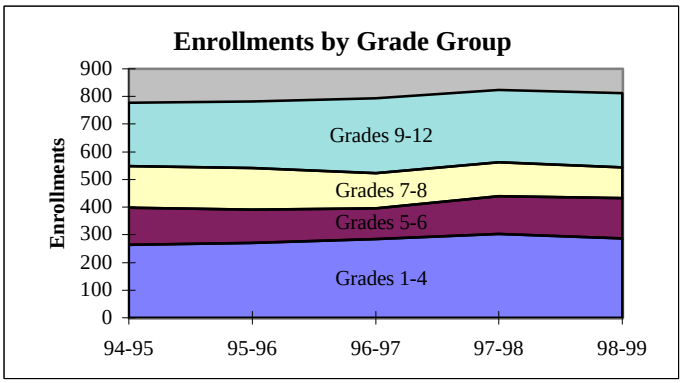
	District Counts					District Percentages				
Dynamics of the Workforce	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	54	52	54	56	56	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	49	49	50	51	49	90.7%	94.2%	92.6%	91.1%	87.5%
Newly Hired	5	3	4	5	7	9.3%	5.8%	7.4%	8.9%	12.5%
Transfers In	0	1	1	1	0	0.0%	33.3%	25.0%	20.0%	0.0%
Reentrants	2	0	2	2	5	40.0%	0.0%	50.0%	40.0%	71.4%
First Time Educators	3	2	1	2	2	60.0%	66.7%	25.0%	40.0%	28.6%
Total Exiting Next Year	5	2	3	7	-	9.3%	3.8%	5.6%	12.5%	-
Transfers Out	1	1	0	4	-	20.0%	50.0%	0.0%	57.1%	-
Leave Tennessee Educ.	4	1	3	3	-	80.0%	50.0%	100.0%	42.9%	-

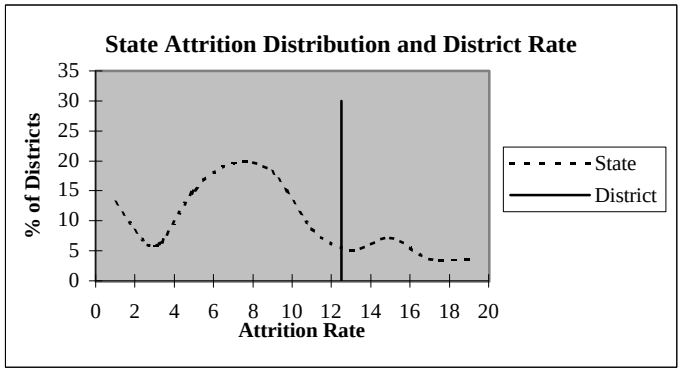
Dynamics Rates	District Rates				
District Attrition	9.3%	3.8%	5.6%	12.5%	-
Transfers In/Out	0.00	1.00	nc	0.25	-

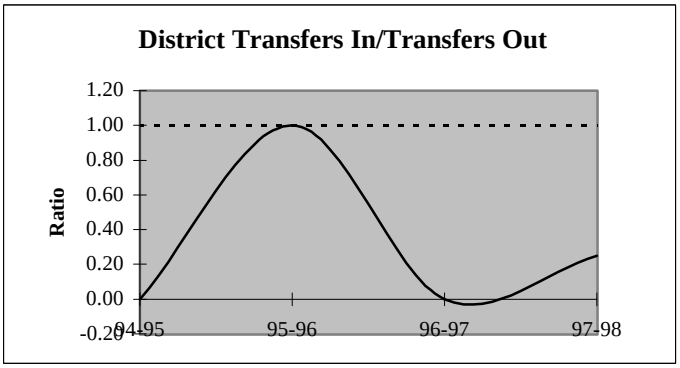
District Report for: H ROCK BRUCETON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	54	52	54	56	56	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	3	5.6%	5.8%	5.6%	3.6%	5.4%
Professional Staff	6	6	6	6	6	11.1%	11.5%	11.1%	10.7%	10.7%
Total Teachers	45	43	45	48	47	83.3%	82.7%	83.3%	85.7%	83.9%
Special Education	4	4	4	4	4	8.9%	9.3%	8.9%	8.3%	8.5%
Pre-K & Kindergarten	3	4	4	4	4	6.7%	9.3%	8.9%	8.3%	8.5%
Elementary (1-4)	13	14	14	16	15	28.9%	32.6%	31.1%	33.3%	31.9%
Middle School (5-6)	8	7	7	8	8	17.8%	16.3%	15.6%	16.7%	17.0%
Jr. High (7-8)	4	4	4	4	4	8.9%	9.3%	8.9%	8.3%	8.5%
High School (9-12)	13	10	12	12	12	28.9%	23.3%	26.7%	25.0%	25.5%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	1	2	2	15.4%	20.0%	8.3%	16.7%	16.7%
Social Studies	2	2	2	2	2	15.4%	20.0%	16.7%	16.7%	16.7%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	2	1	3	2	2	15.4%	10.0%	25.0%	16.7%	16.7%
Science	1	1	1	1	1	7.7%	10.0%	8.3%	8.3%	8.3%
Vocational Education	2	2	2	2	2	15.4%	20.0%	16.7%	16.7%	16.7%
Other High School	4	2	3	3	3	30.8%	20.0%	25.0%	25.0%	25.0%
Total Enrollments	855	875	888	894	899	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	78	84	62	73	7.4%	8.9%	9.5%	6.9%	8.1%
Grades 1-4	263	271	284	303	286	30.8%	31.0%	32.0%	33.9%	31.8%
Grades 5-6	134	121	111	136	146	15.7%	13.8%	12.5%	15.2%	16.2%
Grades 7-8	152	150	129	123	111	17.8%	17.1%	14.5%	13.8%	12.3%
Grades 9-12	229	240	270	261	270	26.8%	27.4%	30.4%	29.2%	30.0%
Ungraded	14	15	10	9	13	1.6%	1.7%	1.1%	1.0%	1.4%









District Report for: H ROCK BRUCETON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	3	3	2	3	5.6%	5.8%	5.6%	3.7%	5.5%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	33.3%
White - Males	3	3	3	2	2	100.0%	100.0%	100.0%	100.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	6	6	6	6	11.1%	11.5%	11.1%	11.1%	10.9%
White - Females	5	5	5	5	5	83.3%	83.3%	83.3%	83.3%	83.3%
White - Males	1	1	1	1	1	16.7%	16.7%	16.7%	16.7%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	45	43	45	46	46	83.3%	82.7%	83.3%	85.2%	83.6%
White - Females	30	29	32	33	33	66.7%	67.4%	71.1%	71.7%	71.7%
White - Males	11	10	10	10	10	24.4%	23.3%	22.2%	21.7%	21.7%
Black - Females	3	3	2	2	2	6.7%	7.0%	4.4%	4.3%	4.3%
Black - Males	1	1	1	1	1	2.2%	2.3%	2.2%	2.2%	2.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	6	5	2.3%	2.4%	2.4%	12.5%	10.6%
25-29	5	3	4	3	7	11.6%	7.3%	9.5%	6.3%	14.9%
30-34	4	4	5	3	3	9.3%	9.8%	11.9%	6.3%	6.4%
35-39	6	3	3	4	2	14.0%	7.3%	7.1%	8.3%	4.3%
40-45	10	11	9	9	7	23.3%	26.8%	21.4%	18.8%	14.9%
45-49	9	10	9	10	11	20.9%	24.4%	21.4%	20.8%	23.4%
50-54	6	7	7	8	5	14.0%	17.1%	16.7%	16.7%	10.6%
55+	2	2	4	5	7	4.7%	4.9%	9.5%	10.4%	14.9%
Average Age	41.5	42.5	42.8	39.3	38.9					

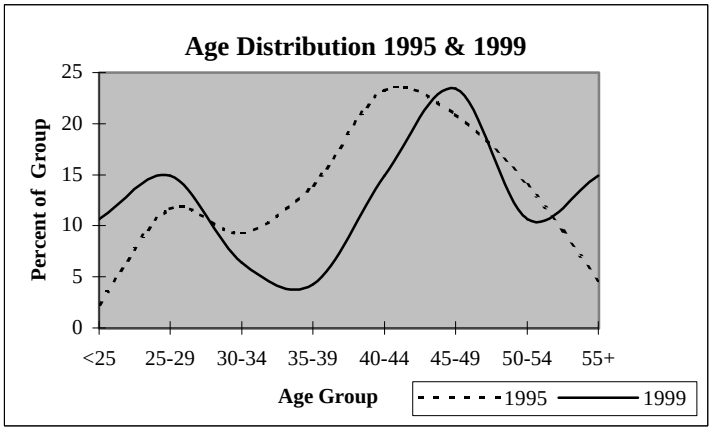
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	9	8	8	10	12	20.0%	18.6%	17.8%	20.8%	25.5%
4-7 Years	3	3	5	4	6	6.7%	7.0%	11.1%	8.3%	12.8%
8-11 Years	3	3	4	5	2	6.7%	7.0%	8.9%	10.4%	4.3%
12-15 Years	7	4	4	4	3	15.6%	9.3%	8.9%	8.3%	6.4%
16-19 Years	8	9	6	4	4	17.8%	20.9%	13.3%	8.3%	8.5%
20+ Years	15	16	18	21	20	33.3%	37.2%	40.0%	43.8%	42.6%
Average Experience	14.5	14.9	15.0	15.1	14.6					

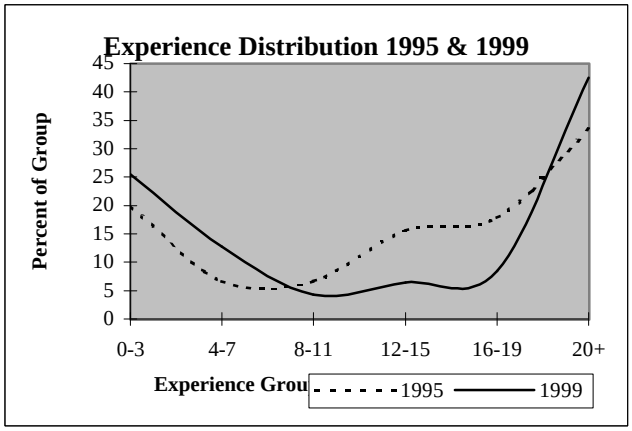
District Report for: H ROCK BRUCETON

	District Counts					District Rates				
Attrition	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	2	3	7	-	9.3%	3.8%	5.6%	12.5%	-
Attrition from Transfers	1	1	0	4	-	1.9%	1.9%	0.0%	7.1%	-
Attrition from Exits	4	1	3	3	-	7.4%	1.9%	5.6%	5.4%	-
Teacher Attrition	5	2	2	7	-	11.1%	4.7%	4.4%	14.6%	-
Attrition from Transfers	1	1	0	4	-	2.2%	2.3%	0.0%	8.3%	-
Attrition from Exits	4	1	2	3	-	8.9%	2.3%	4.4%	6.3%	-
District Retention										
Educator Retention	49	50	51	49	-	90.7%	96.2%	94.4%	87.5%	-
Teacher Retention	40	41	43	41	-	88.9%	95.3%	95.6%	85.4%	-

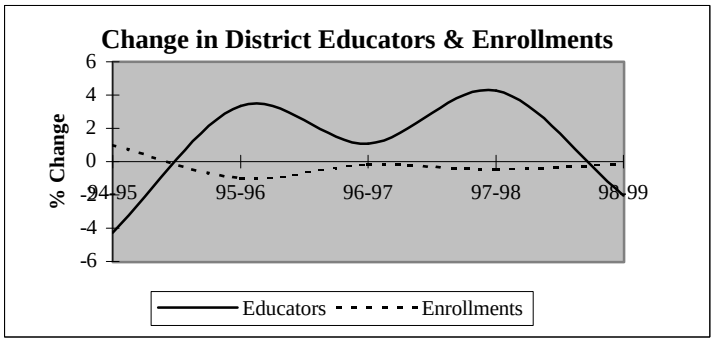
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	63.6%	18.2%	18.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	91.7%	0.0%	8.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	75.0%	0.0%	25.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	83.3%	0.0%	16.7%	89.7%	2.1%	91.8%	8.2%

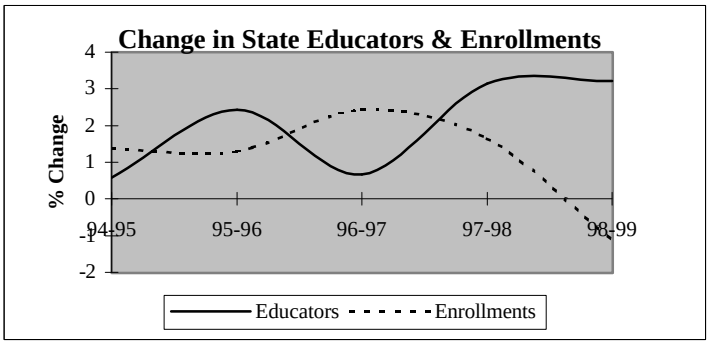
	District Percentages					Statewide Percentages				
Survey Data Quality	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.2%	8.5%	14.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.2%	8.5%	14.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.4%	3.8%	1.9%	3.6%	3.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.7%	96.2%	94.4%	92.9%	91.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	1.9%	1.8%	1.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.9%	0.0%	1.9%	1.8%	3.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HUNTINGDON





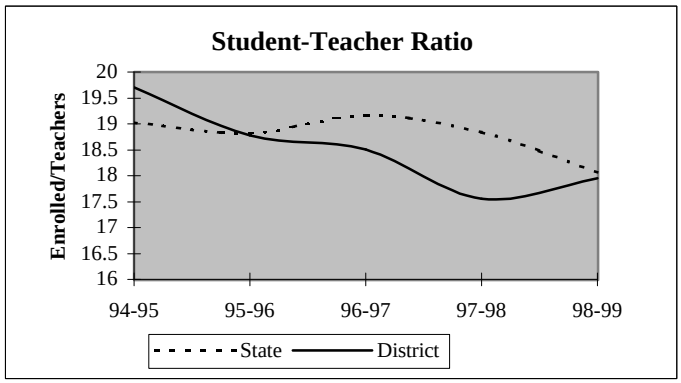
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.9	16.2	15.9	15.2	15.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.7	18.8	18.5	17.6	18.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	3	1	4	-2	-	-	-	-	-
% Change in Educators	-4.3%	3.3%	1.1%	4.3%	-2.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	15	-15	-3	-7	-2	-	-	-	-	-
% Change in Enrollment	1.0%	-1.0%	-0.2%	-0.5%	-0.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	4.3%	4.3%	4.1%	4.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.0%	9.7%	9.6%	9.2%	9.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.5%	5.5%	5.4%	5.2%	5.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	44.1	43.9	40.9	41.0	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	16.0	15.9	16.4	16.5	13.9	13.9	13.8	13.7	13.7
Average Salary	30,299	30,712	31,532	31,831	33,113	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.3%	6.4%	6.3%	6.0%	6.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.2%	80.0%	81.5%	82.4%	80.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.1%	8.8%	8.6%	10.6%	8.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	19.7%	na	19.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	2.8%	-	1.7%	1.7%	1.6%	1.8%

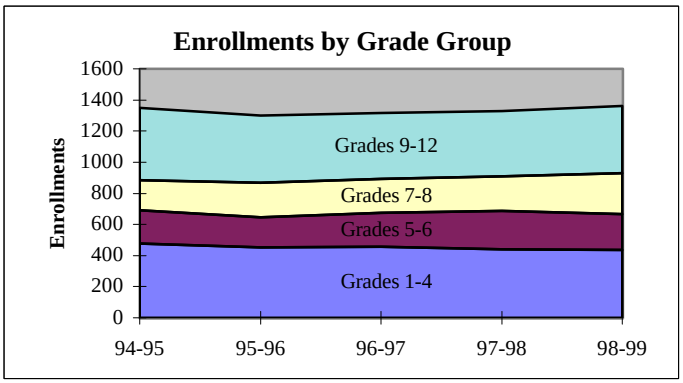
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	90	93	94	98	96	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	86	85	87	91	90	95.6%	91.4%	92.6%	92.9%	93.8%
Newly Hired	4	8	7	7	6	4.4%	8.6%	7.4%	7.1%	6.3%
Transfers In	1	1	3	1	2	25.0%	12.5%	42.9%	14.3%	33.3%
Reentrants	1	2	0	4	4	25.0%	25.0%	0.0%	57.1%	66.7%
First Time Educators	2	5	4	2	0	50.0%	62.5%	57.1%	28.6%	0.0%
Total Exiting Next Year	5	6	3	8	-	5.6%	6.5%	3.2%	8.2%	-
Transfers Out	4	0	1	1	-	80.0%	0.0%	33.3%	12.5%	-
Leave Tennessee Educ.	1	6	2	7	-	20.0%	100.0%	66.7%	87.5%	-

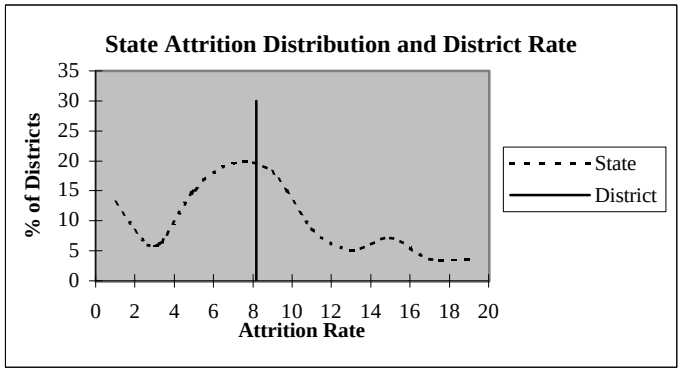
Dynamics Rates	District Rates				
District Attrition	5.6%	6.5%	3.2%	8.2%	-
Transfers In/Out	0.25	nc	3.00	1.00	-

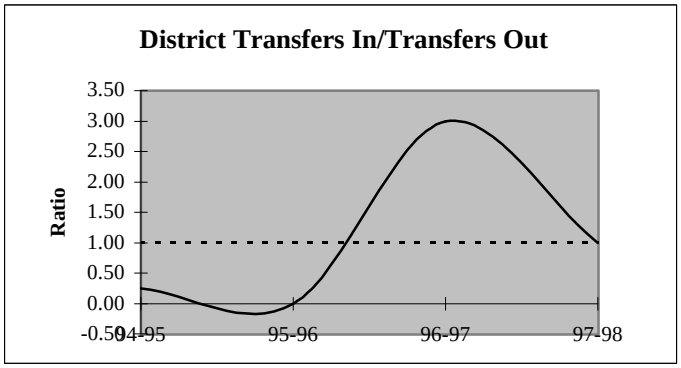
District Report for: HUNTINGDON

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	90	93	94	98	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.4%	4.3%	4.3%	4.1%	4.2%
Professional Staff	9	9	9	9	9	10.0%	9.7%	9.6%	9.2%	9.4%
Total Teachers	77	80	81	85	83	85.6%	86.0%	86.2%	86.7%	86.5%
Special Education	7	7	7	9	7	9.1%	8.8%	8.6%	10.6%	8.4%
Pre-K & Kindergarten	5	6	6	6	4	6.5%	7.5%	7.4%	7.1%	4.8%
Elementary (1-4)	25	27	28	27	27	32.5%	33.8%	34.6%	31.8%	32.5%
Middle School (5-6)	8	8	7	10	10	10.4%	10.0%	8.6%	11.8%	12.0%
Jr. High (7-8)	7	8	9	9	11	9.1%	10.0%	11.1%	10.6%	13.3%
High School (9-12)	25	24	24	24	24	32.5%	30.0%	29.6%	28.2%	28.9%
Business	1	1	1	2	2	4.0%	4.2%	4.2%	8.3%	8.3%
Language Arts	3	3	4	3	3	12.0%	12.5%	16.7%	12.5%	12.5%
Social Studies	2	4	3	3	4	8.0%	16.7%	12.5%	12.5%	16.7%
Foreign Language	1	1	1	1	1	4.0%	4.2%	4.2%	4.2%	4.2%
Mathematics	4	4	4	3	4	16.0%	16.7%	16.7%	12.5%	16.7%
Science	3	3	3	3	3	12.0%	12.5%	12.5%	12.5%	12.5%
Vocational Education	3	3	3	2	2	12.0%	12.5%	12.5%	8.3%	8.3%
Other High School	8	5	5	7	5	32.0%	20.8%	20.8%	29.2%	20.8%
Total Enrollments	1,517	1,502	1,499	1,492	1,490	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	100	128	123	114	85	6.6%	8.5%	8.2%	7.6%	5.7%
Grades 1-4	479	451	456	442	434	31.6%	30.0%	30.4%	29.6%	29.1%
Grades 5-6	210	195	217	246	234	13.8%	13.0%	14.5%	16.5%	15.7%
Grades 7-8	197	221	221	219	261	13.0%	14.7%	14.7%	14.7%	17.5%
Grades 9-12	465	432	424	422	431	30.7%	28.8%	28.3%	28.3%	28.9%
Ungraded	66	75	58	49	45	4.4%	5.0%	3.9%	3.3%	3.0%









District Report for: HUNTINGDON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	4	4.5%	4.4%	4.3%	4.2%	4.3%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	10.2%	9.9%	9.8%	9.4%	9.7%
White - Females	9	9	9	9	9	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	75	78	79	83	80	85.2%	85.7%	85.9%	86.5%	86.0%
White - Females	56	58	60	64	61	74.7%	74.4%	75.9%	77.1%	76.3%
White - Males	15	15	14	14	14	20.0%	19.2%	17.7%	16.9%	17.5%
Black - Females	3	4	4	4	4	4.0%	5.1%	5.1%	4.8%	5.0%
Black - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.2%	1.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	0	2	9	7	0.0%	0.0%	2.7%	10.6%	8.4%
25-29	7	4	4	4	7	9.2%	5.3%	5.4%	4.7%	8.4%
30-34	6	6	7	8	8	7.9%	8.0%	9.5%	9.4%	9.6%
35-39	15	13	7	4	4	19.7%	17.3%	9.5%	4.7%	4.8%
40-45	12	15	16	19	17	15.8%	20.0%	21.6%	22.4%	20.5%
45-49	20	18	14	16	14	26.3%	24.0%	18.9%	18.8%	16.9%
50-54	9	10	13	13	16	11.8%	13.3%	17.6%	15.3%	19.3%
55+	7	9	11	12	10	9.2%	12.0%	14.9%	14.1%	12.0%
Average Age	42.8	44.1	43.9	40.9	41.0					

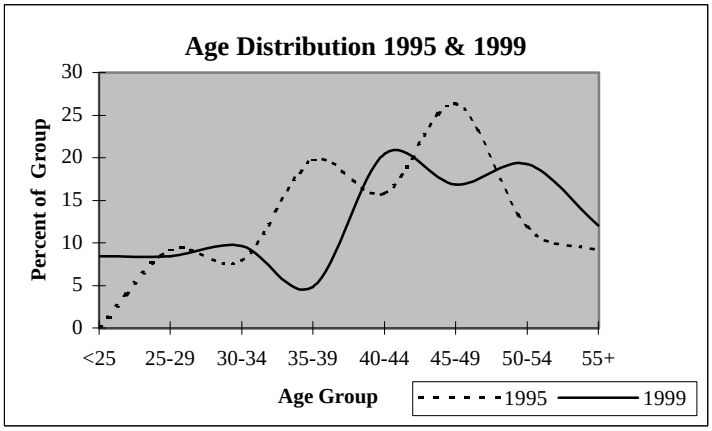
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	9	10	12	13	11	11.7%	12.5%	14.8%	15.3%	13.3%
4-7 Years	9	9	8	11	11	11.7%	11.3%	9.9%	12.9%	13.3%
8-11 Years	5	4	7	6	8	6.5%	5.0%	8.6%	7.1%	9.6%
12-15 Years	13	13	8	7	4	16.9%	16.3%	9.9%	8.2%	4.8%
16-19 Years	14	13	16	12	11	18.2%	16.3%	19.8%	14.1%	13.3%
20+ Years	27	31	30	36	38	35.1%	38.8%	37.0%	42.4%	45.8%
Average Experience	15.4	16.0	15.9	16.4	16.5					

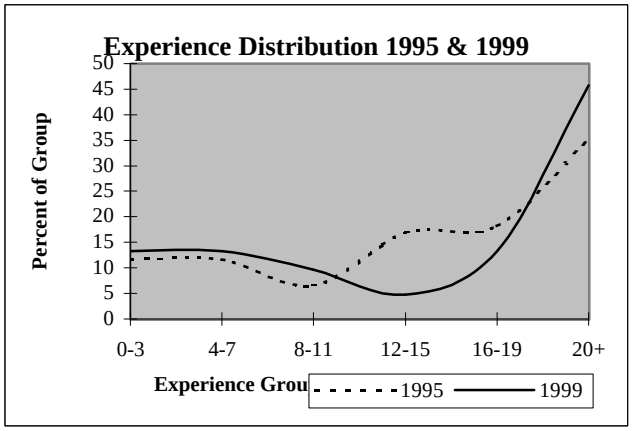
District Report for: HUNTINGDON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	6	3	8	-	5.6%	6.5%	3.2%	8.2%	-
Attrition from Transfers	4	0	1	1	-	4.4%	0.0%	1.1%	1.0%	-
Attrition from Exits	1	6	2	7	-	1.1%	6.5%	2.1%	7.1%	-
Teacher Attrition	4	5	2	7	-	5.2%	6.3%	2.5%	8.2%	-
Attrition from Transfers	3	0	1	1	-	3.9%	0.0%	1.2%	1.2%	-
Attrition from Exits	1	5	1	6	-	1.3%	6.3%	1.2%	7.1%	-
District Retention										
Educator Retention	85	87	91	90	-	94.4%	93.5%	96.8%	91.8%	-
Teacher Retention	73	75	79	78	-	94.8%	93.8%	97.5%	91.8%	-

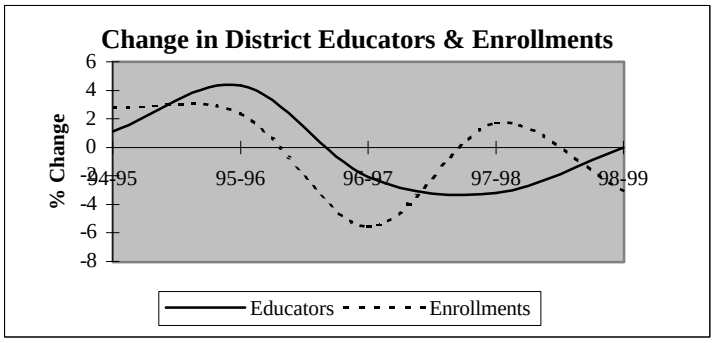
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.0%	13.3%	6.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.3%	12.5%	6.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	78.6%	0.0%	21.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.7%	8.3%	0.0%	89.7%	2.1%	91.8%	8.2%

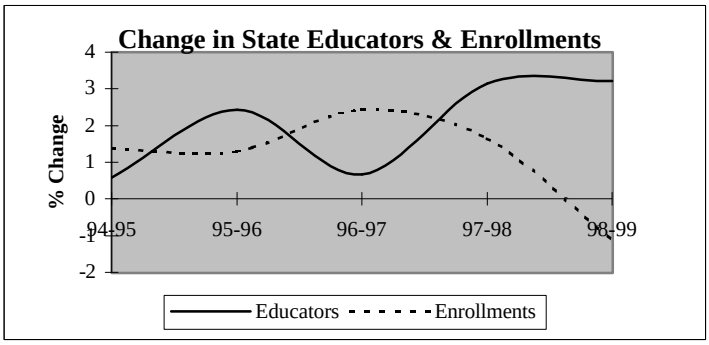
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.8%	7.0%	9.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.9%	5.0%	7.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.3%	5.4%	4.3%	3.1%	1.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.4%	92.5%	95.7%	92.9%	94.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	2.2%	0.0%	4.1%	4.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MCKENZIE





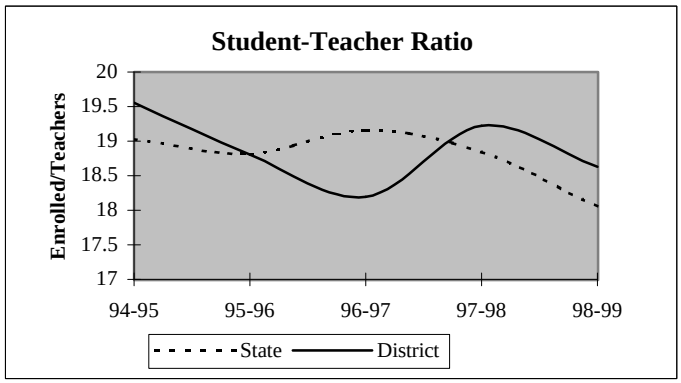
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.6	16.3	15.7	16.5	16.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.6	18.8	18.2	19.2	18.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	4	-2	-3	0	-	-	-	-	-
% Change in Educators	1.1%	4.3%	-2.1%	-3.2%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	41	36	-87	25	-46	-	-	-	-	-
% Change in Enrollment	2.8%	2.4%	-5.6%	1.7%	-3.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	1.0%	1.1%	1.1%	2.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.4%	4.2%	4.3%	4.4%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.8%	9.4%	9.6%	9.9%	9.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.3%	3.2%	5.5%	4.5%	3.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	25.0%	25.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.2	43.5	43.8	37.7	38.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.6	14.0	14.4	14.1	14.6	13.9	13.9	13.8	13.7	13.7
Average Salary	29,366	29,677	30,646	30,745	32,558	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.9%	3.8%	6.4%	5.3%	3.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	83.3%	80.7%	80.2%	79.5%	80.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.7%	7.2%	7.4%	7.7%	7.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.0%	na	14.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

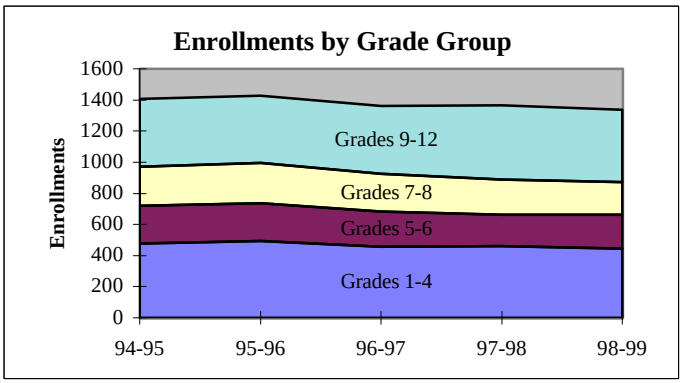
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	92	96	94	91	91	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	81	84	91	77	85	88.0%	87.5%	96.8%	84.6%	93.4%
Newly Hired	11	12	3	14	6	12.0%	12.5%	3.2%	15.4%	6.6%
Transfers In	3	6	0	0	3	27.3%	50.0%	0.0%	0.0%	50.0%
Reentrants	1	1	0	4	2	9.1%	8.3%	0.0%	28.6%	33.3%
First Time Educators	7	5	3	10	1	63.6%	41.7%	100.0%	71.4%	16.7%
Total Exiting Next Year	8	5	17	6	-	8.7%	5.2%	18.1%	6.6%	-
Transfers Out	3	2	5	0	-	37.5%	40.0%	29.4%	0.0%	-
Leave Tennessee Educ.	5	3	12	6	-	62.5%	60.0%	70.6%	100.0%	-

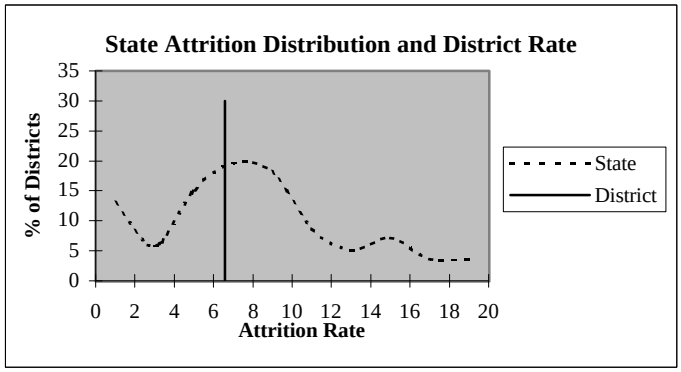
Dynamics Rates	District Rates				
District Attrition	8.7%	5.2%	18.1%	6.6%	-
Transfers In/Out	1.00	3.00	0.00	nc	-

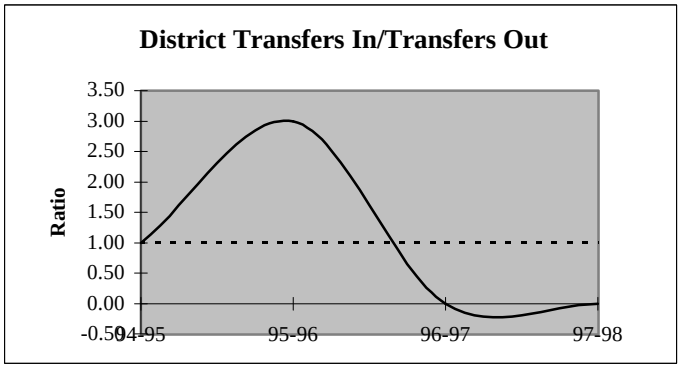
District Report for: MCKENZIE

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	92	96	94	91	91	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	4	4	4	4	5.4%	4.2%	4.3%	4.4%	4.4%
Professional Staff	9	9	9	9	9	9.8%	9.4%	9.6%	9.9%	9.9%
Total Teachers	78	83	81	78	78	84.8%	86.5%	86.2%	85.7%	85.7%
Special Education	6	6	6	6	6	7.7%	7.2%	7.4%	7.7%	7.7%
Pre-K & Kindergarten	5	5	6	6	6	6.4%	6.0%	7.4%	7.7%	7.7%
Elementary (1-4)	28	29	25	26	26	35.9%	34.9%	30.9%	33.3%	33.3%
Middle School (5-6)	8	9	9	9	9	10.3%	10.8%	11.1%	11.5%	11.5%
Jr. High (7-8)	10	11	11	9	9	12.8%	13.3%	13.6%	11.5%	11.5%
High School (9-12)	21	23	24	22	22	26.9%	27.7%	29.6%	28.2%	28.2%
Business	2	2	2	2	2	9.5%	8.7%	8.3%	9.1%	9.1%
Language Arts	3	3	3	3	4	14.3%	13.0%	12.5%	13.6%	18.2%
Social Studies	3	2	2	3	3	14.3%	8.7%	8.3%	13.6%	13.6%
Foreign Language	1	2	1	2	2	4.8%	8.7%	4.2%	9.1%	9.1%
Mathematics	3	3	3	2	2	14.3%	13.0%	12.5%	9.1%	9.1%
Science	3	3	3	3	2	14.3%	13.0%	12.5%	13.6%	9.1%
Vocational Education	1	1	1	0	0	4.8%	4.3%	4.2%	0.0%	0.0%
Other High School	5	7	9	7	7	23.8%	30.4%	37.5%	31.8%	31.8%
Total Enrollments	1,525	1,561	1,474	1,499	1,453	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	114	128	109	128	108	7.5%	8.2%	7.4%	8.5%	7.4%
Grades 1-4	478	495	455	461	443	31.3%	31.7%	30.9%	30.8%	30.5%
Grades 5-6	240	242	227	203	218	15.7%	15.5%	15.4%	13.5%	15.0%
Grades 7-8	251	257	245	225	211	16.5%	16.5%	16.6%	15.0%	14.5%
Grades 9-12	437	434	433	477	464	28.7%	27.8%	29.4%	31.8%	31.9%
Ungraded	5	5	5	5	9	0.3%	0.3%	0.3%	0.3%	0.6%









District Report for: MCKENZIE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	4	4	4	4	5.6%	4.3%	4.4%	4.5%	4.5%
White - Females	1	1	1	1	1	20.0%	25.0%	25.0%	25.0%	25.0%
White - Males	4	3	3	3	3	80.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	10.0%	9.7%	9.9%	10.2%	10.1%
White - Females	8	8	8	8	8	88.9%	88.9%	88.9%	88.9%	88.9%
White - Males	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	76	80	78	75	76	84.4%	86.0%	85.7%	85.2%	85.4%
White - Females	61	63	60	58	59	80.3%	78.8%	76.9%	77.3%	77.6%
White - Males	12	14	13	13	14	15.8%	17.5%	16.7%	17.3%	18.4%
Black - Females	2	2	2	1	1	2.6%	2.5%	2.6%	1.3%	1.3%
Black - Males	0	0	1	1	0	0.0%	0.0%	1.3%	1.3%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	1.3%	1.3%	1.3%
Other - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	1	2	13	12	4.2%	1.4%	2.8%	16.7%	15.4%
25-29	8	9	9	8	9	11.3%	12.3%	12.5%	10.3%	11.5%
30-34	7	10	8	8	5	9.9%	13.7%	11.1%	10.3%	6.4%
35-39	4	3	4	5	6	5.6%	4.1%	5.6%	6.4%	7.7%
40-45	12	8	6	4	6	16.9%	11.0%	8.3%	5.1%	7.7%
45-49	16	19	13	11	10	22.5%	26.0%	18.1%	14.1%	12.8%
50-54	13	13	21	17	16	18.3%	17.8%	29.2%	21.8%	20.5%
55+	8	10	9	12	14	11.3%	13.7%	12.5%	15.4%	17.9%
Average Age	43.2	43.5	43.8	37.7	38.4					

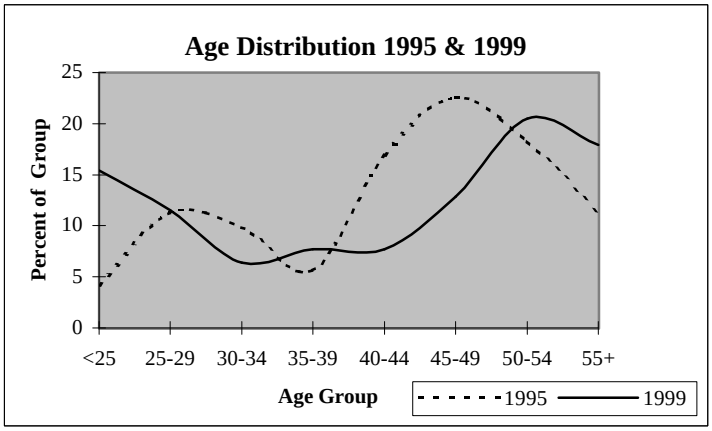
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	18	21	19	20	15	23.1%	25.3%	23.5%	25.6%	19.2%
4-7 Years	7	5	7	8	10	9.0%	6.0%	8.6%	10.3%	12.8%
8-11 Years	9	8	8	7	8	11.5%	9.6%	9.9%	9.0%	10.3%
12-15 Years	7	9	9	8	10	9.0%	10.8%	11.1%	10.3%	12.8%
16-19 Years	13	13	9	5	5	16.7%	15.7%	11.1%	6.4%	6.4%
20+ Years	24	27	29	30	30	30.8%	32.5%	35.8%	38.5%	38.5%
Average Experience	13.6	14.0	14.4	14.1	14.6					

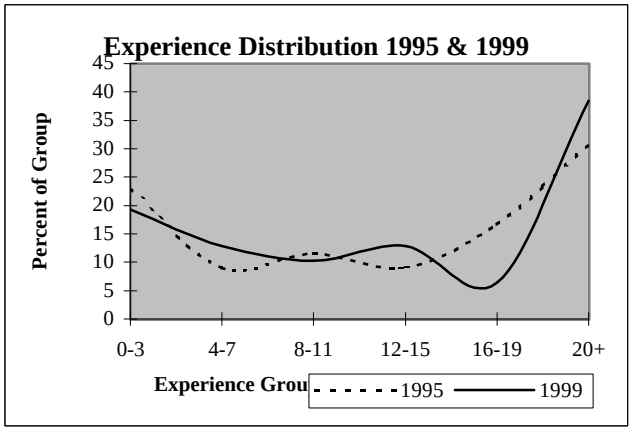
District Report for: MCKENZIE

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	5	17	6	-	8.7%	5.2%	18.1%	6.6%	-
Attrition from Transfers	3	2	5	0	-	3.3%	2.1%	5.3%	0.0%	-
Attrition from Exits	5	3	12	6	-	5.4%	3.1%	12.8%	6.6%	-
Teacher Attrition	6	5	14	5	-	7.7%	6.0%	17.3%	6.4%	-
Attrition from Transfers	3	2	3	0	-	3.8%	2.4%	3.7%	0.0%	-
Attrition from Exits	3	3	11	5	-	3.8%	3.6%	13.6%	6.4%	-
District Retention										
Educator Retention	84	91	77	85	-	91.3%	94.8%	81.9%	93.4%	-
Teacher Retention	72	78	67	73	-	92.3%	94.0%	82.7%	93.6%	-

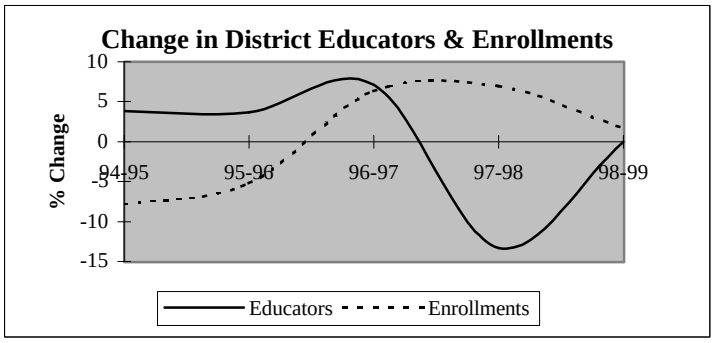
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.5%	3.8%	7.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.7%	0.0%	14.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	71.4%	14.3%	14.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.7%	6.7%	6.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.5%	0.0%	12.5%	89.7%	2.1%	91.8%	8.2%

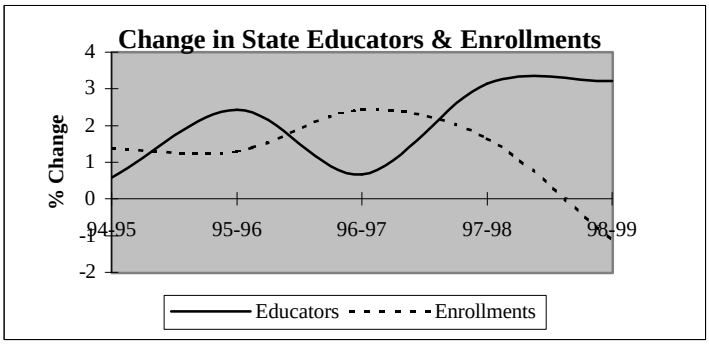
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.9%	10.9%	12.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.9%	6.4%	8.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.8%	5.2%	4.3%	13.2%	1.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.1%	93.8%	95.7%	83.5%	95.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	1.1%	2.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.1%	1.0%	0.0%	2.2%	1.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SOUTH CARROLL





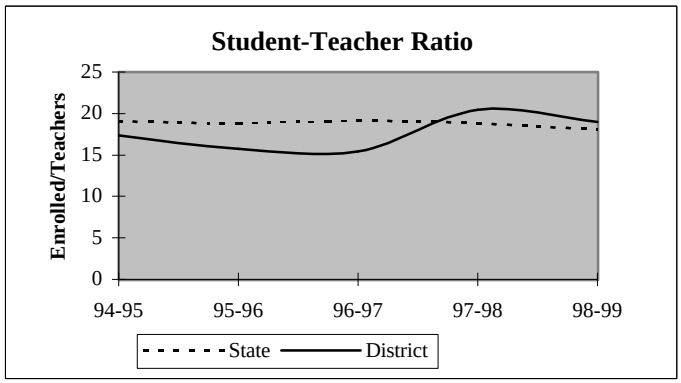
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	13.5	13.4	16.5	16.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	15.8	15.5	20.5	19.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	1	2	-4	0	-	-	-	-	-
% Change in Educators	3.8%	3.7%	7.1%	-13.3%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-34	-21	24	28	7	-	-	-	-	-
% Change in Enrollment	-7.9%	-5.3%	6.3%	7.0%	1.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	3.7%	3.6%	6.7%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	11.1%	10.7%	10.0%	11.5%	7.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	3.7%	3.6%	3.3%	7.7%	3.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	33.3%	33.3%	33.3%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.7	41.3	41.6	34.5	30.0	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	11.7	11.7	13.5	11.9	13.9	13.9	13.8	13.7	13.7
Average Salary	28,976	29,215	30,566	30,839	30,976	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.8%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	82.6%	83.3%	84.6%	85.7%	82.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.7%	8.3%	7.7%	4.8%	4.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	5.7%	na	5.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.5%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

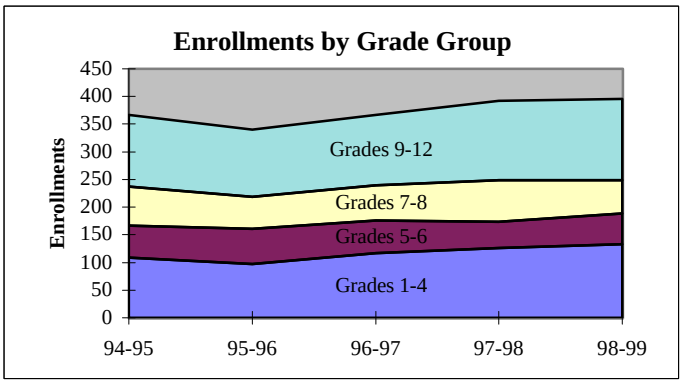
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	27	28	30	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	22	22	27	26	21	81.5%	78.6%	90.0%	100.0%	80.8%
Newly Hired	5	6	3	0	5	18.5%	21.4%	10.0%	0.0%	19.2%
Transfers In	3	3	1	0	2	60.0%	50.0%	33.3%	0.0%	40.0%
Reentrants	1	1	0	0	0	20.0%	16.7%	0.0%	0.0%	0.0%
First Time Educators	1	2	2	0	3	20.0%	33.3%	66.7%	0.0%	60.0%
Total Exiting Next Year	5	1	4	5	-	18.5%	3.6%	13.3%	19.2%	-
Transfers Out	2	0	0	1	-	40.0%	0.0%	0.0%	20.0%	-
Leave Tennessee Educ.	3	1	4	4	-	60.0%	100.0%	100.0%	80.0%	-

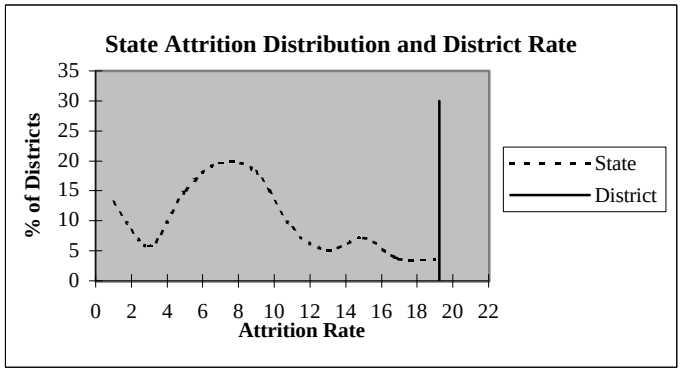
Dynamics Rates	District Rates				
District Attrition	18.5%	3.6%	13.3%	19.2%	-
Transfers In/Out	1.50	nc	nc	0.00	-

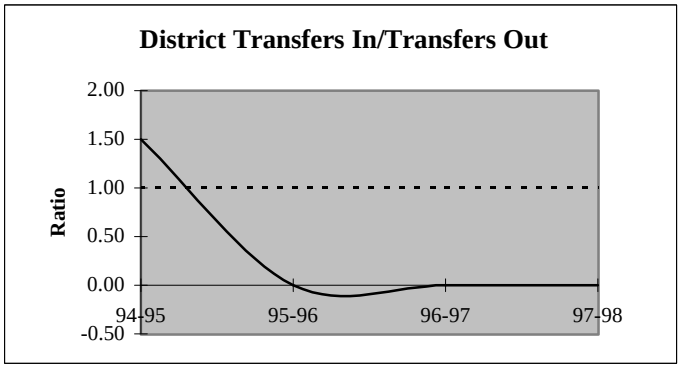
District Report for: SOUTH CARROLL

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	27	28	30	26	26	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	2	11.1%	10.7%	10.0%	11.5%	7.7%
Professional Staff	1	1	1	2	1	3.7%	3.6%	3.3%	7.7%	3.8%
Total Teachers	23	24	26	21	23	85.2%	85.7%	86.7%	80.8%	88.5%
Special Education	2	2	2	1	1	8.7%	8.3%	7.7%	4.8%	4.3%
Pre-K & Kindergarten	1	2	2	2	2	4.3%	8.3%	7.7%	9.5%	8.7%
Elementary (1-4)	7	7	8	8	8	30.4%	29.2%	30.8%	38.1%	34.8%
Middle School (5-6)	2	2	2	2	3	8.7%	8.3%	7.7%	9.5%	13.0%
Jr. High (7-8)	2	2	2	2	2	8.7%	8.3%	7.7%	9.5%	8.7%
High School (9-12)	9	9	10	6	7	39.1%	37.5%	38.5%	28.6%	30.4%
Business	0	0	1	1	1	0.0%	0.0%	10.0%	16.7%	14.3%
Language Arts	1	1	1	1	0	11.1%	11.1%	10.0%	16.7%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	1	1	1	0	0	11.1%	11.1%	10.0%	0.0%	0.0%
Mathematics	1	1	1	1	1	11.1%	11.1%	10.0%	16.7%	14.3%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	2	2	2	2	2	22.2%	22.2%	20.0%	33.3%	28.6%
Other High School	4	4	4	1	3	44.4%	44.4%	40.0%	16.7%	42.9%
Total Enrollments	399	378	402	430	437	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	26	32	29	34	37	6.5%	8.5%	7.2%	7.9%	8.5%
Grades 1-4	109	97	117	126	133	27.3%	25.7%	29.1%	29.3%	30.4%
Grades 5-6	58	64	59	47	55	14.5%	16.9%	14.7%	10.9%	12.6%
Grades 7-8	70	58	63	76	61	17.5%	15.3%	15.7%	17.7%	14.0%
Grades 9-12	130	121	128	143	147	32.6%	32.0%	31.8%	33.3%	33.6%
Ungraded	6	6	6	4	4	1.5%	1.6%	1.5%	0.9%	0.9%









District Report for: SOUTH CARROLL

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	3	3	3	2	12.0%	11.5%	10.7%	12.0%	8.0%
White - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	50.0%
White - Males	2	2	2	2	1	66.7%	66.7%	66.7%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	1	1	2	1	4.0%	3.8%	3.6%	8.0%	4.0%
White - Females	1	1	1	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	21	22	24	20	22	84.0%	84.6%	85.7%	80.0%	88.0%
White - Females	17	19	20	17	18	81.0%	86.4%	83.3%	85.0%	81.8%
White - Males	3	3	4	3	4	14.3%	13.6%	16.7%	15.0%	18.2%
Black - Females	1	0	0	0	0	4.8%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	0	0	4	7	0.0%	0.0%	0.0%	19.0%	30.4%
25-29	4	5	6	1	2	20.0%	25.0%	28.6%	4.8%	8.7%
30-34	3	1	1	3	2	15.0%	5.0%	4.8%	14.3%	8.7%
35-39	0	2	2	3	3	0.0%	10.0%	9.5%	14.3%	13.0%
40-45	4	4	4	2	1	20.0%	20.0%	19.0%	9.5%	4.3%
45-49	4	4	4	5	4	20.0%	20.0%	19.0%	23.8%	17.4%
50-54	2	1	1	1	1	10.0%	5.0%	4.8%	4.8%	4.3%
55+	3	3	3	2	3	15.0%	15.0%	14.3%	9.5%	13.0%
Average Age	41.7	41.3	41.6	34.5	30.0					

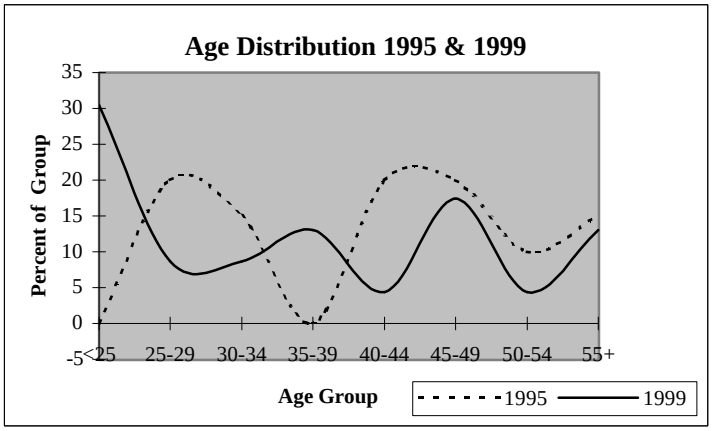
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	5	7	7	4	8	21.7%	29.2%	26.9%	19.0%	34.8%
4-7 Years	3	4	5	4	2	13.0%	16.7%	19.2%	19.0%	8.7%
8-11 Years	4	2	3	4	4	17.4%	8.3%	11.5%	19.0%	17.4%
12-15 Years	1	3	3	2	2	4.3%	12.5%	11.5%	9.5%	8.7%
16-19 Years	3	1	1	1	1	13.0%	4.2%	3.8%	4.8%	4.3%
20+ Years	7	7	7	6	6	30.4%	29.2%	26.9%	28.6%	26.1%
Average Experience	13.3	11.7	11.7	13.5	11.9					

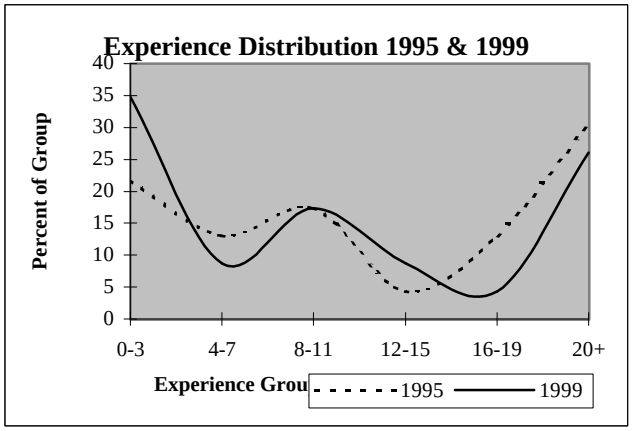
District Report for: SOUTH CARROLL

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	1	4	5	-	18.5%	3.6%	13.3%	19.2%	-
Attrition from Transfers	2	0	0	1	-	7.4%	0.0%	0.0%	3.8%	-
Attrition from Exits	3	1	4	4	-	11.1%	3.6%	13.3%	15.4%	-
Teacher Attrition	4	1	4	2	-	17.4%	4.2%	15.4%	9.5%	-
Attrition from Transfers	2	0	0	0	-	8.7%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	1	4	2	-	8.7%	4.2%	15.4%	9.5%	-
District Retention										
Educator Retention	22	27	26	21	-	81.5%	96.4%	86.7%	80.8%	-
Teacher Retention	19	23	22	19	-	82.6%	95.8%	84.6%	90.5%	-

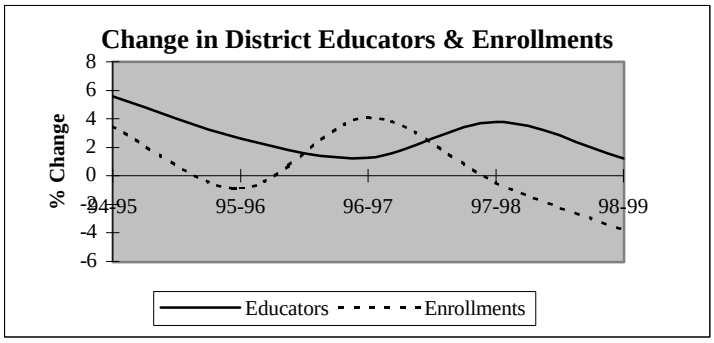
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	71.4%	0.0%	28.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	71.4%	14.3%	14.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	66.7%	0.0%	33.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	75.0%	0.0%	25.0%	89.7%	2.1%	91.8%	8.2%

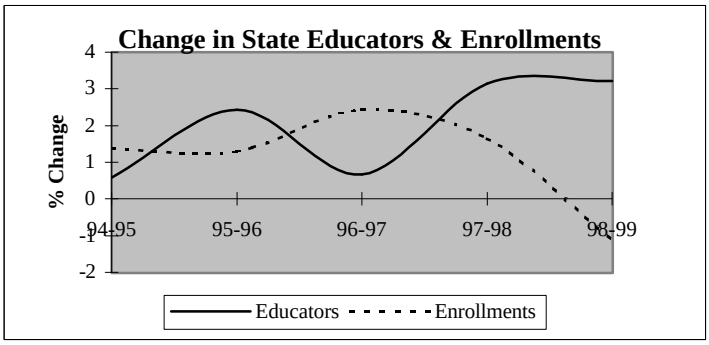
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	19.4%	16.1%	28.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	12.9%	9.7%	22.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.4%	10.7%	6.7%	0.0%	15.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.9%	85.7%	93.3%	100.0%	84.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.7%	3.6%	0.0%	0.0%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WEST CARROLL SP DIST





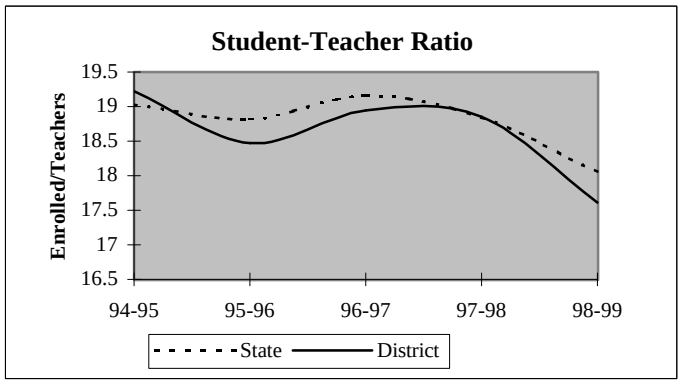
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	15.6	16.1	15.4	14.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.2	18.5	18.9	18.9	17.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	2	1	3	1	-	-	-	-	-
% Change in Educators	5.6%	2.6%	1.3%	3.8%	1.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	41	-11	50	-6	-48	-	-	-	-	-
% Change in Enrollment	3.4%	-0.9%	4.1%	-0.5%	-3.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.3%	1.3%	1.3%	1.2%	1.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.3%	5.1%	5.1%	6.1%	6.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	10.3%	10.1%	12.2%	10.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.9%	6.8%	6.8%	6.5%	9.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	75.0%	75.0%	75.0%	60.0%	60.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.3	42.8	37.1	36.7	42.7	43.1	43.3	37.1	36.4
Average Experience	13.6	13.8	14.0	14.4	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	29,222	29,733	29,991	31,007	31,595	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.1%	7.8%	7.8%	7.8%	10.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.9%	71.2%	70.1%	70.1%	69.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.9%	10.6%	10.4%	7.5%	7.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	12.1%	na	12.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

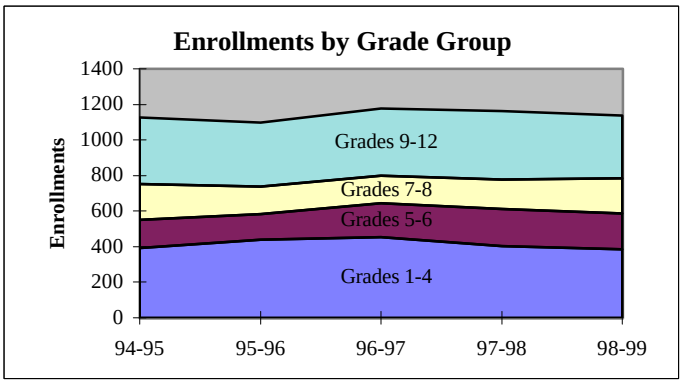
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	76	78	79	82	83	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	68	74	70	77	76	89.5%	94.9%	88.6%	93.9%	91.6%
Newly Hired	8	4	9	5	7	10.5%	5.1%	11.4%	6.1%	8.4%
Transfers In	1	3	1	0	0	12.5%	75.0%	11.1%	0.0%	0.0%
Reentrants	3	0	2	4	5	37.5%	0.0%	22.2%	80.0%	71.4%
First Time Educators	4	1	6	1	2	50.0%	25.0%	66.7%	20.0%	28.6%
Total Exiting Next Year	2	8	2	6	-	2.6%	10.3%	2.5%	7.3%	-
Transfers Out	1	2	1	3	-	50.0%	25.0%	50.0%	50.0%	-
Leave Tennessee Educ.	1	6	1	3	-	50.0%	75.0%	50.0%	50.0%	-

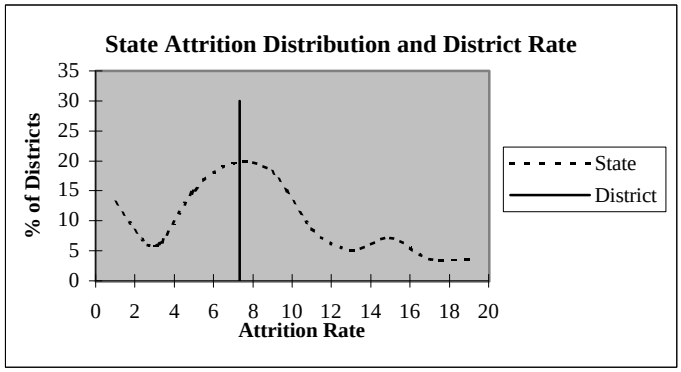
Dynamics Rates	District Rates				
District Attrition	2.6%	10.3%	2.5%	7.3%	-
Transfers In/Out	1.00	1.50	1.00	0.00	-

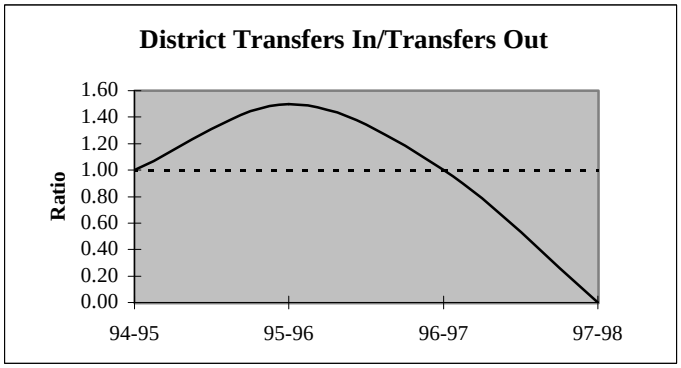
District Report for: WEST CARROLL SP DIST

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	76	78	79	82	83	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	5	5	5.3%	5.1%	5.1%	6.1%	6.0%
Professional Staff	8	8	8	10	9	10.5%	10.3%	10.1%	12.2%	10.8%
Total Teachers	64	66	67	67	69	84.2%	84.6%	84.8%	81.7%	83.1%
Special Education	7	7	7	5	5	10.9%	10.6%	10.4%	7.5%	7.2%
Pre-K & Kindergarten	5	6	5	4	4	7.8%	9.1%	7.5%	6.0%	5.8%
Elementary (1-4)	17	17	20	23	22	26.6%	25.8%	29.9%	34.3%	31.9%
Middle School (5-6)	11	10	11	10	10	17.2%	15.2%	16.4%	14.9%	14.5%
Jr. High (7-8)	8	8	7	8	8	12.5%	12.1%	10.4%	11.9%	11.6%
High School (9-12)	16	18	17	17	20	25.0%	27.3%	25.4%	25.4%	29.0%
Business	1	1	1	2	2	6.3%	5.6%	5.9%	11.8%	10.0%
Language Arts	2	3	1	3	3	12.5%	16.7%	5.9%	17.6%	15.0%
Social Studies	1	3	2	2	2	6.3%	16.7%	11.8%	11.8%	10.0%
Foreign Language	1	1	1	1	1	6.3%	5.6%	5.9%	5.9%	5.0%
Mathematics	2	2	1	1	2	12.5%	11.1%	5.9%	5.9%	10.0%
Science	1	1	2	1	2	6.3%	5.6%	11.8%	5.9%	10.0%
Vocational Education	2	2	2	2	2	12.5%	11.1%	11.8%	11.8%	10.0%
Other High School	6	5	7	5	6	37.5%	27.8%	41.2%	29.4%	30.0%
Total Enrollments	1,230	1,219	1,269	1,263	1,215	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	115	85	94	75	8.0%	9.4%	6.7%	7.4%	6.2%
Grades 1-4	394	440	455	403	386	32.0%	36.1%	35.9%	31.9%	31.8%
Grades 5-6	157	143	188	210	202	12.8%	11.7%	14.8%	16.6%	16.6%
Grades 7-8	201	154	157	165	198	16.3%	12.6%	12.4%	13.1%	16.3%
Grades 9-12	373	361	378	386	352	30.3%	29.6%	29.8%	30.6%	29.0%
Ungraded	7	6	6	5	2	0.6%	0.5%	0.5%	0.4%	0.2%









District Report for: WEST CARROLL SP DIST

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	5	5	5.6%	5.4%	5.4%	6.5%	6.5%
White - Females	3	3	3	3	3	75.0%	75.0%	75.0%	60.0%	60.0%
White - Males	1	1	1	2	2	25.0%	25.0%	25.0%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	6	6	8	7	8.3%	8.1%	8.1%	10.4%	9.1%
White - Females	5	5	5	7	7	83.3%	83.3%	83.3%	87.5%	100.0%
White - Males	1	1	1	1	0	16.7%	16.7%	16.7%	12.5%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	62	64	64	64	65	86.1%	86.5%	86.5%	83.1%	84.4%
White - Females	42	43	42	42	41	67.7%	67.2%	65.6%	65.6%	63.1%
White - Males	15	16	17	17	17	24.2%	25.0%	26.6%	26.6%	26.2%
Black - Females	3	3	3	3	4	4.8%	4.7%	4.7%	4.7%	6.2%
Black - Males	2	2	2	2	3	3.2%	3.1%	3.1%	3.1%	4.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	0	0	10	12	3.4%	0.0%	0.0%	14.9%	17.4%
25-29	6	10	5	6	5	10.2%	16.4%	8.8%	9.0%	7.2%
30-34	9	8	6	3	3	15.3%	13.1%	10.5%	4.5%	4.3%
35-39	7	7	10	12	12	11.9%	11.5%	17.5%	17.9%	17.4%
40-45	9	10	8	6	8	15.3%	16.4%	14.0%	9.0%	11.6%
45-49	15	9	11	10	9	25.4%	14.8%	19.3%	14.9%	13.0%
50-54	8	14	14	15	14	13.6%	23.0%	24.6%	22.4%	20.3%
55+	3	3	3	5	6	5.1%	4.9%	5.3%	7.5%	8.7%
Average Age	41.3	41.3	42.8	37.1	36.7					

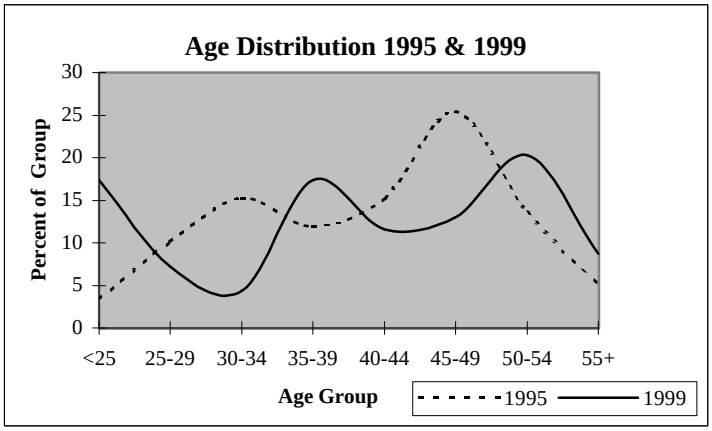
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	11	14	12	12	7	17.2%	21.2%	17.9%	17.9%	10.1%
4-7 Years	10	6	9	8	15	15.6%	9.1%	13.4%	11.9%	21.7%
8-11 Years	6	10	8	8	8	9.4%	15.2%	11.9%	11.9%	11.6%
12-15 Years	6	5	7	8	7	9.4%	7.6%	10.4%	11.9%	10.1%
16-19 Years	12	11	10	7	5	18.8%	16.7%	14.9%	10.4%	7.2%
20+ Years	19	20	21	24	27	29.7%	30.3%	31.3%	35.8%	39.1%
Average Experience	13.6	13.8	14.0	14.4	14.7					

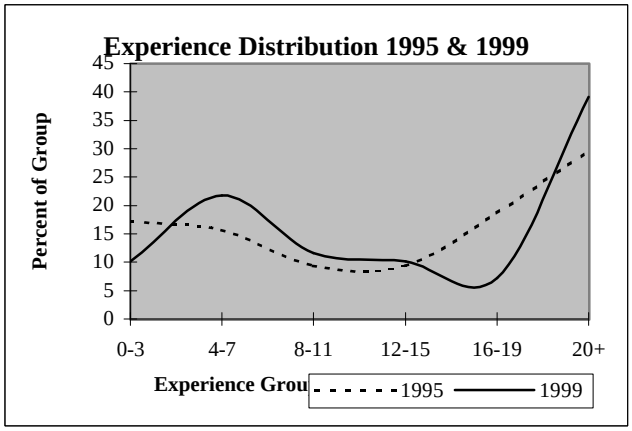
District Report for: WEST CARROLL SP DIST

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	2	8	2	6	-	2.6%	10.3%	2.5%	7.3%	-
Attrition from Transfers	1	2	1	3	-	1.3%	2.6%	1.3%	3.7%	-
Attrition from Exits	1	6	1	3	-	1.3%	7.7%	1.3%	3.7%	-
Teacher Attrition	2	8	2	4	-	3.1%	12.1%	3.0%	6.0%	-
Attrition from Transfers	1	2	1	2	-	1.6%	3.0%	1.5%	3.0%	-
Attrition from Exits	1	6	1	2	-	1.6%	9.1%	1.5%	3.0%	-
District Retention										
Educator Retention	74	70	77	76	-	97.4%	89.7%	97.5%	92.7%	-
Teacher Retention	62	58	65	63	-	96.9%	87.9%	97.0%	94.0%	-

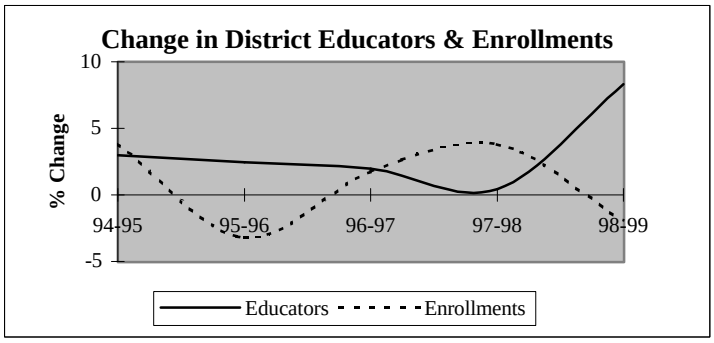
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.8%	5.6%	16.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.0%	13.3%	6.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	76.9%	0.0%	23.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.7%	8.3%	0.0%	89.7%	2.1%	91.8%	8.2%

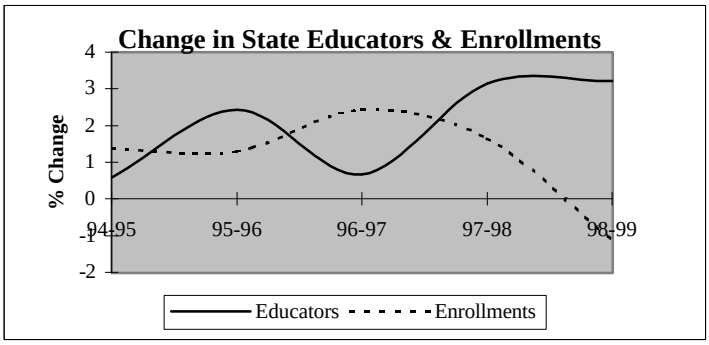
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.1%	10.8%	12.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	6.0%	6.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	1.3%	8.9%	6.1%	3.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.8%	98.7%	88.6%	89.0%	90.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	0.0%	2.5%	4.9%	6.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CARTER COUNTY





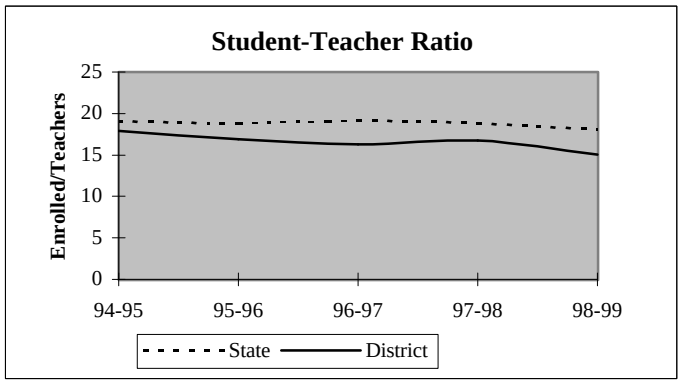
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.7	13.9	13.9	14.3	13.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.9	16.9	16.3	16.8	15.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	13	11	9	2	39	-	-	-	-	-
% Change in Educators	3.0%	2.5%	2.0%	0.4%	8.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	243	-212	111	245	-128	-	-	-	-	-
% Change in Enrollment	3.8%	-3.2%	1.7%	3.8%	-1.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.2%	0.2%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.2%	4.6%	4.9%	5.1%	4.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.8%	13.1%	9.9%	9.4%	9.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.7%	0.7%	0.9%	0.9%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	8.7%	4.8%	4.3%	4.2%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	13.0%	19.0%	21.7%	25.0%	26.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	42.9	43.0	38.6	38.1	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	15.5	15.2	14.6	14.4	13.9	13.9	13.8	13.7	13.7
Average Salary	27,958	28,039	29,595	29,569	30,803	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.3%	0.5%	0.5%	0.5%	0.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	64.5%	63.8%	65.0%	64.3%	65.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	4.6%	4.8%	8.6%	8.3%	9.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.5%	na	0.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	3.7%	na	1.9%	-	1.7%	1.7%	1.6%	1.8%

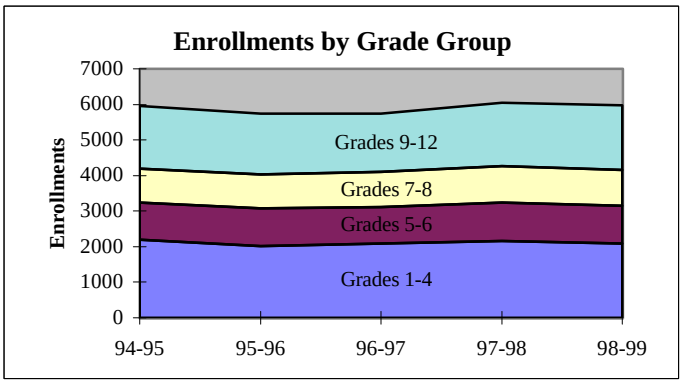
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	446	457	466	468	507	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	413	427	434	424	466	92.6%	93.4%	93.1%	90.6%	91.9%
Newly Hired	33	30	32	44	41	7.4%	6.6%	6.9%	9.4%	8.1%
Transfers In	5	7	4	7	6	15.2%	23.3%	12.5%	15.9%	14.6%
Reentrants	10	9	11	9	13	30.3%	30.0%	34.4%	20.5%	31.7%
First Time Educators	18	14	17	28	22	54.5%	46.7%	53.1%	63.6%	53.7%
Total Exiting Next Year	19	23	42	2	-	4.3%	5.0%	9.0%	0.4%	-
Transfers Out	4	0	8	0	-	21.1%	0.0%	19.0%	0.0%	-
Leave Tennessee Educ.	15	23	34	2	-	78.9%	100.0%	81.0%	100.0%	-

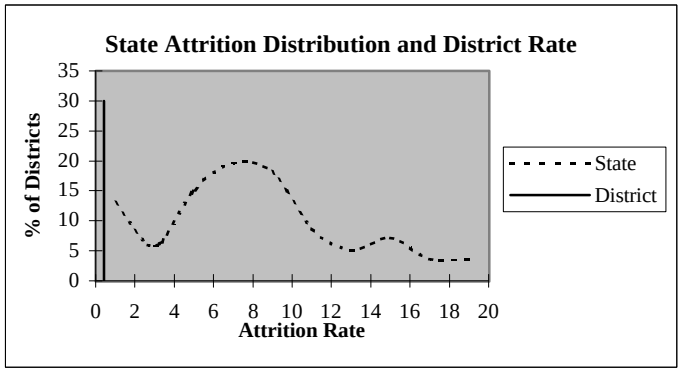
Dynamics Rates	District Rates				
District Attrition	4.3%	5.0%	9.0%	0.4%	-
Transfers In/Out	1.25	nc	0.50	nc	-

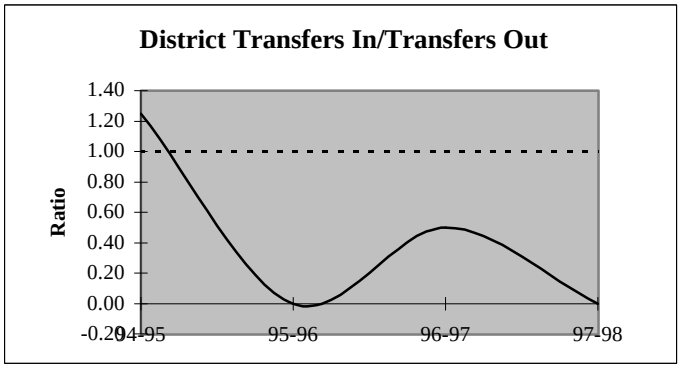
District Report for: CARTER COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	446	457	466	468	507	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	21	23	24	23	5.2%	4.6%	4.9%	5.1%	4.5%
Professional Staff	57	60	46	44	47	12.8%	13.1%	9.9%	9.4%	9.3%
Total Teachers	366	376	397	400	437	82.1%	82.3%	85.2%	85.5%	86.2%
Special Education	17	18	34	33	42	4.6%	4.8%	8.6%	8.3%	9.6%
Pre-K & Kindergarten	32	32	34	37	37	8.7%	8.5%	8.6%	9.3%	8.5%
Elementary (1-4)	136	139	145	147	161	37.2%	37.0%	36.5%	36.8%	36.8%
Middle School (5-6)	40	40	42	44	45	10.9%	10.6%	10.6%	11.0%	10.3%
Jr. High (7-8)	38	41	39	37	38	10.4%	10.9%	9.8%	9.3%	8.7%
High School (9-12)	103	106	103	102	114	28.1%	28.2%	25.9%	25.5%	26.1%
Business	4	3	4	3	3	3.9%	2.8%	3.9%	2.9%	2.6%
Language Arts	13	14	14	11	11	12.6%	13.2%	13.6%	10.8%	9.6%
Social Studies	10	10	10	9	9	9.7%	9.4%	9.7%	8.8%	7.9%
Foreign Language	3	2	1	3	4	2.9%	1.9%	1.0%	2.9%	3.5%
Mathematics	12	10	11	10	11	11.7%	9.4%	10.7%	9.8%	9.6%
Science	9	8	9	11	11	8.7%	7.5%	8.7%	10.8%	9.6%
Vocational Education	28	28	28	26	26	27.2%	26.4%	27.2%	25.5%	22.8%
Other High School	24	31	26	29	39	23.3%	29.2%	25.2%	28.4%	34.2%
Total Enrollments	6,565	6,353	6,464	6,709	6,581	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	469	504	579	521	495	7.1%	7.9%	9.0%	7.8%	7.5%
Grades 1-4	2,189	2,023	2,086	2,168	2,088	33.3%	31.8%	32.3%	32.3%	31.7%
Grades 5-6	1,053	1,049	1,019	1,072	1,059	16.0%	16.5%	15.8%	16.0%	16.1%
Grades 7-8	946	963	989	1,023	1,013	14.4%	15.2%	15.3%	15.2%	15.4%
Grades 9-12	1,773	1,700	1,652	1,785	1,810	27.0%	26.8%	25.6%	26.6%	27.5%
Ungraded	135	114	139	140	116	2.1%	1.8%	2.2%	2.1%	1.8%









District Report for: CARTER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	23	21	23	24	23	5.3%	4.7%	5.0%	5.2%	4.6%
White - Females	3	4	5	6	6	13.0%	19.0%	21.7%	25.0%	26.1%
White - Males	18	16	17	17	17	78.3%	76.2%	73.9%	70.8%	73.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	1	1	1	0	8.7%	4.8%	4.3%	4.2%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	54	58	44	42	45	12.4%	12.9%	9.6%	9.2%	9.1%
White - Females	47	48	34	33	35	87.0%	82.8%	77.3%	78.6%	77.8%
White - Males	7	10	9	8	9	13.0%	17.2%	20.5%	19.0%	20.0%
Black - Females	0	0	1	1	1	0.0%	0.0%	2.3%	2.4%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	359	370	390	393	427	82.3%	82.4%	85.3%	85.6%	86.3%
White - Females	232	237	254	255	282	64.6%	64.1%	65.1%	64.9%	66.0%
White - Males	126	131	134	136	143	35.1%	35.4%	34.4%	34.6%	33.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	0.3%	0.3%	0.3%	0.2%
Other - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	39	49	0.3%	0.3%	0.3%	9.8%	11.2%
25-29	36	33	39	44	46	10.5%	9.5%	10.6%	11.0%	10.5%
30-34	38	46	46	46	56	11.0%	13.2%	12.5%	11.5%	12.8%
35-39	44	46	50	49	50	12.8%	13.2%	13.6%	12.3%	11.4%
40-45	79	61	58	49	52	23.0%	17.5%	15.8%	12.3%	11.9%
45-49	64	69	78	82	82	18.6%	19.8%	21.2%	20.5%	18.8%
50-54	43	51	51	55	51	12.5%	14.7%	13.9%	13.8%	11.7%
55+	39	41	45	36	51	11.3%	11.8%	12.2%	9.0%	11.7%
Average Age	42.8	42.9	43.0	38.6	38.1					

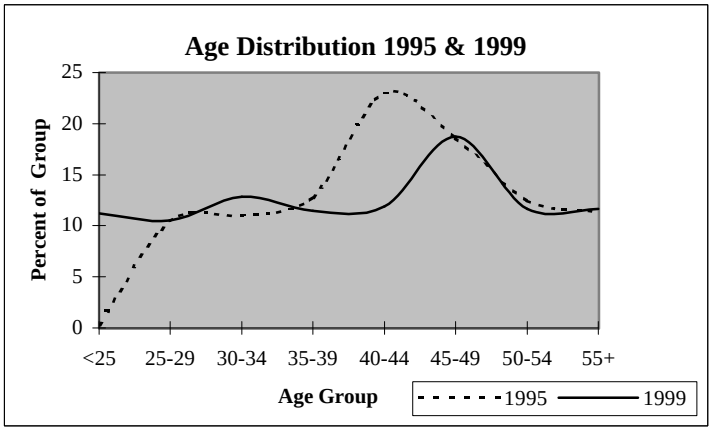
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	54	63	67	82	92	14.8%	16.8%	16.9%	20.5%	21.1%
4-7 Years	37	36	44	48	63	10.1%	9.6%	11.1%	12.0%	14.4%
8-11 Years	36	40	46	37	34	9.8%	10.6%	11.6%	9.3%	7.8%
12-15 Years	50	46	34	35	38	13.7%	12.2%	8.6%	8.8%	8.7%
16-19 Years	51	53	60	55	49	13.9%	14.1%	15.1%	13.8%	11.2%
20+ Years	138	138	146	143	161	37.7%	36.7%	36.8%	35.8%	36.8%
Average Experience	15.4	15.5	15.2	14.6	14.4					

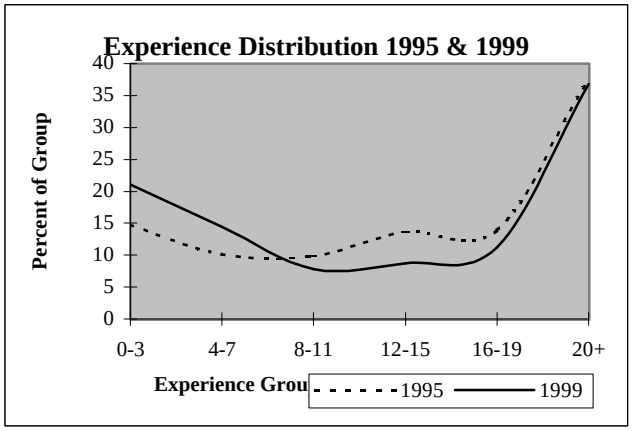
District Report for: CARTER COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	19	23	42	2	-	4.3%	5.0%	9.0%	0.4%	-
Attrition from Transfers	4	0	8	0	-	0.9%	0.0%	1.7%	0.0%	-
Attrition from Exits	15	23	34	2	-	3.4%	5.0%	7.3%	0.4%	-
Teacher Attrition	17	20	35	1	-	4.6%	5.3%	8.8%	0.3%	-
Attrition from Transfers	3	0	7	0	-	0.8%	0.0%	1.8%	0.0%	-
Attrition from Exits	14	20	28	1	-	3.8%	5.3%	7.1%	0.3%	-
District Retention										
Educator Retention	427	434	424	466	-	95.7%	95.0%	91.0%	99.6%	-
Teacher Retention	349	356	362	399	-	95.4%	94.7%	91.2%	99.8%	-

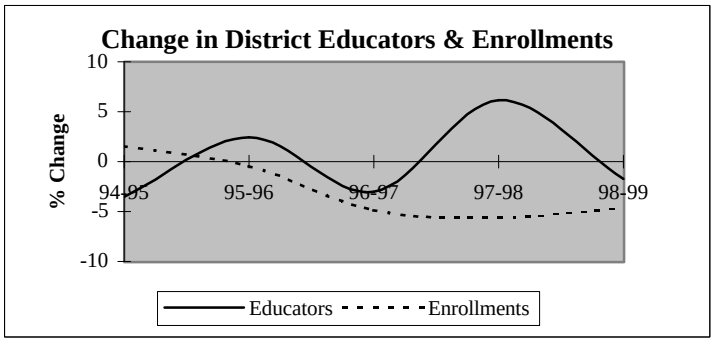
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	96.6%	1.1%	2.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.9%	3.6%	3.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.4%	0.0%	6.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.0%	1.5%	4.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	98.2%	0.0%	1.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.5%	0.0%	5.5%	89.7%	2.1%	91.8%	8.2%

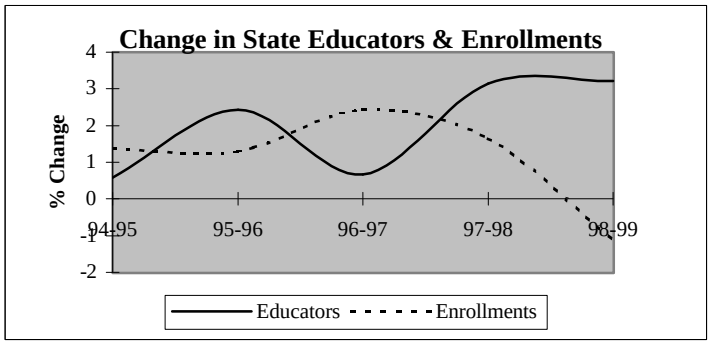
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.3%	12.1%	16.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.5%	9.6%	12.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.7%	3.3%	4.1%	7.1%	4.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.9%	94.7%	94.6%	91.2%	92.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.2%	0.0%	0.4%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.3%	1.8%	1.3%	1.3%	2.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ELIZABETHTON





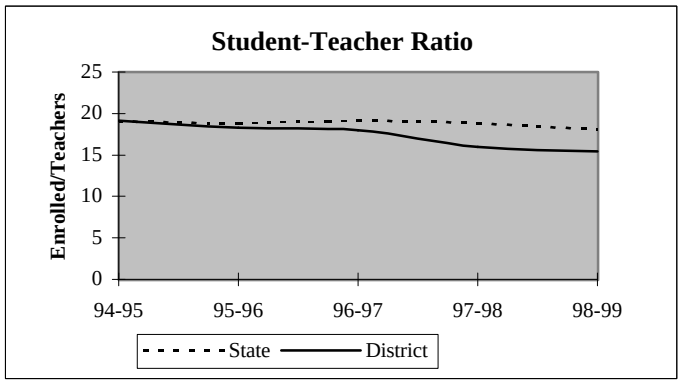
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	15.4	15.1	13.4	13.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.2	18.3	18.0	15.9	15.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	-6	4	-5	10	-3	-	-	-	-	-
% Change in Educators	-3.6%	2.5%	-3.0%	6.2%	-1.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	39	-11	-125	-138	-106	-	-	-	-	-
% Change in Enrollment	1.5%	-0.4%	-4.9%	-5.6%	-4.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.6%	1.2%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.1%	5.4%	5.6%	5.2%	4.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.0%	10.2%	10.5%	10.5%	10.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.6%	1.2%	0.6%	0.6%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.0%	44.4%	55.6%	55.6%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.1	45.3	45.3	39.4	40.3	42.7	43.1	43.3	37.1	36.4
Average Experience	16.6	16.1	16.2	15.7	16.9	13.9	13.9	13.8	13.7	13.7
Average Salary	33,074	33,152	33,697	33,566	36,124	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.8%	1.4%	0.8%	0.7%	0.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	65.9%	66.7%	66.9%	67.6%	66.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.6%	9.2%	10.3%	11.0%	9.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.8%	na	5.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

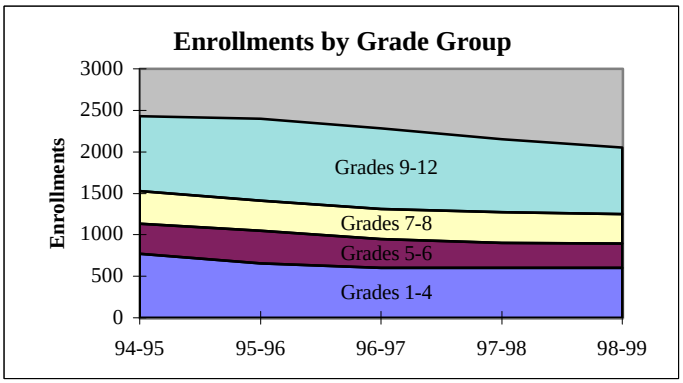
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	163	167	162	172	169	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	151	146	151	153	161	92.6%	87.4%	93.2%	89.0%	95.3%
Newly Hired	12	21	11	19	8	7.4%	12.6%	6.8%	11.0%	4.7%
Transfers In	2	6	0	6	0	16.7%	28.6%	0.0%	31.6%	0.0%
Reentrants	7	13	8	1	4	58.3%	61.9%	72.7%	5.3%	50.0%
First Time Educators	3	2	3	12	4	25.0%	9.5%	27.3%	63.2%	50.0%
Total Exiting Next Year	17	16	9	11	-	10.4%	9.6%	5.6%	6.4%	-
Transfers Out	6	2	2	4	-	35.3%	12.5%	22.2%	36.4%	-
Leave Tennessee Educ.	11	14	7	7	-	64.7%	87.5%	77.8%	63.6%	-

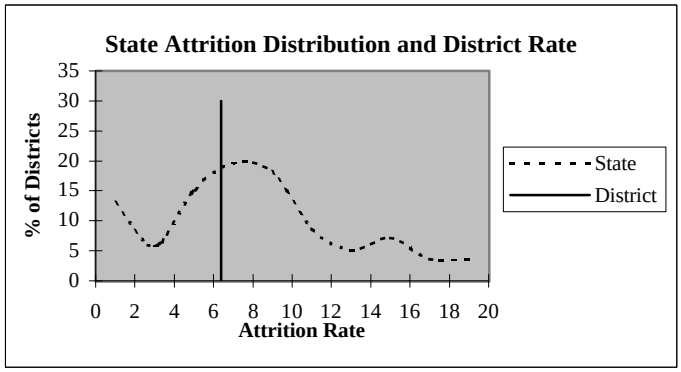
Dynamics Rates	District Rates				
District Attrition	10.4%	9.6%	5.6%	6.4%	-
Transfers In/Out	0.33	3.00	0.00	1.50	-

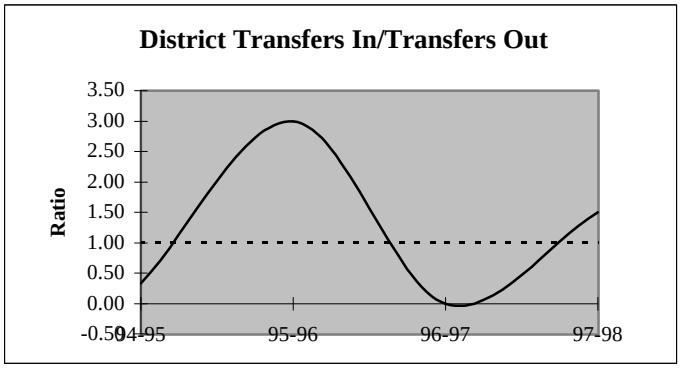
District Report for: ELIZABETHTON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	163	167	162	172	169	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	9	9	9	8	6.1%	5.4%	5.6%	5.2%	4.7%
Professional Staff	18	17	17	18	18	11.0%	10.2%	10.5%	10.5%	10.7%
Total Teachers	135	141	136	145	143	82.8%	84.4%	84.0%	84.3%	84.6%
Special Education	13	13	14	16	14	9.6%	9.2%	10.3%	11.0%	9.8%
Pre-K & Kindergarten	7	6	5	8	8	5.2%	4.3%	3.7%	5.5%	5.6%
Elementary (1-4)	39	42	40	40	38	28.9%	29.8%	29.4%	27.6%	26.6%
Middle School (5-6)	10	11	11	12	11	7.4%	7.8%	8.1%	8.3%	7.7%
Jr. High (7-8)	19	17	16	17	19	14.1%	12.1%	11.8%	11.7%	13.3%
High School (9-12)	47	52	50	52	53	34.8%	36.9%	36.8%	35.9%	37.1%
Business	3	1	1	2	2	6.4%	1.9%	2.0%	3.8%	3.8%
Language Arts	6	8	7	6	6	12.8%	15.4%	14.0%	11.5%	11.3%
Social Studies	4	4	5	5	5	8.5%	7.7%	10.0%	9.6%	9.4%
Foreign Language	3	3	3	3	3	6.4%	5.8%	6.0%	5.8%	5.7%
Mathematics	5	7	6	7	7	10.6%	13.5%	12.0%	13.5%	13.2%
Science	7	6	5	6	7	14.9%	11.5%	10.0%	11.5%	13.2%
Vocational Education	9	9	9	10	11	19.1%	17.3%	18.0%	19.2%	20.8%
Other High School	10	14	14	13	12	21.3%	26.9%	28.0%	25.0%	22.6%
Total Enrollments	2,586	2,575	2,450	2,312	2,206	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	157	156	147	135	5.5%	6.1%	6.4%	6.4%	6.1%
Grades 1-4	771	652	600	602	605	29.8%	25.3%	24.5%	26.0%	27.4%
Grades 5-6	361	393	345	297	291	14.0%	15.3%	14.1%	12.8%	13.2%
Grades 7-8	394	368	364	372	357	15.2%	14.3%	14.9%	16.1%	16.2%
Grades 9-12	900	985	970	877	796	34.8%	38.3%	39.6%	37.9%	36.1%
Ungraded	17	20	15	17	22	0.7%	0.8%	0.6%	0.7%	1.0%









District Report for: ELIZABETHTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	9	9	9	8	6.3%	5.5%	5.7%	5.5%	5.0%
White - Females	3	4	5	5	4	30.0%	44.4%	55.6%	55.6%	50.0%
White - Males	7	5	4	4	4	70.0%	55.6%	44.4%	44.4%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	16	17	18	18	10.6%	9.8%	10.8%	11.0%	11.2%
White - Females	10	10	10	12	14	58.8%	62.5%	58.8%	66.7%	77.8%
White - Males	7	6	7	6	4	41.2%	37.5%	41.2%	33.3%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	133	139	132	137	135	83.1%	84.8%	83.5%	83.5%	83.9%
White - Females	86	90	87	91	88	64.7%	64.7%	65.9%	66.4%	65.2%
White - Males	46	47	44	45	46	34.6%	33.8%	33.3%	32.8%	34.1%
Black - Females	1	2	1	1	1	0.8%	1.4%	0.8%	0.7%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	0	0	20	21	1.6%	0.0%	0.0%	13.8%	14.7%
25-29	6	6	6	8	4	4.7%	4.6%	5.0%	5.5%	2.8%
30-34	10	13	12	11	11	7.9%	10.0%	9.9%	7.6%	7.7%
35-39	14	14	12	11	9	11.0%	10.8%	9.9%	7.6%	6.3%
40-45	26	21	21	22	19	20.5%	16.2%	17.4%	15.2%	13.3%
45-49	27	35	26	25	25	21.3%	26.9%	21.5%	17.2%	17.5%
50-54	23	25	27	29	28	18.1%	19.2%	22.3%	20.0%	19.6%
55+	19	16	17	19	26	15.0%	12.3%	14.0%	13.1%	18.2%
Average Age	45.1	45.3	45.3	39.4	40.3					

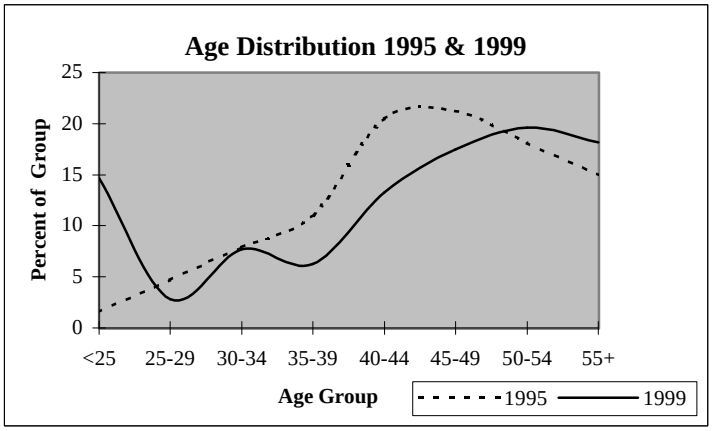
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	22	19	17	19	16	16.3%	13.5%	12.5%	13.1%	11.2%
4-7 Years	9	15	18	23	21	6.7%	10.6%	13.2%	15.9%	14.7%
8-11 Years	12	19	18	17	13	8.9%	13.5%	13.2%	11.7%	9.1%
12-15 Years	14	10	10	14	15	10.4%	7.1%	7.4%	9.7%	10.5%
16-19 Years	13	16	18	15	15	9.6%	11.3%	13.2%	10.3%	10.5%
20+ Years	65	62	55	57	63	48.1%	44.0%	40.4%	39.3%	44.1%
Average Experience	16.6	16.1	16.2	15.7	16.9					

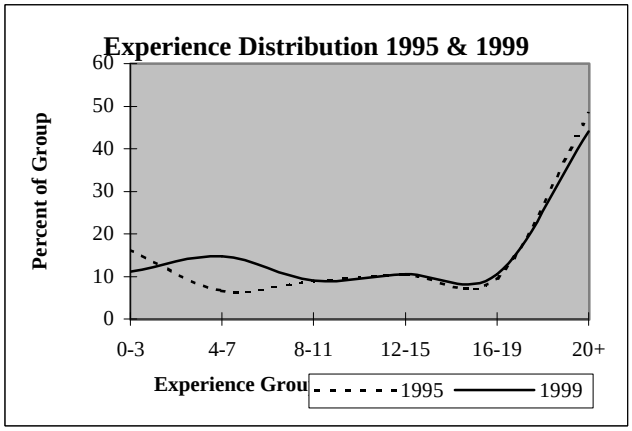
District Report for: ELIZABETHTON

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	17	16	9	11	-	10.4%	9.6%	5.6%	6.4%	-
Attrition from Transfers	6	2	2	4	-	3.7%	1.2%	1.2%	2.3%	-
Attrition from Exits	11	14	7	7	-	6.7%	8.4%	4.3%	4.1%	-
Teacher Attrition	12	13	7	7	-	8.9%	9.2%	5.1%	4.8%	-
Attrition from Transfers	4	1	2	3	-	3.0%	0.7%	1.5%	2.1%	-
Attrition from Exits	8	12	5	4	-	5.9%	8.5%	3.7%	2.8%	-
District Retention										
Educator Retention	146	151	153	161	-	89.6%	90.4%	94.4%	93.6%	-
Teacher Retention	123	128	129	138	-	91.1%	90.8%	94.9%	95.2%	-

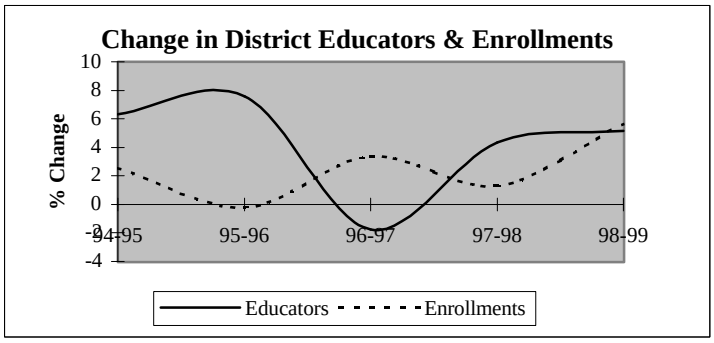
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	68.0%	20.0%	12.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.5%	0.0%	10.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.8%	0.0%	19.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	80.8%	3.8%	15.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.5%	4.5%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.9%	5.6%	5.6%	89.7%	2.1%	91.8%	8.2%

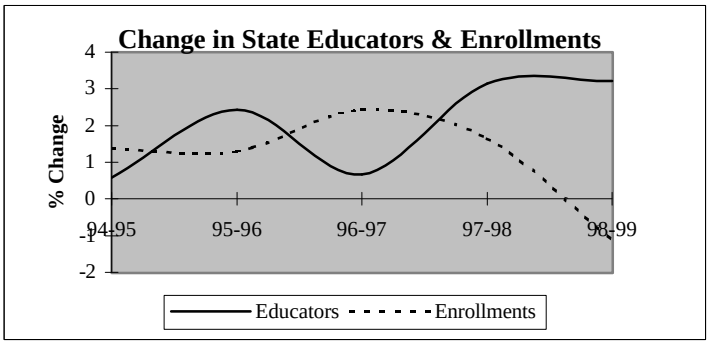
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.6%	10.9%	15.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.7%	6.0%	8.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	2.5%	1.2%	3.1%	8.7%	3.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	95.7%	91.6%	92.6%	90.1%	94.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.8%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.8%	5.4%	4.3%	1.2%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CHEATHAM COUNTY





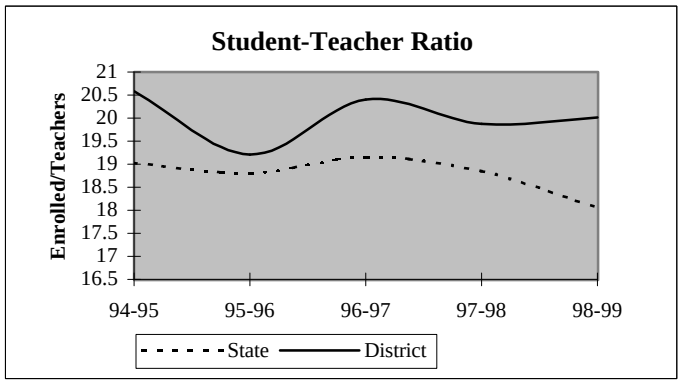
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.8	16.5	17.3	16.8	16.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.6	19.2	20.4	19.9	20.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	22	28	-7	17	21	-	-	-	-	-
% Change in Educators	6.3%	7.6%	-1.8%	4.3%	5.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	163	-16	220	87	388	-	-	-	-	-
% Change in Enrollment	2.5%	-0.2%	3.4%	1.3%	5.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	1.0%	0.8%	2.0%	1.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.8%	4.0%	4.3%	4.9%	5.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.0%	10.3%	10.7%	10.5%	10.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.7%	1.8%	1.9%	1.3%	1.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	42.9%	43.8%	47.1%	55.0%	56.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.9	40.6	40.8	31.8	29.0	42.7	43.1	43.3	37.1	36.4
Average Experience	10.4	10.6	10.6	10.7	10.1	13.9	13.9	13.8	13.7	13.7
Average Salary	28,058	28,209	29,167	29,423	30,370	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.3%	1.5%	1.9%	1.2%	1.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.4%	77.4%	78.0%	76.2%	73.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.2%	7.9%	7.8%	7.2%	8.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.1%	na	2.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.2%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

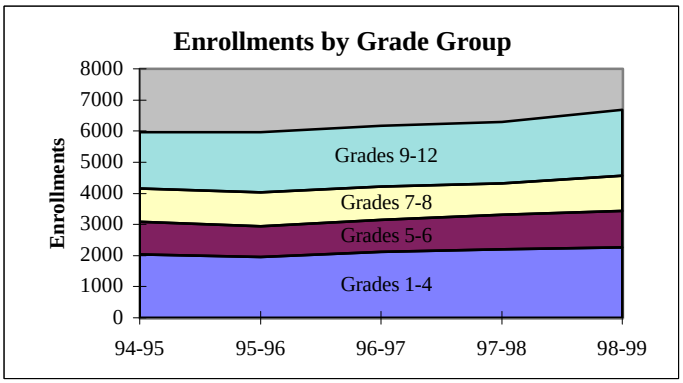
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	370	398	391	408	429	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	314	331	341	336	351	84.9%	83.2%	87.2%	82.4%	81.8%
Newly Hired	56	67	50	72	78	15.1%	16.8%	12.8%	17.6%	18.2%
Transfers In	7	12	3	7	5	12.5%	17.9%	6.0%	9.7%	6.4%
Reentrants	17	23	30	31	31	30.4%	34.3%	60.0%	43.1%	39.7%
First Time Educators	32	32	17	34	42	57.1%	47.8%	34.0%	47.2%	53.8%
Total Exiting Next Year	39	57	55	57	-	10.5%	14.3%	14.1%	14.0%	-
Transfers Out	17	14	18	4	-	43.6%	24.6%	32.7%	7.0%	-
Leave Tennessee Educ.	22	43	37	53	-	56.4%	75.4%	67.3%	93.0%	-

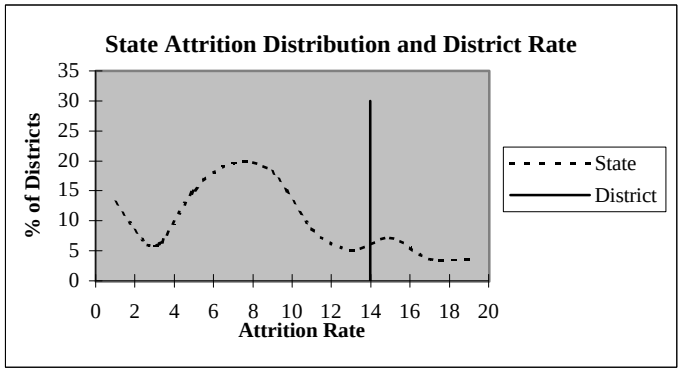
Dynamics Rates	District Rates				
District Attrition	10.5%	14.3%	14.1%	14.0%	-
Transfers In/Out	0.41	0.86	0.17	1.75	-

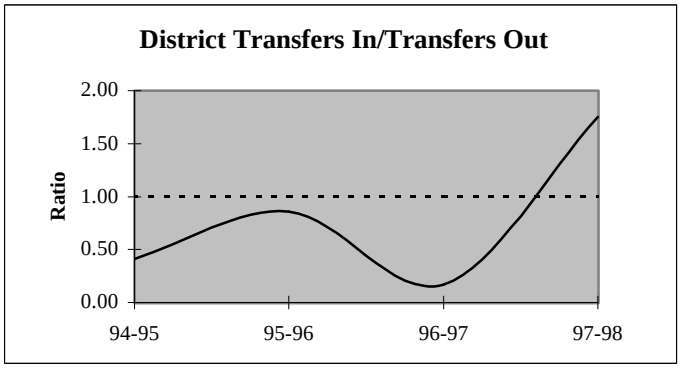
District Report for: CHEATHAM COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	370	398	391	408	429	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	16	17	20	23	3.8%	4.0%	4.3%	4.9%	5.4%
Professional Staff	37	41	42	43	44	10.0%	10.3%	10.7%	10.5%	10.3%
Total Teachers	319	341	332	345	362	86.2%	85.7%	84.9%	84.6%	84.4%
Special Education	26	27	26	25	32	8.2%	7.9%	7.8%	7.2%	8.8%
Pre-K & Kindergarten	24	23	26	26	26	7.5%	6.7%	7.8%	7.5%	7.2%
Elementary (1-4)	113	115	123	128	123	35.4%	33.7%	37.0%	37.1%	34.0%
Middle School (5-6)	40	53	41	41	44	12.5%	15.5%	12.3%	11.9%	12.2%
Jr. High (7-8)	41	41	43	35	32	12.9%	12.0%	13.0%	10.1%	8.8%
High School (9-12)	75	82	73	90	105	23.5%	24.0%	22.0%	26.1%	29.0%
Business	4	5	5	4	3	5.3%	6.1%	6.8%	4.4%	2.9%
Language Arts	11	10	8	10	9	14.7%	12.2%	11.0%	11.1%	8.6%
Social Studies	10	9	6	8	9	13.3%	11.0%	8.2%	8.9%	8.6%
Foreign Language	4	4	4	2	3	5.3%	4.9%	5.5%	2.2%	2.9%
Mathematics	9	7	7	9	11	12.0%	8.5%	9.6%	10.0%	10.5%
Science	10	9	9	9	10	13.3%	11.0%	12.3%	10.0%	9.5%
Vocational Education	12	16	16	18	21	16.0%	19.5%	21.9%	20.0%	20.0%
Other High School	15	22	18	30	39	20.0%	26.8%	24.7%	33.3%	37.1%
Total Enrollments	6,568	6,552	6,772	6,859	7,247	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	497	549	572	534	523	7.6%	8.4%	8.4%	7.8%	7.2%
Grades 1-4	2,039	1,964	2,123	2,205	2,272	31.0%	30.0%	31.3%	32.1%	31.4%
Grades 5-6	1,049	979	1,019	1,109	1,153	16.0%	14.9%	15.0%	16.2%	15.9%
Grades 7-8	1,076	1,094	1,084	1,002	1,146	16.4%	16.7%	16.0%	14.6%	15.8%
Grades 9-12	1,808	1,917	1,947	1,987	2,121	27.5%	29.3%	28.8%	29.0%	29.3%
Ungraded	99	49	27	22	32	1.5%	0.7%	0.4%	0.3%	0.4%









District Report for: CHEATHAM COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	14	16	17	20	23	3.9%	4.1%	4.5%	5.2%	5.8%
White - Females	6	7	8	11	13	42.9%	43.8%	47.1%	55.0%	56.5%
White - Males	8	9	9	9	10	57.1%	56.3%	52.9%	45.0%	43.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	36	40	40	39	39	10.0%	10.3%	10.7%	10.1%	9.8%
White - Females	28	32	33	32	33	77.8%	80.0%	82.5%	82.1%	84.6%
White - Males	6	6	6	6	5	16.7%	15.0%	15.0%	15.4%	12.8%
Black - Females	2	2	1	1	1	5.6%	5.0%	2.5%	2.6%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	311	333	318	327	336	86.1%	85.6%	84.8%	84.7%	84.4%
White - Females	241	257	248	252	248	77.5%	77.2%	78.0%	77.1%	73.8%
White - Males	66	71	64	71	82	21.2%	21.3%	20.1%	21.7%	24.4%
Black - Females	3	3	5	4	4	1.0%	0.9%	1.6%	1.2%	1.2%
Black - Males	1	1	1	0	1	0.3%	0.3%	0.3%	0.0%	0.3%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	6	6	89	117	1.4%	2.1%	2.2%	25.8%	32.3%
25-29	65	57	46	38	36	22.2%	19.7%	17.0%	11.0%	9.9%
30-34	36	39	41	37	35	12.3%	13.4%	15.1%	10.7%	9.7%
35-39	29	25	30	30	32	9.9%	8.6%	11.1%	8.7%	8.8%
40-45	54	41	33	32	26	18.4%	14.1%	12.2%	9.3%	7.2%
45-49	51	60	56	50	44	17.4%	20.7%	20.7%	14.5%	12.2%
50-54	33	37	39	46	41	11.3%	12.8%	14.4%	13.3%	11.3%
55+	21	25	20	23	31	7.2%	8.6%	7.4%	6.7%	8.6%
Average Age	39.9	40.6	40.8	31.8	29.0					

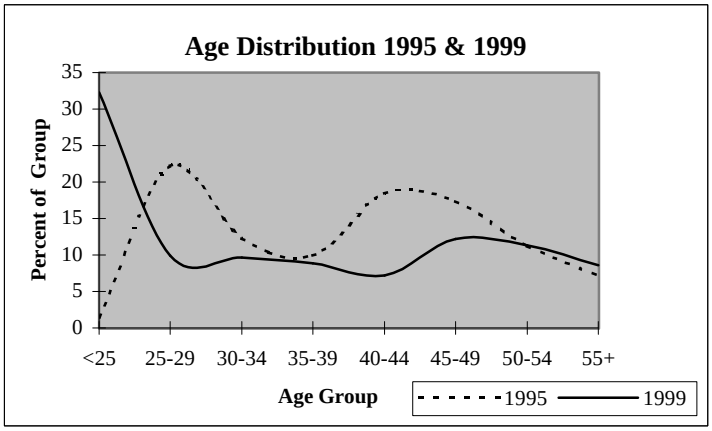
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	97	116	90	98	118	30.4%	34.0%	27.1%	28.4%	32.6%
4-7 Years	53	50	70	70	70	16.6%	14.7%	21.1%	20.3%	19.3%
8-11 Years	45	37	40	37	45	14.1%	10.9%	12.0%	10.7%	12.4%
12-15 Years	26	33	36	36	31	8.2%	9.7%	10.8%	10.4%	8.6%
16-19 Years	32	31	27	29	20	10.0%	9.1%	8.1%	8.4%	5.5%
20+ Years	66	74	69	75	78	20.7%	21.7%	20.8%	21.7%	21.5%
Average Experience	10.4	10.6	10.6	10.7	10.1					

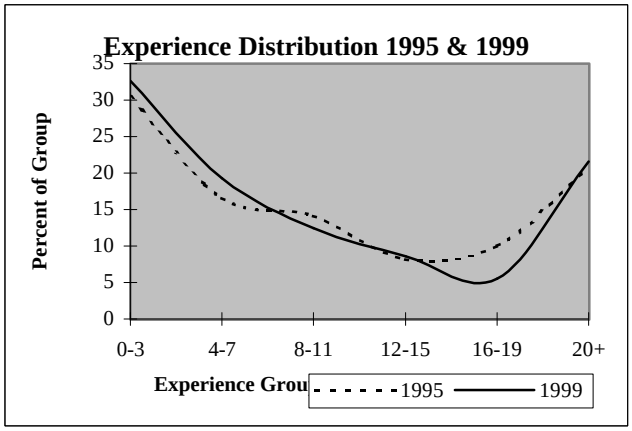
District Report for: CHEATHAM COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	39	57	55	57	-	10.5%	14.3%	14.1%	14.0%	-
Attrition from Transfers	17	14	18	4	-	4.6%	3.5%	4.6%	1.0%	-
Attrition from Exits	22	43	37	53	-	5.9%	10.8%	9.5%	13.0%	-
Teacher Attrition	35	50	45	51	-	11.0%	14.7%	13.6%	14.8%	-
Attrition from Transfers	16	14	14	4	-	5.0%	4.1%	4.2%	1.2%	-
Attrition from Exits	19	36	31	47	-	6.0%	10.6%	9.3%	13.6%	-
District Retention										
Educator Retention	331	341	336	351	-	89.5%	85.7%	85.9%	86.0%	-
Teacher Retention	284	291	287	294	-	89.0%	85.3%	86.4%	85.2%	-

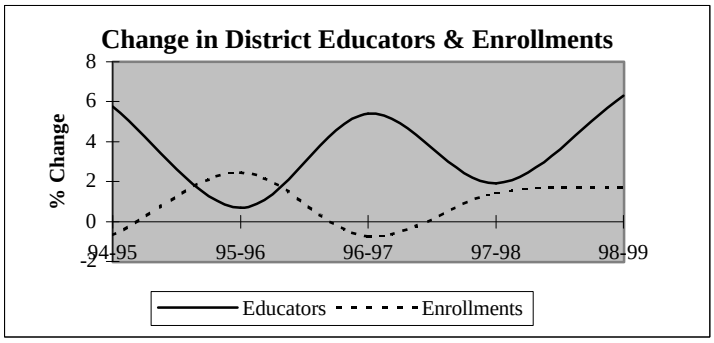
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	72.9%	6.8%	20.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.2%	6.9%	6.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	81.8%	8.3%	9.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.0%	3.6%	13.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	76.1%	9.8%	14.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	81.7%	4.9%	13.4%	89.7%	2.1%	91.8%	8.2%

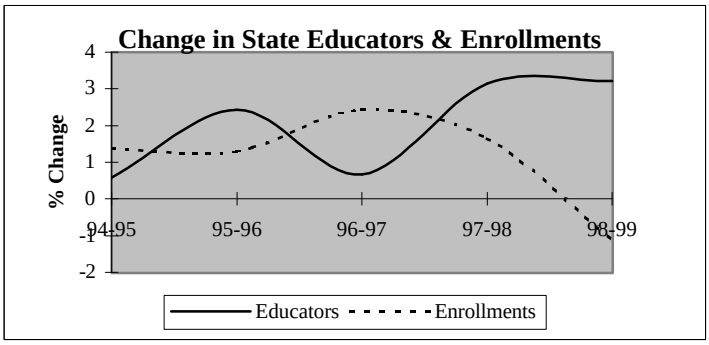
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.9%	15.9%	19.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.3%	9.9%	13.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	10.5%	8.8%	6.6%	8.8%	12.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.4%	86.4%	86.4%	85.3%	80.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.8%	1.3%	1.0%	1.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.8%	4.0%	5.6%	4.9%	5.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CHESTER COUNTY





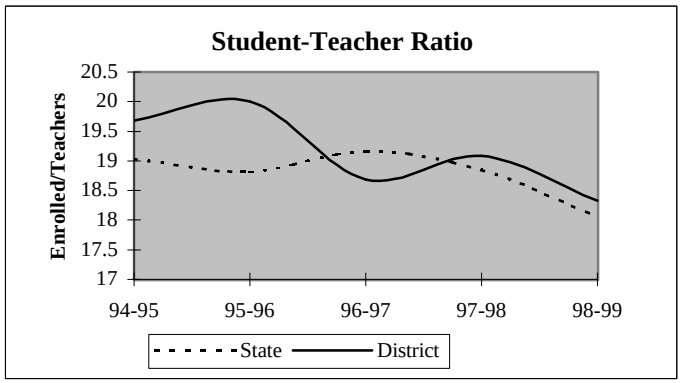
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.0	17.3	16.3	16.2	15.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.7	20.0	18.7	19.1	18.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	8	1	8	3	10	-	-	-	-	-
% Change in Educators	5.8%	0.7%	5.4%	1.9%	6.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-17	61	-19	36	44	-	-	-	-	-
% Change in Enrollment	-0.7%	2.4%	-0.7%	1.4%	1.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.7%	1.4%	0.6%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.7%	4.5%	5.7%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.8%	8.8%	8.3%	9.4%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.3%	6.3%	7.5%	6.2%	5.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	28.6%	28.6%	0.0%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.5	43.6	43.5	31.1	29.4	42.7	43.1	43.3	37.1	36.4
Average Experience	14.1	13.5	12.7	12.1	12.2	13.9	13.9	13.8	13.7	13.7
Average Salary	27,850	28,663	29,816	30,219	31,550	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	7.3%	7.3%	8.5%	7.3%	6.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.4%	78.1%	75.7%	75.6%	74.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.4%	9.4%	8.8%	9.6%	9.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	16.4%	na	16.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.2%	-	1.7%	1.7%	1.6%	1.8%

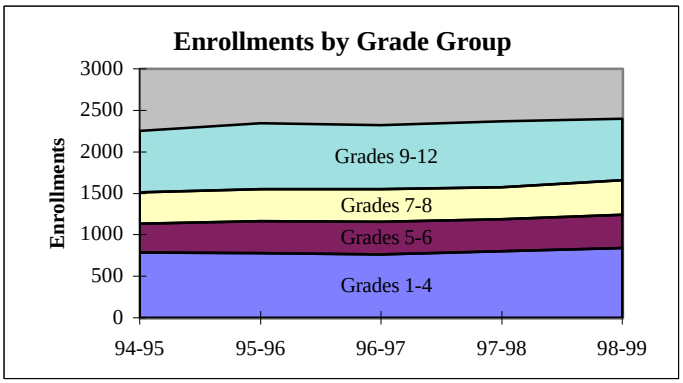
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	147	148	156	159	169	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	127	135	136	132	157	86.4%	91.2%	87.2%	83.0%	92.9%
Newly Hired	20	13	20	27	12	13.6%	8.8%	12.8%	17.0%	7.1%
Transfers In	2	4	3	5	4	10.0%	30.8%	15.0%	18.5%	33.3%
Reentrants	9	2	5	6	3	45.0%	15.4%	25.0%	22.2%	25.0%
First Time Educators	9	7	12	16	5	45.0%	53.8%	60.0%	59.3%	41.7%
Total Exiting Next Year	12	12	24	2	-	8.2%	8.1%	15.4%	1.3%	-
Transfers Out	5	1	9	1	-	41.7%	8.3%	37.5%	50.0%	-
Leave Tennessee Educ.	7	11	15	1	-	58.3%	91.7%	62.5%	50.0%	-

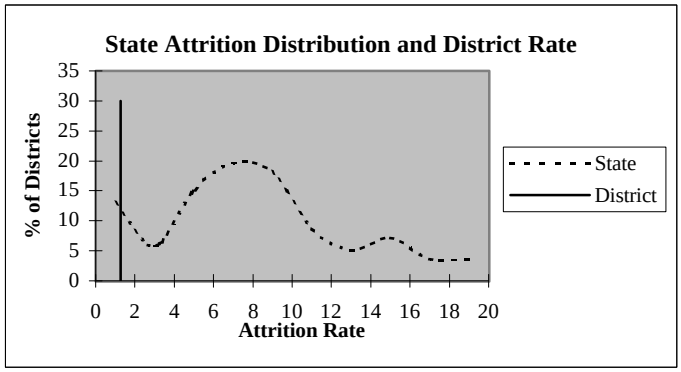
Dynamics Rates	District Rates				
District Attrition	8.2%	8.1%	15.4%	1.3%	-
Transfers In/Out	0.40	4.00	0.33	5.00	-

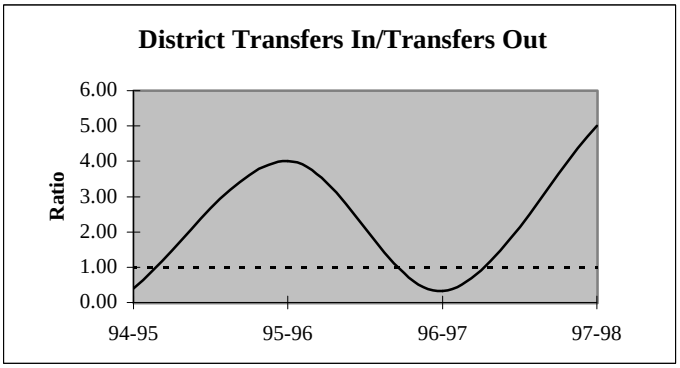
District Report for: CHESTER COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	147	148	156	159	169	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	9	9	4.8%	4.7%	4.5%	5.7%	5.3%
Professional Staff	13	13	13	15	17	8.8%	8.8%	8.3%	9.4%	10.1%
Total Teachers	127	128	136	135	143	86.4%	86.5%	87.2%	84.9%	84.6%
Special Education	12	12	12	13	13	9.4%	9.4%	8.8%	9.6%	9.1%
Pre-K & Kindergarten	7	7	8	8	8	5.5%	5.5%	5.9%	5.9%	5.6%
Elementary (1-4)	49	49	50	47	51	38.6%	38.3%	36.8%	34.8%	35.7%
Middle School (5-6)	13	14	14	13	13	10.2%	10.9%	10.3%	9.6%	9.1%
Jr. High (7-8)	13	13	13	14	14	10.2%	10.2%	9.6%	10.4%	9.8%
High School (9-12)	33	33	39	40	44	26.0%	25.8%	28.7%	29.6%	30.8%
Business	2	2	2	0	0	6.1%	6.1%	5.1%	0.0%	0.0%
Language Arts	6	5	6	4	5	18.2%	15.2%	15.4%	10.0%	11.4%
Social Studies	4	4	5	5	6	12.1%	12.1%	12.8%	12.5%	13.6%
Foreign Language	1	2	2	1	2	3.0%	6.1%	5.1%	2.5%	4.5%
Mathematics	5	6	5	4	5	15.2%	18.2%	12.8%	10.0%	11.4%
Science	3	1	3	2	3	9.1%	3.0%	7.7%	5.0%	6.8%
Vocational Education	7	6	5	7	8	21.2%	18.2%	12.8%	17.5%	18.2%
Other High School	5	7	11	17	15	15.2%	21.2%	28.2%	42.5%	34.1%
Total Enrollments	2,499	2,560	2,541	2,577	2,621	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	205	185	206	193	213	8.2%	7.2%	8.1%	7.5%	8.1%
Grades 1-4	784	780	760	803	840	31.4%	30.5%	29.9%	31.2%	32.0%
Grades 5-6	353	385	400	387	400	14.1%	15.0%	15.7%	15.0%	15.3%
Grades 7-8	375	386	389	386	417	15.0%	15.1%	15.3%	15.0%	15.9%
Grades 9-12	737	793	774	795	740	29.5%	31.0%	30.5%	30.8%	28.2%
Ungraded	45	31	12	13	11	1.8%	1.2%	0.5%	0.5%	0.4%









District Report for: CHESTER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	7	7	9	9	4.9%	4.9%	4.8%	6.2%	5.8%
White - Females	2	2	0	3	3	28.6%	28.6%	0.0%	33.3%	33.3%
White - Males	5	5	7	6	6	71.4%	71.4%	100.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	11	11	12	14	7.7%	7.7%	7.5%	8.3%	9.1%
White - Females	9	10	10	10	12	81.8%	90.9%	90.9%	83.3%	85.7%
White - Males	2	1	1	2	2	18.2%	9.1%	9.1%	16.7%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	124	124	129	124	131	87.3%	87.3%	87.8%	85.5%	85.1%
White - Females	87	90	92	91	94	70.2%	72.6%	71.3%	73.4%	71.8%
White - Males	28	25	26	24	29	22.6%	20.2%	20.2%	19.4%	22.1%
Black - Females	9	9	10	8	8	7.3%	7.3%	7.8%	6.5%	6.1%
Black - Males	0	0	1	1	0	0.0%	0.0%	0.8%	0.8%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	0	1	42	51	2.7%	0.0%	1.0%	31.1%	35.7%
25-29	10	13	11	4	5	8.9%	12.1%	10.5%	3.0%	3.5%
30-34	12	13	15	14	11	10.7%	12.1%	14.3%	10.4%	7.7%
35-39	15	13	9	12	13	13.4%	12.1%	8.6%	8.9%	9.1%
40-45	18	16	18	14	8	16.1%	15.0%	17.1%	10.4%	5.6%
45-49	24	24	23	20	24	21.4%	22.4%	21.9%	14.8%	16.8%
50-54	15	13	11	12	12	13.4%	12.1%	10.5%	8.9%	8.4%
55+	15	15	17	17	19	13.4%	14.0%	16.2%	12.6%	13.3%
Average Age	43.5	43.6	43.5	31.1	29.4					

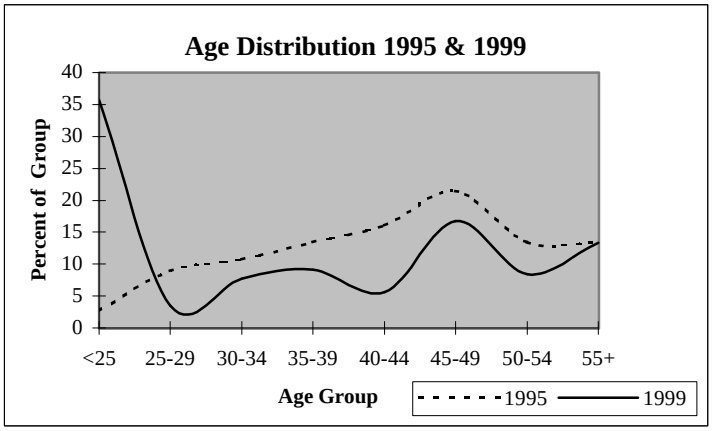
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	28	34	35	37	39	22.0%	26.6%	25.7%	27.4%	27.3%
4-7 Years	11	11	21	24	26	8.7%	8.6%	15.4%	17.8%	18.2%
8-11 Years	20	18	14	11	10	15.7%	14.1%	10.3%	8.1%	7.0%
12-15 Years	14	13	17	17	20	11.0%	10.2%	12.5%	12.6%	14.0%
16-19 Years	18	16	13	10	11	14.2%	12.5%	9.6%	7.4%	7.7%
20+ Years	36	36	36	36	37	28.3%	28.1%	26.5%	26.7%	25.9%
Average Experience	14.1	13.5	12.7	12.1	12.2					

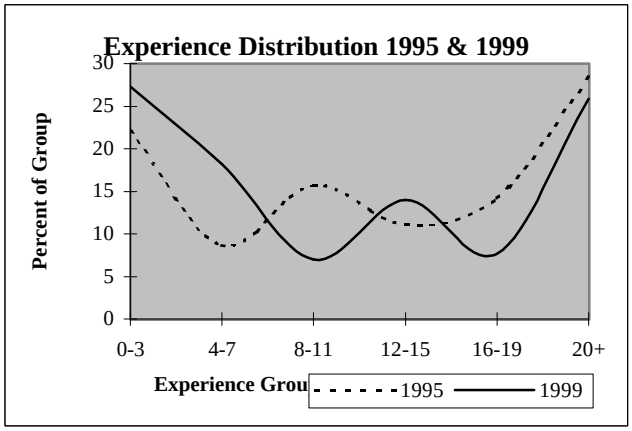
District Report for: CHESTER COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	12	12	24	2	-	8.2%	8.1%	15.4%	1.3%	-
Attrition from Transfers	5	1	9	1	-	3.4%	0.7%	5.8%	0.6%	-
Attrition from Exits	7	11	15	1	-	4.8%	7.4%	9.6%	0.6%	-
Teacher Attrition	11	8	22	2	-	8.7%	6.3%	16.2%	1.5%	-
Attrition from Transfers	5	1	8	1	-	3.9%	0.8%	5.9%	0.7%	-
Attrition from Exits	6	7	14	1	-	4.7%	5.5%	10.3%	0.7%	-
District Retention										
Educator Retention	135	136	132	157	-	91.8%	91.9%	84.6%	98.7%	-
Teacher Retention	116	120	114	133	-	91.3%	93.8%	83.8%	98.5%	-

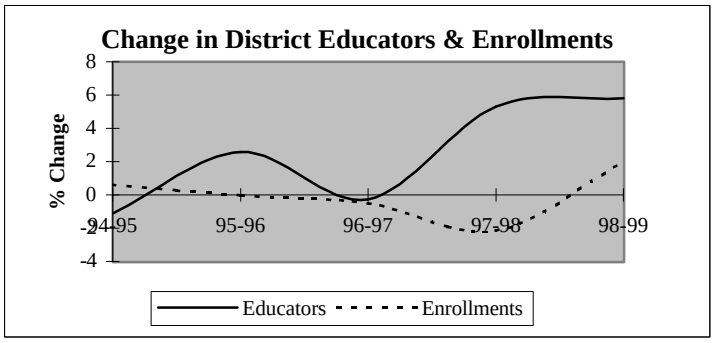
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	91.8%	2.0%	6.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.2%	2.4%	7.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.7%	2.9%	11.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	84.4%	6.3%	9.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	85.2%	3.7%	11.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	85.0%	5.0%	10.0%	89.7%	2.1%	91.8%	8.2%

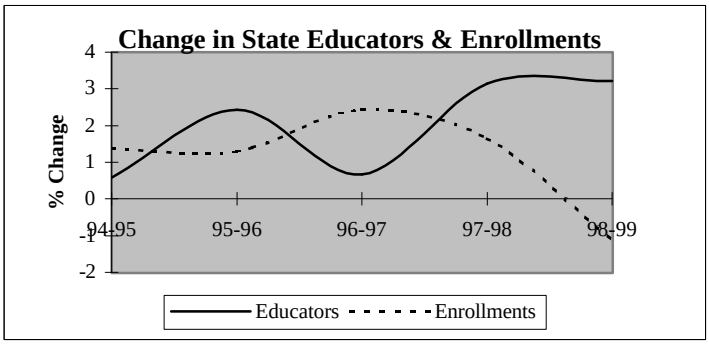
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.6%	15.4%	18.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	7.1%	10.8%	12.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.5%	7.4%	8.3%	10.1%	4.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.7%	91.9%	87.8%	87.4%	94.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	2.0%	0.0%	1.3%	0.0%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.8%	0.7%	2.6%	2.5%	0.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CLAIBORNE COUNTY





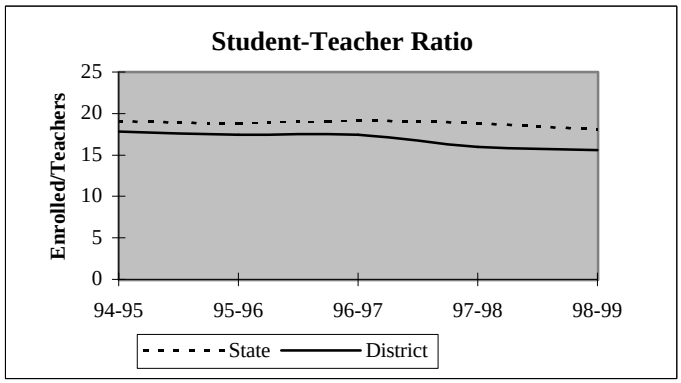
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.9	14.5	14.5	13.5	13.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.8	17.5	17.4	16.0	15.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	9	-1	19	22	-	-	-	-	-
% Change in Educators	-1.1%	2.6%	-0.3%	5.3%	5.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	32	-3	-27	-112	101	-	-	-	-	-
% Change in Enrollment	0.6%	-0.1%	-0.5%	-2.1%	2.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	0.8%	1.1%	0.5%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.2%	4.7%	4.5%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.0%	12.5%	12.0%	11.1%	12.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.6%	1.1%	1.1%	1.1%	1.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	13.3%	23.5%	23.5%	23.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.4	42.0	42.9	35.5	34.5	42.7	43.1	43.3	37.1	36.4
Average Experience	13.6	13.9	14.4	14.2	14.3	13.9	13.9	13.8	13.7	13.7
Average Salary	27,005	28,298	29,908	30,077	32,042	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.7%	1.4%	1.4%	1.3%	1.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.8%	74.7%	75.6%	75.2%	74.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.2%	12.0%	12.7%	13.2%	12.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.3%	na	1.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.1%	na	3.1%	-	1.7%	1.7%	1.6%	1.8%

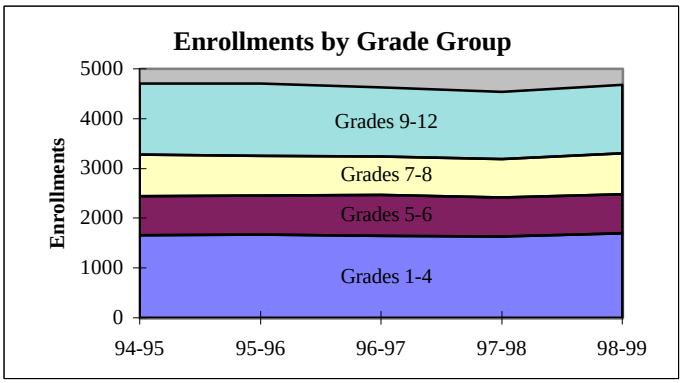
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	351	360	359	378	400	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	322	334	336	348	355	91.7%	92.8%	93.6%	92.1%	88.8%
Newly Hired	29	26	23	30	45	8.3%	7.2%	6.4%	7.9%	11.3%
Transfers In	0	2	1	4	2	0.0%	7.7%	4.3%	13.3%	4.4%
Reentrants	17	11	10	6	15	58.6%	42.3%	43.5%	20.0%	33.3%
First Time Educators	12	13	12	20	28	41.4%	50.0%	52.2%	66.7%	62.2%
Total Exiting Next Year	17	24	11	23	-	4.8%	6.7%	3.1%	6.1%	-
Transfers Out	1	3	2	12	-	5.9%	12.5%	18.2%	52.2%	-
Leave Tennessee Educ.	16	21	9	11	-	94.1%	87.5%	81.8%	47.8%	-

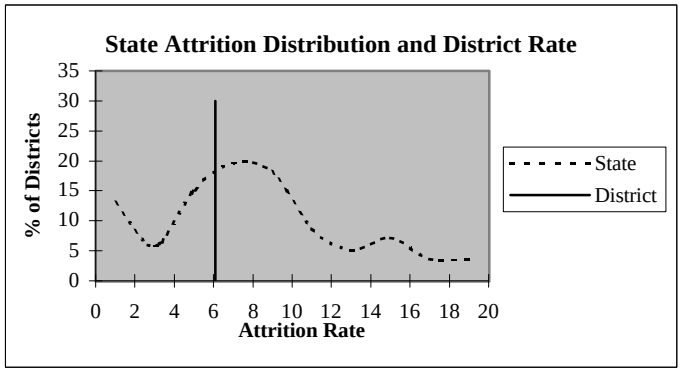
Dynamics Rates	District Rates				
District Attrition	4.8%	6.7%	3.1%	6.1%	-
Transfers In/Out	0.00	0.67	0.50	0.33	-

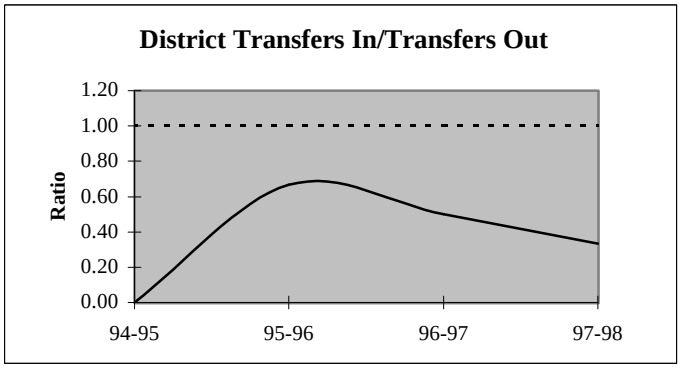
District Report for: CLAIBORNE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	351	360	359	378	400	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	15	17	17	17	4.3%	4.2%	4.7%	4.5%	4.3%
Professional Staff	42	45	43	42	50	12.0%	12.5%	12.0%	11.1%	12.5%
Total Teachers	294	300	299	319	333	83.8%	83.3%	83.3%	84.4%	83.3%
Special Education	33	36	38	42	40	11.2%	12.0%	12.7%	13.2%	12.0%
Pre-K & Kindergarten	17	18	17	20	20	5.8%	6.0%	5.7%	6.3%	6.0%
Elementary (1-4)	99	100	105	105	112	33.7%	33.3%	35.1%	32.9%	33.6%
Middle School (5-6)	34	34	31	30	34	11.6%	11.3%	10.4%	9.4%	10.2%
Jr. High (7-8)	35	37	33	32	34	11.9%	12.3%	11.0%	10.0%	10.2%
High School (9-12)	76	75	75	90	93	25.9%	25.0%	25.1%	28.2%	27.9%
Business	5	3	4	5	4	6.6%	4.0%	5.3%	5.6%	4.3%
Language Arts	8	8	8	11	11	10.5%	10.7%	10.7%	12.2%	11.8%
Social Studies	8	8	5	5	6	10.5%	10.7%	6.7%	5.6%	6.5%
Foreign Language	2	3	3	3	4	2.6%	4.0%	4.0%	3.3%	4.3%
Mathematics	8	8	9	10	9	10.5%	10.7%	12.0%	11.1%	9.7%
Science	6	5	7	8	9	7.9%	6.7%	9.3%	8.9%	9.7%
Vocational Education	20	20	21	22	22	26.3%	26.7%	28.0%	24.4%	23.7%
Other High School	19	20	18	26	28	25.0%	26.7%	24.0%	28.9%	30.1%
Total Enrollments	5,240	5,237	5,210	5,098	5,199	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	393	387	436	421	365	7.5%	7.4%	8.4%	8.3%	7.0%
Grades 1-4	1,652	1,672	1,646	1,630	1,695	31.5%	31.9%	31.6%	32.0%	32.6%
Grades 5-6	794	780	821	781	787	15.2%	14.9%	15.8%	15.3%	15.1%
Grades 7-8	830	798	774	782	827	15.8%	15.2%	14.9%	15.3%	15.9%
Grades 9-12	1,434	1,460	1,382	1,345	1,374	27.4%	27.9%	26.5%	26.4%	26.4%
Ungraded	137	140	151	139	151	2.6%	2.7%	2.9%	2.7%	2.9%









District Report for: CLAIBORNE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	15	15	17	17	17	4.4%	4.3%	4.9%	4.7%	4.5%
White - Females	3	2	4	4	4	20.0%	13.3%	23.5%	23.5%	23.5%
White - Males	12	13	13	13	13	80.0%	86.7%	76.5%	76.5%	76.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	44	42	41	49	12.2%	12.5%	12.0%	11.3%	13.0%
White - Females	30	32	30	29	36	71.4%	72.7%	71.4%	70.7%	73.5%
White - Males	12	12	12	12	13	28.6%	27.3%	28.6%	29.3%	26.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	287	293	291	304	312	83.4%	83.2%	83.1%	84.0%	82.5%
White - Females	212	215	215	226	233	73.9%	73.4%	73.9%	74.3%	74.7%
White - Males	73	74	72	74	75	25.4%	25.3%	24.7%	24.3%	24.0%
Black - Females	1	2	3	3	3	0.3%	0.7%	1.0%	1.0%	1.0%
Black - Males	1	2	1	1	1	0.3%	0.7%	0.3%	0.3%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	0	60	75	0.4%	0.4%	0.0%	18.8%	22.5%
25-29	26	25	9	10	8	9.7%	9.5%	3.5%	3.1%	2.4%
30-34	41	37	44	39	33	15.4%	14.0%	17.1%	12.2%	9.9%
35-39	48	43	39	32	35	18.0%	16.3%	15.2%	10.0%	10.5%
40-45	57	55	66	74	61	21.3%	20.8%	25.7%	23.2%	18.3%
45-49	45	46	39	32	45	16.9%	17.4%	15.2%	10.0%	13.5%
50-54	27	31	33	45	43	10.1%	11.7%	12.8%	14.1%	12.9%
55+	22	26	27	27	33	8.2%	9.8%	10.5%	8.5%	9.9%
Average Age	41.4	42.0	42.9	35.5	34.5					

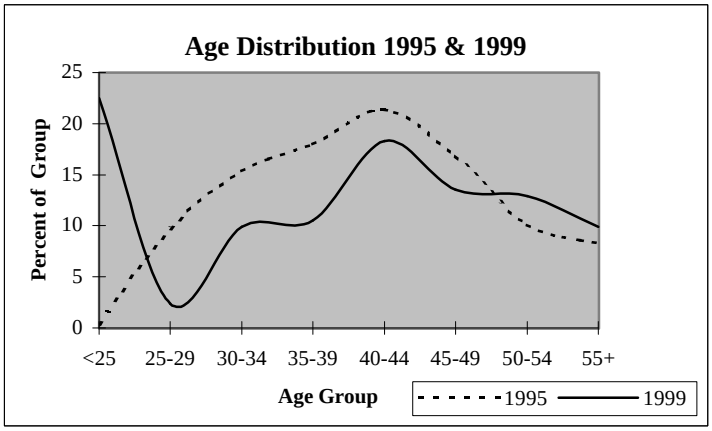
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	43	50	38	59	66	14.6%	16.7%	12.7%	18.5%	19.8%
4-7 Years	46	37	48	44	39	15.6%	12.3%	16.1%	13.8%	11.7%
8-11 Years	37	41	37	39	40	12.6%	13.7%	12.4%	12.2%	12.0%
12-15 Years	47	38	37	32	37	16.0%	12.7%	12.4%	10.0%	11.1%
16-19 Years	40	47	52	46	42	13.6%	15.7%	17.4%	14.4%	12.6%
20+ Years	81	87	87	99	109	27.6%	29.0%	29.1%	31.0%	32.7%
Average Experience	13.6	13.9	14.4	14.2	14.3					

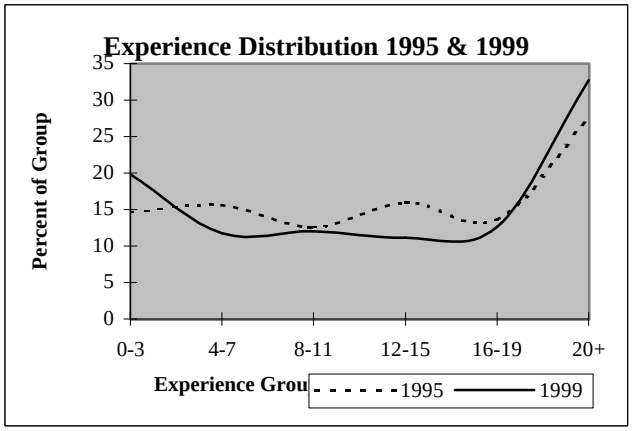
District Report for: CLAIBORNE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	17	24	11	23	-	4.8%	6.7%	3.1%	6.1%	-
Attrition from Transfers	1	3	2	12	-	0.3%	0.8%	0.6%	3.2%	-
Attrition from Exits	16	21	9	11	-	4.6%	5.8%	2.5%	2.9%	-
Teacher Attrition	15	23	10	20	-	5.1%	7.7%	3.3%	6.3%	-
Attrition from Transfers	1	3	2	12	-	0.3%	1.0%	0.7%	3.8%	-
Attrition from Exits	14	20	8	8	-	4.8%	6.7%	2.7%	2.5%	-
District Retention										
Educator Retention	334	336	348	355	-	95.2%	93.3%	96.9%	93.9%	-
Teacher Retention	279	277	289	299	-	94.9%	92.3%	96.7%	93.7%	-

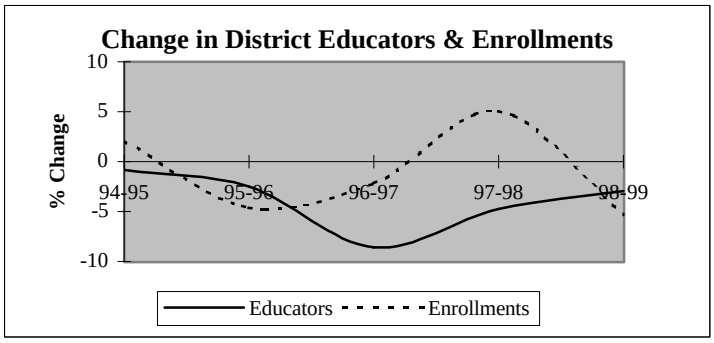
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.0%	5.3%	18.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.3%	4.9%	14.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.8%	3.8%	9.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.2%	7.0%	1.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.7%	3.6%	3.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.5%	0.0%	5.5%	89.7%	2.1%	91.8%	8.2%

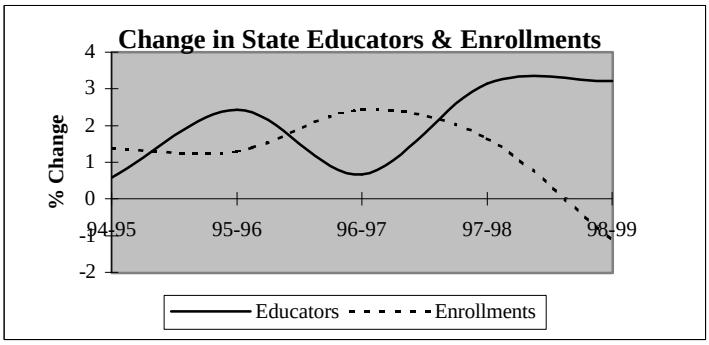
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.4%	10.7%	15.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.6%	6.6%	11.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.0%	4.2%	4.7%	6.9%	8.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.2%	93.6%	92.5%	92.6%	88.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.0%	0.3%	0.0%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.3%	2.2%	2.5%	0.5%	3.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CLAY COUNTY





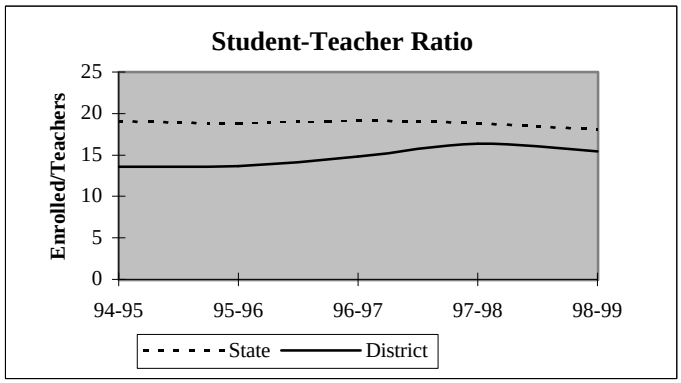
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	11.3	11.1	11.9	13.1	12.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	13.6	13.7	14.8	16.3	15.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	-3	-10	-5	-3	-	-	-	-	-
% Change in Educators	-0.8%	-2.5%	-8.6%	-4.7%	-3.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	28	-62	-28	64	-70	-	-	-	-	-
% Change in Enrollment	2.1%	-4.6%	-2.2%	5.1%	-5.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	2.6%	0.9%	1.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.4%	3.4%	3.8%	4.0%	3.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.4%	15.5%	16.0%	15.8%	14.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.6%	2.7%	2.8%	3.0%	3.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.6	42.7	42.9	41.4	41.5	42.7	43.1	43.3	37.1	36.4
Average Experience	13.4	14.1	15.1	15.3	15.7	13.9	13.9	13.8	13.7	13.7
Average Salary	25,804	27,426	30,129	30,007	31,281	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.2%	3.3%	3.5%	3.7%	3.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	65.7%	63.8%	68.2%	70.4%	71.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.1%	9.6%	11.8%	12.3%	12.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.5%	na	1.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.8%	-	1.7%	1.7%	1.6%	1.8%

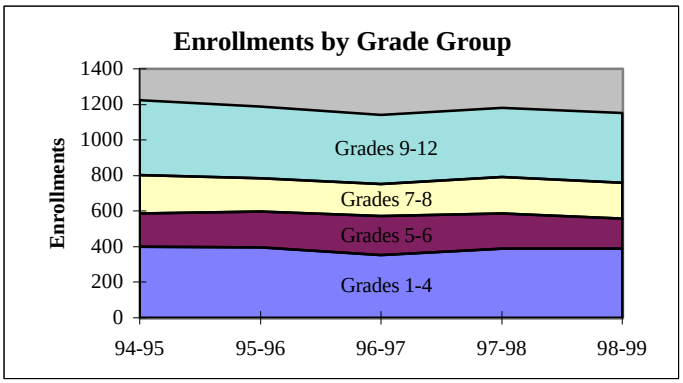
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	119	116	106	101	98	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	109	110	102	99	95	91.6%	94.8%	96.2%	98.0%	96.9%
Newly Hired	10	6	4	2	3	8.4%	5.2%	3.8%	2.0%	3.1%
Transfers In	0	0	0	1	2	0.0%	0.0%	0.0%	50.0%	66.7%
Reentrants	3	1	0	0	1	30.0%	16.7%	0.0%	0.0%	33.3%
First Time Educators	7	5	4	1	0	70.0%	83.3%	100.0%	50.0%	0.0%
Total Exiting Next Year	9	14	7	6	-	7.6%	12.1%	6.6%	5.9%	-
Transfers Out	3	11	0	0	-	33.3%	78.6%	0.0%	0.0%	-
Leave Tennessee Educ.	6	3	7	6	-	66.7%	21.4%	100.0%	100.0%	-

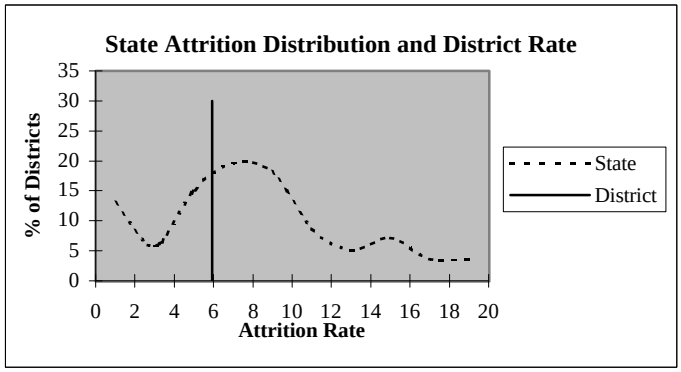
Dynamics Rates	District Rates				
District Attrition	7.6%	12.1%	6.6%	5.9%	-
Transfers In/Out	0.00	0.00	nc	nc	-

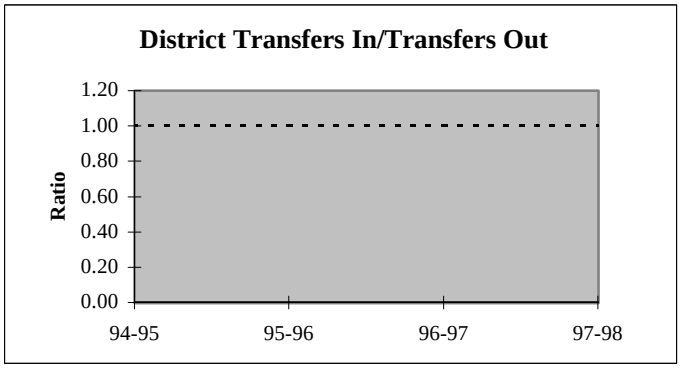
District Report for: CLAY COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	119	116	106	101	98	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	3	3.4%	3.4%	3.8%	4.0%	3.1%
Professional Staff	16	18	17	16	14	13.4%	15.5%	16.0%	15.8%	14.3%
Total Teachers	99	94	85	81	81	83.2%	81.0%	80.2%	80.2%	82.7%
Special Education	9	9	10	10	10	9.1%	9.6%	11.8%	12.3%	12.3%
Pre-K & Kindergarten	7	5	5	5	5	7.1%	5.3%	5.9%	6.2%	6.2%
Elementary (1-4)	31	29	30	27	29	31.3%	30.9%	35.3%	33.3%	35.8%
Middle School (5-6)	8	9	10	10	8	8.1%	9.6%	11.8%	12.3%	9.9%
Jr. High (7-8)	8	8	8	8	8	8.1%	8.5%	9.4%	9.9%	9.9%
High School (9-12)	36	34	22	21	21	36.4%	36.2%	25.9%	25.9%	25.9%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	4	2	3	5.6%	5.9%	18.2%	9.5%	14.3%
Social Studies	3	3	2	2	2	8.3%	8.8%	9.1%	9.5%	9.5%
Foreign Language	1	1	0	0	0	2.8%	2.9%	0.0%	0.0%	0.0%
Mathematics	3	3	4	3	3	8.3%	8.8%	18.2%	14.3%	14.3%
Science	3	3	2	2	2	8.3%	8.8%	9.1%	9.5%	9.5%
Vocational Education	18	16	5	6	6	50.0%	47.1%	22.7%	28.6%	28.6%
Other High School	6	6	5	6	5	16.7%	17.6%	22.7%	28.6%	23.8%
Total Enrollments	1,348	1,286	1,258	1,322	1,252	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	110	84	97	120	91	8.2%	6.5%	7.7%	9.1%	7.3%
Grades 1-4	399	397	354	388	387	29.6%	30.9%	28.1%	29.3%	30.9%
Grades 5-6	189	200	217	198	170	14.0%	15.6%	17.2%	15.0%	13.6%
Grades 7-8	213	186	182	206	202	15.8%	14.5%	14.5%	15.6%	16.1%
Grades 9-12	421	405	389	390	392	31.2%	31.5%	30.9%	29.5%	31.3%
Ungraded	16	14	19	20	10	1.2%	1.1%	1.5%	1.5%	0.8%









District Report for: CLAY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	3	3.5%	3.5%	3.8%	4.0%	3.1%
White - Females	1	1	1	1	0	25.0%	25.0%	25.0%	25.0%	0.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	18	17	16	14	14.0%	15.9%	16.0%	15.8%	14.3%
White - Females	11	13	12	11	9	68.8%	72.2%	70.6%	68.8%	64.3%
White - Males	5	5	5	5	5	31.3%	27.8%	29.4%	31.3%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	91	85	81	81	82.5%	80.5%	80.2%	80.2%	82.7%
White - Females	61	56	56	55	56	64.9%	61.5%	65.9%	67.9%	69.1%
White - Males	30	32	26	23	22	31.9%	35.2%	30.6%	28.4%	27.2%
Black - Females	2	2	2	2	2	2.1%	2.2%	2.4%	2.5%	2.5%
Black - Males	1	1	1	1	1	1.1%	1.1%	1.2%	1.2%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	4	2	5	3	2.1%	4.4%	2.4%	6.2%	3.7%
25-29	16	14	13	14	12	17.0%	15.6%	15.9%	17.3%	14.8%
30-34	11	8	7	5	12	11.7%	8.9%	8.5%	6.2%	14.8%
35-39	9	6	6	6	5	9.6%	6.7%	7.3%	7.4%	6.2%
40-45	15	15	13	11	9	16.0%	16.7%	15.9%	13.6%	11.1%
45-49	18	17	16	14	12	19.1%	18.9%	19.5%	17.3%	14.8%
50-54	9	11	12	15	17	9.6%	12.2%	14.6%	18.5%	21.0%
55+	14	15	13	11	11	14.9%	16.7%	15.9%	13.6%	13.6%
Average Age	41.6	42.7	42.9	41.4	41.5					

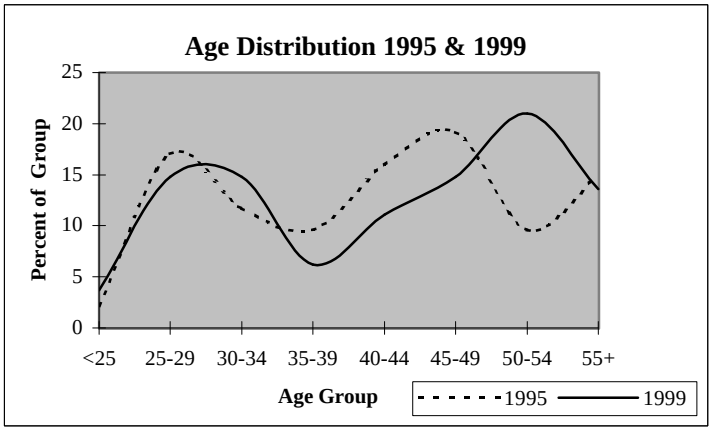
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	30	28	14	10	10	30.3%	29.8%	16.5%	12.3%	12.3%
4-7 Years	6	5	17	20	21	6.1%	5.3%	20.0%	24.7%	25.9%
8-11 Years	6	6	4	4	3	6.1%	6.4%	4.7%	4.9%	3.7%
12-15 Years	10	6	5	3	4	10.1%	6.4%	5.9%	3.7%	4.9%
16-19 Years	13	11	8	8	8	13.1%	11.7%	9.4%	9.9%	9.9%
20+ Years	34	38	37	36	35	34.3%	40.4%	43.5%	44.4%	43.2%
Average Experience	13.4	14.1	15.1	15.3	15.7					

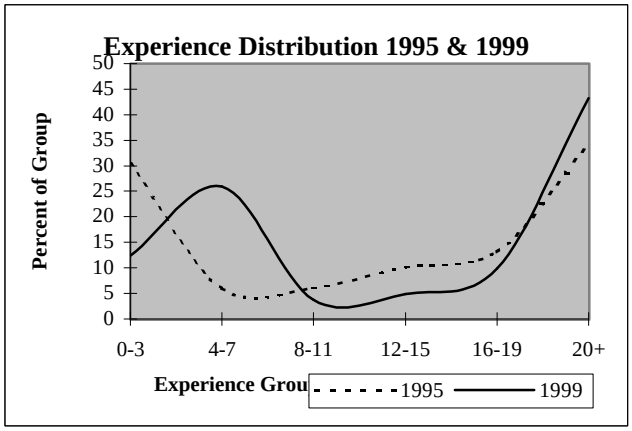
District Report for: CLAY COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	14	7	6	-	7.6%	12.1%	6.6%	5.9%	-
Attrition from Transfers	3	11	0	0	-	2.5%	9.5%	0.0%	0.0%	-
Attrition from Exits	6	3	7	6	-	5.0%	2.6%	6.6%	5.9%	-
Teacher Attrition	9	12	6	3	-	9.1%	12.8%	7.1%	3.7%	-
Attrition from Transfers	3	10	0	0	-	3.0%	10.6%	0.0%	0.0%	-
Attrition from Exits	6	2	6	3	-	6.1%	2.1%	7.1%	3.7%	-
District Retention										
Educator Retention	110	102	99	95	-	92.4%	87.9%	93.4%	94.1%	-
Teacher Retention	90	82	79	78	-	90.9%	87.2%	92.9%	96.3%	-

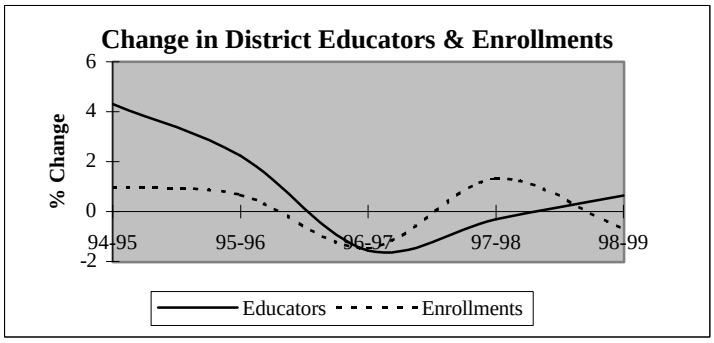
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.0%	4.0%	12.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.3%	6.3%	12.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.5%	0.0%	11.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.0%	4.0%	4.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	84.2%	10.5%	5.3%	89.7%	2.1%	91.8%	8.2%

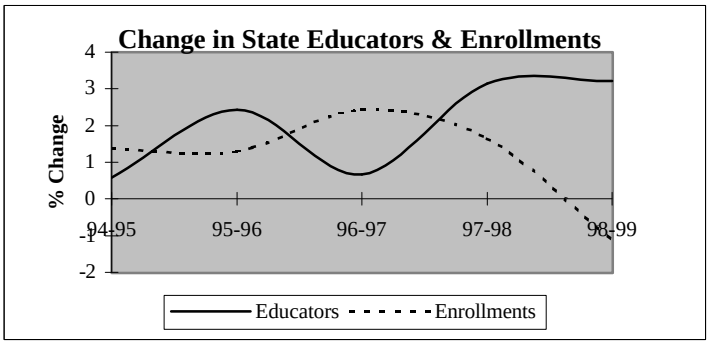
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.8%	8.5%	11.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.1%	6.8%	10.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.2%	5.2%	3.8%	2.0%	2.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.2%	94.0%	96.2%	98.0%	96.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.7%	0.9%	0.0%	0.0%	1.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: COCKE COUNTY





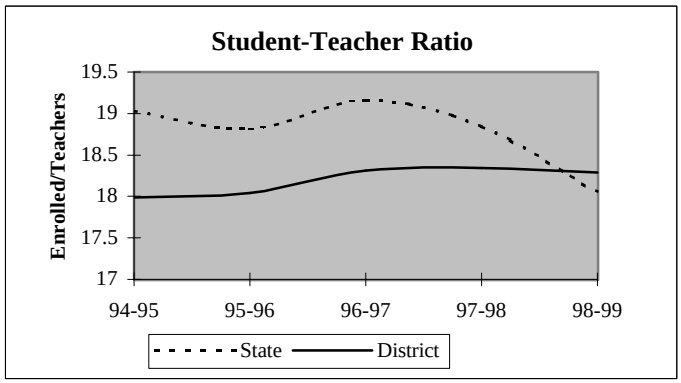
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.7	15.5	15.5	15.7	15.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.0	18.0	18.3	18.3	18.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	13	7	-5	-1	2	-	-	-	-	-
% Change in Educators	4.3%	2.2%	-1.6%	-0.3%	0.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	48	33	-73	64	-34	-	-	-	-	-
% Change in Enrollment	1.0%	0.7%	-1.5%	1.3%	-0.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.6%	0.0%	0.3%	0.6%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.1%	4.7%	5.1%	5.1%	5.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.6%	9.7%	10.4%	9.2%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.0%	1.0%	0.7%	0.7%	0.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	12.5%	20.0%	18.8%	18.8%	18.8%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.2	42.3	42.9	37.3	38.0	42.7	43.1	43.3	37.1	36.4
Average Experience	12.9	13.7	14.0	14.3	14.8	13.9	13.9	13.8	13.7	13.7
Average Salary	27,038	28,034	29,564	29,884	31,109	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.1%	1.1%	0.8%	0.8%	0.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	70.8%	70.5%	70.4%	71.5%	72.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	8.4%	7.9%	8.9%	8.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.7%	na	3.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

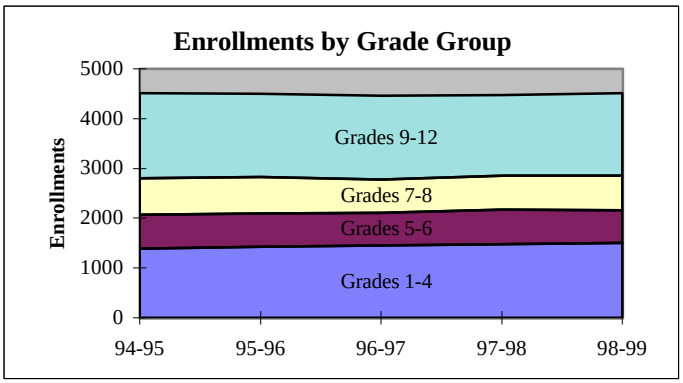
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	314	321	316	315	317	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	280	303	293	293	296	89.2%	94.4%	92.7%	93.0%	93.4%
Newly Hired	34	18	23	22	21	10.8%	5.6%	7.3%	7.0%	6.6%
Transfers In	3	3	4	3	2	8.8%	16.7%	17.4%	13.6%	9.5%
Reentrants	13	8	6	10	8	38.2%	44.4%	26.1%	45.5%	38.1%
First Time Educators	18	7	13	9	11	52.9%	38.9%	56.5%	40.9%	52.4%
Total Exiting Next Year	11	28	23	19	-	3.5%	8.7%	7.3%	6.0%	-
Transfers Out	9	5	4	0	-	81.8%	17.9%	17.4%	0.0%	-
Leave Tennessee Educ.	2	23	19	19	-	18.2%	82.1%	82.6%	100.0%	-

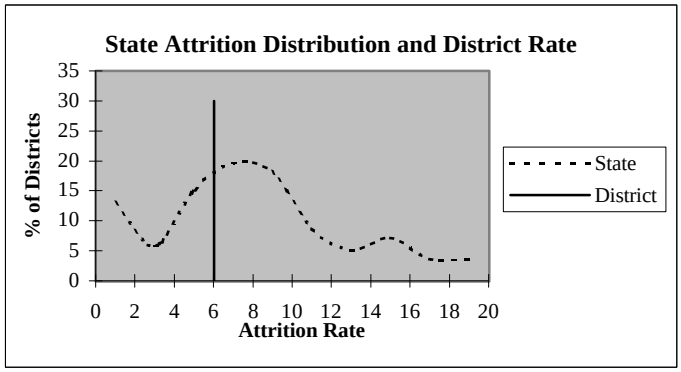
Dynamics Rates	District Rates				
District Attrition	3.5%	8.7%	7.3%	6.0%	-
Transfers In/Out	0.33	0.60	1.00	nc	-

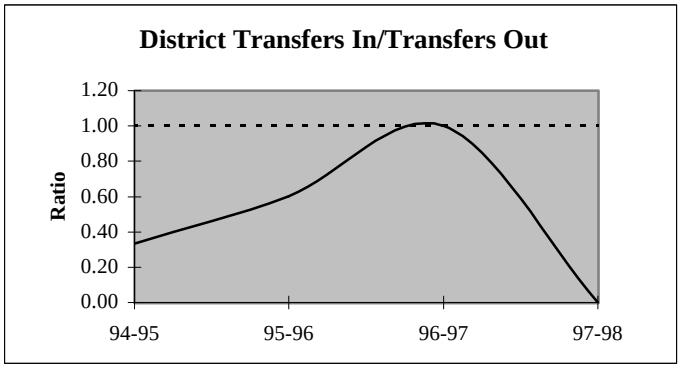
District Report for: COCKE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	314	321	316	315	317	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	15	16	16	16	5.1%	4.7%	5.1%	5.1%	5.0%
Professional Staff	24	31	33	29	32	7.6%	9.7%	10.4%	9.2%	10.1%
Total Teachers	274	275	267	270	269	87.3%	85.7%	84.5%	85.7%	84.9%
Special Education	24	23	21	24	24	8.8%	8.4%	7.9%	8.9%	8.9%
Pre-K & Kindergarten	22	20	20	20	20	8.0%	7.3%	7.5%	7.4%	7.4%
Elementary (1-4)	98	99	95	96	94	35.8%	36.0%	35.6%	35.6%	34.9%
Middle School (5-6)	32	32	31	29	32	11.7%	11.6%	11.6%	10.7%	11.9%
Jr. High (7-8)	17	19	17	20	20	6.2%	6.9%	6.4%	7.4%	7.4%
High School (9-12)	81	82	83	81	79	29.6%	29.8%	31.1%	30.0%	29.4%
Business	4	4	5	5	5	4.9%	4.9%	6.0%	6.2%	6.3%
Language Arts	11	8	7	11	11	13.6%	9.8%	8.4%	13.6%	13.9%
Social Studies	8	9	8	9	10	9.9%	11.0%	9.6%	11.1%	12.7%
Foreign Language	4	4	3	4	3	4.9%	4.9%	3.6%	4.9%	3.8%
Mathematics	9	9	9	6	5	11.1%	11.0%	10.8%	7.4%	6.3%
Science	7	7	7	7	6	8.6%	8.5%	8.4%	8.6%	7.6%
Vocational Education	22	23	23	21	19	27.2%	28.0%	27.7%	25.9%	24.1%
Other High School	16	18	21	18	20	19.8%	22.0%	25.3%	22.2%	25.3%
Total Enrollments	4,929	4,962	4,889	4,953	4,919	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	322	389	364	409	346	6.5%	7.8%	7.4%	8.3%	7.0%
Grades 1-4	1,393	1,428	1,447	1,477	1,510	28.3%	28.8%	29.6%	29.8%	30.7%
Grades 5-6	672	672	665	698	654	13.6%	13.5%	13.6%	14.1%	13.3%
Grades 7-8	740	727	669	683	688	15.0%	14.7%	13.7%	13.8%	14.0%
Grades 9-12	1,711	1,673	1,677	1,621	1,662	34.7%	33.7%	34.3%	32.7%	33.8%
Ungraded	91	73	67	65	59	1.8%	1.5%	1.4%	1.3%	1.2%









District Report for: COCKE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	16	15	16	16	16	5.2%	4.8%	5.2%	5.2%	5.2%
White - Females	2	3	3	3	3	12.5%	20.0%	18.8%	18.8%	18.8%
White - Males	14	12	13	13	13	87.5%	80.0%	81.3%	81.3%	81.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	30	32	28	30	7.5%	9.6%	10.5%	9.2%	9.8%
White - Females	16	20	23	19	19	69.6%	66.7%	71.9%	67.9%	63.3%
White - Males	7	10	9	9	11	30.4%	33.3%	28.1%	32.1%	36.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	267	268	257	262	260	87.3%	85.6%	84.3%	85.6%	85.0%
White - Females	187	187	181	188	191	70.0%	69.8%	70.4%	71.8%	73.5%
White - Males	77	78	74	72	67	28.8%	29.1%	28.8%	27.5%	25.8%
Black - Females	3	3	2	2	2	1.1%	1.1%	0.8%	0.8%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	2	41	38	0.4%	0.0%	0.8%	15.2%	14.1%
25-29	37	29	18	14	9	14.4%	11.6%	7.6%	5.2%	3.3%
30-34	28	32	34	28	27	10.9%	12.7%	14.3%	10.4%	10.0%
35-39	40	28	29	36	36	15.6%	11.2%	12.2%	13.3%	13.4%
40-45	51	48	41	34	45	19.8%	19.1%	17.3%	12.6%	16.7%
45-49	56	64	63	62	50	21.8%	25.5%	26.6%	23.0%	18.6%
50-54	21	23	26	34	40	8.2%	9.2%	11.0%	12.6%	14.9%
55+	23	27	24	21	24	8.9%	10.8%	10.1%	7.8%	8.9%
Average Age	41.2	42.3	42.9	37.3	38.0					

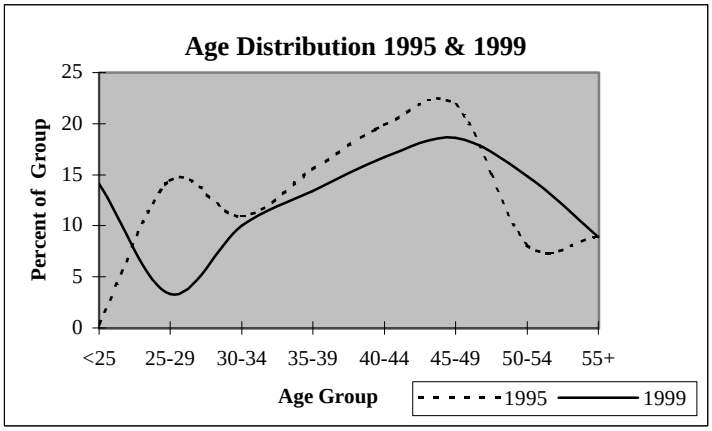
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	52	52	39	38	34	19.0%	18.9%	14.6%	14.1%	12.6%
4-7 Years	46	42	50	46	37	16.8%	15.3%	18.7%	17.0%	13.8%
8-11 Years	31	32	35	34	41	11.3%	11.6%	13.1%	12.6%	15.2%
12-15 Years	32	26	24	27	30	11.7%	9.5%	9.0%	10.0%	11.2%
16-19 Years	41	40	33	37	32	15.0%	14.5%	12.4%	13.7%	11.9%
20+ Years	72	83	86	88	95	26.3%	30.2%	32.2%	32.6%	35.3%
Average Experience	12.9	13.7	14.0	14.3	14.8					

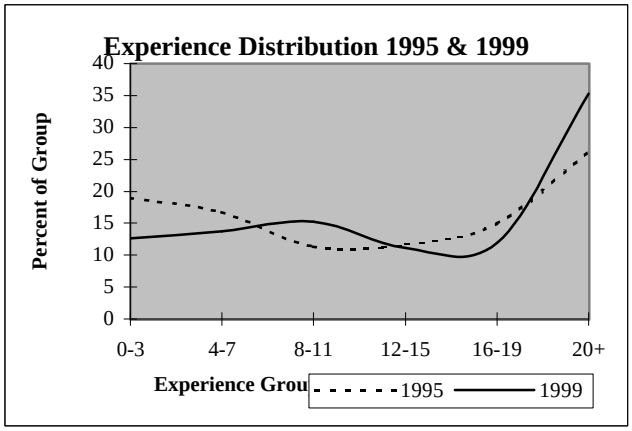
District Report for: COCKE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	11	28	23	19	-	3.5%	8.7%	7.3%	6.0%	-
Attrition from Transfers	9	5	4	0	-	2.9%	1.6%	1.3%	0.0%	-
Attrition from Exits	2	23	19	19	-	0.6%	7.2%	6.0%	6.0%	-
Teacher Attrition	11	25	17	17	-	4.0%	9.1%	6.4%	6.3%	-
Attrition from Transfers	9	3	3	0	-	3.3%	1.1%	1.1%	0.0%	-
Attrition from Exits	2	22	14	17	-	0.7%	8.0%	5.2%	6.3%	-
District Retention										
Educator Retention	303	293	293	296	-	96.5%	91.3%	92.7%	94.0%	-
Teacher Retention	263	250	250	253	-	96.0%	90.9%	93.6%	93.7%	-

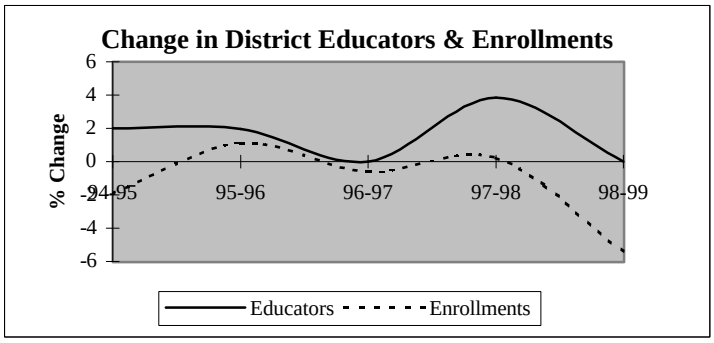
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	88.9%	5.6%	5.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.5%	0.0%	14.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	84.2%	5.3%	10.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.3%	3.3%	8.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	98.3%	0.0%	1.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.1%	1.7%	5.2%	89.7%	2.1%	91.8%	8.2%

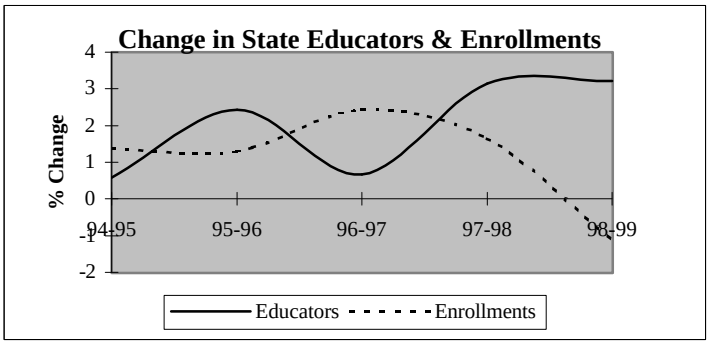
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.0%	10.4%	13.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.1%	7.2%	9.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.7%	2.8%	4.7%	3.5%	4.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.5%	95.0%	93.0%	93.3%	93.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.3%	0.0%	0.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.1%	1.9%	2.2%	2.9%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: NEWPORT





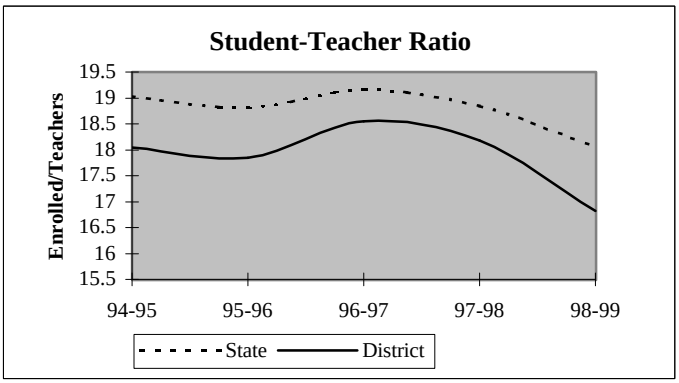
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	15.8	15.7	15.1	14.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.0	17.8	18.5	18.2	16.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	1	0	2	0	-	-	-	-	-
% Change in Educators	2.0%	2.0%	0.0%	3.8%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-16	9	-5	2	-44	-	-	-	-	-
% Change in Enrollment	-1.9%	1.1%	-0.6%	0.2%	-5.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	1.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.9%	3.8%	5.8%	5.6%	5.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.8%	7.7%	9.6%	11.1%	9.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	33.3%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.9	43.1	43.5	40.2	40.2	42.7	43.1	43.3	37.1	36.4
Average Experience	16.3	16.7	17.3	18.0	18.6	13.9	13.9	13.8	13.7	13.7
Average Salary	31,983	32,421	33,933	34,597	36,797	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	88.9%	87.0%	86.4%	86.7%	87.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	6.7%	6.5%	4.5%	4.4%	4.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.1%	na	8.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

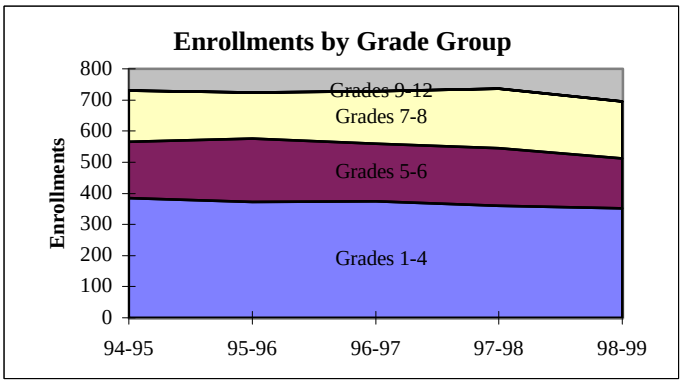
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	51	52	52	54	54	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	49	49	50	52	53	96.1%	94.2%	96.2%	96.3%	98.1%
Newly Hired	2	3	2	2	1	3.9%	5.8%	3.8%	3.7%	1.9%
Transfers In	1	1	1	2	0	50.0%	33.3%	50.0%	100.0%	0.0%
Reentrants	0	1	1	0	0	0.0%	33.3%	50.0%	0.0%	0.0%
First Time Educators	1	1	0	0	1	50.0%	33.3%	0.0%	0.0%	100.0%
Total Exiting Next Year	2	2	0	1	-	3.9%	3.8%	0.0%	1.9%	-
Transfers Out	2	0	0	0	-	100.0%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	0	2	0	1	-	0.0%	100.0%	0.0%	100.0%	-

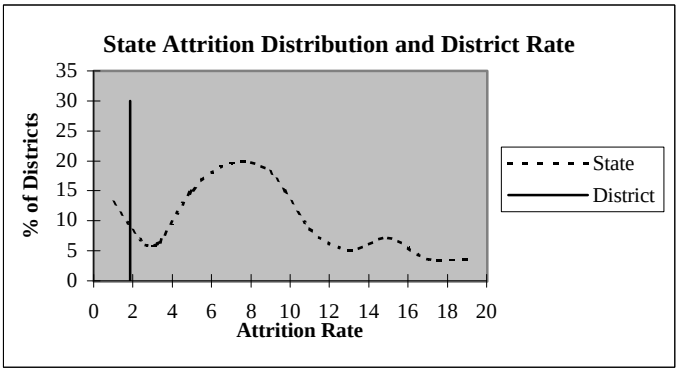
Dynamics Rates	District Rates				
District Attrition	3.9%	3.8%	0.0%	1.9%	-
Transfers In/Out	0.50	nc	nc	nc	-

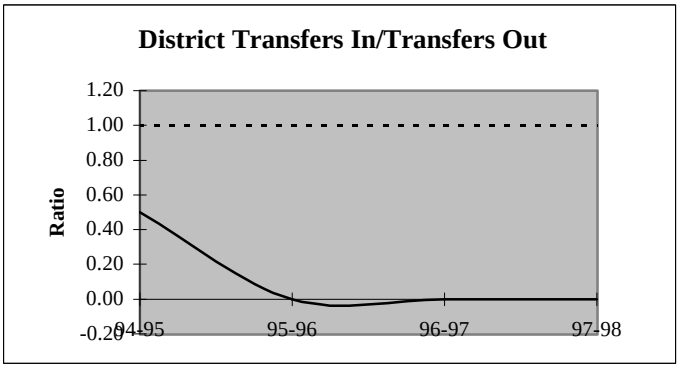
District Report for: NEWPORT

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	51	52	52	54	54	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	3	3.9%	3.8%	5.8%	5.6%	5.6%
Professional Staff	4	4	5	6	5	7.8%	7.7%	9.6%	11.1%	9.3%
Total Teachers	45	46	44	45	46	88.2%	88.5%	84.6%	83.3%	85.2%
Special Education	3	3	2	2	2	6.7%	6.5%	4.5%	4.4%	4.3%
Pre-K & Kindergarten	4	4	4	4	4	8.9%	8.7%	9.1%	8.9%	8.7%
Elementary (1-4)	24	24	23	23	23	53.3%	52.2%	52.3%	51.1%	50.0%
Middle School (5-6)	7	8	7	7	7	15.6%	17.4%	15.9%	15.6%	15.2%
Jr. High (7-8)	7	7	8	9	10	15.6%	15.2%	18.2%	20.0%	21.7%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	812	821	816	818	774	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	79	89	81	80	79	9.7%	10.8%	9.9%	9.8%	10.2%
Grades 1-4	384	372	375	359	352	47.3%	45.3%	46.0%	43.9%	45.5%
Grades 5-6	182	204	185	186	161	22.4%	24.8%	22.7%	22.7%	20.8%
Grades 7-8	164	147	168	191	182	20.2%	17.9%	20.6%	23.3%	23.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	9	7	2	0	0.4%	1.1%	0.9%	0.2%	0.0%









District Report for: NEWPORT

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	2	2	2	4.3%	4.3%	4.3%	4.2%	4.2%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	4	5	5	4	8.5%	8.5%	10.6%	10.4%	8.3%
White - Females	4	4	5	5	4	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	41	41	40	41	42	87.2%	87.2%	85.1%	85.4%	87.5%
White - Females	37	37	36	37	38	90.2%	90.2%	90.0%	90.2%	90.5%
White - Males	4	4	4	4	4	9.8%	9.8%	10.0%	9.8%	9.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	0	0	4	5	0.0%	0.0%	0.0%	8.9%	10.9%
25-29	1	1	2	1	0	2.3%	2.4%	5.0%	2.2%	0.0%
30-34	8	4	3	4	4	18.6%	9.5%	7.5%	8.9%	8.7%
35-39	7	10	10	8	8	16.3%	23.8%	25.0%	17.8%	17.4%
40-45	12	9	6	7	7	27.9%	21.4%	15.0%	15.6%	15.2%
45-49	9	9	8	10	8	20.9%	21.4%	20.0%	22.2%	17.4%
50-54	3	6	9	9	10	7.0%	14.3%	22.5%	20.0%	21.7%
55+	3	3	2	2	4	7.0%	7.1%	5.0%	4.4%	8.7%
Average Age	41.9	43.1	43.5	40.2	40.2					

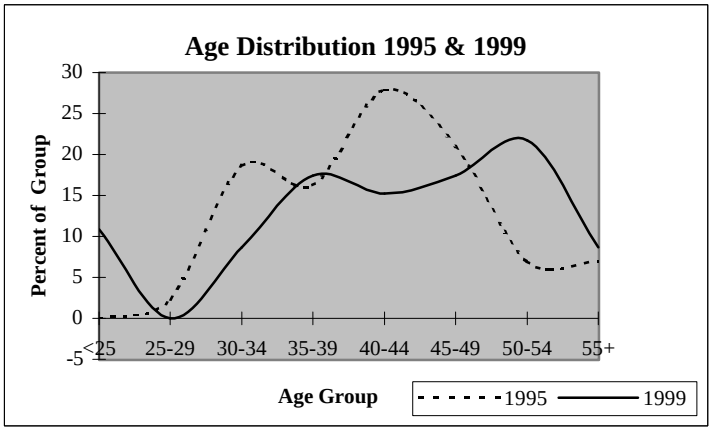
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	3	4	4	3	3	6.7%	8.7%	9.1%	6.7%	6.5%
4-7 Years	4	2	2	3	4	8.9%	4.3%	4.5%	6.7%	8.7%
8-11 Years	9	7	5	6	4	20.0%	15.2%	11.4%	13.3%	8.7%
12-15 Years	7	10	9	8	8	15.6%	21.7%	20.5%	17.8%	17.4%
16-19 Years	7	7	6	6	7	15.6%	15.2%	13.6%	13.3%	15.2%
20+ Years	15	16	18	19	20	33.3%	34.8%	40.9%	42.2%	43.5%
Average Experience	16.3	16.7	17.3	18.0	18.6					

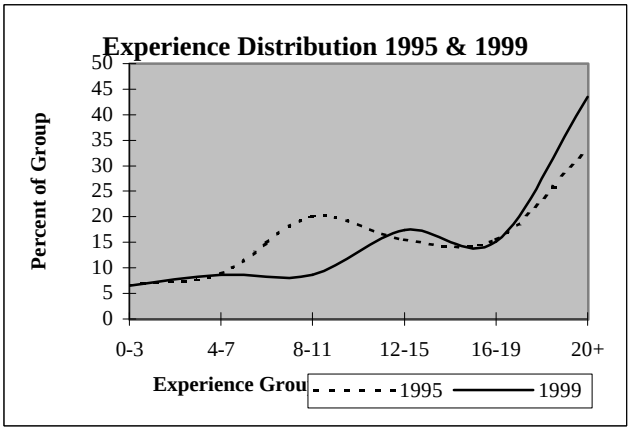
District Report for: NEWPORT

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	2	2	0	1	-	3.9%	3.8%	0.0%	1.9%	-
Attrition from Transfers	2	0	0	0	-	3.9%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	0	1	-	0.0%	3.8%	0.0%	1.9%	-
Teacher Attrition	1	2	0	0	-	2.2%	4.3%	0.0%	0.0%	-
Attrition from Transfers	1	0	0	0	-	2.2%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	2	0	0	-	0.0%	4.3%	0.0%	0.0%	-
District Retention										
Educator Retention	49	50	52	53	-	96.1%	96.2%	100.0%	98.1%	-
Teacher Retention	44	44	44	45	-	97.8%	95.7%	100.0%	100.0%	-

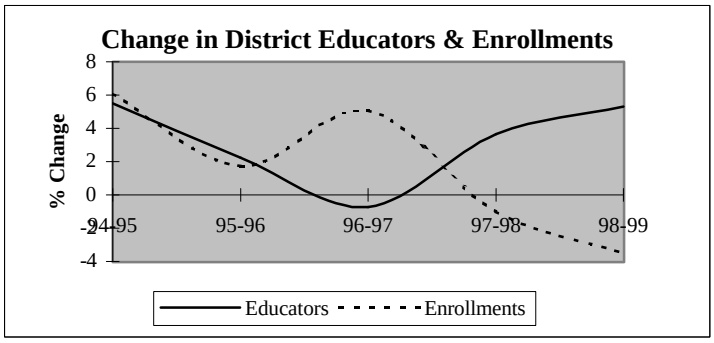
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	100.0%	0.0%	0.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.0%	0.0%	20.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	75.0%	25.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

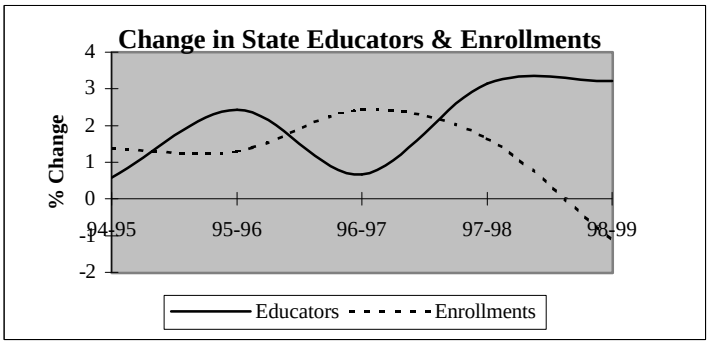
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.1%	10.7%	12.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.6%	3.6%	5.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.9%	1.9%	0.0%	0.0%	1.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	96.1%	98.1%	98.1%	100.0%	98.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	1.9%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: COFFEE COUNTY





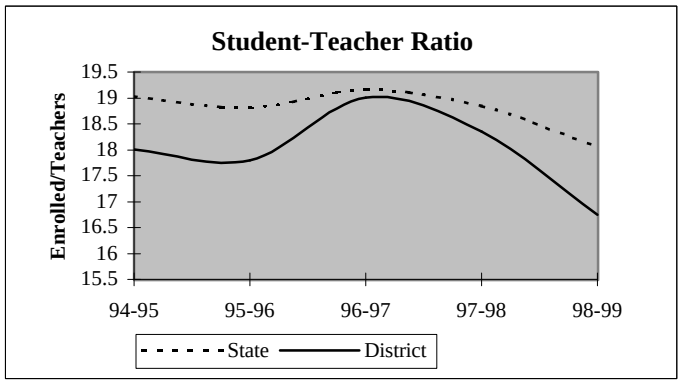
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	15.7	16.6	15.9	14.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.0	17.8	19.0	18.4	16.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	14	6	-2	10	15	-	-	-	-	-
% Change in Educators	5.5%	2.2%	-0.7%	3.7%	5.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	244	74	219	-46	-158	-	-	-	-	-
% Change in Enrollment	6.1%	1.7%	5.1%	-1.0%	-3.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.7%	0.7%	0.7%	0.7%	1.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.1%	4.0%	4.0%	4.6%	4.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.2%	7.6%	8.4%	8.8%	8.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.2%	1.5%	1.5%	1.8%	1.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	18.2%	18.2%	18.2%	23.1%	21.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.5	41.0	37.7	37.6	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	13.4	13.1	13.2	13.5	13.9	13.9	13.8	13.7	13.7
Average Salary	31,050	31,227	31,853	32,072	33,384	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.3%	1.7%	1.7%	1.7%	1.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.8%	79.0%	80.8%	80.4%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.0%	11.1%	10.5%	11.4%	10.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.4%	na	2.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.2%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

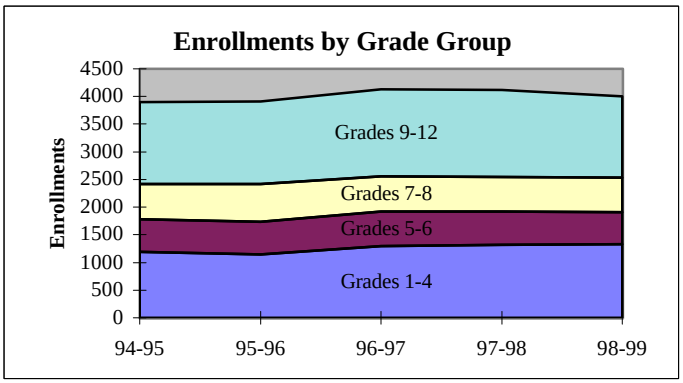
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	269	275	273	283	298	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	237	251	244	249	270	88.1%	91.3%	89.4%	88.0%	90.6%
Newly Hired	32	24	29	34	28	11.9%	8.7%	10.6%	12.0%	9.4%
Transfers In	13	3	2	11	5	40.6%	12.5%	6.9%	32.4%	17.9%
Reentrants	12	14	11	9	12	37.5%	58.3%	37.9%	26.5%	42.9%
First Time Educators	7	7	16	14	11	21.9%	29.2%	55.2%	41.2%	39.3%
Total Exiting Next Year	18	31	24	13	-	6.7%	11.3%	8.8%	4.6%	-
Transfers Out	5	4	6	2	-	27.8%	12.9%	25.0%	15.4%	-
Leave Tennessee Educ.	13	27	18	11	-	72.2%	87.1%	75.0%	84.6%	-

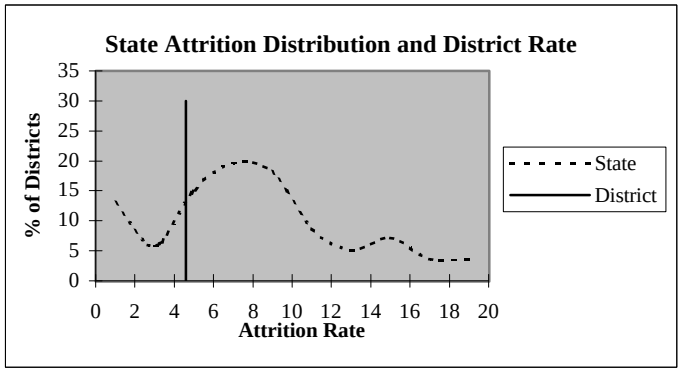
Dynamics Rates	District Rates				
District Attrition	6.7%	11.3%	8.8%	4.6%	-
Transfers In/Out	2.60	0.75	0.33	5.50	-

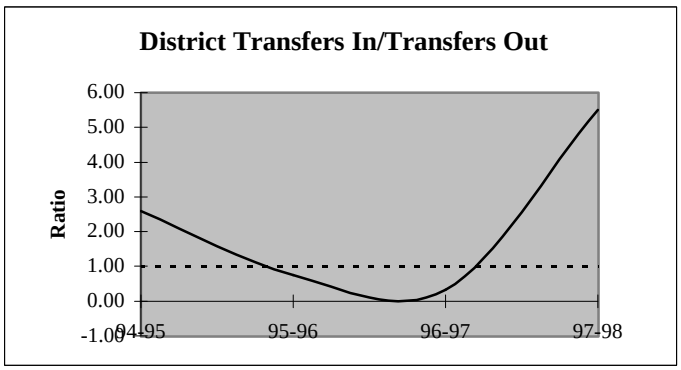
District Report for: COFFEE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	269	275	273	283	298	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	13	14	4.1%	4.0%	4.0%	4.6%	4.7%
Professional Staff	22	21	23	25	25	8.2%	7.6%	8.4%	8.8%	8.4%
Total Teachers	236	243	239	245	259	87.7%	88.4%	87.5%	86.6%	86.9%
Special Education	26	27	25	28	27	11.0%	11.1%	10.5%	11.4%	10.4%
Pre-K & Kindergarten	15	19	20	19	20	6.4%	7.8%	8.4%	7.8%	7.7%
Elementary (1-4)	70	65	71	76	82	29.7%	26.7%	29.7%	31.0%	31.7%
Middle School (5-6)	27	30	28	26	24	11.4%	12.3%	11.7%	10.6%	9.3%
Jr. High (7-8)	25	27	27	29	30	10.6%	11.1%	11.3%	11.8%	11.6%
High School (9-12)	73	75	68	67	76	30.9%	30.9%	28.5%	27.3%	29.3%
Business	2	2	3	4	4	2.7%	2.7%	4.4%	6.0%	5.3%
Language Arts	12	10	12	13	12	16.4%	13.3%	17.6%	19.4%	15.8%
Social Studies	8	8	5	4	7	11.0%	10.7%	7.4%	6.0%	9.2%
Foreign Language	4	5	3	4	4	5.5%	6.7%	4.4%	6.0%	5.3%
Mathematics	10	9	8	8	9	13.7%	12.0%	11.8%	11.9%	11.8%
Science	10	10	9	9	11	13.7%	13.3%	13.2%	13.4%	14.5%
Vocational Education	14	14	13	14	16	19.2%	18.7%	19.1%	20.9%	21.1%
Other High School	13	17	15	11	13	17.8%	22.7%	22.1%	16.4%	17.1%
Total Enrollments	4,250	4,324	4,543	4,497	4,339	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	269	326	331	277	302	6.3%	7.5%	7.3%	6.2%	7.0%
Grades 1-4	1,193	1,150	1,293	1,319	1,330	28.1%	26.6%	28.5%	29.3%	30.7%
Grades 5-6	588	580	628	605	573	13.8%	13.4%	13.8%	13.5%	13.2%
Grades 7-8	635	684	632	619	636	14.9%	15.8%	13.9%	13.8%	14.7%
Grades 9-12	1,480	1,491	1,580	1,571	1,458	34.8%	34.5%	34.8%	34.9%	33.6%
Ungraded	85	93	79	106	40	2.0%	2.2%	1.7%	2.4%	0.9%









District Report for: COFFEE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	13	14	4.2%	4.2%	4.2%	4.8%	4.9%
White - Females	2	2	2	3	3	18.2%	18.2%	18.2%	23.1%	21.4%
White - Males	9	9	9	10	11	81.8%	81.8%	81.8%	76.9%	78.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	22	21	23	25	25	8.5%	8.0%	8.7%	9.2%	8.7%
White - Females	18	17	20	21	21	81.8%	81.0%	87.0%	84.0%	84.0%
White - Males	4	4	3	3	3	18.2%	19.0%	13.0%	12.0%	12.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	4.0%	4.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	227	231	229	235	248	87.3%	87.8%	87.1%	86.1%	86.4%
White - Females	181	185	185	188	196	79.7%	80.1%	80.8%	80.0%	79.0%
White - Males	43	42	40	43	48	18.9%	18.2%	17.5%	18.3%	19.4%
Black - Females	2	3	3	3	3	0.9%	1.3%	1.3%	1.3%	1.2%
Black - Males	1	1	1	0	0	0.4%	0.4%	0.4%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.4%	0.4%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	2	4	27	28	1.8%	0.9%	1.8%	11.0%	10.8%
25-29	30	37	37	34	36	13.5%	17.0%	17.1%	13.9%	13.9%
30-34	26	22	24	29	34	11.7%	10.1%	11.1%	11.8%	13.1%
35-39	25	24	25	24	28	11.3%	11.0%	11.5%	9.8%	10.8%
40-45	54	44	39	31	25	24.3%	20.2%	18.0%	12.7%	9.7%
45-49	41	43	42	54	52	18.5%	19.7%	19.4%	22.0%	20.1%
50-54	23	27	29	29	31	10.4%	12.4%	13.4%	11.8%	12.0%
55+	19	19	17	17	25	8.6%	8.7%	7.8%	6.9%	9.7%
Average Age	41.3	41.5	41.0	37.7	37.6					

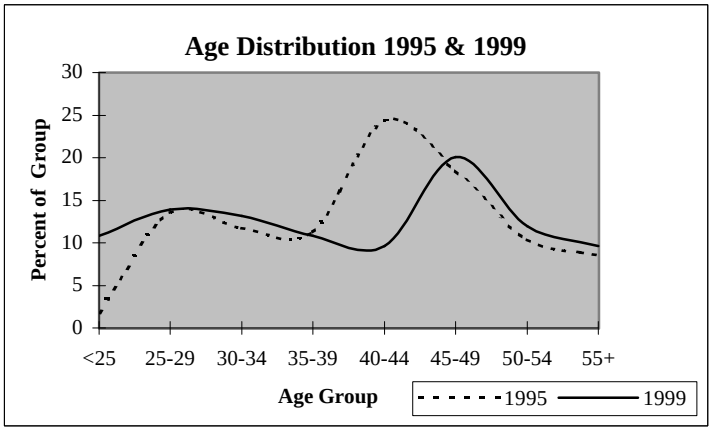
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	42	46	48	51	55	17.8%	18.9%	20.1%	20.8%	21.2%
4-7 Years	25	29	33	36	39	10.6%	11.9%	13.8%	14.7%	15.1%
8-11 Years	35	35	30	29	24	14.8%	14.4%	12.6%	11.8%	9.3%
12-15 Years	29	26	28	22	31	12.3%	10.7%	11.7%	9.0%	12.0%
16-19 Years	39	34	28	28	21	16.5%	14.0%	11.7%	11.4%	8.1%
20+ Years	66	73	72	79	89	28.0%	30.0%	30.1%	32.2%	34.4%
Average Experience	13.3	13.4	13.1	13.2	13.5					

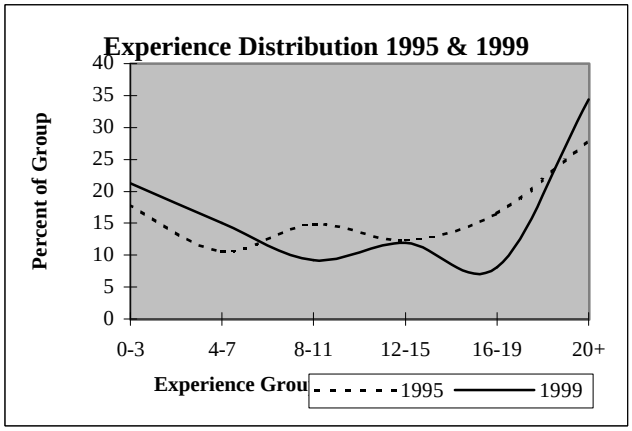
District Report for: COFFEE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	18	31	24	13	-	6.7%	11.3%	8.8%	4.6%	-
Attrition from Transfers	5	4	6	2	-	1.9%	1.5%	2.2%	0.7%	-
Attrition from Exits	13	27	18	11	-	4.8%	9.8%	6.6%	3.9%	-
Teacher Attrition	17	27	23	10	-	7.2%	11.1%	9.6%	4.1%	-
Attrition from Transfers	5	4	6	1	-	2.1%	1.6%	2.5%	0.4%	-
Attrition from Exits	12	23	17	9	-	5.1%	9.5%	7.1%	3.7%	-
District Retention										
Educator Retention	251	244	249	270	-	93.3%	88.7%	91.2%	95.4%	-
Teacher Retention	219	216	216	235	-	92.8%	88.9%	90.4%	95.9%	-

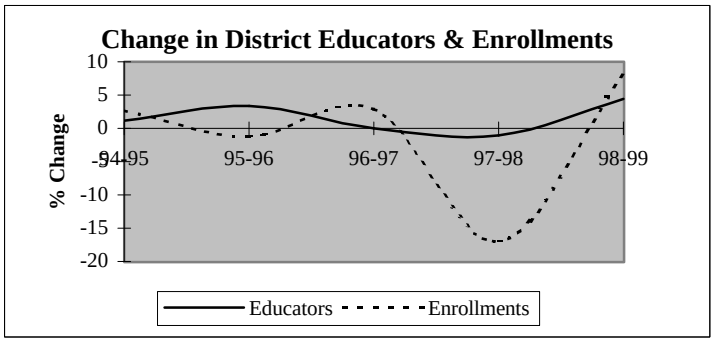
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	89.7%	1.7%	8.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.5%	3.2%	11.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.1%	8.9%	8.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.5%	4.3%	4.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	84.3%	3.9%	11.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	80.5%	7.3%	12.2%	89.7%	2.1%	91.8%	8.2%

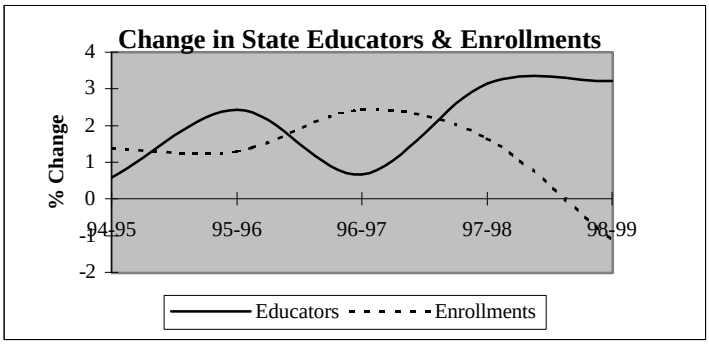
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.4%	14.9%	19.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.7%	10.4%	15.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.6%	4.0%	6.6%	5.7%	4.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.7%	93.1%	89.7%	91.9%	91.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.4%	0.7%	0.7%	1.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.3%	2.5%	2.9%	1.8%	3.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MANCHESTER





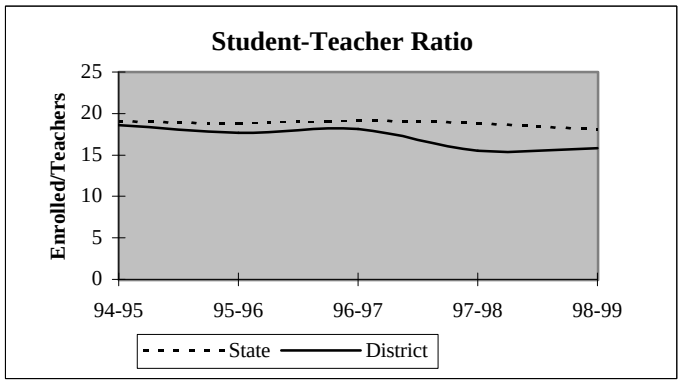
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.0	14.4	14.8	12.4	12.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.6	17.6	18.2	15.5	15.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	3	0	-1	4	-	-	-	-	-
% Change in Educators	1.1%	3.4%	0.0%	-1.1%	4.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	35	-17	38	-229	90	-	-	-	-	-
% Change in Enrollment	2.7%	-1.3%	2.9%	-17.0%	8.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	1.1%	1.1%	0.0%	1.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.7%	5.5%	5.5%	5.6%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.6%	13.2%	13.2%	14.4%	13.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.1%	1.1%	1.1%	1.1%	1.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	20.0%	20.0%	20.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.6	43.2	42.5	38.6	38.6	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	14.4	13.9	14.1	14.5	13.9	13.9	13.8	13.7	13.7
Average Salary	34,219	33,416	34,414	34,588	36,918	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.4%	1.4%	1.4%	1.4%	1.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	87.3%	89.2%	87.8%	86.1%	84.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.3%	10.8%	10.8%	9.7%	9.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.0%	na	8.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.3%	na	1.6%	-	1.7%	1.7%	1.6%	1.8%

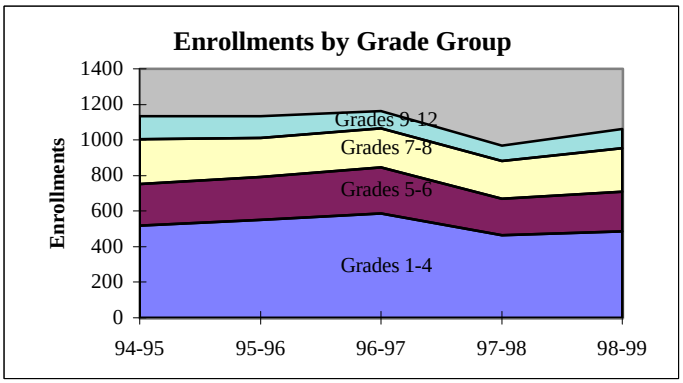
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	88	91	91	90	94	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	84	79	83	85	85	95.5%	86.8%	91.2%	94.4%	90.4%
Newly Hired	4	12	8	5	9	4.5%	13.2%	8.8%	5.6%	9.6%
Transfers In	0	2	4	2	2	0.0%	16.7%	50.0%	40.0%	22.2%
Reentrants	2	4	2	2	3	50.0%	33.3%	25.0%	40.0%	33.3%
First Time Educators	2	6	2	1	4	50.0%	50.0%	25.0%	20.0%	44.4%
Total Exiting Next Year	9	8	6	5	-	10.2%	8.8%	6.6%	5.6%	-
Transfers Out	3	1	1	1	-	33.3%	12.5%	16.7%	20.0%	-
Leave Tennessee Educ.	6	7	5	4	-	66.7%	87.5%	83.3%	80.0%	-

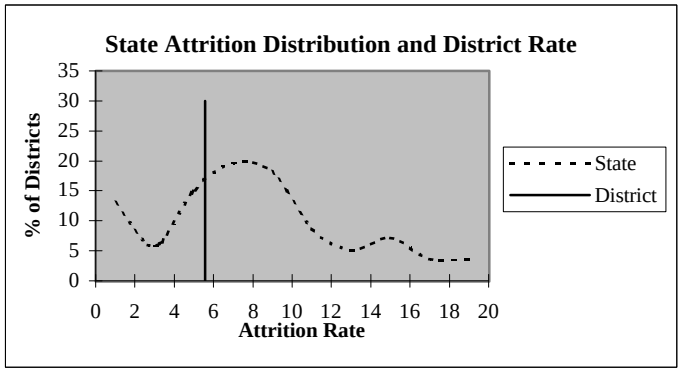
Dynamics Rates	District Rates				
District Attrition	10.2%	8.8%	6.6%	5.6%	-
Transfers In/Out	0.00	2.00	4.00	2.00	-

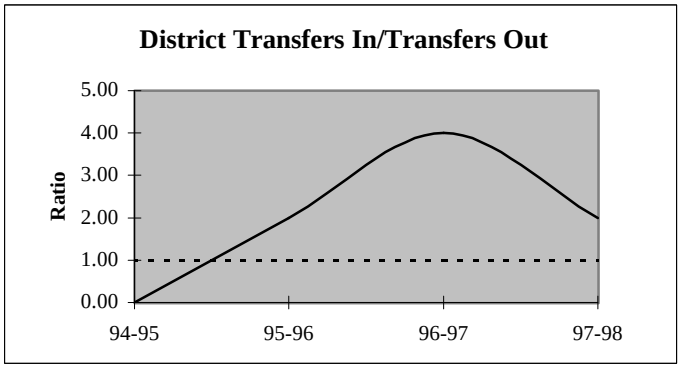
District Report for: MANCHESTER

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	88	91	91	90	94	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	5.7%	5.5%	5.5%	5.6%	5.3%
Professional Staff	12	12	12	13	13	13.6%	13.2%	13.2%	14.4%	13.8%
Total Teachers	71	74	74	72	76	80.7%	81.3%	81.3%	80.0%	80.9%
Special Education	8	8	8	7	7	11.3%	10.8%	10.8%	9.7%	9.2%
Pre-K & Kindergarten	7	8	8	6	6	9.9%	10.8%	10.8%	8.3%	7.9%
Elementary (1-4)	34	35	34	34	37	47.9%	47.3%	45.9%	47.2%	48.7%
Middle School (5-6)	8	10	10	11	11	11.3%	13.5%	13.5%	15.3%	14.5%
Jr. High (7-8)	8	9	9	8	9	11.3%	12.2%	12.2%	11.1%	11.8%
High School (9-12)	6	4	5	6	6	8.5%	5.4%	6.8%	8.3%	7.9%
Business	1	1	1	1	1	16.7%	25.0%	20.0%	16.7%	16.7%
Language Arts	1	1	1	1	1	16.7%	25.0%	20.0%	16.7%	16.7%
Social Studies	0	1	0	0	0	0.0%	25.0%	0.0%	0.0%	0.0%
Foreign Language	1	0	1	1	1	16.7%	0.0%	20.0%	16.7%	16.7%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	1	1	0	0	0	16.7%	25.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	1	0	0	0.0%	0.0%	20.0%	0.0%	0.0%
Other High School	2	0	1	3	3	33.3%	0.0%	20.0%	50.0%	50.0%
Total Enrollments	1,323	1,306	1,344	1,115	1,205	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	162	146	145	121	120	12.2%	11.2%	10.8%	10.9%	10.0%
Grades 1-4	517	550	585	464	487	39.1%	42.1%	43.5%	41.6%	40.4%
Grades 5-6	236	241	262	206	221	17.8%	18.5%	19.5%	18.5%	18.3%
Grades 7-8	251	219	219	210	246	19.0%	16.8%	16.3%	18.8%	20.4%
Grades 9-12	131	123	97	87	108	9.9%	9.4%	7.2%	7.8%	9.0%
Ungraded	26	27	36	27	23	2.0%	2.1%	2.7%	2.4%	1.9%









District Report for: MANCHESTER

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	5	5	5	5	5.7%	5.6%	5.5%	5.6%	5.4%
White - Females	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	20.0%
White - Males	5	5	4	4	4	100.0%	100.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	12	12	13	13	13.8%	13.3%	13.2%	14.4%	14.0%
White - Females	9	9	8	9	9	75.0%	75.0%	66.7%	69.2%	69.2%
White - Males	3	3	4	4	4	25.0%	25.0%	33.3%	30.8%	30.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	70	73	74	72	75	80.5%	81.1%	81.3%	80.0%	80.6%
White - Females	60	64	64	61	62	85.7%	87.7%	86.5%	84.7%	82.7%
White - Males	9	8	9	10	12	12.9%	11.0%	12.2%	13.9%	16.0%
Black - Females	1	1	1	1	1	1.4%	1.4%	1.4%	1.4%	1.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	5	2	9	12	4.5%	7.2%	2.9%	12.5%	15.8%
25-29	0	4	8	10	8	0.0%	5.8%	11.8%	13.9%	10.5%
30-34	8	7	7	5	4	11.9%	10.1%	10.3%	6.9%	5.3%
35-39	9	11	11	8	7	13.4%	15.9%	16.2%	11.1%	9.2%
40-45	15	10	11	10	11	22.4%	14.5%	16.2%	13.9%	14.5%
45-49	11	13	10	10	11	16.4%	18.8%	14.7%	13.9%	14.5%
50-54	10	9	7	7	8	14.9%	13.0%	10.3%	9.7%	10.5%
55+	11	10	12	13	15	16.4%	14.5%	17.6%	18.1%	19.7%
Average Age	44.6	43.2	42.5	38.6	38.6					

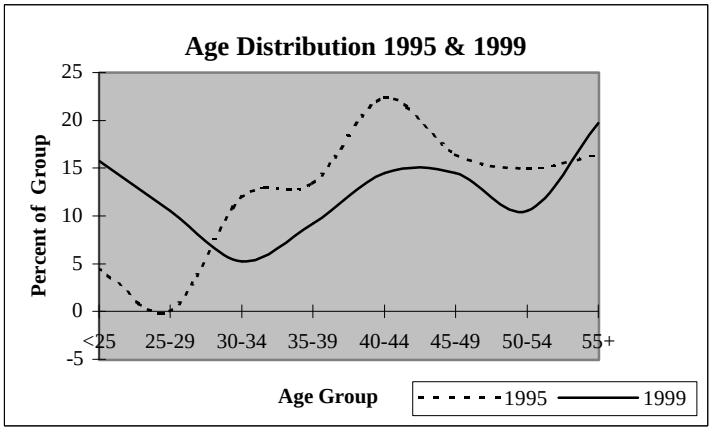
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	8	11	13	13	13	11.3%	14.9%	17.6%	18.1%	17.1%
4-7 Years	13	12	12	13	12	18.3%	16.2%	16.2%	18.1%	15.8%
8-11 Years	5	7	9	8	10	7.0%	9.5%	12.2%	11.1%	13.2%
12-15 Years	12	11	10	8	7	16.9%	14.9%	13.5%	11.1%	9.2%
16-19 Years	6	7	7	8	10	8.5%	9.5%	9.5%	11.1%	13.2%
20+ Years	27	26	23	22	24	38.0%	35.1%	31.1%	30.6%	31.6%
Average Experience	15.4	14.4	13.9	14.1	14.5					

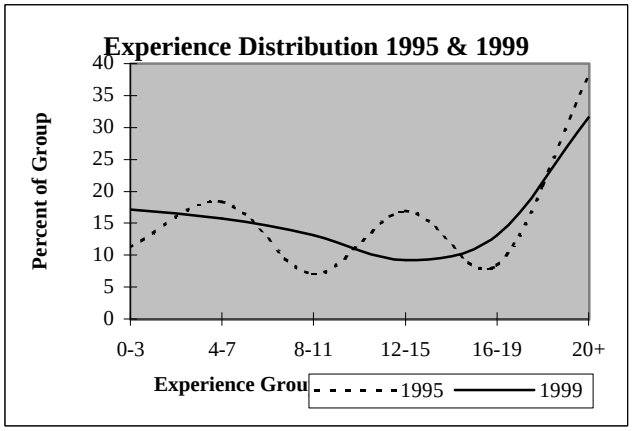
District Report for: MANCHESTER

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	8	6	5	-	10.2%	8.8%	6.6%	5.6%	-
Attrition from Transfers	3	1	1	1	-	3.4%	1.1%	1.1%	1.1%	-
Attrition from Exits	6	7	5	4	-	6.8%	7.7%	5.5%	4.4%	-
Teacher Attrition	6	8	6	4	-	8.5%	10.8%	8.1%	5.6%	-
Attrition from Transfers	3	1	1	1	-	4.2%	1.4%	1.4%	1.4%	-
Attrition from Exits	3	7	5	3	-	4.2%	9.5%	6.8%	4.2%	-
District Retention										
Educator Retention	79	83	85	85	-	89.8%	91.2%	93.4%	94.4%	-
Teacher Retention	65	66	68	68	-	91.5%	89.2%	91.9%	94.4%	-

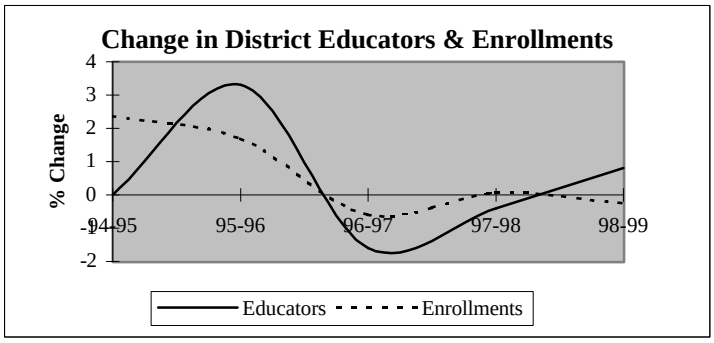
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.3%	8.3%	8.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.6%	0.0%	15.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.8%	6.3%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.7%	0.0%	13.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.3%	0.0%	6.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.3%	0.0%	6.7%	89.7%	2.1%	91.8%	8.2%

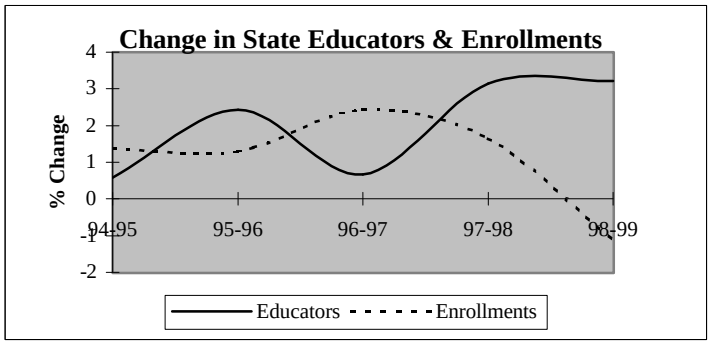
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.7%	11.1%	15.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.8%	9.1%	12.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.4%	7.7%	2.2%	1.1%	5.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.3%	89.0%	96.7%	97.8%	92.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.3%	3.3%	1.1%	1.1%	2.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: TULLAHOMA





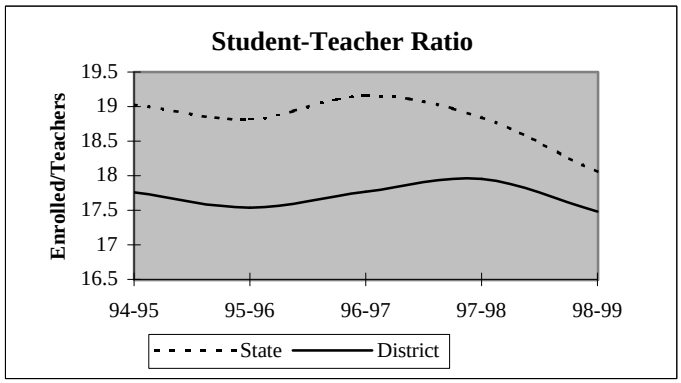
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.0	14.7	14.9	15.0	14.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.8	17.5	17.8	18.0	17.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	0	8	-4	-1	2	-	-	-	-	-
% Change in Educators	0.0%	3.3%	-1.6%	-0.4%	0.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	84	61	-22	2	-9	-	-	-	-	-
% Change in Enrollment	2.4%	1.7%	-0.6%	0.1%	-0.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.2%	1.2%	0.4%	0.4%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.5%	4.4%	4.5%	4.9%	4.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.2%	11.6%	11.8%	11.8%	10.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.2%	3.7%	3.4%	3.4%	2.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	18.2%	18.2%	18.2%	16.7%	9.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	18.2%	27.3%	27.3%	33.3%	27.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.9	44.9	45.4	40.6	39.0	42.7	43.1	43.3	37.1	36.4
Average Experience	16.4	15.0	15.4	15.4	15.1	13.9	13.9	13.8	13.7	13.7
Average Salary	35,066	34,280	36,230	36,512	37,223	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.5%	3.0%	2.5%	2.6%	2.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.9%	79.0%	78.2%	78.4%	77.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	10.0%	9.2%	9.8%	10.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	10.2%	na	10.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	1.6%	-	1.7%	1.7%	1.6%	1.8%

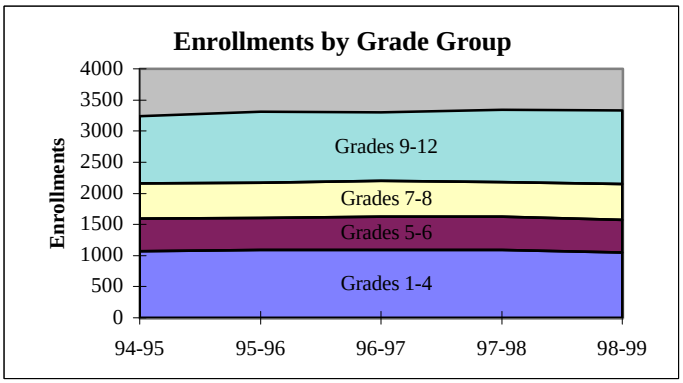
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	242	250	246	245	247	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	217	216	230	215	223	89.7%	86.4%	93.5%	87.8%	90.3%
Newly Hired	25	34	16	30	24	10.3%	13.6%	6.5%	12.2%	9.7%
Transfers In	4	8	4	11	2	16.0%	23.5%	25.0%	36.7%	8.3%
Reentrants	16	8	3	11	7	64.0%	23.5%	18.8%	36.7%	29.2%
First Time Educators	5	18	9	8	15	20.0%	52.9%	56.3%	26.7%	62.5%
Total Exiting Next Year	26	20	31	22	-	10.7%	8.0%	12.6%	9.0%	-
Transfers Out	0	5	5	0	-	0.0%	25.0%	16.1%	0.0%	-
Leave Tennessee Educ.	26	15	26	22	-	100.0%	75.0%	83.9%	100.0%	-

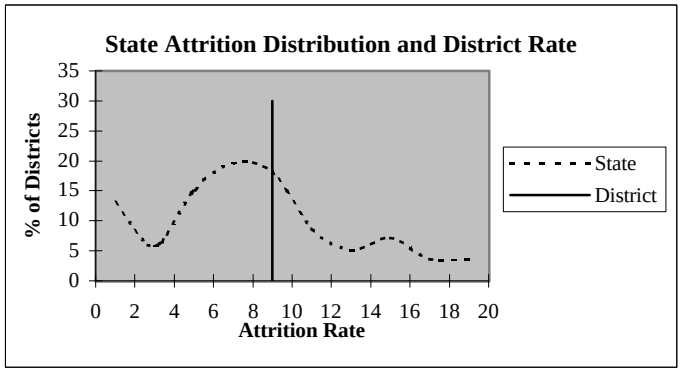
Dynamics Rates	District Rates				
District Attrition	10.7%	8.0%	12.6%	9.0%	-
Transfers In/Out	nc	1.60	0.80	nc	-

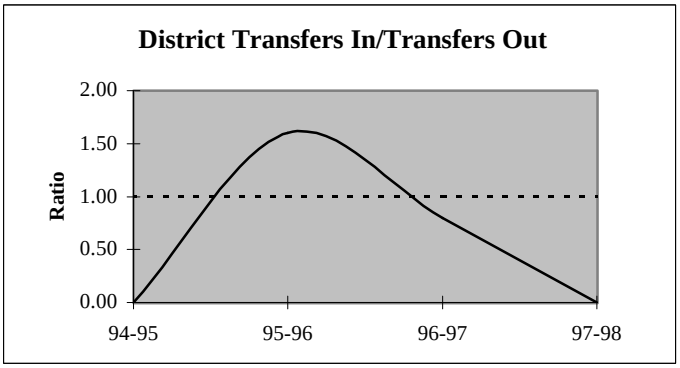
District Report for: TULLAHOMA

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	242	250	246	245	247	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	12	11	4.5%	4.4%	4.5%	4.9%	4.5%
Professional Staff	27	29	29	29	27	11.2%	11.6%	11.8%	11.8%	10.9%
Total Teachers	204	210	206	204	209	84.3%	84.0%	83.7%	83.3%	84.6%
Special Education	18	21	19	20	22	8.8%	10.0%	9.2%	9.8%	10.5%
Pre-K & Kindergarten	12	14	12	13	12	5.9%	6.7%	5.8%	6.4%	5.7%
Elementary (1-4)	76	76	77	74	75	37.3%	36.2%	37.4%	36.3%	35.9%
Middle School (5-6)	22	22	22	22	23	10.8%	10.5%	10.7%	10.8%	11.0%
Jr. High (7-8)	21	20	22	19	18	10.3%	9.5%	10.7%	9.3%	8.6%
High School (9-12)	55	57	54	56	59	27.0%	27.1%	26.2%	27.5%	28.2%
Business	3	3	3	3	3	5.5%	5.3%	5.6%	5.4%	5.1%
Language Arts	10	10	10	7	8	18.2%	17.5%	18.5%	12.5%	13.6%
Social Studies	6	6	6	7	7	10.9%	10.5%	11.1%	12.5%	11.9%
Foreign Language	3	3	3	4	3	5.5%	5.3%	5.6%	7.1%	5.1%
Mathematics	8	9	7	7	9	14.5%	15.8%	13.0%	12.5%	15.3%
Science	8	7	6	8	8	14.5%	12.3%	11.1%	14.3%	13.6%
Vocational Education	9	8	8	8	8	16.4%	14.0%	14.8%	14.3%	13.6%
Other High School	8	11	11	12	13	14.5%	19.3%	20.4%	21.4%	22.0%
Total Enrollments	3,622	3,683	3,661	3,663	3,654	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	294	283	299	252	270	8.1%	7.7%	8.2%	6.9%	7.4%
Grades 1-4	1,067	1,092	1,086	1,087	1,053	29.5%	29.6%	29.7%	29.7%	28.8%
Grades 5-6	530	517	540	541	525	14.6%	14.0%	14.8%	14.8%	14.4%
Grades 7-8	560	563	570	557	570	15.5%	15.3%	15.6%	15.2%	15.6%
Grades 9-12	1,080	1,143	1,103	1,156	1,183	29.8%	31.0%	30.1%	31.6%	32.4%
Ungraded	91	85	63	70	53	2.5%	2.3%	1.7%	1.9%	1.5%









District Report for: TULLAHOMA

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	12	11	4.6%	4.6%	4.7%	5.1%	4.7%
White - Females	1	2	2	3	3	9.1%	18.2%	18.2%	25.0%	27.3%
White - Males	8	7	7	7	7	72.7%	63.6%	63.6%	58.3%	63.6%
Black - Females	1	1	1	1	0	9.1%	9.1%	9.1%	8.3%	0.0%
Black - Males	1	1	1	1	1	9.1%	9.1%	9.1%	8.3%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	27	28	27	27	25	11.4%	11.6%	11.4%	11.5%	10.6%
White - Females	19	20	20	20	20	70.4%	71.4%	74.1%	74.1%	80.0%
White - Males	7	7	6	6	4	25.9%	25.0%	22.2%	22.2%	16.0%
Black - Females	1	1	1	1	1	3.7%	3.6%	3.7%	3.7%	4.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	199	202	198	195	200	84.0%	83.8%	83.9%	83.3%	84.7%
White - Females	155	155	151	149	152	77.9%	76.7%	76.3%	76.4%	76.0%
White - Males	37	41	42	41	44	18.6%	20.3%	21.2%	21.0%	22.0%
Black - Females	4	3	2	2	1	2.0%	1.5%	1.0%	1.0%	0.5%
Black - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Females	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	2	3	24	32	0.5%	1.1%	1.7%	11.8%	15.3%
25-29	8	7	6	8	9	4.2%	3.8%	3.3%	3.9%	4.3%
30-34	13	17	14	15	14	6.9%	9.1%	7.8%	7.4%	6.7%
35-39	21	18	16	17	20	11.1%	9.7%	8.9%	8.3%	9.6%
40-45	32	31	33	30	29	16.9%	16.7%	18.3%	14.7%	13.9%
45-49	53	58	50	52	44	28.0%	31.2%	27.8%	25.5%	21.1%
50-54	28	31	32	34	38	14.8%	16.7%	17.8%	16.7%	18.2%
55+	33	22	26	24	23	17.5%	11.8%	14.4%	11.8%	11.0%
Average Age	45.9	44.9	45.4	40.6	39.0					

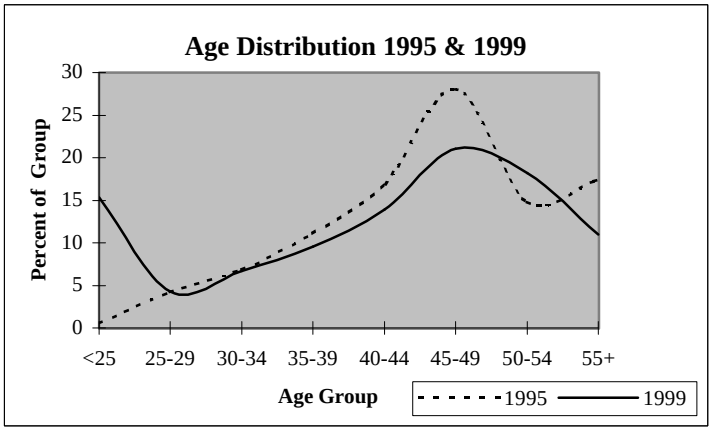
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	21	33	30	27	35	10.3%	15.7%	14.6%	13.2%	16.7%
4-7 Years	20	24	26	27	21	9.8%	11.4%	12.6%	13.2%	10.0%
8-11 Years	26	26	17	21	27	12.7%	12.4%	8.3%	10.3%	12.9%
12-15 Years	22	17	20	24	25	10.8%	8.1%	9.7%	11.8%	12.0%
16-19 Years	35	34	38	25	21	17.2%	16.2%	18.4%	12.3%	10.0%
20+ Years	80	76	75	80	80	39.2%	36.2%	36.4%	39.2%	38.3%
Average Experience	16.4	15.0	15.4	15.4	15.1					

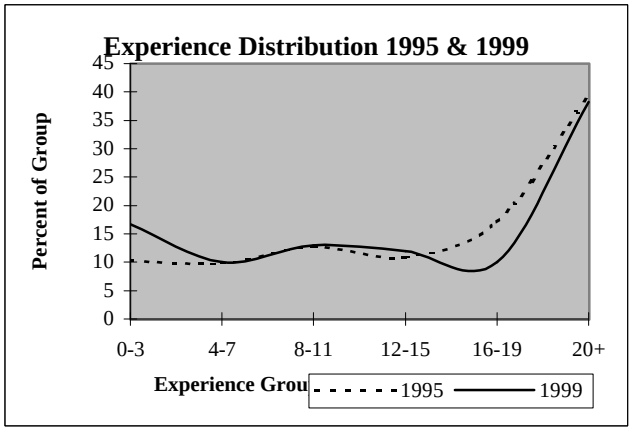
District Report for: TULLAHOMA

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	26	20	31	22	-	10.7%	8.0%	12.6%	9.0%	-
Attrition from Transfers	0	5	5	0	-	0.0%	2.0%	2.0%	0.0%	-
Attrition from Exits	26	15	26	22	-	10.7%	6.0%	10.6%	9.0%	-
Teacher Attrition	22	18	29	18	-	10.8%	8.6%	14.1%	8.8%	-
Attrition from Transfers	0	5	4	0	-	0.0%	2.4%	1.9%	0.0%	-
Attrition from Exits	22	13	25	18	-	10.8%	6.2%	12.1%	8.8%	-
District Retention										
Educator Retention	216	230	215	223	-	89.3%	92.0%	87.4%	91.0%	-
Teacher Retention	182	192	177	186	-	89.2%	91.4%	85.9%	91.2%	-

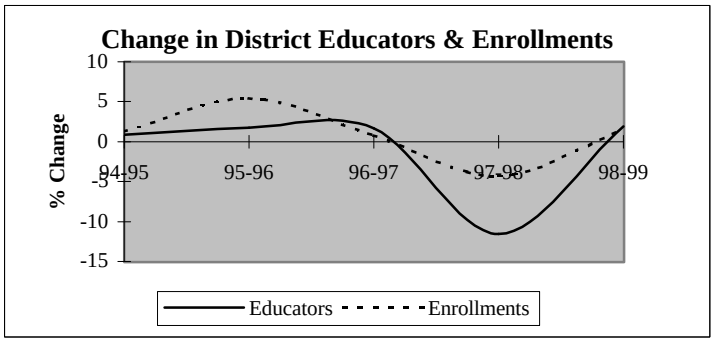
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.6%	5.3%	13.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	77.8%	11.1%	11.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	0.0%	20.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	82.8%	0.0%	17.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	79.4%	5.9%	14.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.5%	0.0%	11.5%	89.7%	2.1%	91.8%	8.2%

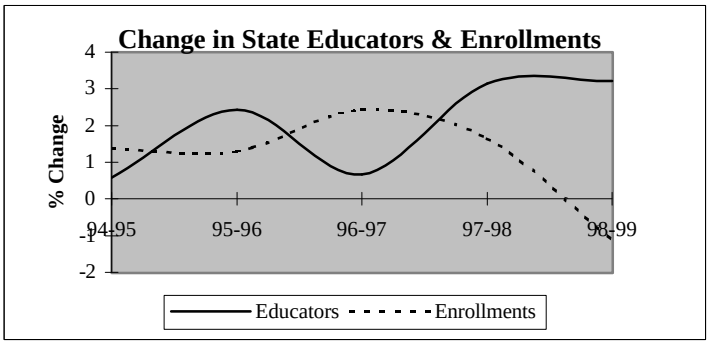
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.3%	8.3%	12.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.6%	4.0%	7.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.0%	7.2%	3.7%	3.7%	6.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.4%	89.6%	95.1%	91.8%	88.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.4%	0.0%	0.4%	2.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.8%	2.8%	1.2%	4.1%	2.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CROCKETT COUNTY





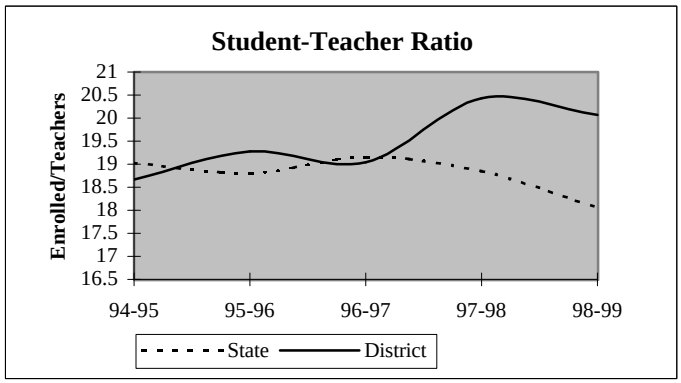
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.5	16.0	15.9	17.2	17.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	19.3	19.0	20.4	20.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	2	2	-14	2	-	-	-	-	-
% Change in Educators	0.9%	1.7%	1.7%	-11.6%	1.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	22	98	15	-84	27	-	-	-	-	-
% Change in Enrollment	1.2%	5.4%	0.8%	-4.4%	1.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.9%	0.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	7.7%	7.6%	7.4%	9.3%	8.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.4%	9.2%	9.1%	6.5%	6.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	11.6%	8.6%	7.9%	8.0%	7.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	11.1%	11.1%	11.1%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	44.4%	44.4%	44.4%	40.0%	44.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.1	39.6	40.5	32.4	33.5	42.7	43.1	43.3	37.1	36.4
Average Experience	11.5	10.8	11.7	11.4	11.8	13.9	13.9	13.8	13.7	13.7
Average Salary	26,839	27,814	29,583	29,140	30,474	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	12.9%	9.4%	8.5%	8.4%	7.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.1%	70.7%	69.3%	71.1%	66.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.2%	8.1%	7.9%	7.8%	8.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	25.7%	na	25.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

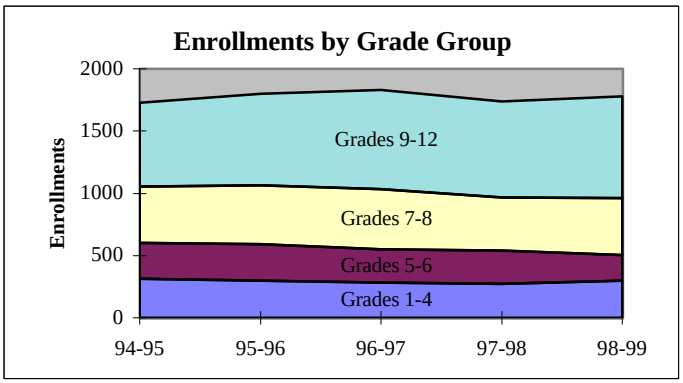
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	117	119	121	107	109	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	104	93	105	83	90	88.9%	78.2%	86.8%	77.6%	82.6%
Newly Hired	13	26	16	24	19	11.1%	21.8%	13.2%	22.4%	17.4%
Transfers In	5	7	4	5	4	38.5%	26.9%	25.0%	20.8%	21.1%
Reentrants	3	1	6	9	3	23.1%	3.8%	37.5%	37.5%	15.8%
First Time Educators	5	18	6	10	12	38.5%	69.2%	37.5%	41.7%	63.2%
Total Exiting Next Year	24	14	38	17	-	20.5%	11.8%	31.4%	15.9%	-
Transfers Out	8	9	11	2	-	33.3%	64.3%	28.9%	11.8%	-
Leave Tennessee Educ.	16	5	27	15	-	66.7%	35.7%	71.1%	88.2%	-

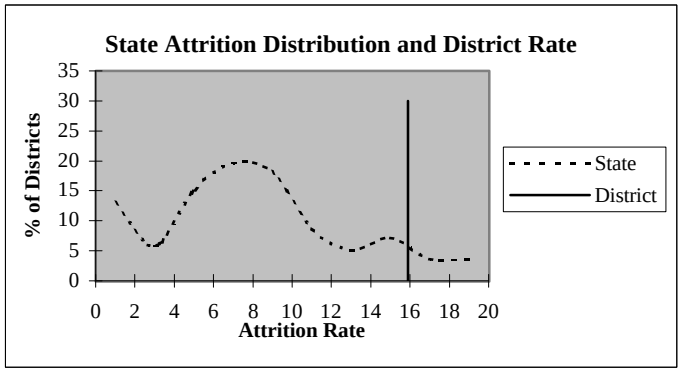
Dynamics Rates	District Rates				
District Attrition	20.5%	11.8%	31.4%	15.9%	-
Transfers In/Out	0.63	0.78	0.36	2.50	-

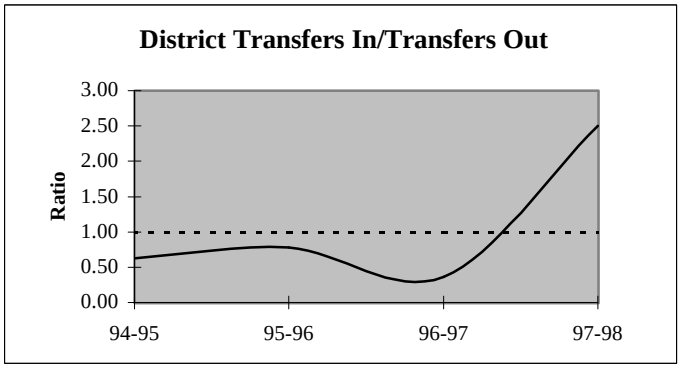
District Report for: CROCKETT COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	117	119	121	107	109	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	10	9	7.7%	7.6%	7.4%	9.3%	8.3%
Professional Staff	11	11	11	7	7	9.4%	9.2%	9.1%	6.5%	6.4%
Total Teachers	97	99	101	90	93	82.9%	83.2%	83.5%	84.1%	85.3%
Special Education	7	8	8	7	8	7.2%	8.1%	7.9%	7.8%	8.6%
Pre-K & Kindergarten	6	5	5	5	5	6.2%	5.1%	5.0%	5.6%	5.4%
Elementary (1-4)	20	20	19	18	18	20.6%	20.2%	18.8%	20.0%	19.4%
Middle School (5-6)	12	12	12	9	7	12.4%	12.1%	11.9%	10.0%	7.5%
Jr. High (7-8)	19	19	19	14	17	19.6%	19.2%	18.8%	15.6%	18.3%
High School (9-12)	33	35	38	37	38	34.0%	35.4%	37.6%	41.1%	40.9%
Business	2	1	2	2	1	6.1%	2.9%	5.3%	5.4%	2.6%
Language Arts	5	3	6	3	3	15.2%	8.6%	15.8%	8.1%	7.9%
Social Studies	3	3	3	3	3	9.1%	8.6%	7.9%	8.1%	7.9%
Foreign Language	1	1	1	2	2	3.0%	2.9%	2.6%	5.4%	5.3%
Mathematics	5	3	4	3	3	15.2%	8.6%	10.5%	8.1%	7.9%
Science	4	3	3	2	4	12.1%	8.6%	7.9%	5.4%	10.5%
Vocational Education	8	9	11	10	12	24.2%	25.7%	28.9%	27.0%	31.6%
Other High School	5	12	8	12	10	15.2%	34.3%	21.1%	32.4%	26.3%
Total Enrollments	1,810	1,908	1,923	1,839	1,866	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	64	80	77	88	68	3.5%	4.2%	4.0%	4.8%	3.6%
Grades 1-4	314	296	282	272	299	17.3%	15.5%	14.7%	14.8%	16.0%
Grades 5-6	287	295	268	267	204	15.9%	15.5%	13.9%	14.5%	10.9%
Grades 7-8	451	472	481	427	457	24.9%	24.7%	25.0%	23.2%	24.5%
Grades 9-12	677	737	800	773	820	37.4%	38.6%	41.6%	42.0%	43.9%
Ungraded	17	28	15	12	18	0.9%	1.5%	0.8%	0.7%	1.0%









District Report for: CROCKETT COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	9	9	10	9	8.0%	7.8%	7.9%	10.0%	8.6%
White - Females	3	3	3	4	4	33.3%	33.3%	33.3%	40.0%	44.4%
White - Males	5	5	5	6	5	55.6%	55.6%	55.6%	60.0%	55.6%
Black - Females	1	1	1	0	0	11.1%	11.1%	11.1%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	11	11	7	7	8.9%	9.5%	9.6%	7.0%	6.7%
White - Females	9	10	10	5	6	90.0%	90.9%	90.9%	71.4%	85.7%
White - Males	1	1	1	1	0	10.0%	9.1%	9.1%	14.3%	0.0%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	14.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	93	96	94	83	89	83.0%	82.8%	82.5%	83.0%	84.8%
White - Females	58	62	62	56	56	62.4%	64.6%	66.0%	67.5%	62.9%
White - Males	23	25	24	20	26	24.7%	26.0%	25.5%	24.1%	29.2%
Black - Females	8	6	5	4	4	8.6%	6.3%	5.3%	4.8%	4.5%
Black - Males	4	3	3	3	3	4.3%	3.1%	3.2%	3.6%	3.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	4	1	20	19	3.3%	4.7%	1.1%	22.2%	20.4%
25-29	20	16	13	12	15	21.7%	18.6%	14.9%	13.3%	16.1%
30-34	12	13	18	8	7	13.0%	15.1%	20.7%	8.9%	7.5%
35-39	13	10	10	10	10	14.1%	11.6%	11.5%	11.1%	10.8%
40-45	14	11	10	11	7	15.2%	12.8%	11.5%	12.2%	7.5%
45-49	16	17	15	9	12	17.4%	19.8%	17.2%	10.0%	12.9%
50-54	7	8	10	13	15	7.6%	9.3%	11.5%	14.4%	16.1%
55+	7	7	10	7	8	7.6%	8.1%	11.5%	7.8%	8.6%
Average Age	39.1	39.6	40.5	32.4	33.5					

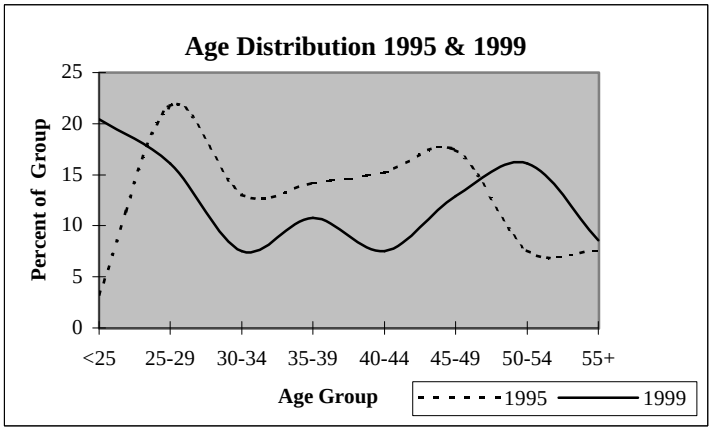
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	26	35	29	26	32	26.8%	35.4%	28.7%	28.9%	34.4%
4-7 Years	18	9	13	16	12	18.6%	9.1%	12.9%	17.8%	12.9%
8-11 Years	13	15	16	11	8	13.4%	15.2%	15.8%	12.2%	8.6%
12-15 Years	9	9	10	8	11	9.3%	9.1%	9.9%	8.9%	11.8%
16-19 Years	7	8	7	5	5	7.2%	8.1%	6.9%	5.6%	5.4%
20+ Years	24	23	26	24	25	24.7%	23.2%	25.7%	26.7%	26.9%
Average Experience	11.5	10.8	11.7	11.4	11.8					

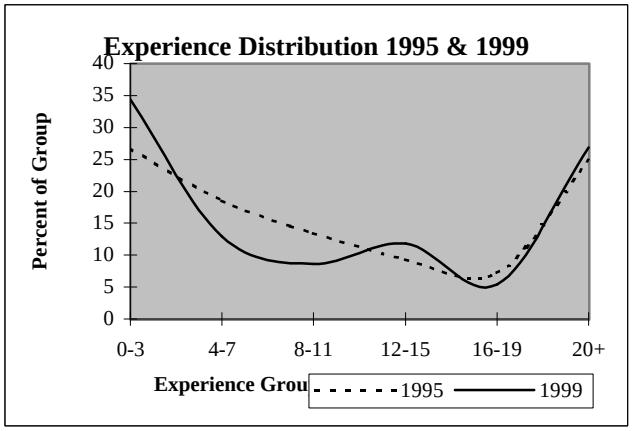
District Report for: CROCKETT COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	14	38	17	-	20.5%	11.8%	31.4%	15.9%	-
Attrition from Transfers	8	9	11	2	-	6.8%	7.6%	9.1%	1.9%	-
Attrition from Exits	16	5	27	15	-	13.7%	4.2%	22.3%	14.0%	-
Teacher Attrition	22	13	30	14	-	22.7%	13.1%	29.7%	15.6%	-
Attrition from Transfers	8	9	7	2	-	8.2%	9.1%	6.9%	2.2%	-
Attrition from Exits	14	4	23	12	-	14.4%	4.0%	22.8%	13.3%	-
District Retention										
Educator Retention	93	105	83	90	-	79.5%	88.2%	68.6%	84.1%	-
Teacher Retention	75	86	71	76	-	77.3%	86.9%	70.3%	84.4%	-

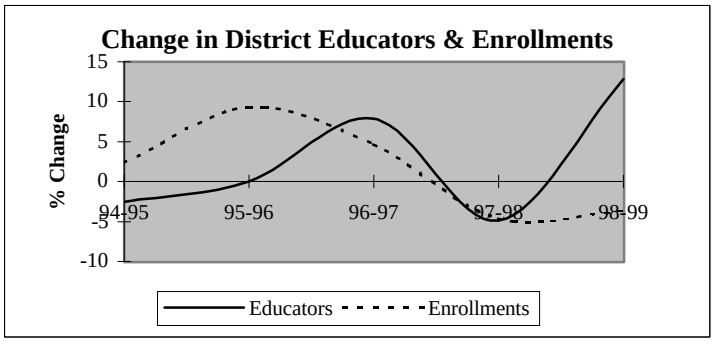
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	72.5%	13.7%	13.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	65.9%	9.8%	24.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	69.2%	19.2%	11.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	80.0%	5.0%	15.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	72.7%	9.1%	18.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	68.4%	5.3%	26.3%	89.7%	2.1%	91.8%	8.2%

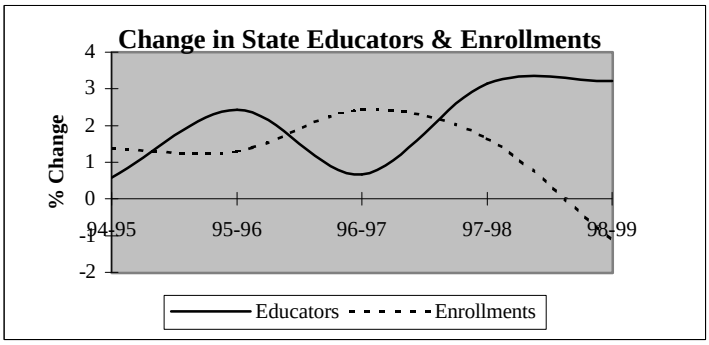
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	13.2%	19.9%	29.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.5%	14.6%	22.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.3%	15.1%	6.6%	12.1%	11.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.2%	83.2%	88.4%	82.2%	86.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	1.7%	0.8%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.7%	0.0%	4.1%	5.6%	2.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ALAMO





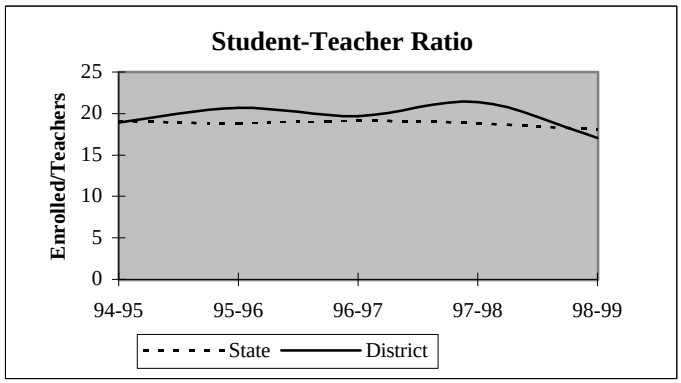
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.9	16.3	15.8	15.9	13.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.9	20.7	19.7	21.3	17.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	0	3	-2	5	-	-	-	-	-
% Change in Educators	-2.6%	0.0%	7.9%	-4.9%	12.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	13	53	29	-30	-22	-	-	-	-	-
% Change in Enrollment	2.3%	9.3%	4.7%	-4.6%	-3.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	2.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	7.9%	7.9%	7.3%	7.7%	6.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.2%	13.2%	12.2%	17.9%	13.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.3%	8.1%	10.0%	8.1%	9.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	33.3%	33.3%	33.3%	33.3%	33.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	38.6	40.9	41.3	33.2	30.3	42.7	43.1	43.3	37.1	36.4
Average Experience	12.5	13.4	11.3	13.1	11.8	13.9	13.9	13.8	13.7	13.7
Average Salary	26,754	29,371	29,709	30,270	30,686	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	6.9%	6.7%	9.1%	7.1%	8.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	96.7%	100.0%	100.0%	100.0%	97.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	6.7%	6.7%	6.1%	10.3%	8.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	22.5%	na	20.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	3.0%	na	2.4%	-	1.7%	1.7%	1.6%	1.8%

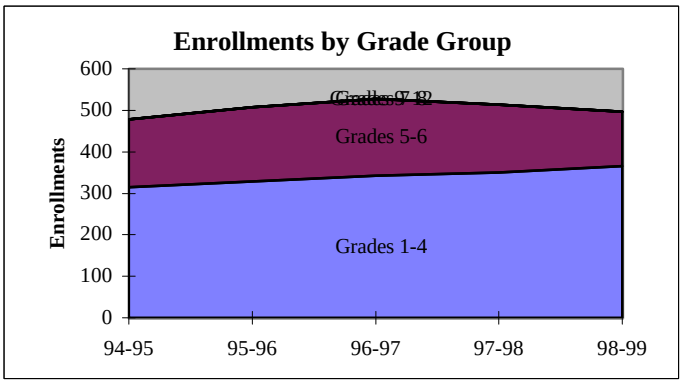
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	38	38	41	39	44	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	35	32	36	38	97.4%	92.1%	78.0%	92.3%	86.4%
Newly Hired	1	3	9	3	6	2.6%	7.9%	22.0%	7.7%	13.6%
Transfers In	0	1	2	0	2	0.0%	33.3%	22.2%	0.0%	33.3%
Reentrants	1	1	1	2	1	100.0%	33.3%	11.1%	66.7%	16.7%
First Time Educators	0	1	6	1	3	0.0%	33.3%	66.7%	33.3%	50.0%
Total Exiting Next Year	3	6	5	1	-	7.9%	15.8%	12.2%	2.6%	-
Transfers Out	0	0	2	0	-	0.0%	0.0%	40.0%	0.0%	-
Leave Tennessee Educ.	3	6	3	1	-	100.0%	100.0%	60.0%	100.0%	-

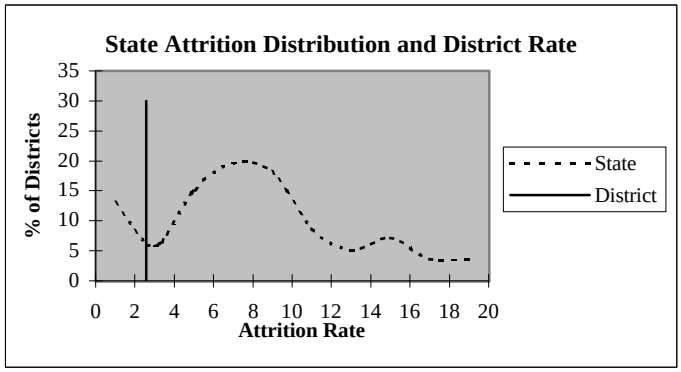
Dynamics Rates	District Rates				
District Attrition	7.9%	15.8%	12.2%	2.6%	-
Transfers In/Out	nc	nc	1.00	nc	-

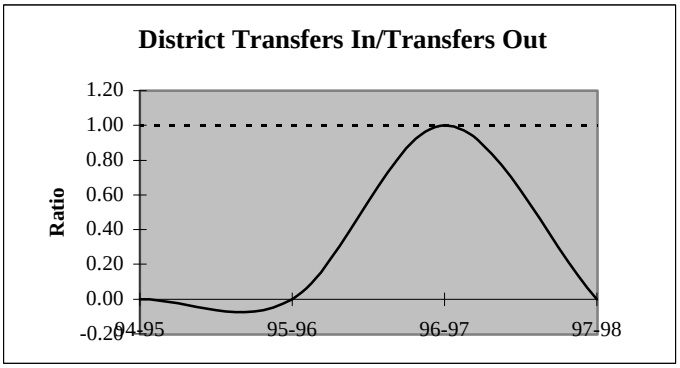
District Report for: ALAMO

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	38	38	41	39	44	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	3	3	7.9%	7.9%	7.3%	7.7%	6.8%
Professional Staff	5	5	5	7	6	13.2%	13.2%	12.2%	17.9%	13.6%
Total Teachers	30	30	33	29	35	78.9%	78.9%	80.5%	74.4%	79.5%
Special Education	2	2	2	3	3	6.7%	6.7%	6.1%	10.3%	8.6%
Pre-K & Kindergarten	4	4	5	3	4	13.3%	13.3%	15.2%	10.3%	11.4%
Elementary (1-4)	20	17	19	17	21	66.7%	56.7%	57.6%	58.6%	60.0%
Middle School (5-6)	4	7	7	6	7	13.3%	23.3%	21.2%	20.7%	20.0%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	567	620	649	619	597	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	77	99	105	93	88	13.6%	16.0%	16.2%	15.0%	14.7%
Grades 1-4	315	329	343	350	366	55.6%	53.1%	52.9%	56.5%	61.3%
Grades 5-6	163	178	184	164	130	28.7%	28.7%	28.4%	26.5%	21.8%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	12	14	17	12	13	2.1%	2.3%	2.6%	1.9%	2.2%









District Report for: ALAMO

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	3	3	3	3	8.3%	8.1%	7.5%	8.1%	7.1%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	4	4	6	5	11.1%	10.8%	10.0%	16.2%	11.9%
White - Females	4	4	4	6	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	29	30	33	28	34	80.6%	81.1%	82.5%	75.7%	81.0%
White - Females	27	28	30	26	30	93.1%	93.3%	90.9%	92.9%	88.2%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.9%
Black - Females	2	2	3	2	3	6.9%	6.7%	9.1%	7.1%	8.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	1	6	10	3.4%	0.0%	4.2%	20.7%	28.6%
25-29	4	2	3	3	3	13.8%	7.4%	12.5%	10.3%	8.6%
30-34	3	3	2	4	4	10.3%	11.1%	8.3%	13.8%	11.4%
35-39	10	10	3	1	2	34.5%	37.0%	12.5%	3.4%	5.7%
40-45	4	4	7	6	4	13.8%	14.8%	29.2%	20.7%	11.4%
45-49	3	4	3	3	5	10.3%	14.8%	12.5%	10.3%	14.3%
50-54	3	2	3	3	4	10.3%	7.4%	12.5%	10.3%	11.4%
55+	1	2	2	3	3	3.4%	7.4%	8.3%	10.3%	8.6%
Average Age	38.6	40.9	41.3	33.2	30.3					

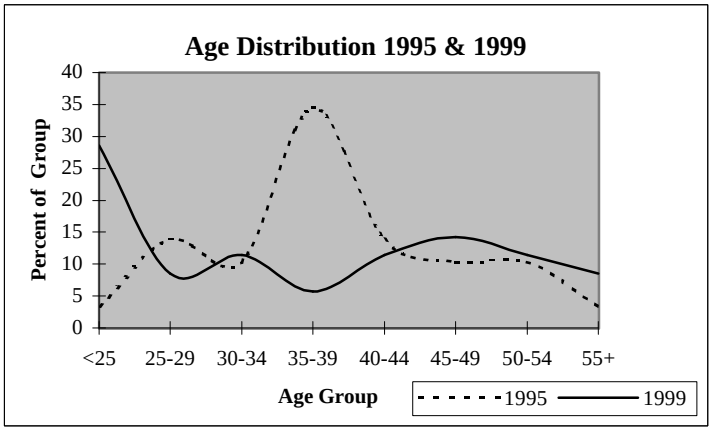
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	4	2	11	8	14	13.3%	6.7%	33.3%	27.6%	40.0%
4-7 Years	6	7	2	2	2	20.0%	23.3%	6.1%	6.9%	5.7%
8-11 Years	5	5	4	3	3	16.7%	16.7%	12.1%	10.3%	8.6%
12-15 Years	6	6	3	3	2	20.0%	20.0%	9.1%	10.3%	5.7%
16-19 Years	4	3	5	5	5	13.3%	10.0%	15.2%	17.2%	14.3%
20+ Years	5	7	8	8	9	16.7%	23.3%	24.2%	27.6%	25.7%
Average Experience	12.5	13.4	11.3	13.1	11.8					

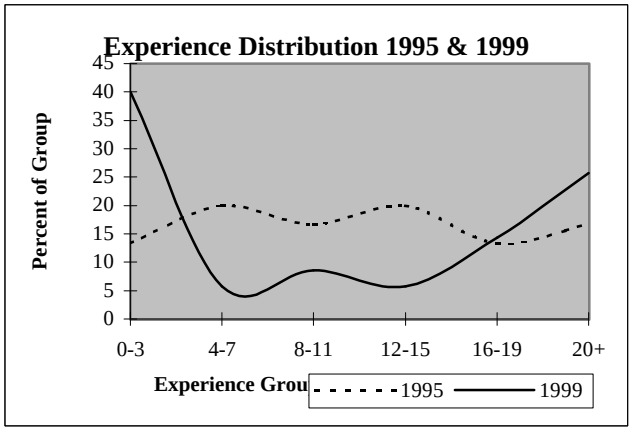
District Report for: ALAMO

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	3	6	5	1	-	7.9%	15.8%	12.2%	2.6%	-
Attrition from Transfers	0	0	2	0	-	0.0%	0.0%	4.9%	0.0%	-
Attrition from Exits	3	6	3	1	-	7.9%	15.8%	7.3%	2.6%	-
Teacher Attrition	3	6	5	0	-	10.0%	20.0%	15.2%	0.0%	-
Attrition from Transfers	0	0	2	0	-	0.0%	0.0%	6.1%	0.0%	-
Attrition from Exits	3	6	3	0	-	10.0%	20.0%	9.1%	0.0%	-
District Retention										
Educator Retention	35	32	36	38	-	92.1%	84.2%	87.8%	97.4%	-
Teacher Retention	27	24	28	29	-	90.0%	80.0%	84.8%	100.0%	-

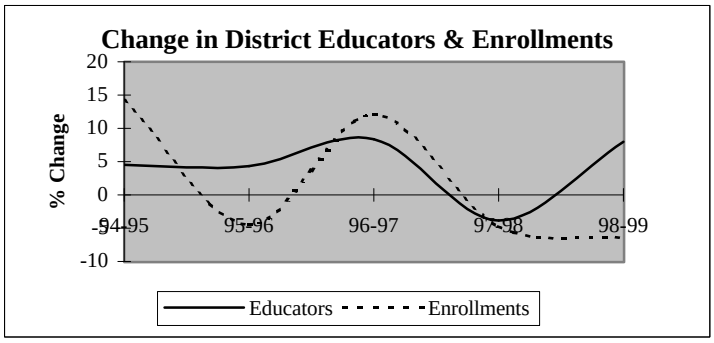
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.8%	0.0%	22.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.7%	0.0%	8.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	42.9%	0.0%	57.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

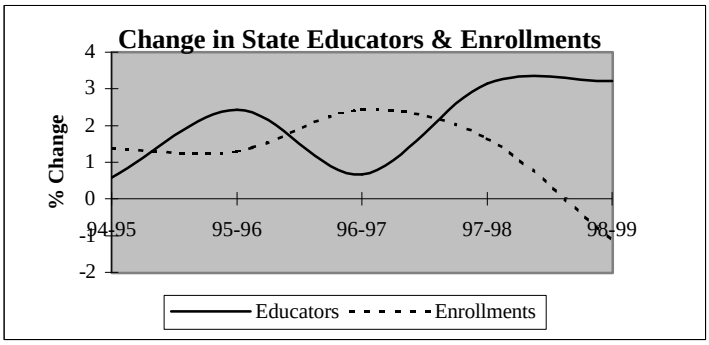
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	14.6%	18.4%	22.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	10.4%	12.2%	16.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.3%	2.6%	14.6%	2.6%	9.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.1%	94.7%	82.9%	94.9%	88.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	2.4%	0.0%	2.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	2.6%	0.0%	2.6%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BELLS





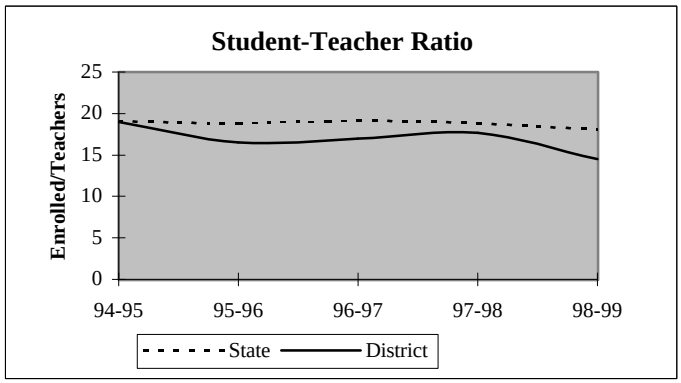
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.5	15.1	15.7	15.5	13.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.0	16.5	17.0	17.6	14.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	1	2	-1	2	-	-	-	-	-
% Change in Educators	4.5%	4.3%	8.3%	-3.8%	8.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	47	-17	44	-19	-25	-	-	-	-	-
% Change in Enrollment	14.1%	-4.5%	12.1%	-4.7%	-6.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	4.3%	4.2%	3.8%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.2%	3.8%	8.0%	7.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.7%	4.2%	3.8%	4.0%	0.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	9.1%	8.7%	8.0%	8.0%	7.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	36.5	37.3	38.6	36.8	37.0	42.7	43.1	43.3	37.1	36.4
Average Experience	7.2	8.3	8.9	9.9	10.0	13.9	13.9	13.8	13.7	13.7
Average Salary	24,495	26,859	29,084	29,635	30,800	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	10.5%	9.5%	8.7%	9.1%	8.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	100.0%	100.0%	100.0%	100.0%	96.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.0%	9.1%	8.3%	9.1%	4.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	35.6%	na	36.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

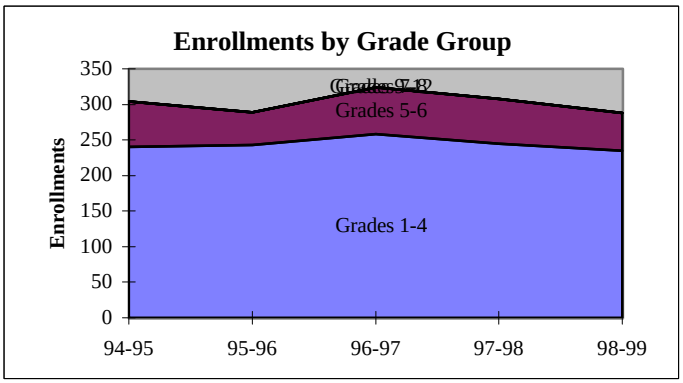
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	23	24	26	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	19	20	23	20	23	82.6%	83.3%	88.5%	80.0%	85.2%
Newly Hired	4	4	3	5	4	17.4%	16.7%	11.5%	20.0%	14.8%
Transfers In	0	1	2	2	1	0.0%	25.0%	66.7%	40.0%	25.0%
Reentrants	3	2	0	1	1	75.0%	50.0%	0.0%	20.0%	25.0%
First Time Educators	1	1	1	2	2	25.0%	25.0%	33.3%	40.0%	50.0%
Total Exiting Next Year	3	1	6	2	-	13.0%	4.2%	23.1%	8.0%	-
Transfers Out	0	1	1	0	-	0.0%	100.0%	16.7%	0.0%	-
Leave Tennessee Educ.	3	0	5	2	-	100.0%	0.0%	83.3%	100.0%	-

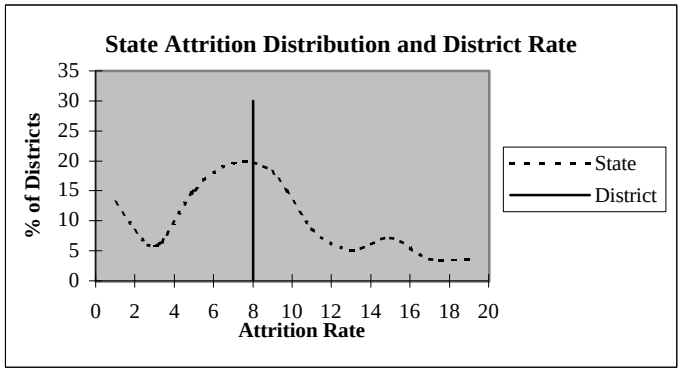
Dynamics Rates	District Rates				
District Attrition	13.0%	4.2%	23.1%	8.0%	-
Transfers In/Out	nc	1.00	2.00	nc	-

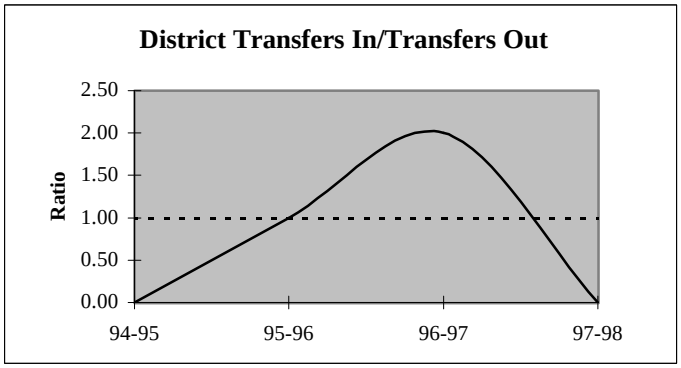
District Report for: BELLS

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	23	24	26	25	27	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	1	1	2	2	4.3%	4.2%	3.8%	8.0%	7.4%
Professional Staff	2	1	1	1	0	8.7%	4.2%	3.8%	4.0%	0.0%
Total Teachers	20	22	24	22	25	87.0%	91.7%	92.3%	88.0%	92.6%
Special Education	1	2	2	2	1	5.0%	9.1%	8.3%	9.1%	4.0%
Pre-K & Kindergarten	3	3	3	3	2	15.0%	13.6%	12.5%	13.6%	8.0%
Elementary (1-4)	14	15	16	14	19	70.0%	68.2%	66.7%	63.6%	76.0%
Middle School (5-6)	2	2	3	3	3	10.0%	9.1%	12.5%	13.6%	12.0%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	380	363	407	388	363	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	68	68	75	69	73	17.9%	18.7%	18.4%	17.8%	20.1%
Grades 1-4	240	243	258	245	235	63.2%	66.9%	63.4%	63.1%	64.7%
Grades 5-6	64	46	66	63	53	16.8%	12.7%	16.2%	16.2%	14.6%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	8	6	8	11	2	2.1%	1.7%	2.0%	2.8%	0.6%









District Report for: BELLS

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	1	1	1	2	2	4.5%	4.3%	4.0%	8.0%	7.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	1	1	1	0	9.1%	4.3%	4.0%	4.0%	0.0%
White - Females	2	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	19	21	23	22	24	86.4%	91.3%	92.0%	88.0%	92.3%
White - Females	17	19	21	20	22	89.5%	90.5%	91.3%	90.9%	91.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	10.5%	9.5%	8.7%	9.1%	8.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	0	2	1	5.3%	0.0%	0.0%	9.1%	4.0%
25-29	5	6	5	3	4	26.3%	28.6%	21.7%	13.6%	16.0%
30-34	3	4	4	5	6	15.8%	19.0%	17.4%	22.7%	24.0%
35-39	5	4	6	4	5	26.3%	19.0%	26.1%	18.2%	20.0%
40-45	0	1	1	3	4	0.0%	4.8%	4.3%	13.6%	16.0%
45-49	2	3	3	2	1	10.5%	14.3%	13.0%	9.1%	4.0%
50-54	1	1	2	1	2	5.3%	4.8%	8.7%	4.5%	8.0%
55+	2	2	2	2	2	10.5%	9.5%	8.7%	9.1%	8.0%
Average Age	36.5	37.3	38.6	36.8	37.0					

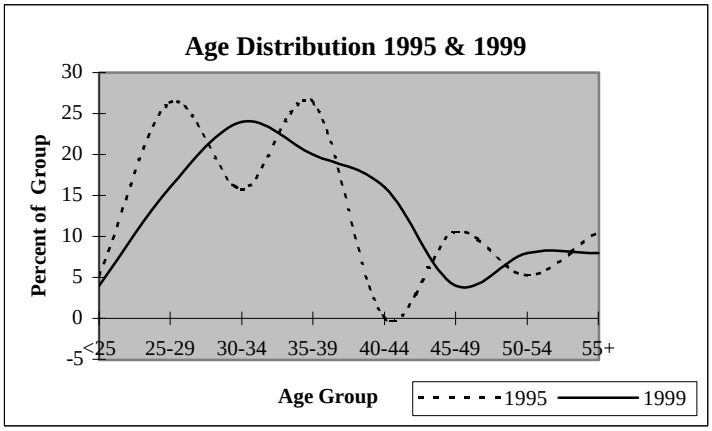
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	10	8	5	4	4	50.0%	36.4%	20.8%	18.2%	16.0%
4-7 Years	2	5	8	7	10	10.0%	22.7%	33.3%	31.8%	40.0%
8-11 Years	3	2	4	3	2	15.0%	9.1%	16.7%	13.6%	8.0%
12-15 Years	1	2	2	3	3	5.0%	9.1%	8.3%	13.6%	12.0%
16-19 Years	3	2	1	1	1	15.0%	9.1%	4.2%	4.5%	4.0%
20+ Years	1	3	4	4	5	5.0%	13.6%	16.7%	18.2%	20.0%
Average Experience	7.2	8.3	8.9	9.9	10.0					

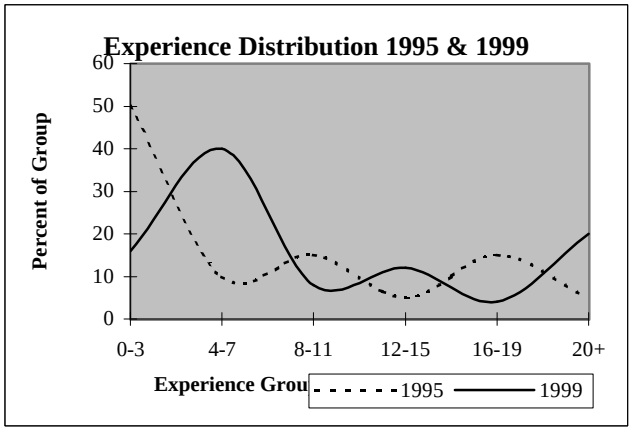
District Report for: BELLS

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	3	1	6	2	-	13.0%	4.2%	23.1%	8.0%	-
Attrition from Transfers	0	1	1	0	-	0.0%	4.2%	3.8%	0.0%	-
Attrition from Exits	3	0	5	2	-	13.0%	0.0%	19.2%	8.0%	-
Teacher Attrition	2	1	6	1	-	10.0%	4.5%	25.0%	4.5%	-
Attrition from Transfers	0	1	1	0	-	0.0%	4.5%	4.2%	0.0%	-
Attrition from Exits	2	0	5	1	-	10.0%	0.0%	20.8%	4.5%	-
District Retention										
Educator Retention	20	23	20	23	-	87.0%	95.8%	76.9%	92.0%	-
Teacher Retention	18	21	18	21	-	90.0%	95.5%	75.0%	95.5%	-

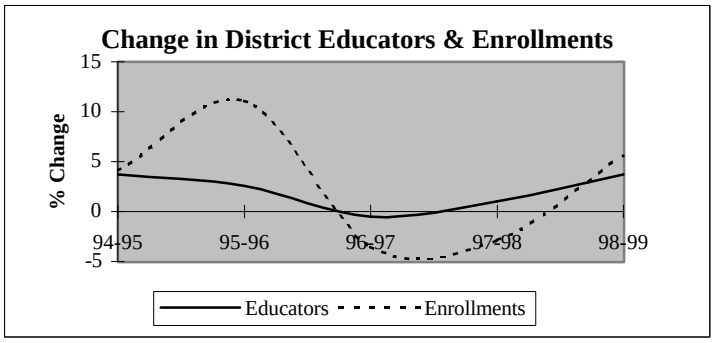
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	50.0%	25.0%	25.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	75.0%	0.0%	25.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.9%	0.0%	11.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	77.8%	0.0%	22.2%	89.7%	2.1%	91.8%	8.2%

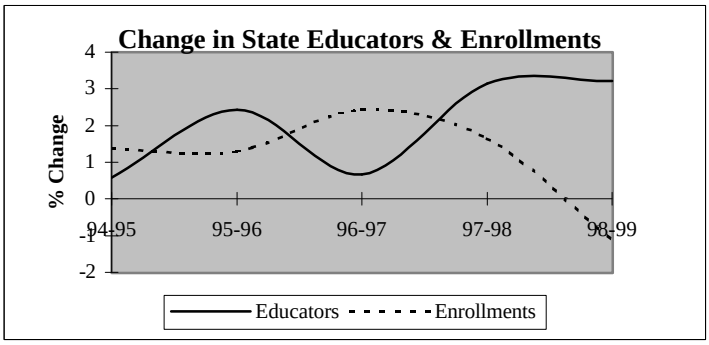
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.7%	15.6%	15.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	12.5%	15.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	13.0%	4.2%	3.8%	8.0%	14.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	69.6%	87.5%	96.2%	88.0%	81.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	4.3%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	13.0%	8.3%	0.0%	4.0%	3.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CUMBERLAND COUNTY





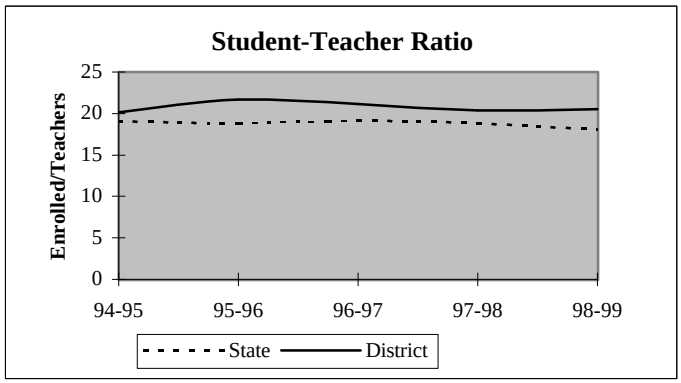
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.6	19.1	18.5	17.8	18.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.1	21.7	21.2	20.4	20.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	14	10	-2	4	15	-	-	-	-	-
% Change in Educators	3.7%	2.6%	-0.5%	1.0%	3.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	268	759	-270	-209	402	-	-	-	-	-
% Change in Enrollment	4.1%	11.1%	-3.6%	-2.9%	5.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.3%	0.5%	0.3%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.9%	3.8%	4.0%	4.0%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.5%	8.3%	8.6%	8.8%	7.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.8%	1.3%	1.3%	1.3%	1.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	33.3%	31.3%	31.3%	31.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.5	42.3	42.5	40.6	40.3	42.7	43.1	43.3	37.1	36.4
Average Experience	13.0	13.6	13.7	14.4	14.4	13.9	13.9	13.8	13.7	13.7
Average Salary	28,684	29,045	29,984	31,900	31,913	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.9%	1.2%	1.2%	1.2%	1.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.1%	79.7%	79.5%	78.5%	77.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.2%	11.1%	11.0%	9.7%	11.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.0%	na	0.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.6%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

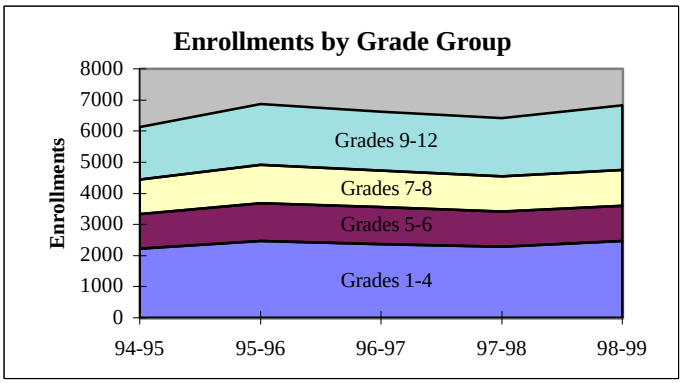
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	388	398	396	400	415	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	340	367	365	377	384	87.6%	92.2%	92.2%	94.3%	92.5%
Newly Hired	48	31	31	23	31	12.4%	7.8%	7.8%	5.8%	7.5%
Transfers In	8	6	9	6	3	16.7%	19.4%	29.0%	26.1%	9.7%
Reentrants	20	18	6	8	8	41.7%	58.1%	19.4%	34.8%	25.8%
First Time Educators	20	7	16	9	20	41.7%	22.6%	51.6%	39.1%	64.5%
Total Exiting Next Year	21	33	19	16	-	5.4%	8.3%	4.8%	4.0%	-
Transfers Out	6	5	5	1	-	28.6%	15.2%	26.3%	6.3%	-
Leave Tennessee Educ.	15	28	14	15	-	71.4%	84.8%	73.7%	93.8%	-

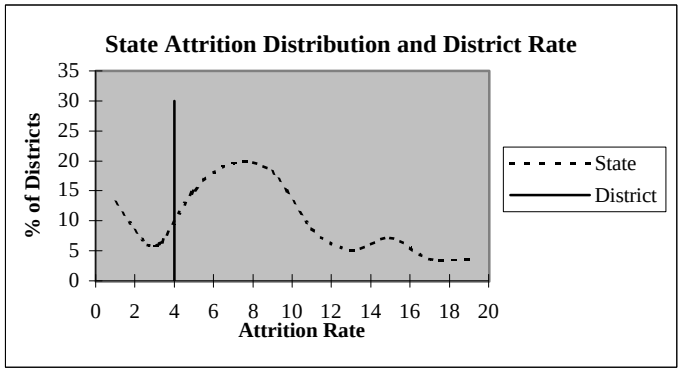
Dynamics Rates	District Rates				
District Attrition	5.4%	8.3%	4.8%	4.0%	-
Transfers In/Out	1.33	1.20	1.80	6.00	-

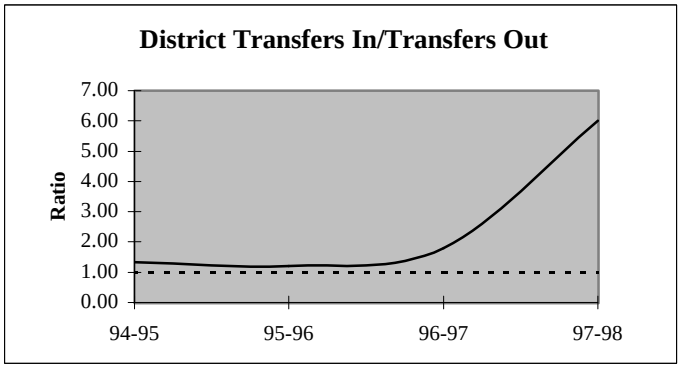
District Report for: CUMBERLAND COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	388	398	396	400	415	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	15	16	16	16	3.9%	3.8%	4.0%	4.0%	3.9%
Professional Staff	33	33	34	35	32	8.5%	8.3%	8.6%	8.8%	7.7%
Total Teachers	340	350	346	349	367	87.6%	87.9%	87.4%	87.3%	88.4%
Special Education	38	39	38	34	43	11.2%	11.1%	11.0%	9.7%	11.7%
Pre-K & Kindergarten	22	22	24	26	26	6.5%	6.3%	6.9%	7.4%	7.1%
Elementary (1-4)	140	141	137	134	137	41.2%	40.3%	39.6%	38.4%	37.3%
Middle School (5-6)	39	40	40	37	40	11.5%	11.4%	11.6%	10.6%	10.9%
Jr. High (7-8)	28	31	32	30	33	8.2%	8.9%	9.2%	8.6%	9.0%
High School (9-12)	73	77	75	88	88	21.5%	22.0%	21.7%	25.2%	24.0%
Business	4	5	4	5	5	5.5%	6.5%	5.3%	5.7%	5.7%
Language Arts	12	11	13	11	12	16.4%	14.3%	17.3%	12.5%	13.6%
Social Studies	8	8	7	8	8	11.0%	10.4%	9.3%	9.1%	9.1%
Foreign Language	3	3	3	4	4	4.1%	3.9%	4.0%	4.5%	4.5%
Mathematics	10	10	10	10	10	13.7%	13.0%	13.3%	11.4%	11.4%
Science	9	8	8	8	7	12.3%	10.4%	10.7%	9.1%	8.0%
Vocational Education	13	16	16	17	17	17.8%	20.8%	21.3%	19.3%	19.3%
Other High School	14	16	14	25	25	19.2%	20.8%	18.7%	28.4%	28.4%
Total Enrollments	6,837	7,596	7,326	7,117	7,519	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	554	620	638	617	594	8.1%	8.2%	8.7%	8.7%	7.9%
Grades 1-4	2,217	2,472	2,367	2,287	2,458	32.4%	32.5%	32.3%	32.1%	32.7%
Grades 5-6	1,111	1,201	1,201	1,118	1,138	16.2%	15.8%	16.4%	15.7%	15.1%
Grades 7-8	1,112	1,236	1,159	1,135	1,156	16.3%	16.3%	15.8%	15.9%	15.4%
Grades 9-12	1,687	1,965	1,903	1,876	2,077	24.7%	25.9%	26.0%	26.4%	27.6%
Ungraded	156	102	58	84	96	2.3%	1.3%	0.8%	1.2%	1.3%









District Report for: CUMBERLAND COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	15	15	16	16	16	3.9%	3.8%	4.1%	4.1%	4.0%
White - Females	5	5	5	5	5	33.3%	33.3%	31.3%	31.3%	31.3%
White - Males	10	10	11	11	11	66.7%	66.7%	68.8%	68.8%	68.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	33	34	34	31	8.7%	8.5%	8.8%	8.7%	7.7%
White - Females	24	23	24	24	21	72.7%	69.7%	70.6%	70.6%	67.7%
White - Males	9	9	9	9	10	27.3%	27.3%	26.5%	26.5%	32.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	0	0.0%	3.0%	2.9%	2.9%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	332	342	338	339	354	87.4%	87.7%	87.1%	87.1%	88.3%
White - Females	258	267	263	261	273	77.7%	78.1%	77.8%	77.0%	77.1%
White - Males	71	71	71	74	77	21.4%	20.8%	21.0%	21.8%	21.8%
Black - Females	0	1	1	1	1	0.0%	0.3%	0.3%	0.3%	0.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	3	0.9%	0.9%	0.9%	0.9%	0.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	10	5	4	24	31	3.0%	1.5%	1.2%	6.9%	8.4%
25-29	36	38	44	37	41	10.9%	11.3%	13.3%	10.6%	11.2%
30-34	28	32	25	30	35	8.5%	9.5%	7.6%	8.6%	9.5%
35-39	53	47	42	34	26	16.1%	13.9%	12.7%	9.7%	7.1%
40-45	76	72	71	69	59	23.0%	21.4%	21.5%	19.8%	16.1%
45-49	62	65	65	59	72	18.8%	19.3%	19.7%	16.9%	19.6%
50-54	40	50	51	59	60	12.1%	14.8%	15.5%	16.9%	16.3%
55+	25	28	28	37	43	7.6%	8.3%	8.5%	10.6%	11.7%
Average Age	41.5	42.3	42.5	40.6	40.3					

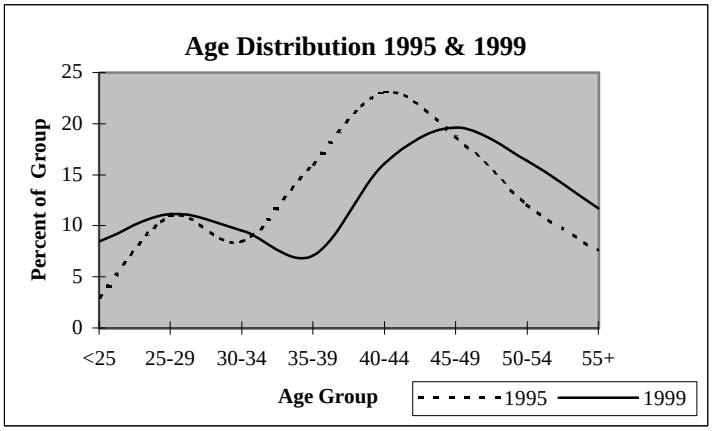
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	69	65	61	54	55	20.3%	18.6%	17.6%	15.5%	15.0%
4-7 Years	46	44	52	54	63	13.5%	12.6%	15.0%	15.5%	17.2%
8-11 Years	29	37	36	38	43	8.5%	10.6%	10.4%	10.9%	11.7%
12-15 Years	55	50	43	38	28	16.2%	14.3%	12.4%	10.9%	7.6%
16-19 Years	51	54	49	45	54	15.0%	15.4%	14.2%	12.9%	14.7%
20+ Years	90	100	105	120	124	26.5%	28.6%	30.3%	34.4%	33.8%
Average Experience	13.0	13.6	13.7	14.4	14.4					

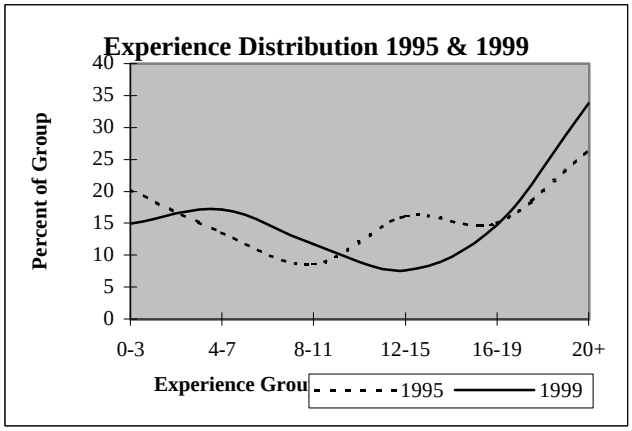
District Report for: CUMBERLAND COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	21	33	19	16	-	5.4%	8.3%	4.8%	4.0%	-
Attrition from Transfers	6	5	5	1	-	1.5%	1.3%	1.3%	0.3%	-
Attrition from Exits	15	28	14	15	-	3.9%	7.0%	3.5%	3.8%	-
Teacher Attrition	18	32	18	11	-	5.3%	9.1%	5.2%	3.2%	-
Attrition from Transfers	6	5	5	1	-	1.8%	1.4%	1.4%	0.3%	-
Attrition from Exits	12	27	13	10	-	3.5%	7.7%	3.8%	2.9%	-
District Retention										
Educator Retention	367	365	377	384	-	94.6%	91.7%	95.2%	96.0%	-
Teacher Retention	322	318	328	338	-	94.7%	90.9%	94.8%	96.8%	-

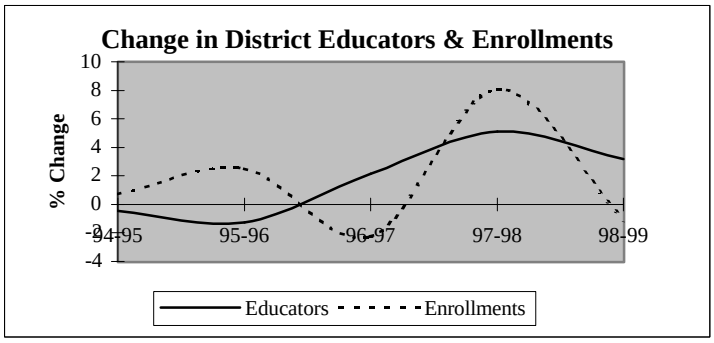
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	85.5%	11.8%	2.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.5%	3.6%	6.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.9%	3.9%	13.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.1%	2.5%	6.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.7%	0.0%	3.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.5%	1.6%	7.9%	89.7%	2.1%	91.8%	8.2%

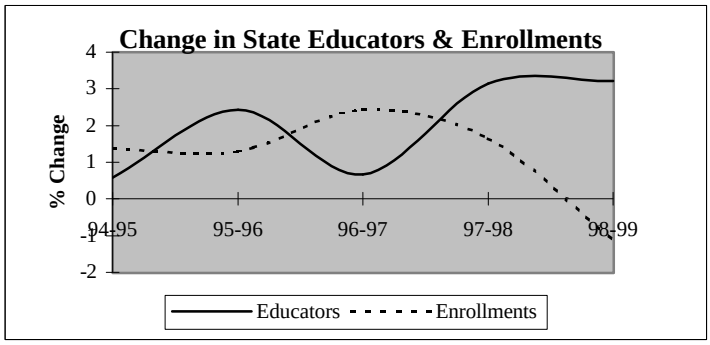
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.4%	9.0%	12.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.4%	5.7%	9.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.2%	3.0%	5.1%	3.5%	5.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.4%	93.0%	93.4%	94.5%	93.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.8%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.4%	3.3%	1.5%	2.0%	1.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DAVIDSON COUNTY





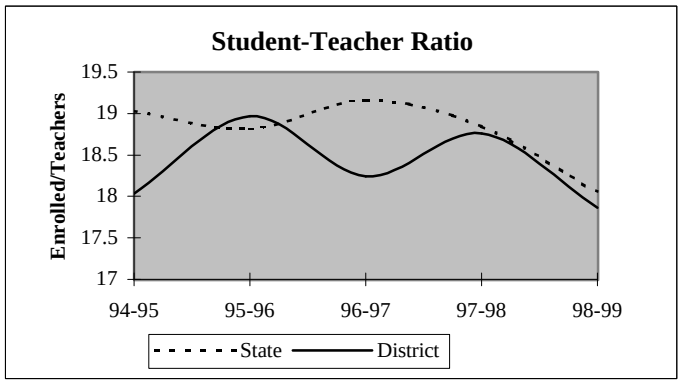
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.0	16.6	15.9	16.4	15.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.0	19.0	18.2	18.8	17.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	-21	-59	99	243	159	-	-	-	-	-
% Change in Educators	-0.4%	-1.3%	2.1%	5.1%	3.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	533	1,882	-1,736	6,102	-937	-	-	-	-	-
% Change in Enrollment	0.7%	2.5%	-2.2%	8.1%	-1.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.0%	1.1%	1.1%	1.2%	1.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.9%	4.1%	4.1%	3.8%	3.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.3%	8.3%	8.7%	9.0%	8.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	22.5%	22.8%	23.3%	23.6%	24.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	35.8%	33.2%	35.1%	35.8%	35.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	49.5%	48.7%	52.8%	53.4%	55.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.5	44.1	44.5	35.9	34.8	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	14.7	14.5	13.8	13.5	13.9	13.9	13.8	13.7	13.7
Average Salary	36,700	37,246	38,329	39,208	40,353	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	21.9%	22.2%	22.9%	23.1%	23.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.3%	79.1%	78.6%	77.9%	77.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	14.8%	14.3%	14.2%	13.3%	13.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	48.9%	na	51.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.7%	na	3.0%	-	1.7%	1.7%	1.6%	1.8%

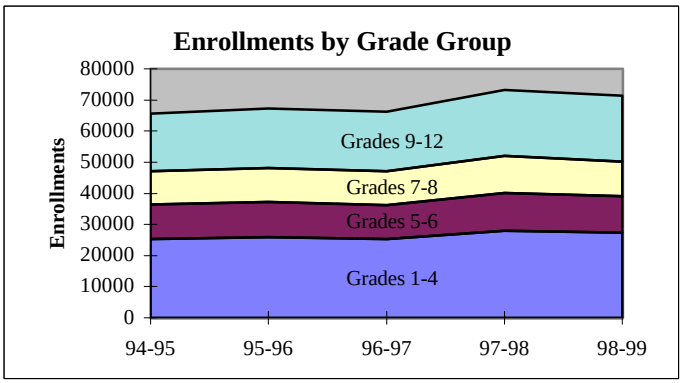
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	4,711	4,652	4,751	4,994	5,153	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4,338	4,311	4,305	4,333	4,574	92.1%	92.7%	90.6%	86.8%	88.8%
Newly Hired	373	341	446	661	579	7.9%	7.3%	9.4%	13.2%	11.2%
Transfers In	29	14	32	54	31	7.8%	4.1%	7.2%	8.2%	5.4%
Reentrants	215	205	206	247	214	57.6%	60.1%	46.2%	37.4%	37.0%
First Time Educators	129	122	208	360	334	34.6%	35.8%	46.6%	54.5%	57.7%
Total Exiting Next Year	400	347	418	420	-	8.5%	7.5%	8.8%	8.4%	-
Transfers Out	45	37	42	50	-	11.3%	10.7%	10.0%	11.9%	-
Leave Tennessee Educ.	355	310	376	370	-	88.8%	89.3%	90.0%	88.1%	-

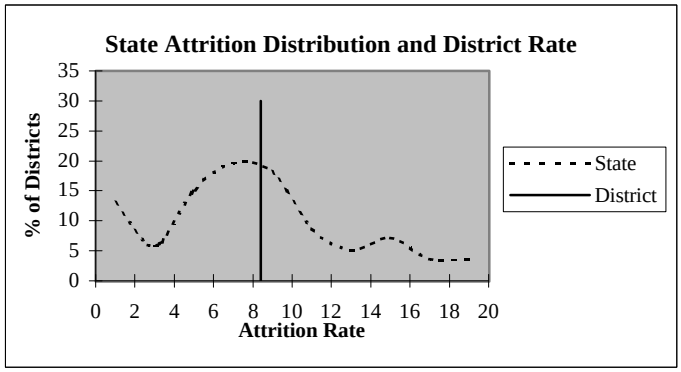
Dynamics Rates	District Rates				
District Attrition	8.5%	7.5%	8.8%	8.4%	-
Transfers In/Out	0.64	0.38	0.76	1.08	-

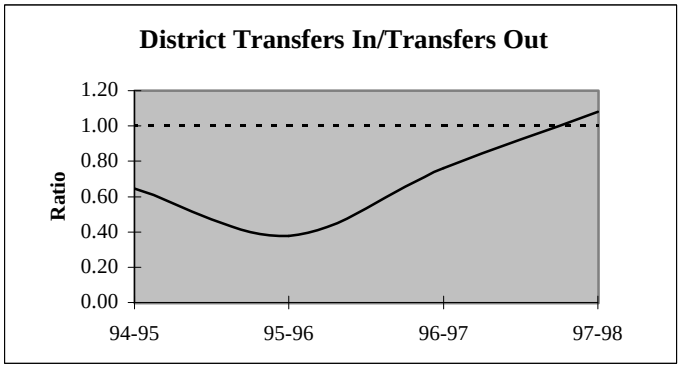
District Report for: DAVIDSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	4,711	4,652	4,751	4,994	5,153	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	184	189	195	191	195	3.9%	4.1%	4.1%	3.8%	3.8%
Professional Staff	343	386	412	448	438	7.3%	8.3%	8.7%	9.0%	8.5%
Total Teachers	4,184	4,077	4,144	4,355	4,520	88.8%	87.6%	87.2%	87.2%	87.7%
Special Education	618	585	590	579	611	14.8%	14.3%	14.2%	13.3%	13.5%
Pre-K & Kindergarten	325	358	366	356	365	7.8%	8.8%	8.8%	8.2%	8.1%
Elementary (1-4)	1,361	1,333	1,357	1,595	1,684	32.5%	32.7%	32.7%	36.6%	37.3%
Middle School (5-6)	422	381	395	404	427	10.1%	9.3%	9.5%	9.3%	9.4%
Jr. High (7-8)	80	509	527	532	519	1.9%	12.5%	12.7%	12.2%	11.5%
High School (9-12)	1,378	911	909	889	914	32.9%	22.3%	21.9%	20.4%	20.2%
Business	14	12	13	16	18	1.0%	1.3%	1.4%	1.8%	2.0%
Language Arts	133	124	130	122	127	9.7%	13.6%	14.3%	13.7%	13.9%
Social Studies	98	100	99	88	96	7.1%	11.0%	10.9%	9.9%	10.5%
Foreign Language	59	65	65	49	58	4.3%	7.1%	7.2%	5.5%	6.3%
Mathematics	107	113	109	94	110	7.8%	12.4%	12.0%	10.6%	12.0%
Science	101	105	103	93	100	7.3%	11.5%	11.3%	10.5%	10.9%
Vocational Education	150	137	136	134	130	10.9%	15.0%	15.0%	15.1%	14.2%
Other High School	716	255	254	293	275	52.0%	28.0%	27.9%	33.0%	30.1%
Total Enrollments	75,439	77,321	75,585	81,687	80,750	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	7,062	7,736	6,971	7,040	6,909	9.4%	10.0%	9.2%	8.6%	8.6%
Grades 1-4	25,211	25,963	25,276	28,001	27,406	33.4%	33.6%	33.4%	34.3%	33.9%
Grades 5-6	11,158	11,258	11,018	12,055	11,675	14.8%	14.6%	14.6%	14.8%	14.5%
Grades 7-8	10,713	10,960	10,849	11,982	11,103	14.2%	14.2%	14.4%	14.7%	13.7%
Grades 9-12	18,566	18,999	19,089	21,144	21,207	24.6%	24.6%	25.3%	25.9%	26.3%
Ungraded	2,729	2,405	2,382	1,465	2,450	3.6%	3.1%	3.2%	1.8%	3.0%









District Report for: DAVIDSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	179	184	191	187	191	4.0%	4.2%	4.2%	4.0%	4.0%
White - Females	51	53	60	58	61	28.5%	28.8%	31.4%	31.0%	31.9%
White - Males	64	70	64	62	62	35.8%	38.0%	33.5%	33.2%	32.5%
Black - Females	38	37	42	43	45	21.2%	20.1%	22.0%	23.0%	23.6%
Black - Males	26	24	25	24	22	14.5%	13.0%	13.1%	12.8%	11.5%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	319	359	384	413	399	7.1%	8.1%	8.5%	8.9%	8.4%
White - Females	194	226	245	262	247	60.8%	63.0%	63.8%	63.4%	61.9%
White - Males	51	49	56	54	53	16.0%	13.6%	14.6%	13.1%	13.3%
Black - Females	71	79	78	89	91	22.3%	22.0%	20.3%	21.5%	22.8%
Black - Males	3	4	4	7	6	0.9%	1.1%	1.0%	1.7%	1.5%
Other - Females	0	1	1	1	2	0.0%	0.3%	0.3%	0.2%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	3,991	3,885	3,923	4,049	4,147	88.9%	87.7%	87.2%	87.1%	87.5%
White - Females	2,476	2,393	2,390	2,476	2,502	62.0%	61.6%	60.9%	61.2%	60.3%
White - Males	641	628	634	639	656	16.1%	16.2%	16.2%	15.8%	15.8%
Black - Females	697	687	710	721	755	17.5%	17.7%	18.1%	17.8%	18.2%
Black - Males	160	154	164	186	202	4.0%	4.0%	4.2%	4.6%	4.9%
Other - Females	13	17	18	20	25	0.3%	0.4%	0.5%	0.5%	0.6%
Other - Males	4	6	7	7	7	0.1%	0.2%	0.2%	0.2%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	32	13	28	893	1,040	0.8%	0.4%	0.8%	20.5%	23.0%
25-29	410	351	308	280	300	10.6%	9.6%	8.7%	6.4%	6.6%
30-34	373	338	328	343	343	9.6%	9.2%	9.2%	7.9%	7.6%
35-39	440	391	363	384	388	11.3%	10.7%	10.2%	8.8%	8.6%
40-45	691	627	545	463	440	17.8%	17.1%	15.3%	10.6%	9.7%
45-49	901	867	815	761	708	23.2%	23.7%	22.9%	17.5%	15.7%
50-54	558	610	680	702	749	14.4%	16.7%	19.1%	16.1%	16.6%
55+	480	464	486	529	552	12.4%	12.7%	13.7%	12.1%	12.2%
Average Age	43.5	44.1	44.5	35.9	34.8					

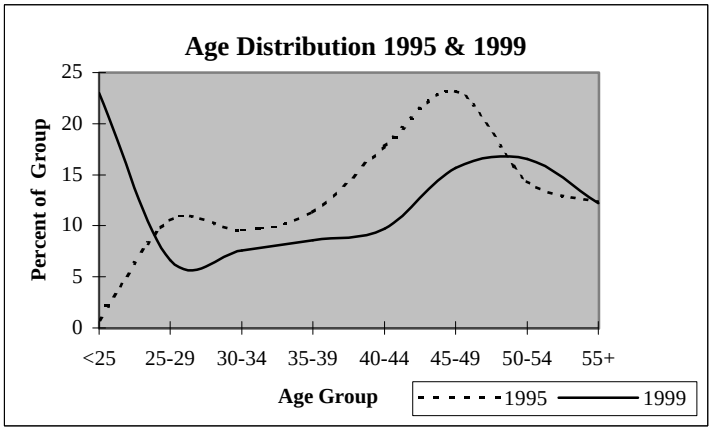
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	739	647	667	873	1,015	17.7%	15.9%	16.1%	20.0%	22.5%
4-7 Years	463	493	581	654	674	11.1%	12.1%	14.0%	15.0%	14.9%
8-11 Years	593	565	521	489	457	14.2%	13.9%	12.6%	11.2%	10.1%
12-15 Years	471	471	503	515	522	11.3%	11.6%	12.1%	11.8%	11.5%
16-19 Years	484	477	446	415	414	11.6%	11.7%	10.8%	9.5%	9.2%
20+ Years	1,434	1,424	1,426	1,409	1,438	34.3%	34.9%	34.4%	32.4%	31.8%
Average Experience	14.5	14.7	14.5	13.8	13.5					

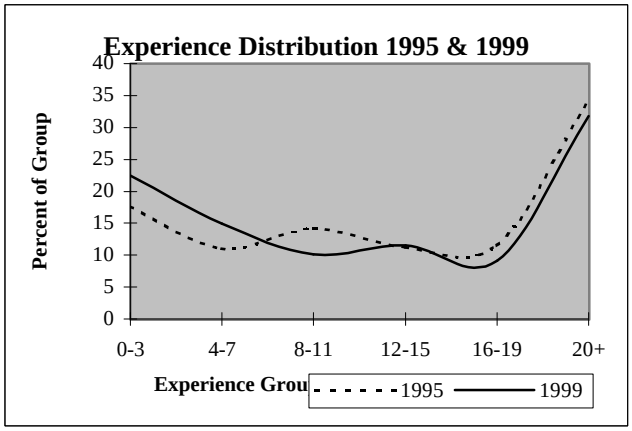
District Report for: DAVIDSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	400	347	418	420	-	8.5%	7.5%	8.8%	8.4%	-
Attrition from Transfers	45	37	42	50	-	1.0%	0.8%	0.9%	1.0%	-
Attrition from Exits	355	310	376	370	-	7.5%	6.7%	7.9%	7.4%	-
Teacher Attrition	361	308	372	379	-	8.6%	7.6%	9.0%	8.7%	-
Attrition from Transfers	44	35	38	46	-	1.1%	0.9%	0.9%	1.1%	-
Attrition from Exits	317	273	334	333	-	7.6%	6.7%	8.1%	7.6%	-
District Retention										
Educator Retention	4,311	4,305	4,333	4,574	-	91.5%	92.5%	91.2%	91.6%	-
Teacher Retention	3,823	3,769	3,772	3,976	-	91.4%	92.4%	91.0%	91.3%	-

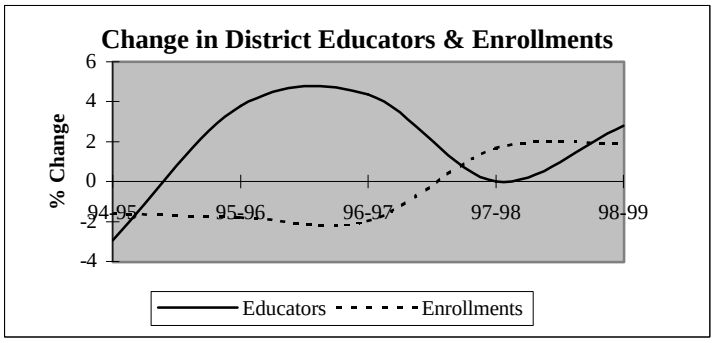
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.1%	1.6%	14.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.6%	1.9%	13.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.9%	2.6%	10.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.8%	2.2%	10.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.9%	1.3%	9.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.3%	1.5%	9.3%	89.7%	2.1%	91.8%	8.2%

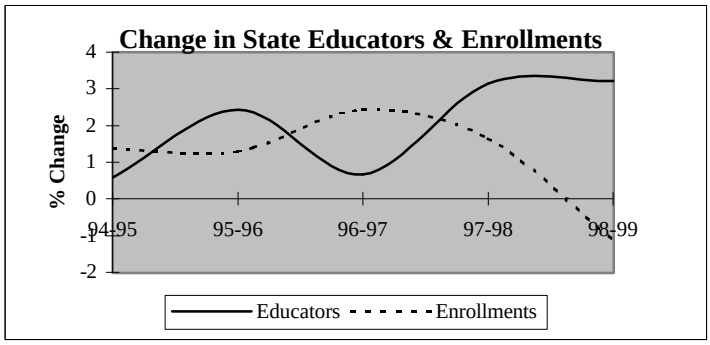
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.7%	12.8%	17.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.0%	7.4%	9.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.7%	3.2%	5.7%	8.3%	7.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.3%	92.9%	90.3%	87.4%	89.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.4%	0.7%	0.8%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.5%	3.5%	3.4%	3.5%	3.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DECATUR COUNTY





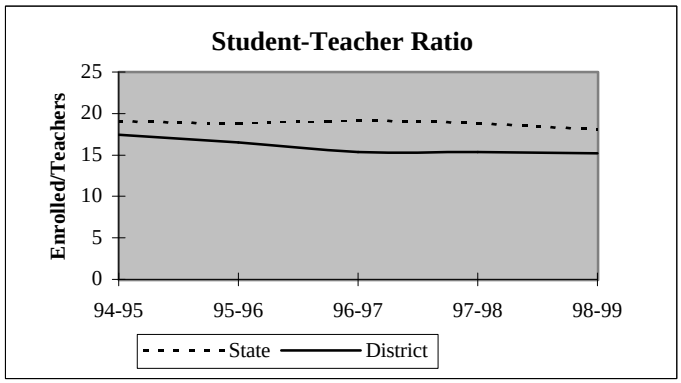
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.5	13.7	12.9	13.1	13.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.4	16.5	15.4	15.4	15.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	5	6	0	4	-	-	-	-	-
% Change in Educators	-2.9%	3.8%	4.4%	0.0%	2.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-31	-34	-37	31	36	-	-	-	-	-
% Change in Enrollment	-1.6%	-1.8%	-2.0%	1.7%	1.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.3%	1.5%	1.4%	1.4%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.3%	5.1%	4.9%	3.5%	3.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.4%	11.7%	11.2%	11.2%	10.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.8%	0.8%	1.5%	1.4%	1.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	14.3%	0.0%	14.3%	40.0%	40.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.0	41.5	42.5	37.3	36.8	42.7	43.1	43.3	37.1	36.4
Average Experience	12.8	13.6	13.3	13.4	13.8	13.9	13.9	13.8	13.7	13.7
Average Salary	27,027	28,746	29,764	30,354	31,644	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.9%	0.9%	1.8%	1.7%	1.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	68.2%	66.7%	67.5%	68.9%	69.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.9%	11.4%	12.5%	12.3%	13.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	5.0%	na	6.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

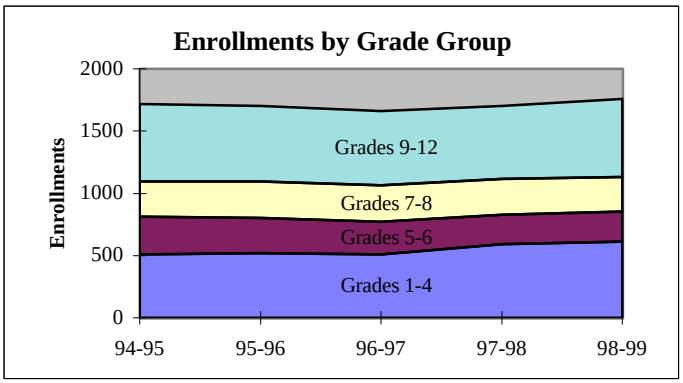
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	132	137	143	143	147	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	127	128	130	128	137	96.2%	93.4%	90.9%	89.5%	93.2%
Newly Hired	5	9	13	15	10	3.8%	6.6%	9.1%	10.5%	6.8%
Transfers In	0	2	0	5	3	0.0%	22.2%	0.0%	33.3%	30.0%
Reentrants	2	3	6	1	2	40.0%	33.3%	46.2%	6.7%	20.0%
First Time Educators	3	4	7	9	5	60.0%	44.4%	53.8%	60.0%	50.0%
Total Exiting Next Year	4	7	15	6	-	3.0%	5.1%	10.5%	4.2%	-
Transfers Out	0	3	6	2	-	0.0%	42.9%	40.0%	33.3%	-
Leave Tennessee Educ.	4	4	9	4	-	100.0%	57.1%	60.0%	66.7%	-

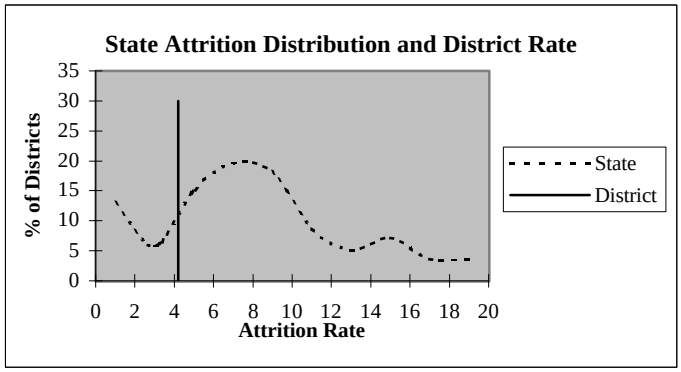
Dynamics Rates	District Rates				
District Attrition	3.0%	5.1%	10.5%	4.2%	-
Transfers In/Out	nc	0.67	0.00	2.50	-

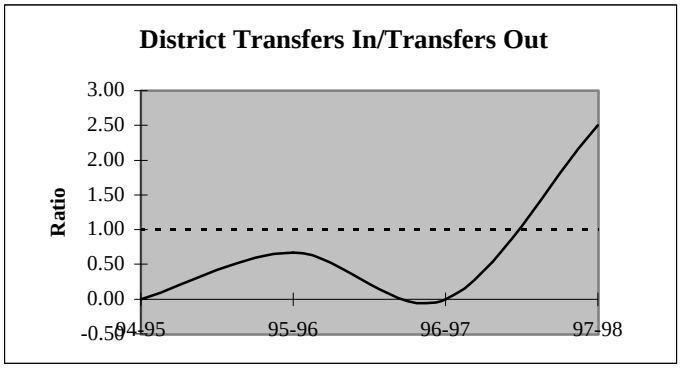
District Report for: DECATUR COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	132	137	143	143	147	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	5	5	5.3%	5.1%	4.9%	3.5%	3.4%
Professional Staff	15	16	16	16	16	11.4%	11.7%	11.2%	11.2%	10.9%
Total Teachers	110	114	120	122	126	83.3%	83.2%	83.9%	85.3%	85.7%
Special Education	12	13	15	15	17	10.9%	11.4%	12.5%	12.3%	13.5%
Pre-K & Kindergarten	5	5	5	5	5	4.5%	4.4%	4.2%	4.1%	4.0%
Elementary (1-4)	39	41	42	44	46	35.5%	36.0%	35.0%	36.1%	36.5%
Middle School (5-6)	11	12	12	13	11	10.0%	10.5%	10.0%	10.7%	8.7%
Jr. High (7-8)	13	13	15	10	11	11.8%	11.4%	12.5%	8.2%	8.7%
High School (9-12)	30	30	31	35	36	27.3%	26.3%	25.8%	28.7%	28.6%
Business	0	0	0	1	1	0.0%	0.0%	0.0%	2.9%	2.8%
Language Arts	4	3	3	4	4	13.3%	10.0%	9.7%	11.4%	11.1%
Social Studies	4	4	4	4	4	13.3%	13.3%	12.9%	11.4%	11.1%
Foreign Language	1	1	1	1	1	3.3%	3.3%	3.2%	2.9%	2.8%
Mathematics	4	4	4	5	4	13.3%	13.3%	12.9%	14.3%	11.1%
Science	2	2	2	3	3	6.7%	6.7%	6.5%	8.6%	8.3%
Vocational Education	11	10	10	10	11	36.7%	33.3%	32.3%	28.6%	30.6%
Other High School	4	6	7	7	8	13.3%	20.0%	22.6%	20.0%	22.2%
Total Enrollments	1,917	1,883	1,846	1,877	1,913	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	170	146	165	162	144	8.9%	7.8%	8.9%	8.6%	7.5%
Grades 1-4	511	519	510	591	613	26.7%	27.6%	27.6%	31.5%	32.0%
Grades 5-6	301	283	260	237	238	15.7%	15.0%	14.1%	12.6%	12.4%
Grades 7-8	285	293	293	290	281	14.9%	15.6%	15.9%	15.5%	14.7%
Grades 9-12	619	609	596	584	626	32.3%	32.3%	32.3%	31.1%	32.7%
Ungraded	31	33	22	13	11	1.6%	1.8%	1.2%	0.7%	0.6%









District Report for: DECATUR COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	7	7	5	5	5.5%	5.3%	5.1%	3.6%	3.6%
White - Females	1	0	1	2	2	14.3%	0.0%	14.3%	40.0%	40.0%
White - Males	6	7	6	3	3	85.7%	100.0%	85.7%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	16	16	16	16	11.7%	12.0%	11.8%	11.6%	11.4%
White - Females	14	14	14	14	14	93.3%	87.5%	87.5%	87.5%	87.5%
White - Males	1	2	2	2	2	6.7%	12.5%	12.5%	12.5%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	106	110	113	117	119	82.8%	82.7%	83.1%	84.8%	85.0%
White - Females	71	72	74	78	81	67.0%	65.5%	65.5%	66.7%	68.1%
White - Males	34	37	37	37	36	32.1%	33.6%	32.7%	31.6%	30.3%
Black - Females	1	1	2	2	2	0.9%	0.9%	1.8%	1.7%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	0	18	21	0.0%	0.9%	0.0%	14.8%	16.7%
25-29	12	9	12	10	10	11.4%	8.4%	11.1%	8.2%	7.9%
30-34	19	17	12	12	13	18.1%	15.9%	11.1%	9.8%	10.3%
35-39	16	22	24	16	14	15.2%	20.6%	22.2%	13.1%	11.1%
40-45	18	15	8	15	14	17.1%	14.0%	7.4%	12.3%	11.1%
45-49	21	21	24	22	17	20.0%	19.6%	22.2%	18.0%	13.5%
50-54	12	13	16	17	24	11.4%	12.1%	14.8%	13.9%	19.0%
55+	7	9	12	12	13	6.7%	8.4%	11.1%	9.8%	10.3%
Average Age	41.0	41.5	42.5	37.3	36.8					

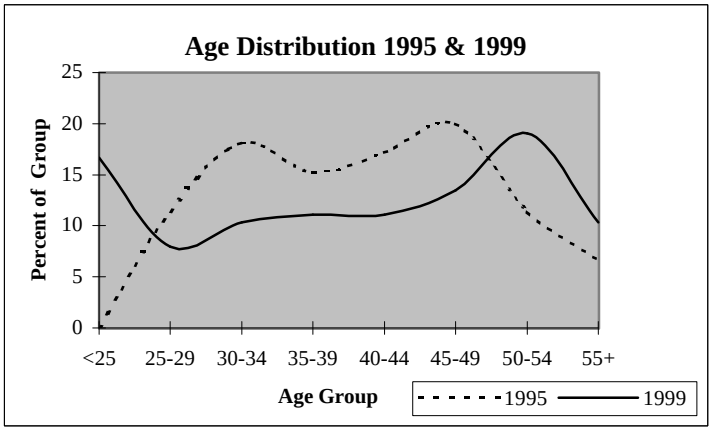
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	19	19	21	24	24	17.3%	16.7%	17.5%	19.7%	19.0%
4-7 Years	14	15	17	18	18	12.7%	13.2%	14.2%	14.8%	14.3%
8-11 Years	22	18	18	12	13	20.0%	15.8%	15.0%	9.8%	10.3%
12-15 Years	15	19	17	21	19	13.6%	16.7%	14.2%	17.2%	15.1%
16-19 Years	14	12	13	10	14	12.7%	10.5%	10.8%	8.2%	11.1%
20+ Years	26	31	34	37	38	23.6%	27.2%	28.3%	30.3%	30.2%
Average Experience	12.8	13.6	13.3	13.4	13.8					

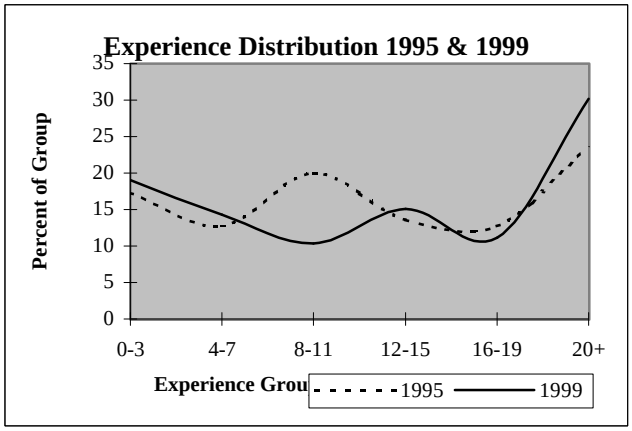
District Report for: DECATUR COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	7	15	6	-	3.0%	5.1%	10.5%	4.2%	-
Attrition from Transfers	0	3	6	2	-	0.0%	2.2%	4.2%	1.4%	-
Attrition from Exits	4	4	9	4	-	3.0%	2.9%	6.3%	2.8%	-
Teacher Attrition	3	6	13	6	-	2.7%	5.3%	10.8%	4.9%	-
Attrition from Transfers	0	3	5	2	-	0.0%	2.6%	4.2%	1.6%	-
Attrition from Exits	3	3	8	4	-	2.7%	2.6%	6.7%	3.3%	-
District Retention										
Educator Retention	128	130	128	137	-	97.0%	94.9%	89.5%	95.8%	-
Teacher Retention	107	108	107	116	-	97.3%	94.7%	89.2%	95.1%	-

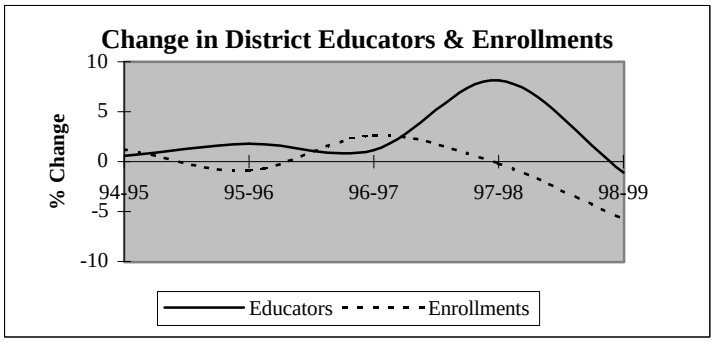
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.3%	12.5%	6.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.3%	7.7%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	95.8%	0.0%	4.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.7%	0.0%	4.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	85.0%	5.0%	10.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	81.0%	4.8%	14.3%	89.7%	2.1%	91.8%	8.2%

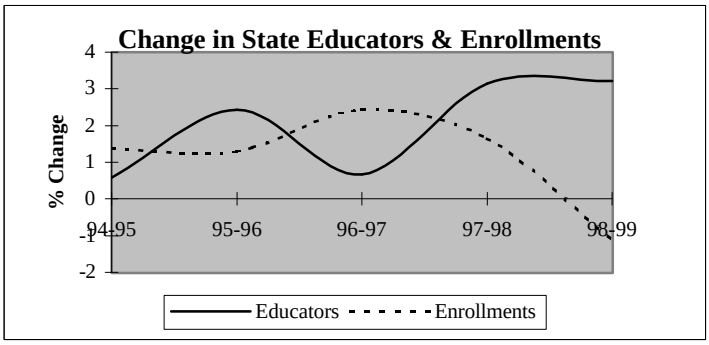
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.9%	13.9%	14.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.0%	9.6%	9.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.5%	3.6%	6.3%	7.0%	6.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.9%	94.2%	90.2%	93.0%	92.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.0%	0.7%	0.0%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.8%	2.2%	2.8%	0.0%	0.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DEKALB COUNTY





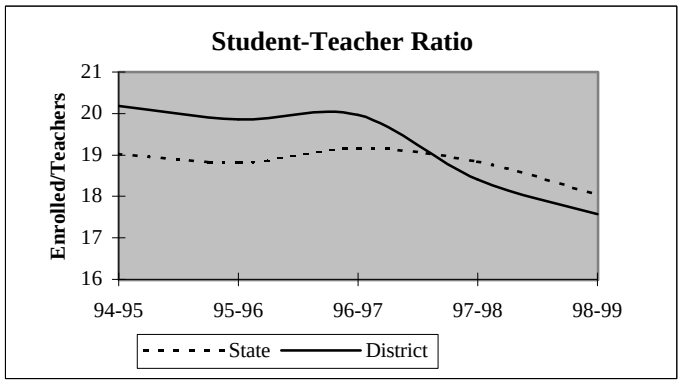
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.2	16.7	16.9	15.6	14.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.2	19.9	20.0	18.4	17.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	3	2	14	-2	-	-	-	-	-
% Change in Educators	0.6%	1.8%	1.2%	8.1%	-1.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	35	-26	74	-5	-167	-	-	-	-	-
% Change in Enrollment	1.2%	-0.9%	2.6%	-0.2%	-5.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.7%	4.7%	4.3%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.2%	11.2%	10.5%	10.8%	10.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	12.5%	25.0%	25.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.5	42.5	41.2	36.5	37.9	42.7	43.1	43.3	37.1	36.4
Average Experience	14.3	14.1	13.1	13.0	13.4	13.9	13.9	13.8	13.7	13.7
Average Salary	27,698	28,322	29,127	29,446	30,858	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.1%	77.6%	76.7%	77.2%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.2%	10.5%	10.3%	9.5%	9.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.2%	na	3.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	0.1%	-	1.7%	1.7%	1.6%	1.8%

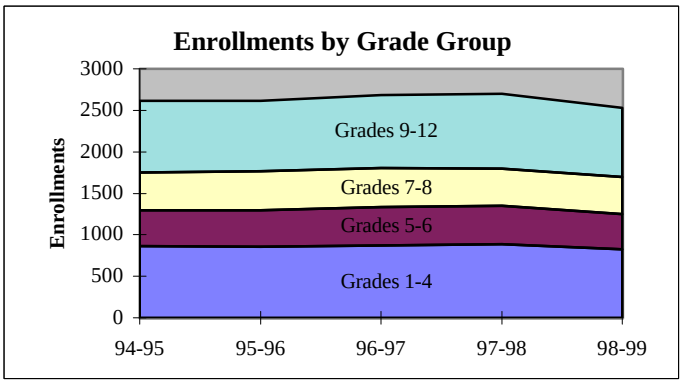
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	167	170	172	186	184	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	147	157	153	162	169	88.0%	92.4%	89.0%	87.1%	91.8%
Newly Hired	20	13	19	24	15	12.0%	7.6%	11.0%	12.9%	8.2%
Transfers In	4	3	6	6	4	20.0%	23.1%	31.6%	25.0%	26.7%
Reentrants	9	5	0	9	6	45.0%	38.5%	0.0%	37.5%	40.0%
First Time Educators	7	5	13	9	5	35.0%	38.5%	68.4%	37.5%	33.3%
Total Exiting Next Year	10	17	10	17	-	6.0%	10.0%	5.8%	9.1%	-
Transfers Out	2	3	6	7	-	20.0%	17.6%	60.0%	41.2%	-
Leave Tennessee Educ.	8	14	4	10	-	80.0%	82.4%	40.0%	58.8%	-

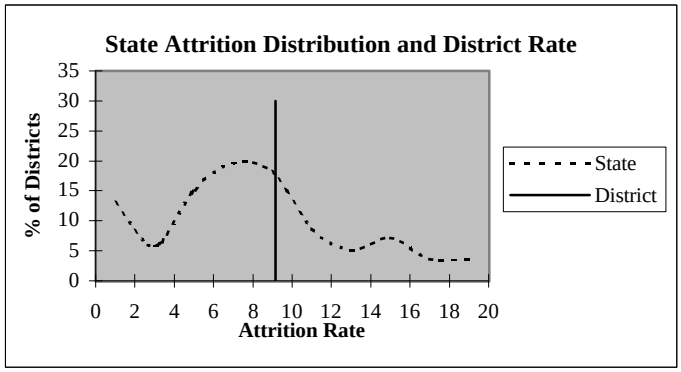
Dynamics Rates	District Rates				
District Attrition	6.0%	10.0%	5.8%	9.1%	-
Transfers In/Out	2.00	1.00	1.00	0.86	-

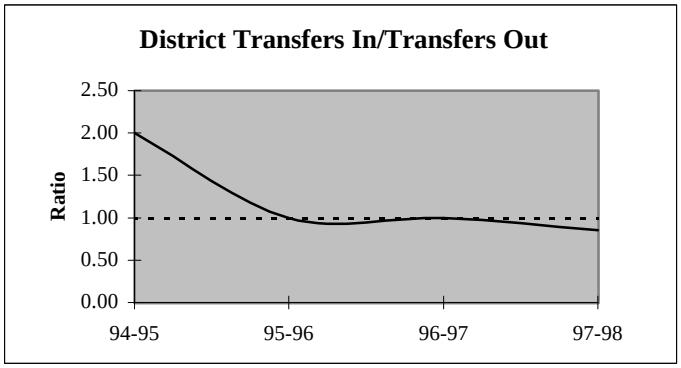
District Report for: DEKALB COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	167	170	172	186	184	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	8	8	8	8	4.8%	4.7%	4.7%	4.3%	4.3%
Professional Staff	17	19	18	20	20	10.2%	11.2%	10.5%	10.8%	10.9%
Total Teachers	142	143	146	158	156	85.0%	84.1%	84.9%	84.9%	84.8%
Special Education	13	15	15	15	15	9.2%	10.5%	10.3%	9.5%	9.6%
Pre-K & Kindergarten	9	9	9	9	9	6.3%	6.3%	6.2%	5.7%	5.8%
Elementary (1-4)	55	51	53	59	59	38.7%	35.7%	36.3%	37.3%	37.8%
Middle School (5-6)	13	15	15	17	16	9.2%	10.5%	10.3%	10.8%	10.3%
Jr. High (7-8)	15	15	16	16	16	10.6%	10.5%	11.0%	10.1%	10.3%
High School (9-12)	37	38	38	42	41	26.1%	26.6%	26.0%	26.6%	26.3%
Business	2	2	3	3	3	5.4%	5.3%	7.9%	7.1%	7.3%
Language Arts	6	5	5	5	5	16.2%	13.2%	13.2%	11.9%	12.2%
Social Studies	5	4	5	5	6	13.5%	10.5%	13.2%	11.9%	14.6%
Foreign Language	2	2	2	2	2	5.4%	5.3%	5.3%	4.8%	4.9%
Mathematics	4	5	4	4	4	10.8%	13.2%	10.5%	9.5%	9.8%
Science	4	3	2	3	4	10.8%	7.9%	5.3%	7.1%	9.8%
Vocational Education	10	10	8	10	10	27.0%	26.3%	21.1%	23.8%	24.4%
Other High School	4	7	9	10	7	10.8%	18.4%	23.7%	23.8%	17.1%
Total Enrollments	2,866	2,840	2,914	2,909	2,742	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	212	205	206	199	202	7.4%	7.2%	7.1%	6.8%	7.4%
Grades 1-4	863	855	872	890	829	30.1%	30.1%	29.9%	30.6%	30.2%
Grades 5-6	430	440	466	459	419	15.0%	15.5%	16.0%	15.8%	15.3%
Grades 7-8	454	470	464	445	451	15.8%	16.5%	15.9%	15.3%	16.4%
Grades 9-12	865	851	880	905	828	30.2%	30.0%	30.2%	31.1%	30.2%
Ungraded	42	19	26	11	13	1.5%	0.7%	0.9%	0.4%	0.5%









District Report for: DEKALB COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	8	8	8	8	8	4.8%	4.8%	4.7%	4.5%	4.5%
White - Females	1	2	2	2	2	12.5%	25.0%	25.0%	25.0%	25.0%
White - Males	7	6	6	6	6	87.5%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	18	20	20	10.2%	11.4%	10.7%	11.2%	11.2%
White - Females	14	15	16	17	16	82.4%	78.9%	88.9%	85.0%	80.0%
White - Males	3	4	2	3	4	17.6%	21.1%	11.1%	15.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	141	140	143	151	150	84.9%	83.8%	84.6%	84.4%	84.3%
White - Females	108	109	109	118	119	76.6%	77.9%	76.2%	78.1%	79.3%
White - Males	33	31	34	33	30	23.4%	22.1%	23.8%	21.9%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	4	6	23	18	3.0%	3.0%	4.4%	14.6%	11.5%
25-29	17	18	24	26	20	12.8%	13.5%	17.6%	16.5%	12.8%
30-34	15	16	14	19	20	11.3%	12.0%	10.3%	12.0%	12.8%
35-39	14	9	11	11	17	10.5%	6.8%	8.1%	7.0%	10.9%
40-45	25	26	25	20	17	18.8%	19.5%	18.4%	12.7%	10.9%
45-49	22	24	22	21	26	16.5%	18.0%	16.2%	13.3%	16.7%
50-54	17	17	20	23	19	12.8%	12.8%	14.7%	14.6%	12.2%
55+	19	19	14	15	19	14.3%	14.3%	10.3%	9.5%	12.2%
Average Age	42.5	42.5	41.2	36.5	37.9					

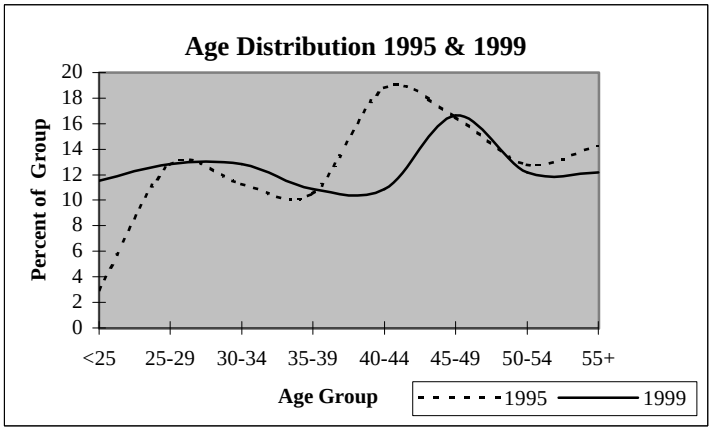
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	28	29	32	38	32	19.7%	20.3%	21.9%	24.1%	20.5%
4-7 Years	17	16	21	27	29	12.0%	11.2%	14.4%	17.1%	18.6%
8-11 Years	15	17	15	15	18	10.6%	11.9%	10.3%	9.5%	11.5%
12-15 Years	15	13	15	12	13	10.6%	9.1%	10.3%	7.6%	8.3%
16-19 Years	18	20	17	16	13	12.7%	14.0%	11.6%	10.1%	8.3%
20+ Years	49	48	46	50	51	34.5%	33.6%	31.5%	31.6%	32.7%
Average Experience	14.3	14.1	13.1	13.0	13.4					

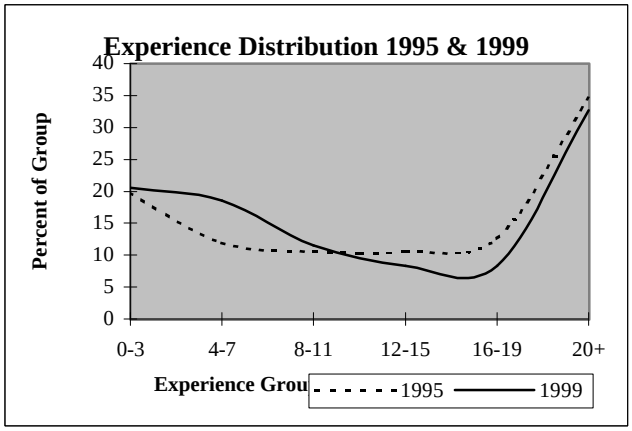
District Report for: DEKALB COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	10	17	10	17	-	6.0%	10.0%	5.8%	9.1%	-
Attrition from Transfers	2	3	6	7	-	1.2%	1.8%	3.5%	3.8%	-
Attrition from Exits	8	14	4	10	-	4.8%	8.2%	2.3%	5.4%	-
Teacher Attrition	9	14	10	13	-	6.3%	9.8%	6.8%	8.2%	-
Attrition from Transfers	1	2	6	6	-	0.7%	1.4%	4.1%	3.8%	-
Attrition from Exits	8	12	4	7	-	5.6%	8.4%	2.7%	4.4%	-
District Retention										
Educator Retention	157	153	162	169	-	94.0%	90.0%	94.2%	90.9%	-
Teacher Retention	133	129	136	145	-	93.7%	90.2%	93.2%	91.8%	-

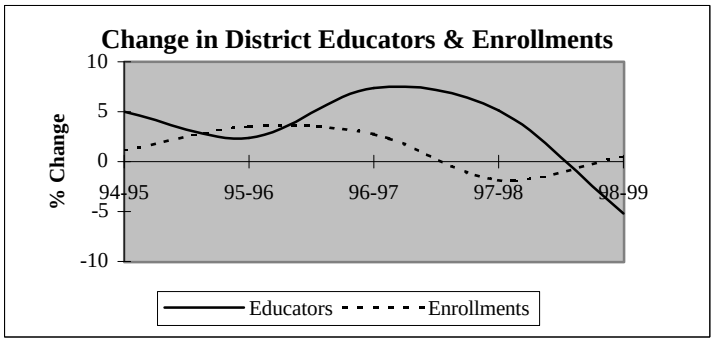
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.4%	7.0%	4.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.8%	4.9%	7.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.9%	3.0%	3.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.2%	10.3%	2.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	79.3%	3.4%	17.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	84.6%	7.7%	7.7%	89.7%	2.1%	91.8%	8.2%

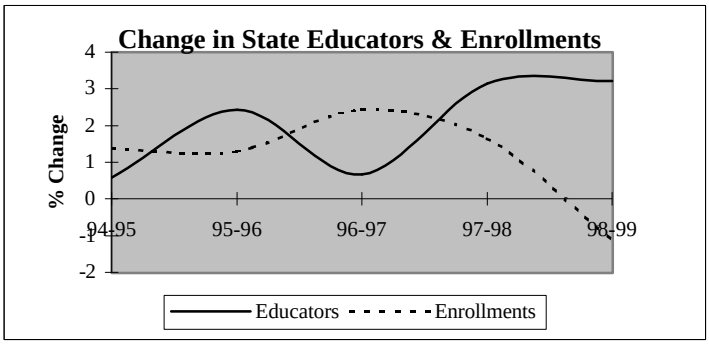
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.9%	16.1%	17.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	7.3%	9.9%	12.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.4%	4.1%	9.9%	5.9%	3.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.2%	93.5%	90.1%	89.8%	92.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.5%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.4%	2.4%	0.0%	3.8%	3.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DICKSON COUNTY





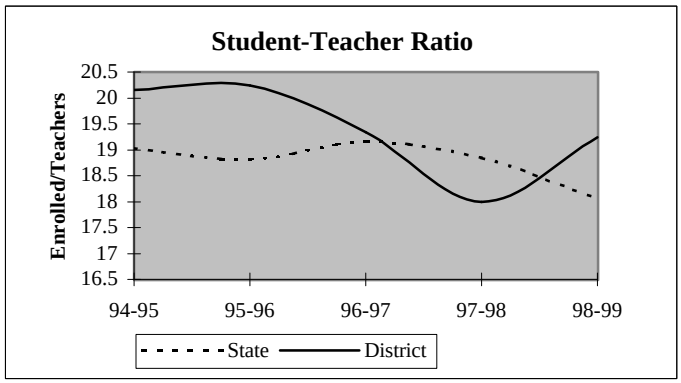
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.2	17.3	16.6	15.5	16.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.1	20.2	19.3	18.0	19.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	22	11	35	26	-28	-	-	-	-	-
% Change in Educators	5.0%	2.4%	7.4%	5.1%	-5.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	85	281	229	-158	41	-	-	-	-	-
% Change in Enrollment	1.1%	3.5%	2.8%	-1.9%	0.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.2%	0.4%	1.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.4%	4.5%	4.7%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.1%	9.9%	9.6%	9.1%	9.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.5%	3.3%	3.3%	3.2%	3.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	9.1%	9.5%	8.7%	8.0%	3.7%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	40.9%	38.1%	39.1%	36.0%	51.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.6	41.6	35.8	37.1	42.7	43.1	43.3	37.1	36.4
Average Experience	12.8	12.5	12.4	12.0	12.8	13.9	13.9	13.8	13.7	13.7
Average Salary	29,443	29,634	30,337	30,206	32,740	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.4%	3.0%	3.1%	3.0%	3.4%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.2%	77.9%	78.1%	78.6%	78.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.2%	12.3%	13.0%	12.6%	10.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	7.2%	na	7.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	1.8%	-	1.7%	1.7%	1.6%	1.8%

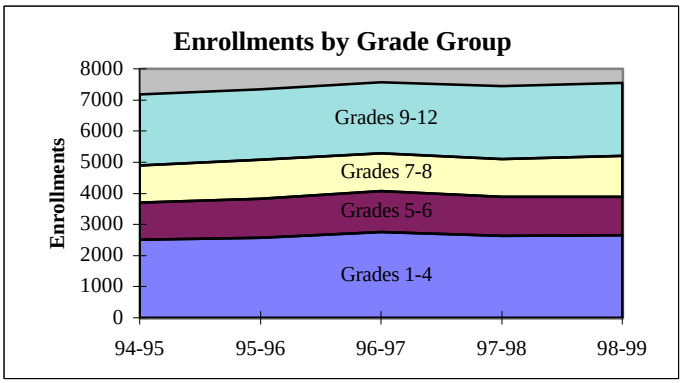
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	464	475	510	536	508	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	409	419	457	460	458	88.1%	88.2%	89.6%	85.8%	90.2%
Newly Hired	55	56	53	76	50	11.9%	11.8%	10.4%	14.2%	9.8%
Transfers In	7	10	10	14	7	12.7%	17.9%	18.9%	18.4%	14.0%
Reentrants	26	23	15	24	22	47.3%	41.1%	28.3%	31.6%	44.0%
First Time Educators	22	23	28	38	21	40.0%	41.1%	52.8%	50.0%	42.0%
Total Exiting Next Year	45	18	50	78	-	9.7%	3.8%	9.8%	14.6%	-
Transfers Out	11	0	13	17	-	24.4%	0.0%	26.0%	21.8%	-
Leave Tennessee Educ.	34	18	37	61	-	75.6%	100.0%	74.0%	78.2%	-

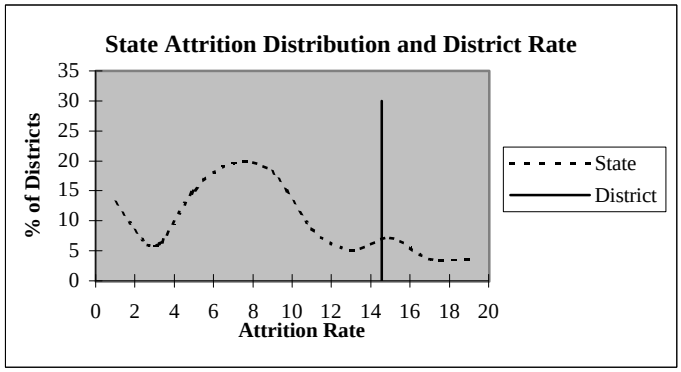
Dynamics Rates	District Rates				
District Attrition	9.7%	3.8%	9.8%	14.6%	-
Transfers In/Out	0.64	nc	0.77	0.82	-

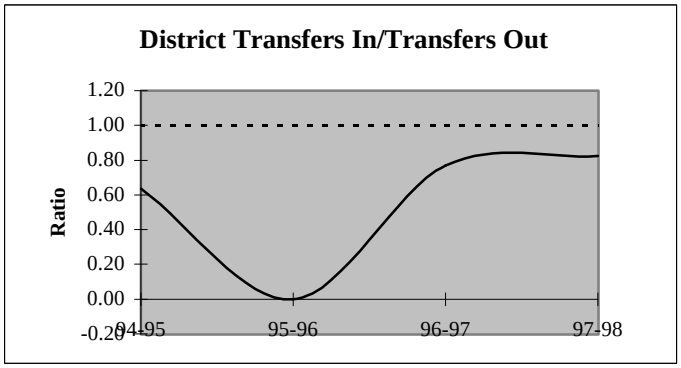
District Report for: DICKSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	464	475	510	536	508	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	22	21	23	25	27	4.7%	4.4%	4.5%	4.7%	5.3%
Professional Staff	47	47	49	49	47	10.1%	9.9%	9.6%	9.1%	9.3%
Total Teachers	395	407	438	462	434	85.1%	85.7%	85.9%	86.2%	85.4%
Special Education	48	50	57	58	47	12.2%	12.3%	13.0%	12.6%	10.8%
Pre-K & Kindergarten	29	29	34	33	28	7.3%	7.1%	7.8%	7.1%	6.5%
Elementary (1-4)	125	129	135	145	143	31.6%	31.7%	30.8%	31.4%	32.9%
Middle School (5-6)	44	44	53	58	54	11.1%	10.8%	12.1%	12.6%	12.4%
Jr. High (7-8)	37	47	50	56	58	9.4%	11.5%	11.4%	12.1%	13.4%
High School (9-12)	112	108	109	112	104	28.4%	26.5%	24.9%	24.2%	24.0%
Business	5	6	5	5	5	4.5%	5.6%	4.6%	4.5%	4.8%
Language Arts	14	13	13	13	13	12.5%	12.0%	11.9%	11.6%	12.5%
Social Studies	12	13	12	9	7	10.7%	12.0%	11.0%	8.0%	6.7%
Foreign Language	5	7	8	5	4	4.5%	6.5%	7.3%	4.5%	3.8%
Mathematics	12	11	14	12	15	10.7%	10.2%	12.8%	10.7%	14.4%
Science	10	8	11	10	11	8.9%	7.4%	10.1%	8.9%	10.6%
Vocational Education	15	13	16	18	18	13.4%	12.0%	14.7%	16.1%	17.3%
Other High School	39	37	30	40	31	34.8%	34.3%	27.5%	35.7%	29.8%
Total Enrollments	7,959	8,240	8,469	8,311	8,352	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	602	706	706	672	613	7.6%	8.6%	8.3%	8.1%	7.3%
Grades 1-4	2,507	2,575	2,748	2,637	2,649	31.5%	31.3%	32.4%	31.7%	31.7%
Grades 5-6	1,190	1,250	1,326	1,248	1,238	15.0%	15.2%	15.7%	15.0%	14.8%
Grades 7-8	1,191	1,258	1,205	1,220	1,326	15.0%	15.3%	14.2%	14.7%	15.9%
Grades 9-12	2,291	2,257	2,282	2,340	2,338	28.8%	27.4%	26.9%	28.2%	28.0%
Ungraded	178	194	202	194	188	2.2%	2.4%	2.4%	2.3%	2.3%









District Report for: DICKSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	22	21	23	25	27	4.9%	4.6%	4.7%	5.0%	5.6%
White - Females	8	7	8	8	13	36.4%	33.3%	34.8%	32.0%	48.1%
White - Males	12	12	13	15	13	54.5%	57.1%	56.5%	60.0%	48.1%
Black - Females	1	1	1	1	1	4.5%	4.8%	4.3%	4.0%	3.7%
Black - Males	1	1	1	1	0	4.5%	4.8%	4.3%	4.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	44	44	45	42	9.7%	9.6%	9.0%	8.9%	8.8%
White - Females	36	37	37	39	37	81.8%	84.1%	84.1%	86.7%	88.1%
White - Males	7	6	6	5	5	15.9%	13.6%	13.6%	11.1%	11.9%
Black - Females	1	1	1	1	0	2.3%	2.3%	2.3%	2.2%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	386	394	420	435	409	85.4%	85.8%	86.2%	86.1%	85.6%
White - Females	291	298	320	334	312	75.4%	75.6%	76.2%	76.8%	76.3%
White - Males	82	84	87	88	83	21.2%	21.3%	20.7%	20.2%	20.3%
Black - Females	10	9	10	9	10	2.6%	2.3%	2.4%	2.1%	2.4%
Black - Males	3	2	2	2	2	0.8%	0.5%	0.5%	0.5%	0.5%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%
Other - Males	0	1	1	2	1	0.0%	0.3%	0.2%	0.5%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	2	4	74	61	1.6%	0.5%	1.0%	16.0%	14.1%
25-29	48	48	46	42	37	12.9%	13.0%	11.9%	9.1%	8.5%
30-34	43	42	49	55	53	11.6%	11.4%	12.7%	11.9%	12.2%
35-39	52	53	60	49	49	14.0%	14.4%	15.5%	10.6%	11.3%
40-45	78	73	70	73	57	21.0%	19.8%	18.1%	15.8%	13.1%
45-49	84	84	82	76	77	22.6%	22.8%	21.2%	16.5%	17.7%
50-54	29	43	47	63	66	7.8%	11.7%	12.2%	13.6%	15.2%
55+	31	23	28	30	34	8.4%	6.3%	7.3%	6.5%	7.8%
Average Age	41.3	41.6	41.6	35.8	37.1					

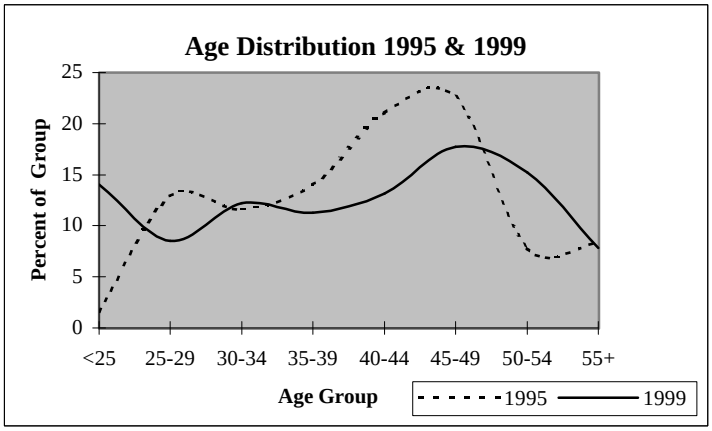
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	88	92	103	110	86	22.3%	22.6%	23.5%	23.8%	19.8%
4-7 Years	49	66	77	96	95	12.4%	16.2%	17.6%	20.8%	21.9%
8-11 Years	57	46	48	44	46	14.4%	11.3%	11.0%	9.5%	10.6%
12-15 Years	40	40	44	44	46	10.1%	9.8%	10.0%	9.5%	10.6%
16-19 Years	47	51	44	43	35	11.9%	12.5%	10.0%	9.3%	8.1%
20+ Years	114	112	122	125	126	28.9%	27.5%	27.9%	27.1%	29.0%
Average Experience	12.8	12.5	12.4	12.0	12.8					

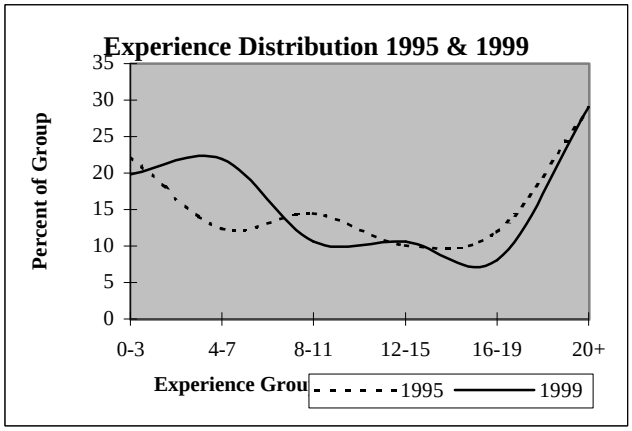
District Report for: DICKSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	45	18	50	78	-	9.7%	3.8%	9.8%	14.6%	-
Attrition from Transfers	11	0	13	17	-	2.4%	0.0%	2.5%	3.2%	-
Attrition from Exits	34	18	37	61	-	7.3%	3.8%	7.3%	11.4%	-
Teacher Attrition	40	16	46	68	-	10.1%	3.9%	10.5%	14.7%	-
Attrition from Transfers	10	0	12	17	-	2.5%	0.0%	2.7%	3.7%	-
Attrition from Exits	30	16	34	51	-	7.6%	3.9%	7.8%	11.0%	-
District Retention										
Educator Retention	419	457	460	458	-	90.3%	96.2%	90.2%	85.4%	-
Teacher Retention	355	391	392	394	-	89.9%	96.1%	89.5%	85.3%	-

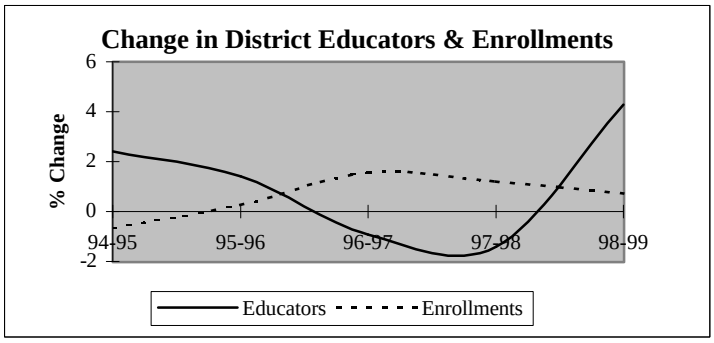
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.6%	8.8%	14.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.2%	4.3%	9.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.7%	3.8%	8.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.4%	5.7%	2.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.3%	3.9%	8.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.6%	1.1%	4.3%	89.7%	2.1%	91.8%	8.2%

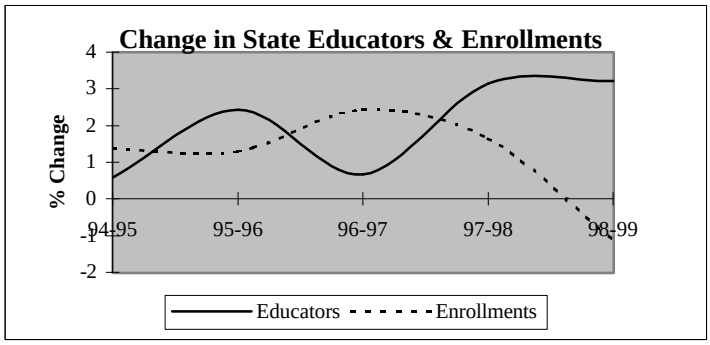
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.5%	15.9%	17.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.0%	9.7%	10.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.3%	5.9%	5.9%	8.0%	5.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.4%	89.7%	91.8%	88.1%	90.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.8%	0.2%	0.6%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.5%	3.6%	2.2%	3.4%	3.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DYER COUNTY





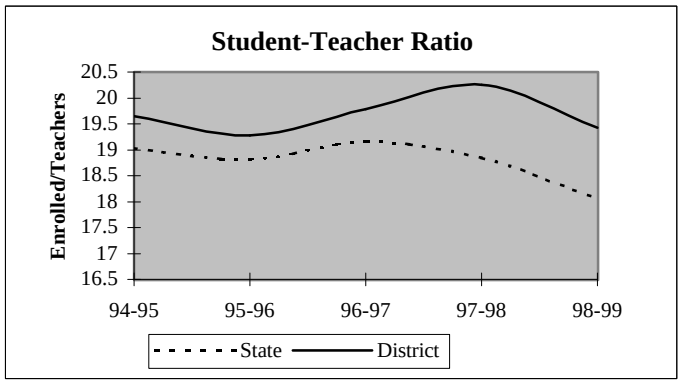
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.9	16.7	17.1	17.5	16.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.6	19.3	19.8	20.2	19.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	3	-2	-3	9	-	-	-	-	-
% Change in Educators	2.4%	1.4%	-0.9%	-1.4%	4.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-24	9	56	44	26	-	-	-	-	-
% Change in Enrollment	-0.7%	0.3%	1.6%	1.2%	0.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.5%	0.5%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.2%	5.1%	5.2%	5.7%	6.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.0%	8.4%	8.5%	7.6%	6.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	5.8%	5.2%	4.9%	5.4%	4.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	45.5%	45.5%	45.5%	50.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	42.7	42.5	39.7	38.7	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	14.9	14.5	14.7	14.0	13.9	13.9	13.8	13.7	13.7
Average Salary	32,827	33,274	34,072	34,376	35,249	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	6.8%	5.5%	5.1%	5.7%	4.4%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	82.4%	82.8%	84.2%	85.7%	84.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	13.2%	12.9%	13.6%	12.6%	13.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	10.4%	na	11.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	1.7%	-	1.7%	1.7%	1.6%	1.8%

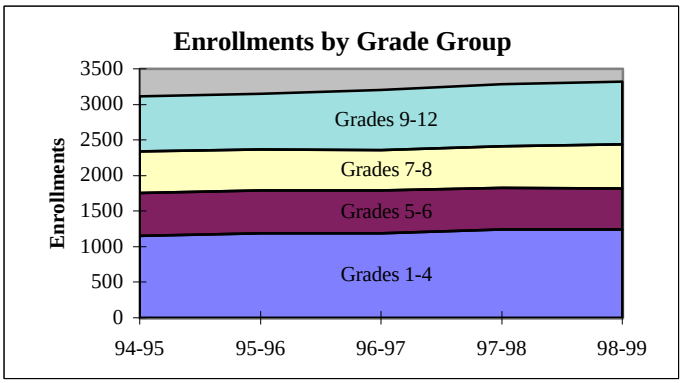
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	212	215	213	210	219	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	188	201	193	192	193	88.7%	93.5%	90.6%	91.4%	88.1%
Newly Hired	24	14	20	18	26	11.3%	6.5%	9.4%	8.6%	11.9%
Transfers In	10	1	5	10	7	41.7%	7.1%	25.0%	55.6%	26.9%
Reentrants	6	8	4	1	9	25.0%	57.1%	20.0%	5.6%	34.6%
First Time Educators	8	5	11	7	10	33.3%	35.7%	55.0%	38.9%	38.5%
Total Exiting Next Year	11	22	21	17	-	5.2%	10.2%	9.9%	8.1%	-
Transfers Out	4	6	8	1	-	36.4%	27.3%	38.1%	5.9%	-
Leave Tennessee Educ.	7	16	13	16	-	63.6%	72.7%	61.9%	94.1%	-

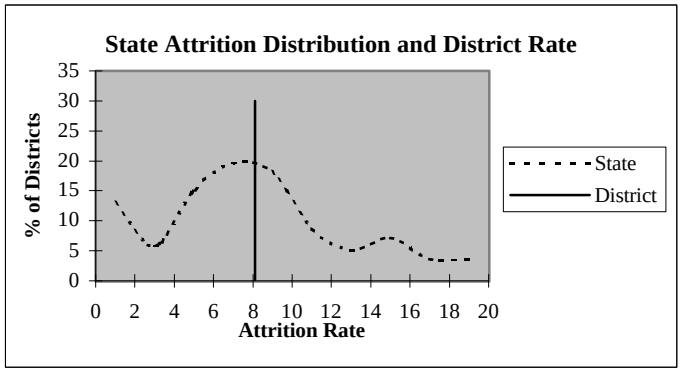
Dynamics Rates	District Rates				
District Attrition	5.2%	10.2%	9.9%	8.1%	-
Transfers In/Out	2.50	0.17	0.63	10.00	-

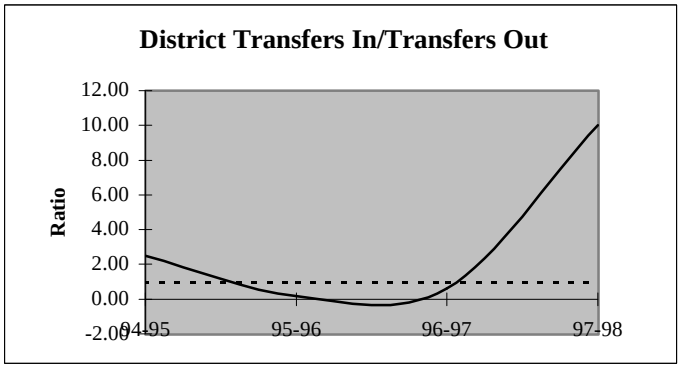
District Report for: DYER COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	212	215	213	210	219	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	12	14	5.2%	5.1%	5.2%	5.7%	6.4%
Professional Staff	19	18	18	16	14	9.0%	8.4%	8.5%	7.6%	6.4%
Total Teachers	182	186	184	182	191	85.8%	86.5%	86.4%	86.7%	87.2%
Special Education	24	24	25	23	26	13.2%	12.9%	13.6%	12.6%	13.6%
Pre-K & Kindergarten	14	14	14	15	13	7.7%	7.5%	7.6%	8.2%	6.8%
Elementary (1-4)	62	64	64	66	68	34.1%	34.4%	34.8%	36.3%	35.6%
Middle School (5-6)	22	23	24	23	21	12.1%	12.4%	13.0%	12.6%	11.0%
Jr. High (7-8)	23	22	19	20	27	12.6%	11.8%	10.3%	11.0%	14.1%
High School (9-12)	37	39	38	35	36	20.3%	21.0%	20.7%	19.2%	18.8%
Business	1	2	2	3	3	2.7%	5.1%	5.3%	8.6%	8.3%
Language Arts	3	5	3	3	4	8.1%	12.8%	7.9%	8.6%	11.1%
Social Studies	4	5	5	4	5	10.8%	12.8%	13.2%	11.4%	13.9%
Foreign Language	2	2	2	2	2	5.4%	5.1%	5.3%	5.7%	5.6%
Mathematics	4	5	3	3	3	10.8%	12.8%	7.9%	8.6%	8.3%
Science	3	3	3	2	3	8.1%	7.7%	7.9%	5.7%	8.3%
Vocational Education	8	8	8	9	8	21.6%	20.5%	21.1%	25.7%	22.2%
Other High School	12	9	12	9	8	32.4%	23.1%	31.6%	25.7%	22.2%
Total Enrollments	3,576	3,585	3,641	3,685	3,711	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	324	316	324	297	292	9.1%	8.8%	8.9%	8.1%	7.9%
Grades 1-4	1,148	1,187	1,192	1,244	1,239	32.1%	33.1%	32.7%	33.8%	33.4%
Grades 5-6	609	606	594	579	579	17.0%	16.9%	16.3%	15.7%	15.6%
Grades 7-8	582	576	568	591	621	16.3%	16.1%	15.6%	16.0%	16.7%
Grades 9-12	778	777	847	870	882	21.8%	21.7%	23.3%	23.6%	23.8%
Ungraded	135	123	116	104	98	3.8%	3.4%	3.2%	2.8%	2.6%









District Report for: DYER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	12	14	5.3%	5.2%	5.4%	5.9%	6.6%
White - Females	5	5	5	6	7	45.5%	45.5%	45.5%	50.0%	50.0%
White - Males	6	6	6	6	7	54.5%	54.5%	54.5%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	18	18	16	14	9.2%	8.6%	8.8%	7.9%	6.6%
White - Females	17	15	14	13	13	89.5%	83.3%	77.8%	81.3%	92.9%
White - Males	2	2	3	2	0	10.5%	11.1%	16.7%	12.5%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	5.6%	5.6%	6.3%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	177	181	176	174	183	85.5%	86.2%	85.9%	86.1%	86.7%
White - Females	136	140	142	142	150	76.8%	77.3%	80.7%	81.6%	82.0%
White - Males	29	31	25	22	25	16.4%	17.1%	14.2%	12.6%	13.7%
Black - Females	11	10	9	10	8	6.2%	5.5%	5.1%	5.7%	4.4%
Black - Males	1	0	0	0	0	0.6%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	1	1	15	18	1.7%	0.6%	0.6%	8.2%	9.4%
25-29	25	25	28	26	20	14.2%	14.2%	16.1%	14.3%	10.5%
30-34	10	13	13	15	28	5.7%	7.4%	7.5%	8.2%	14.7%
35-39	15	16	19	17	20	8.5%	9.1%	10.9%	9.3%	10.5%
40-45	46	35	31	24	15	26.1%	19.9%	17.8%	13.2%	7.9%
45-49	40	48	43	41	42	22.7%	27.3%	24.7%	22.5%	22.0%
50-54	22	22	22	25	29	12.5%	12.5%	12.6%	13.7%	15.2%
55+	15	16	17	19	19	8.5%	9.1%	9.8%	10.4%	9.9%
Average Age	42.3	42.7	42.5	39.7	38.7					

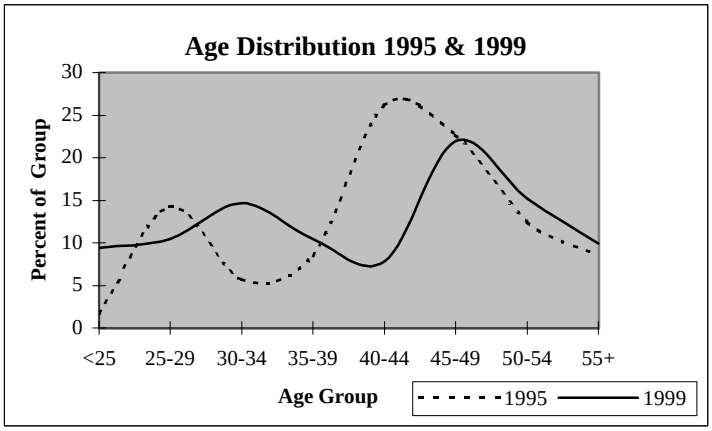
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	37	38	33	37	40	20.3%	20.4%	17.9%	20.3%	20.9%
4-7 Years	17	17	29	24	35	9.3%	9.1%	15.8%	13.2%	18.3%
8-11 Years	12	14	11	13	14	6.6%	7.5%	6.0%	7.1%	7.3%
12-15 Years	21	19	14	11	11	11.5%	10.2%	7.6%	6.0%	5.8%
16-19 Years	31	25	25	24	19	17.0%	13.4%	13.6%	13.2%	9.9%
20+ Years	64	73	72	73	72	35.2%	39.2%	39.1%	40.1%	37.7%
Average Experience	14.5	14.9	14.5	14.7	14.0					

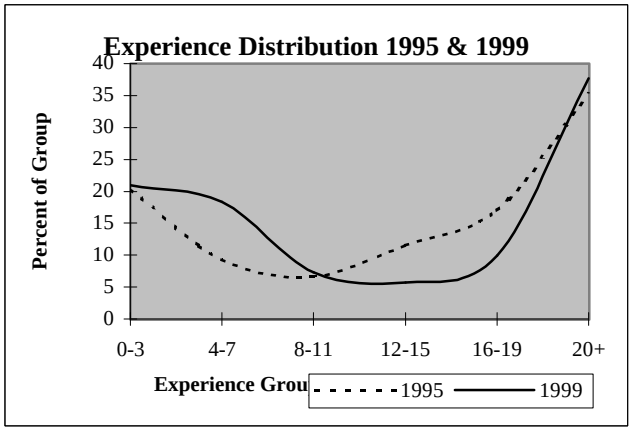
District Report for: DYER COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	11	22	21	17	-	5.2%	10.2%	9.9%	8.1%	-
Attrition from Transfers	4	6	8	1	-	1.9%	2.8%	3.8%	0.5%	-
Attrition from Exits	7	16	13	16	-	3.3%	7.4%	6.1%	7.6%	-
Teacher Attrition	10	21	17	15	-	5.5%	11.3%	9.2%	8.2%	-
Attrition from Transfers	3	5	8	1	-	1.6%	2.7%	4.3%	0.5%	-
Attrition from Exits	7	16	9	14	-	3.8%	8.6%	4.9%	7.7%	-
District Retention										
Educator Retention	201	193	192	193	-	94.8%	89.8%	90.1%	91.9%	-
Teacher Retention	172	165	167	167	-	94.5%	88.7%	90.8%	91.8%	-

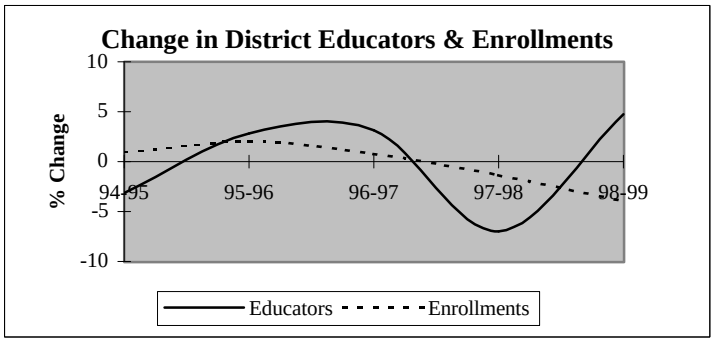
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.8%	9.1%	9.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.2%	2.1%	10.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.4%	4.7%	7.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.5%	5.4%	8.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.9%	3.1%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	80.0%	5.7%	14.3%	89.7%	2.1%	91.8%	8.2%

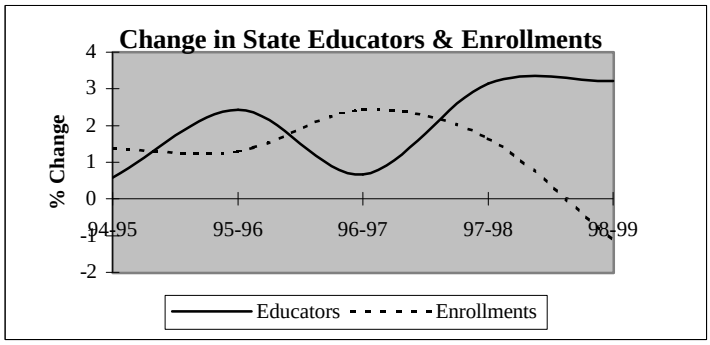
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.9%	12.7%	16.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.5%	9.0%	13.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	2.8%	7.5%	4.8%	5.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.6%	94.4%	91.1%	95.2%	90.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.9%	0.0%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.8%	0.5%	0.0%	3.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DYERSBURG





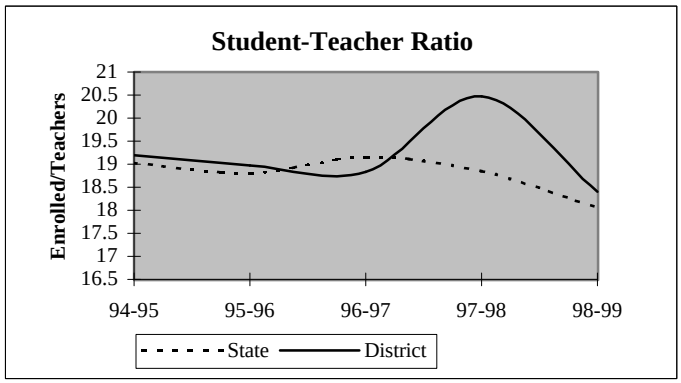
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.5	16.4	16.0	17.0	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.2	19.0	18.8	20.5	18.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	-7	6	7	-16	10	-	-	-	-	-
% Change in Educators	-3.2%	2.8%	3.2%	-7.0%	4.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	32	73	29	-49	-144	-	-	-	-	-
% Change in Enrollment	0.9%	2.1%	0.8%	-1.3%	-4.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.9%	0.5%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.4%	5.3%	6.1%	5.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.4%	8.1%	9.6%	10.8%	9.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	9.0%	9.2%	9.8%	9.6%	9.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	16.7%	16.7%	16.7%	15.4%	15.4%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	7.7%	7.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.2	44.4	44.9	42.4	41.9	42.7	43.1	43.3	37.1	36.4
Average Experience	16.3	16.9	17.1	18.0	17.6	13.9	13.9	13.8	13.7	13.7
Average Salary	35,687	36,469	37,360	38,036	39,524	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.3%	8.5%	9.5%	9.2%	9.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.1%	78.5%	79.4%	81.3%	82.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.7%	9.4%	8.8%	8.5%	10.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	22.3%	na	23.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.7%	na	3.2%	-	1.7%	1.7%	1.6%	1.8%

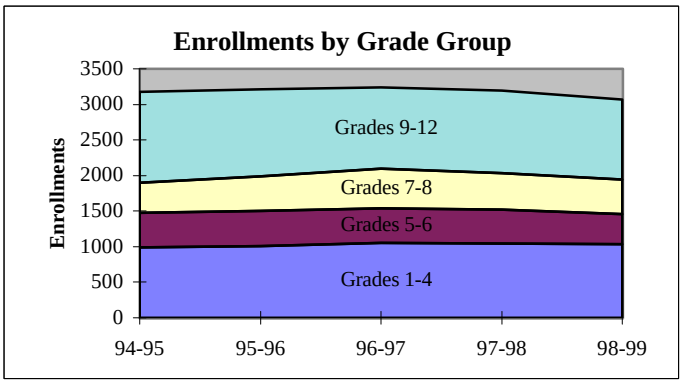
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	215	221	228	212	222	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	200	207	212	204	199	93.0%	93.7%	93.0%	96.2%	89.6%
Newly Hired	15	14	16	8	23	7.0%	6.3%	7.0%	3.8%	10.4%
Transfers In	7	7	7	3	6	46.7%	50.0%	43.8%	37.5%	26.1%
Reentrants	5	4	3	2	10	33.3%	28.6%	18.8%	25.0%	43.5%
First Time Educators	3	3	6	3	7	20.0%	21.4%	37.5%	37.5%	30.4%
Total Exiting Next Year	8	9	24	13	-	3.7%	4.1%	10.5%	6.1%	-
Transfers Out	0	1	2	0	-	0.0%	11.1%	8.3%	0.0%	-
Leave Tennessee Educ.	8	8	22	13	-	100.0%	88.9%	91.7%	100.0%	-

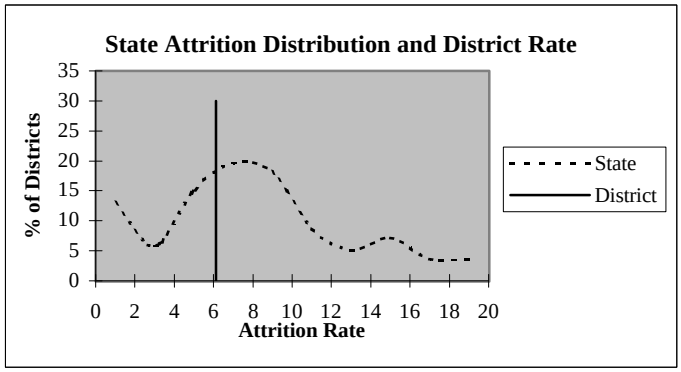
Dynamics Rates	District Rates				
District Attrition	3.7%	4.1%	10.5%	6.1%	-
Transfers In/Out	nc	7.00	3.50	nc	-

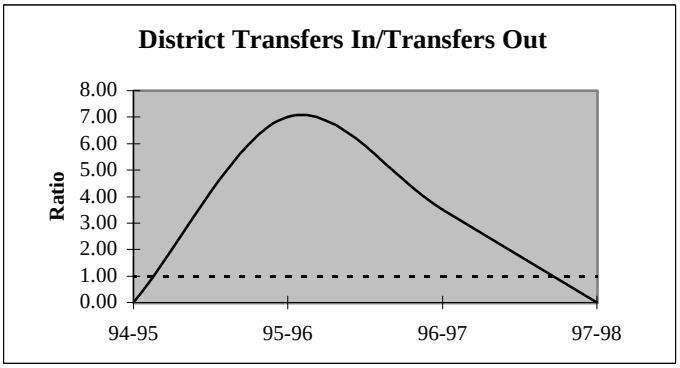
District Report for: DYERSBURG

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	215	221	228	212	222	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	12	13	13	5.6%	5.4%	5.3%	6.1%	5.9%
Professional Staff	18	18	22	23	21	8.4%	8.1%	9.6%	10.8%	9.5%
Total Teachers	185	191	194	176	188	86.0%	86.4%	85.1%	83.0%	84.7%
Special Education	18	18	17	15	19	9.7%	9.4%	8.8%	8.5%	10.1%
Pre-K & Kindergarten	13	16	16	17	15	7.0%	8.4%	8.2%	9.7%	8.0%
Elementary (1-4)	61	59	65	66	67	33.0%	30.9%	33.5%	37.5%	35.6%
Middle School (5-6)	18	18	21	17	22	9.7%	9.4%	10.8%	9.7%	11.7%
Jr. High (7-8)	22	22	22	17	18	11.9%	11.5%	11.3%	9.7%	9.6%
High School (9-12)	53	58	53	44	47	28.6%	30.4%	27.3%	25.0%	25.0%
Business	2	2	2	2	2	3.8%	3.4%	3.8%	4.5%	4.3%
Language Arts	9	8	8	9	10	17.0%	13.8%	15.1%	20.5%	21.3%
Social Studies	8	8	6	5	4	15.1%	13.8%	11.3%	11.4%	8.5%
Foreign Language	2	3	3	3	3	3.8%	5.2%	5.7%	6.8%	6.4%
Mathematics	9	9	8	5	6	17.0%	15.5%	15.1%	11.4%	12.8%
Science	5	6	6	6	6	9.4%	10.3%	11.3%	13.6%	12.8%
Vocational Education	7	6	6	5	8	13.2%	10.3%	11.3%	11.4%	17.0%
Other High School	11	16	14	9	8	20.8%	27.6%	26.4%	20.5%	17.0%
Total Enrollments	3,551	3,624	3,653	3,604	3,460	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	266	317	310	315	305	7.5%	8.7%	8.5%	8.7%	8.8%
Grades 1-4	990	1,010	1,050	1,041	1,039	27.9%	27.9%	28.7%	28.9%	30.0%
Grades 5-6	482	496	491	480	419	13.6%	13.7%	13.4%	13.3%	12.1%
Grades 7-8	424	478	553	516	488	11.9%	13.2%	15.1%	14.3%	14.1%
Grades 9-12	1,280	1,227	1,142	1,161	1,122	36.0%	33.9%	31.3%	32.2%	32.4%
Ungraded	109	96	107	91	87	3.1%	2.6%	2.9%	2.5%	2.5%









District Report for: DYERSBURG

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	12	12	13	13	5.7%	5.5%	5.4%	6.2%	6.0%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	7.7%	7.7%
White - Males	10	10	10	10	10	83.3%	83.3%	83.3%	76.9%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	2	2	2	2	16.7%	16.7%	16.7%	15.4%	15.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	18	22	23	21	8.5%	8.3%	9.8%	11.0%	9.7%
White - Females	13	13	16	17	16	72.2%	72.2%	72.7%	73.9%	76.2%
White - Males	3	3	4	4	4	16.7%	16.7%	18.2%	17.4%	19.0%
Black - Females	1	1	1	1	1	5.6%	5.6%	4.5%	4.3%	4.8%
Black - Males	1	1	1	1	0	5.6%	5.6%	4.5%	4.3%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	181	188	190	173	183	85.8%	86.2%	84.8%	82.8%	84.3%
White - Females	135	135	136	127	136	74.6%	71.8%	71.6%	73.4%	74.3%
White - Males	31	37	36	30	30	17.1%	19.7%	18.9%	17.3%	16.4%
Black - Females	12	12	14	13	14	6.6%	6.4%	7.4%	7.5%	7.7%
Black - Males	3	4	4	3	2	1.7%	2.1%	2.1%	1.7%	1.1%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	2	16	19	0.6%	0.5%	1.1%	9.1%	10.1%
25-29	12	15	10	3	6	6.8%	8.2%	5.6%	1.7%	3.2%
30-34	10	11	13	14	15	5.7%	6.0%	7.2%	8.0%	8.0%
35-39	22	21	18	13	14	12.5%	11.5%	10.0%	7.4%	7.4%
40-45	38	30	29	27	24	21.6%	16.5%	16.1%	15.3%	12.8%
45-49	51	56	50	44	40	29.0%	30.8%	27.8%	25.0%	21.3%
50-54	25	30	40	38	45	14.2%	16.5%	22.2%	21.6%	23.9%
55+	17	18	18	21	25	9.7%	9.9%	10.0%	11.9%	13.3%
Average Age	44.2	44.4	44.9	42.4	41.9					

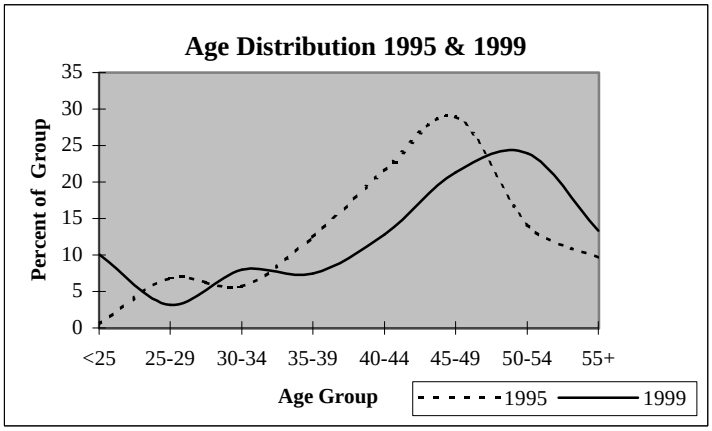
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	15	11	14	12	19	8.1%	5.8%	7.2%	6.8%	10.1%
4-7 Years	21	24	20	13	15	11.4%	12.6%	10.3%	7.4%	8.0%
8-11 Years	19	19	20	22	22	10.3%	9.9%	10.3%	12.5%	11.7%
12-15 Years	24	24	23	18	17	13.0%	12.6%	11.9%	10.2%	9.0%
16-19 Years	29	25	28	23	25	15.7%	13.1%	14.4%	13.1%	13.3%
20+ Years	77	88	89	88	90	41.6%	46.1%	45.9%	50.0%	47.9%
Average Experience	16.3	16.9	17.1	18.0	17.6					

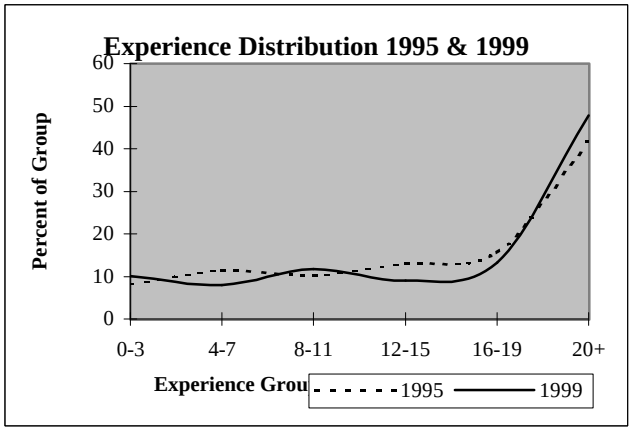
District Report for: DYERSBURG

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	9	24	13	-	3.7%	4.1%	10.5%	6.1%	-
Attrition from Transfers	0	1	2	0	-	0.0%	0.5%	0.9%	0.0%	-
Attrition from Exits	8	8	22	13	-	3.7%	3.6%	9.6%	6.1%	-
Teacher Attrition	8	9	21	12	-	4.3%	4.7%	10.8%	6.8%	-
Attrition from Transfers	0	1	2	0	-	0.0%	0.5%	1.0%	0.0%	-
Attrition from Exits	8	8	19	12	-	4.3%	4.2%	9.8%	6.8%	-
District Retention										
Educator Retention	207	212	204	199	-	96.3%	95.9%	89.5%	93.9%	-
Teacher Retention	177	182	173	164	-	95.7%	95.3%	89.2%	93.2%	-

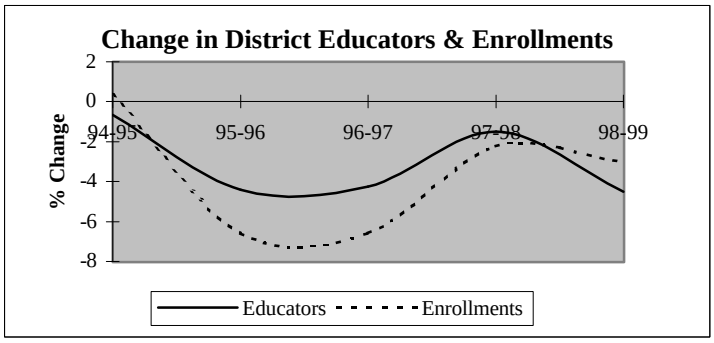
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	70.0%	5.0%	25.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	76.5%	5.9%	17.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.9%	0.0%	11.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.9%	0.0%	9.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	80.8%	0.0%	19.2%	89.7%	2.1%	91.8%	8.2%

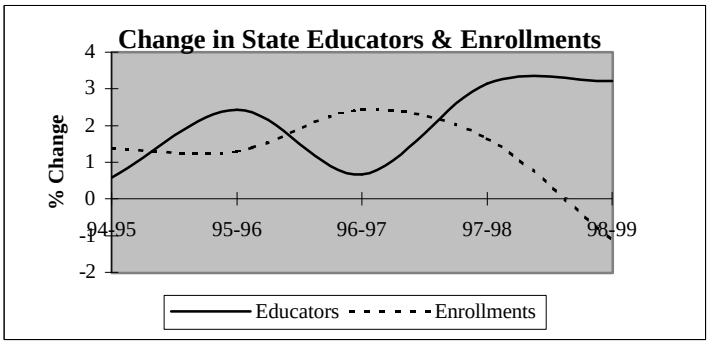
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	2.9%	5.7%	11.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.7%	4.5%	8.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	2.3%	2.3%	2.6%	2.4%	4.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.9%	95.9%	96.1%	95.8%	91.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.4%	0.9%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.3%	1.8%	0.9%	0.9%	4.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: FAYETTE COUNTY





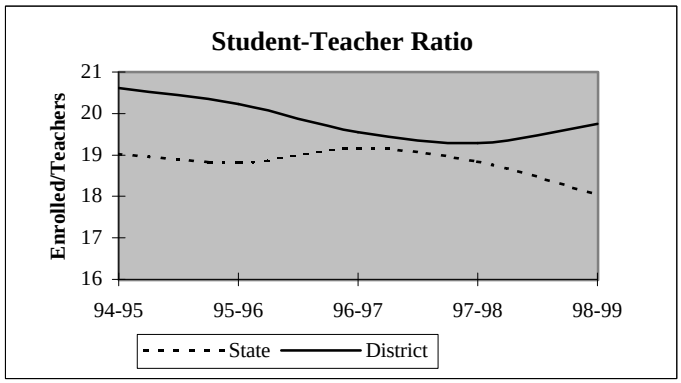
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	17.1	16.7	16.5	16.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.6	20.2	19.6	19.3	19.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	-13	-12	-4	-12	-	-	-	-	-
% Change in Educators	-0.7%	-4.4%	-4.3%	-1.5%	-4.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	17	-340	-317	-100	-133	-	-	-	-	-
% Change in Enrollment	0.3%	-6.6%	-6.6%	-2.2%	-3.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.4%	0.4%	0.4%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.1%	6.0%	5.2%	5.3%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.2%	9.6%	9.6%	9.0%	9.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	49.2%	49.8%	50.0%	50.9%	52.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	54.5%	69.2%	70.0%	70.0%	77.8%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	52.9%	50.0%	50.0%	53.8%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.9	44.6	44.9	33.2	32.8	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	12.8	12.9	12.6	12.8	13.9	13.9	13.8	13.7	13.7
Average Salary	25,696	27,386	29,443	29,265	30,463	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	51.3%	50.5%	51.0%	51.5%	53.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.0%	79.0%	79.6%	77.2%	75.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	14.0%	13.9%	14.3%	14.9%	14.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	70.6%	na	71.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.0%	na	0.4%	-	1.7%	1.7%	1.6%	1.8%

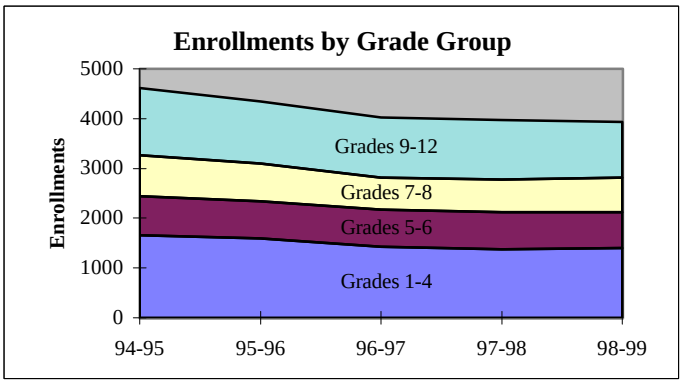
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	295	282	270	266	254	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	245	238	236	227	224	83.1%	84.4%	87.4%	85.3%	88.2%
Newly Hired	50	44	34	39	30	16.9%	15.6%	12.6%	14.7%	11.8%
Transfers In	10	5	3	3	2	20.0%	11.4%	8.8%	7.7%	6.7%
Reentrants	19	17	17	13	12	38.0%	38.6%	50.0%	33.3%	40.0%
First Time Educators	21	22	14	23	16	42.0%	50.0%	41.2%	59.0%	53.3%
Total Exiting Next Year	57	46	43	42	-	19.3%	16.3%	15.9%	15.8%	-
Transfers Out	14	4	17	2	-	24.6%	8.7%	39.5%	4.8%	-
Leave Tennessee Educ.	43	42	26	40	-	75.4%	91.3%	60.5%	95.2%	-

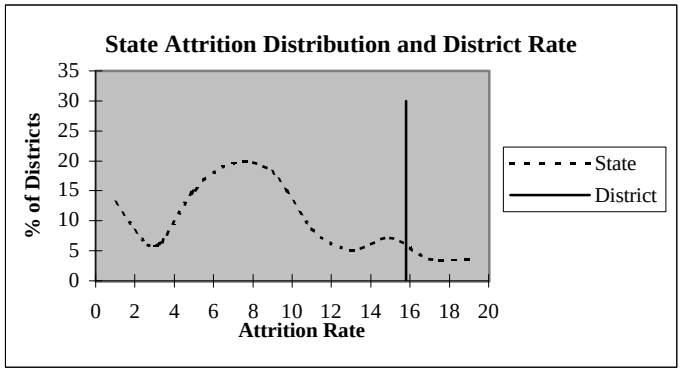
Dynamics Rates	District Rates				
District Attrition	19.3%	16.3%	15.9%	15.8%	-
Transfers In/Out	0.71	1.25	0.18	1.50	-

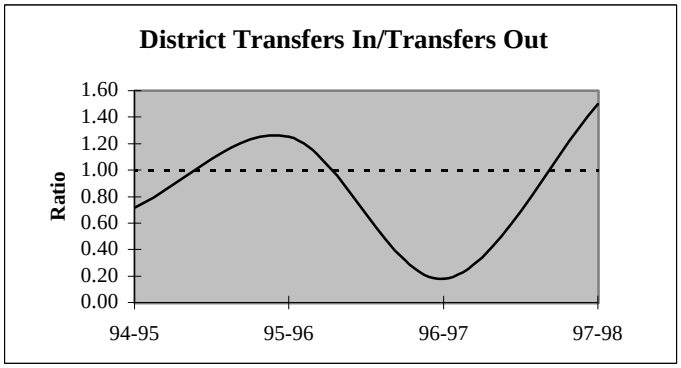
District Report for: FAYETTE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	295	282	270	266	254	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	17	14	14	13	5.1%	6.0%	5.2%	5.3%	5.1%
Professional Staff	30	27	26	24	25	10.2%	9.6%	9.6%	9.0%	9.8%
Total Teachers	250	238	230	228	216	84.7%	84.4%	85.2%	85.7%	85.0%
Special Education	35	33	33	34	31	14.0%	13.9%	14.3%	14.9%	14.4%
Pre-K & Kindergarten	19	17	16	18	15	7.6%	7.1%	7.0%	7.9%	6.9%
Elementary (1-4)	85	79	81	70	66	34.0%	33.2%	35.2%	30.7%	30.6%
Middle School (5-6)	23	23	23	21	24	9.2%	9.7%	10.0%	9.2%	11.1%
Jr. High (7-8)	26	26	21	26	23	10.4%	10.9%	9.1%	11.4%	10.6%
High School (9-12)	62	60	56	59	57	24.8%	25.2%	24.3%	25.9%	26.4%
Business	1	1	1	1	1	1.6%	1.7%	1.8%	1.7%	1.8%
Language Arts	8	6	4	7	7	12.9%	10.0%	7.1%	11.9%	12.3%
Social Studies	7	5	6	4	4	11.3%	8.3%	10.7%	6.8%	7.0%
Foreign Language	2	2	0	2	1	3.2%	3.3%	0.0%	3.4%	1.8%
Mathematics	8	8	6	6	7	12.9%	13.3%	10.7%	10.2%	12.3%
Science	5	5	2	6	4	8.1%	8.3%	3.6%	10.2%	7.0%
Vocational Education	18	14	13	15	15	29.0%	23.3%	23.2%	25.4%	26.3%
Other High School	13	19	24	18	18	21.0%	31.7%	42.9%	30.5%	31.6%
Total Enrollments	5,155	4,815	4,498	4,398	4,265	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	413	361	396	370	300	8.0%	7.5%	8.8%	8.4%	7.0%
Grades 1-4	1,655	1,591	1,428	1,376	1,402	32.1%	33.0%	31.7%	31.3%	32.9%
Grades 5-6	782	751	745	749	716	15.2%	15.6%	16.6%	17.0%	16.8%
Grades 7-8	822	753	645	655	693	15.9%	15.6%	14.3%	14.9%	16.2%
Grades 9-12	1,356	1,250	1,207	1,194	1,118	26.3%	26.0%	26.8%	27.1%	26.2%
Ungraded	127	109	77	54	36	2.5%	2.3%	1.7%	1.2%	0.8%









District Report for: FAYETTE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	13	10	10	9	4.2%	5.2%	4.3%	4.4%	4.2%
White - Females	1	2	2	2	2	9.1%	15.4%	20.0%	20.0%	22.2%
White - Males	4	2	1	1	0	36.4%	15.4%	10.0%	10.0%	0.0%
Black - Females	4	7	5	5	5	36.4%	53.8%	50.0%	50.0%	55.6%
Black - Males	2	2	2	2	2	18.2%	15.4%	20.0%	20.0%	22.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	26	26	24	24	11.0%	10.4%	11.1%	10.5%	11.1%
White - Females	18	15	15	13	13	62.1%	57.7%	57.7%	54.2%	54.2%
White - Males	2	2	2	2	2	6.9%	7.7%	7.7%	8.3%	8.3%
Black - Females	7	7	7	7	8	24.1%	26.9%	26.9%	29.2%	33.3%
Black - Males	2	2	2	1	1	6.9%	7.7%	7.7%	4.2%	4.2%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	4.2%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	224	212	198	194	183	84.8%	84.5%	84.6%	85.1%	84.7%
White - Females	86	88	85	81	72	38.4%	41.5%	42.9%	41.8%	39.3%
White - Males	23	17	12	13	14	10.3%	8.0%	6.1%	6.7%	7.7%
Black - Females	89	83	81	79	73	39.7%	39.2%	40.9%	40.7%	39.9%
Black - Males	24	21	17	18	21	10.7%	9.9%	8.6%	9.3%	11.5%
Other - Females	2	3	3	2	2	0.9%	1.4%	1.5%	1.0%	1.1%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.5%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	2	1	59	60	0.4%	1.0%	0.6%	25.9%	27.8%
25-29	28	16	16	18	15	12.4%	8.3%	8.9%	7.9%	6.9%
30-34	19	16	11	14	14	8.4%	8.3%	6.1%	6.1%	6.5%
35-39	33	30	25	19	12	14.7%	15.6%	13.9%	8.3%	5.6%
40-45	38	25	23	22	26	16.9%	13.0%	12.8%	9.6%	12.0%
45-49	38	42	46	36	28	16.9%	21.9%	25.6%	15.8%	13.0%
50-54	26	28	32	34	36	11.6%	14.6%	17.8%	14.9%	16.7%
55+	42	33	26	26	25	18.7%	17.2%	14.4%	11.4%	11.6%
Average Age	43.9	44.6	44.9	33.2	32.8					

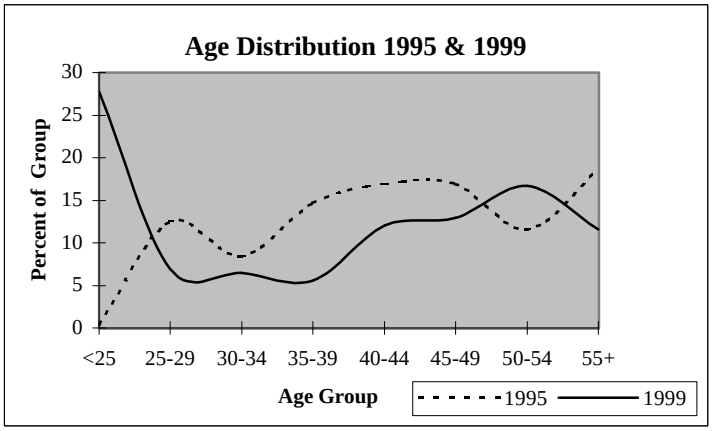
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	59	68	55	58	50	23.6%	28.6%	23.9%	25.4%	23.1%
4-7 Years	36	28	34	37	37	14.4%	11.8%	14.8%	16.2%	17.1%
8-11 Years	36	38	35	28	24	14.4%	16.0%	15.2%	12.3%	11.1%
12-15 Years	24	21	24	25	28	9.6%	8.8%	10.4%	11.0%	13.0%
16-19 Years	17	15	16	19	20	6.8%	6.3%	7.0%	8.3%	9.3%
20+ Years	78	68	66	61	57	31.2%	28.6%	28.7%	26.8%	26.4%
Average Experience	13.3	12.8	12.9	12.6	12.8					

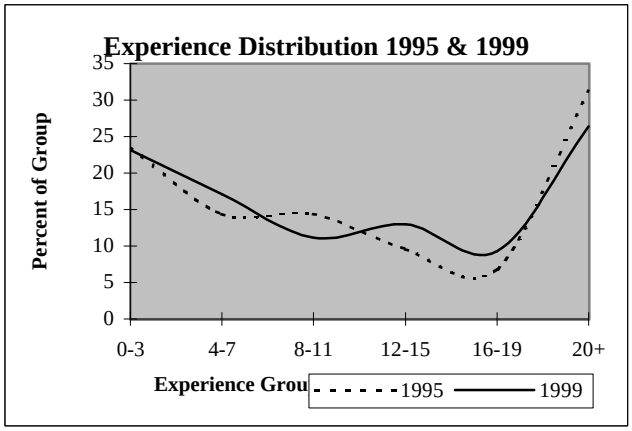
District Report for: FAYETTE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	57	46	43	42	-	19.3%	16.3%	15.9%	15.8%	-
Attrition from Transfers	14	4	17	2	-	4.7%	1.4%	6.3%	0.8%	-
Attrition from Exits	43	42	26	40	-	14.6%	14.9%	9.6%	15.0%	-
Teacher Attrition	49	44	37	40	-	19.6%	18.5%	16.1%	17.5%	-
Attrition from Transfers	11	4	15	1	-	4.4%	1.7%	6.5%	0.4%	-
Attrition from Exits	38	40	22	39	-	15.2%	16.8%	9.6%	17.1%	-
District Retention										
Educator Retention	238	236	227	224	-	80.7%	83.7%	84.1%	84.2%	-
Teacher Retention	201	194	193	188	-	80.4%	81.5%	83.9%	82.5%	-

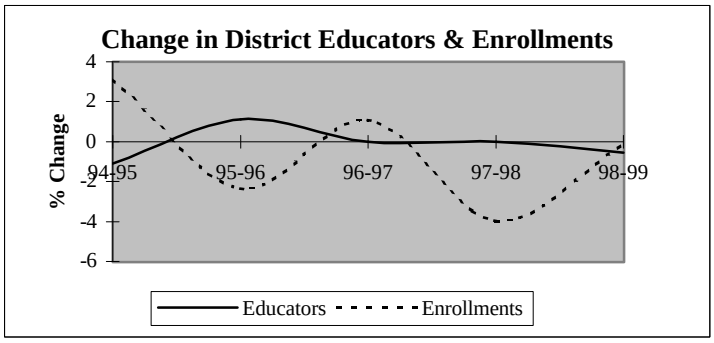
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	71.4%	5.5%	23.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	70.9%	2.5%	26.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	75.4%	7.7%	16.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	81.8%	1.5%	16.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	72.4%	3.4%	24.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	78.7%	4.3%	17.0%	89.7%	2.1%	91.8%	8.2%

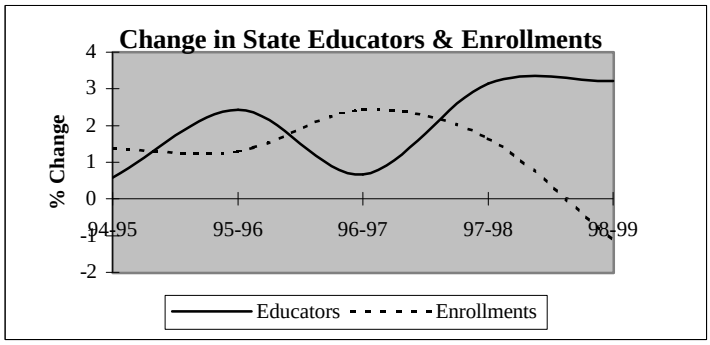
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	15.9%	21.3%	23.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.5%	6.9%	9.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.8%	8.9%	7.8%	9.0%	8.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.4%	85.1%	86.3%	86.1%	87.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.7%	1.4%	0.7%	0.0%	1.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	6.1%	4.6%	5.2%	4.9%	3.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: FENTRESS COUNTY





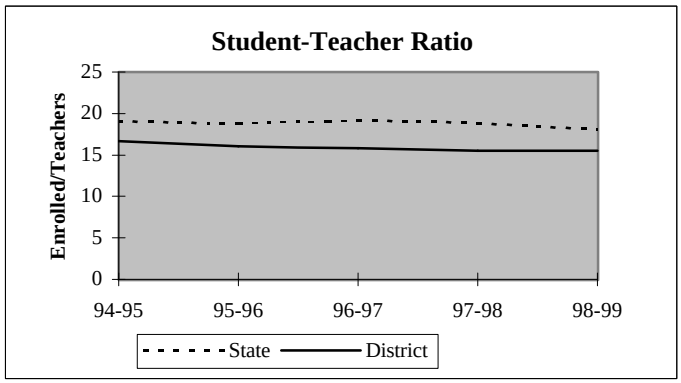
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.3	13.8	13.9	13.4	13.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.7	16.1	15.9	15.5	15.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	2	0	0	-1	-	-	-	-	-
% Change in Educators	-1.1%	1.1%	0.0%	0.0%	-0.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	78	-60	27	-101	-3	-	-	-	-	-
% Change in Enrollment	3.1%	-2.3%	1.1%	-4.0%	-0.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	3.8%	3.8%	3.8%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.0%	10.4%	8.2%	9.9%	9.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.6%	0.6%	0.6%	0.6%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	12.5%	14.3%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.4	42.9	43.0	43.3	43.8	42.7	43.1	43.3	37.1	36.4
Average Experience	14.8	14.9	15.1	15.7	16.1	13.9	13.9	13.8	13.7	13.7
Average Salary	27,714	28,532	29,540	29,696	30,858	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.7%	0.6%	0.6%	0.6%	0.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.8%	80.8%	79.4%	78.3%	80.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.1%	8.3%	7.5%	7.6%	7.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.2%	na	0.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.6%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

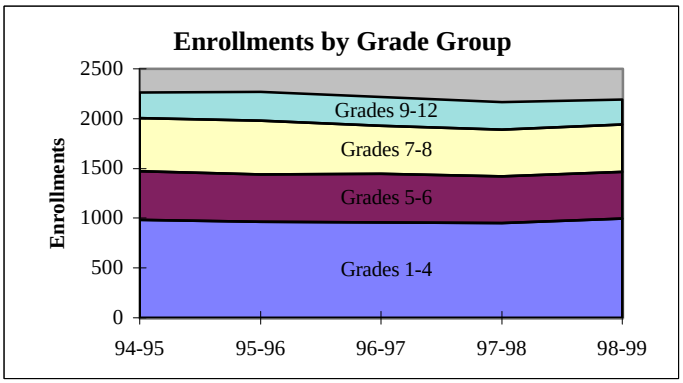
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	180	182	182	182	181	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	172	172	171	176	171	95.6%	94.5%	94.0%	96.7%	94.5%
Newly Hired	8	10	11	6	10	4.4%	5.5%	6.0%	3.3%	5.5%
Transfers In	0	0	1	1	0	0.0%	0.0%	9.1%	16.7%	0.0%
Reentrants	1	0	4	2	4	12.5%	0.0%	36.4%	33.3%	40.0%
First Time Educators	7	10	6	3	6	87.5%	100.0%	54.5%	50.0%	60.0%
Total Exiting Next Year	8	11	6	11	-	4.4%	6.0%	3.3%	6.0%	-
Transfers Out	0	1	0	3	-	0.0%	9.1%	0.0%	27.3%	-
Leave Tennessee Educ.	8	10	6	8	-	100.0%	90.9%	100.0%	72.7%	-

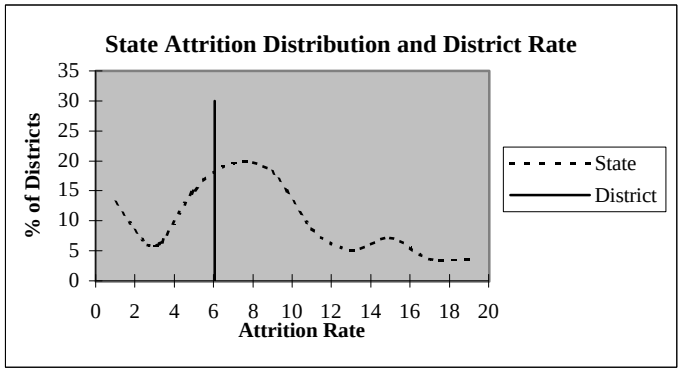
Dynamics Rates	District Rates				
District Attrition	4.4%	6.0%	3.3%	6.0%	-
Transfers In/Out	nc	0.00	nc	0.33	-

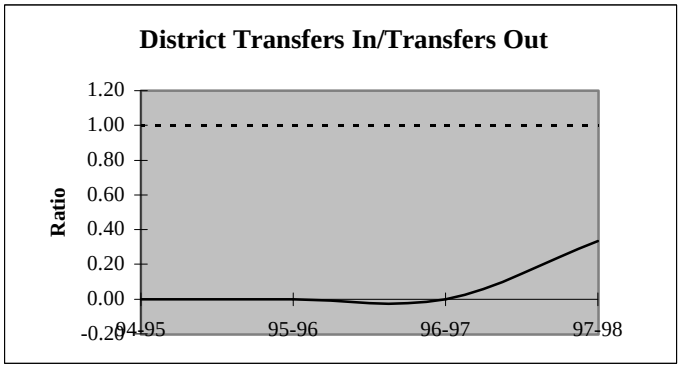
District Report for: FENTRESS COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	180	182	182	182	181	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	7	7	7	7	4.4%	3.8%	3.8%	3.8%	3.9%
Professional Staff	18	19	15	18	17	10.0%	10.4%	8.2%	9.9%	9.4%
Total Teachers	154	156	160	157	157	85.6%	85.7%	87.9%	86.3%	86.7%
Special Education	11	13	12	12	11	7.1%	8.3%	7.5%	7.6%	7.0%
Pre-K & Kindergarten	15	16	16	16	15	9.7%	10.3%	10.0%	10.2%	9.6%
Elementary (1-4)	70	66	68	69	70	45.5%	42.3%	42.5%	43.9%	44.6%
Middle School (5-6)	20	20	22	16	17	13.0%	12.8%	13.8%	10.2%	10.8%
Jr. High (7-8)	16	19	18	22	21	10.4%	12.2%	11.3%	14.0%	13.4%
High School (9-12)	22	22	24	22	23	14.3%	14.1%	15.0%	14.0%	14.6%
Business	1	1	1	1	1	4.5%	4.5%	4.2%	4.5%	4.3%
Language Arts	2	2	2	2	2	9.1%	9.1%	8.3%	9.1%	8.7%
Social Studies	1	1	1	0	1	4.5%	4.5%	4.2%	0.0%	4.3%
Foreign Language	1	1	0	1	1	4.5%	4.5%	0.0%	4.5%	4.3%
Mathematics	2	2	2	2	3	9.1%	9.1%	8.3%	9.1%	13.0%
Science	1	1	1	2	2	4.5%	4.5%	4.2%	9.1%	8.7%
Vocational Education	3	3	3	3	3	13.6%	13.6%	12.5%	13.6%	13.0%
Other High School	11	11	14	11	10	50.0%	50.0%	58.3%	50.0%	43.5%
Total Enrollments	2,569	2,509	2,536	2,435	2,432	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	270	209	292	248	219	10.5%	8.3%	11.5%	10.2%	9.0%
Grades 1-4	982	963	959	954	997	38.2%	38.4%	37.8%	39.2%	41.0%
Grades 5-6	492	478	485	468	466	19.2%	19.1%	19.1%	19.2%	19.2%
Grades 7-8	531	536	485	469	480	20.7%	21.4%	19.1%	19.3%	19.7%
Grades 9-12	256	290	288	274	250	10.0%	11.6%	11.4%	11.3%	10.3%
Ungraded	38	33	27	22	20	1.5%	1.3%	1.1%	0.9%	0.8%









District Report for: FENTRESS COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	8	7	6	6	6	4.5%	3.9%	3.3%	3.4%	3.4%
White - Females	1	1	0	0	0	12.5%	14.3%	0.0%	0.0%	0.0%
White - Males	7	6	6	6	6	87.5%	85.7%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	15	18	17	9.6%	10.6%	8.3%	10.1%	9.6%
White - Females	11	12	11	14	13	64.7%	63.2%	73.3%	77.8%	76.5%
White - Males	6	7	4	4	4	35.3%	36.8%	26.7%	22.2%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	152	154	159	155	155	85.9%	85.6%	88.3%	86.6%	87.1%
White - Females	124	124	125	121	125	81.6%	80.5%	78.6%	78.1%	80.6%
White - Males	27	29	33	33	29	17.8%	18.8%	20.8%	21.3%	18.7%
Black - Females	1	1	1	1	1	0.7%	0.6%	0.6%	0.6%	0.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	3	5	4	4	3.2%	1.9%	3.1%	2.5%	2.5%
25-29	16	17	18	19	17	10.4%	11.0%	11.3%	12.1%	10.8%
30-34	13	12	13	13	17	8.4%	7.7%	8.2%	8.3%	10.8%
35-39	18	17	12	11	12	11.7%	11.0%	7.5%	7.0%	7.6%
40-45	37	34	33	25	17	24.0%	21.9%	20.8%	15.9%	10.8%
45-49	32	34	38	39	42	20.8%	21.9%	23.9%	24.8%	26.8%
50-54	17	22	25	29	29	11.0%	14.2%	15.7%	18.5%	18.5%
55+	16	16	15	17	19	10.4%	10.3%	9.4%	10.8%	12.1%
Average Age	42.4	42.9	43.0	43.3	43.8					

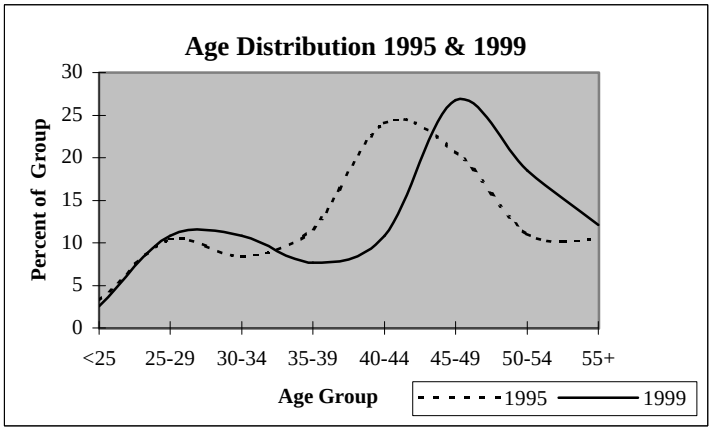
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	27	26	27	22	19	17.5%	16.7%	16.9%	14.0%	12.1%
4-7 Years	17	19	23	20	25	11.0%	12.2%	14.4%	12.7%	15.9%
8-11 Years	13	12	10	15	16	8.4%	7.7%	6.3%	9.6%	10.2%
12-15 Years	18	16	15	16	11	11.7%	10.3%	9.4%	10.2%	7.0%
16-19 Years	23	23	20	16	17	14.9%	14.7%	12.5%	10.2%	10.8%
20+ Years	56	60	65	68	69	36.4%	38.5%	40.6%	43.3%	43.9%
Average Experience	14.8	14.9	15.1	15.7	16.1					

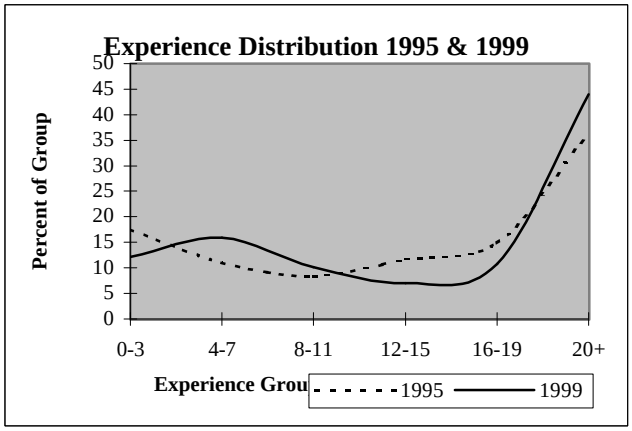
District Report for: FENTRESS COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	11	6	11	-	4.4%	6.0%	3.3%	6.0%	-
Attrition from Transfers	0	1	0	3	-	0.0%	0.5%	0.0%	1.6%	-
Attrition from Exits	8	10	6	8	-	4.4%	5.5%	3.3%	4.4%	-
Teacher Attrition	7	7	5	11	-	4.5%	4.5%	3.1%	7.0%	-
Attrition from Transfers	0	0	0	3	-	0.0%	0.0%	0.0%	1.9%	-
Attrition from Exits	7	7	5	8	-	4.5%	4.5%	3.1%	5.1%	-
District Retention										
Educator Retention	172	171	176	171	-	95.6%	94.0%	96.7%	94.0%	-
Teacher Retention	147	149	155	146	-	95.5%	95.5%	96.9%	93.0%	-

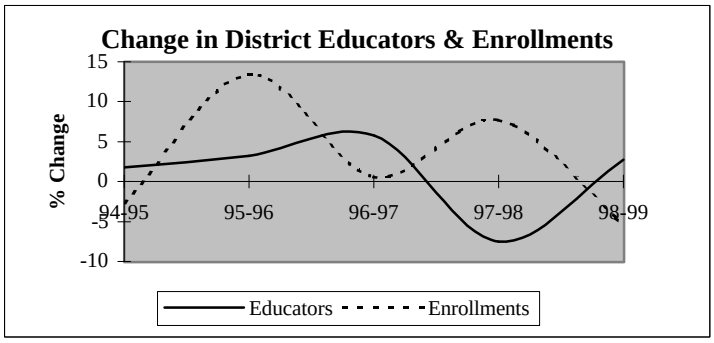
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	85.0%	2.5%	12.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.0%	2.9%	17.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.3%	7.1%	3.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.1%	0.0%	6.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.8%	0.0%	3.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.8%	0.0%	4.2%	89.7%	2.1%	91.8%	8.2%

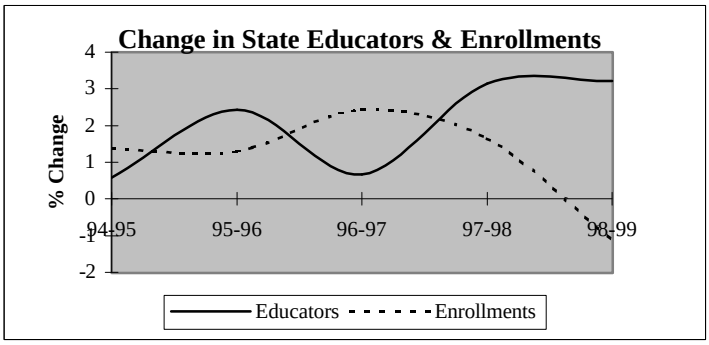
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.1%	8.9%	11.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	5.2%	8.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.1%	6.6%	4.4%	2.7%	3.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.3%	93.4%	93.4%	96.2%	93.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.5%	0.0%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.6%	0.0%	1.6%	1.1%	1.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: FRANKLIN COUNTY





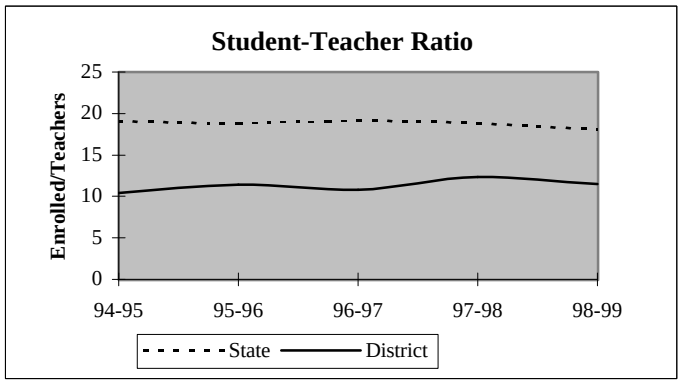
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	9.1	10.0	9.5	11.1	10.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	10.4	11.4	10.8	12.3	11.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	13	24	-33	11	-	-	-	-	-
% Change in Educators	1.8%	3.3%	5.8%	-7.6%	2.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-100	490	24	320	-242	-	-	-	-	-
% Change in Enrollment	-2.7%	13.4%	0.6%	7.7%	-5.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.2%	0.2%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	3.6%	3.7%	3.5%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.0%	8.2%	8.2%	6.4%	7.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.4%	3.8%	3.3%	3.6%	3.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.9%	6.7%	6.3%	7.1%	6.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	29.4%	33.3%	43.8%	35.7%	37.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.7	43.2	43.1	38.5	37.8	42.7	43.1	43.3	37.1	36.4
Average Experience	13.5	13.9	13.2	13.2	12.9	13.9	13.9	13.8	13.7	13.7
Average Salary	28,471	28,909	29,308	30,045	31,841	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.2%	3.4%	3.0%	3.4%	3.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.2%	79.9%	80.0%	80.2%	81.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.4%	10.2%	9.6%	8.8%	9.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	7.9%	na	8.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	0.6%	-	1.7%	1.7%	1.6%	1.8%

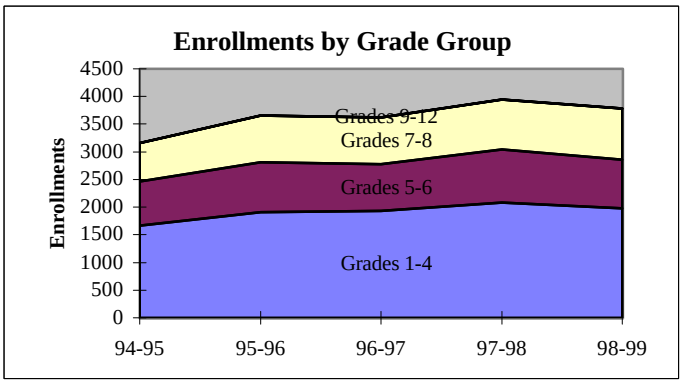
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	400	413	437	404	415	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	351	370	380	369	369	87.8%	89.6%	87.0%	91.3%	88.9%
Newly Hired	49	43	57	35	46	12.3%	10.4%	13.0%	8.7%	11.1%
Transfers In	5	8	8	5	4	10.2%	18.6%	14.0%	14.3%	8.7%
Reentrants	21	15	15	4	12	42.9%	34.9%	26.3%	11.4%	26.1%
First Time Educators	23	20	34	26	30	46.9%	46.5%	59.6%	74.3%	65.2%
Total Exiting Next Year	30	33	68	35	-	7.5%	8.0%	15.6%	8.7%	-
Transfers Out	9	7	13	5	-	30.0%	21.2%	19.1%	14.3%	-
Leave Tennessee Educ.	21	26	55	30	-	70.0%	78.8%	80.9%	85.7%	-

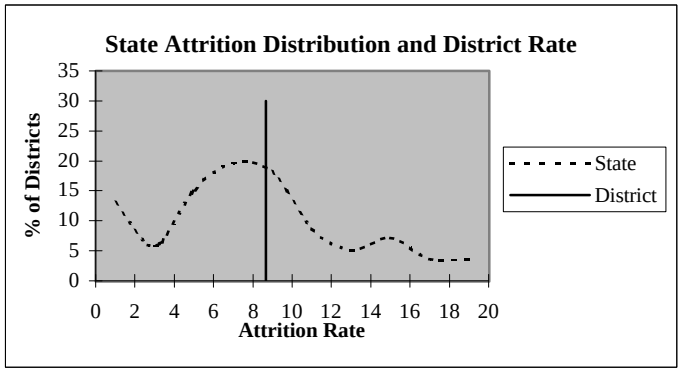
Dynamics Rates	District Rates				
District Attrition	7.5%	8.0%	15.6%	8.7%	-
Transfers In/Out	0.56	1.14	0.62	1.00	-

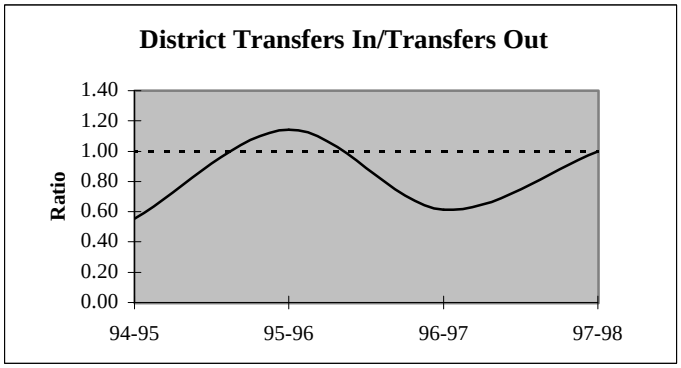
District Report for: FRANKLIN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	400	413	437	404	415	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	15	16	14	16	4.3%	3.6%	3.7%	3.5%	3.9%
Professional Staff	32	34	36	26	29	8.0%	8.2%	8.2%	6.4%	7.0%
Total Teachers	351	364	385	364	370	87.8%	88.1%	88.1%	90.1%	89.2%
Special Education	33	37	37	32	35	9.4%	10.2%	9.6%	8.8%	9.5%
Pre-K & Kindergarten	18	18	18	22	22	5.1%	4.9%	4.7%	6.0%	5.9%
Elementary (1-4)	113	116	123	115	115	32.2%	31.9%	31.9%	31.6%	31.1%
Middle School (5-6)	42	46	50	47	50	12.0%	12.6%	13.0%	12.9%	13.5%
Jr. High (7-8)	57	58	61	59	54	16.2%	15.9%	15.8%	16.2%	14.6%
High School (9-12)	88	89	96	89	94	25.1%	24.5%	24.9%	24.5%	25.4%
Business	5	4	4	2	2	5.7%	4.5%	4.2%	2.2%	2.1%
Language Arts	11	9	11	9	10	12.5%	10.1%	11.5%	10.1%	10.6%
Social Studies	7	9	8	7	8	8.0%	10.1%	8.3%	7.9%	8.5%
Foreign Language	3	3	6	4	5	3.4%	3.4%	6.3%	4.5%	5.3%
Mathematics	9	10	8	8	8	10.2%	11.2%	8.3%	9.0%	8.5%
Science	6	7	9	7	10	6.8%	7.9%	9.4%	7.9%	10.6%
Vocational Education	20	19	22	24	23	22.7%	21.3%	22.9%	27.0%	24.5%
Other High School	27	28	28	28	28	30.7%	31.5%	29.2%	31.5%	29.8%
Total Enrollments	3,658	4,148	4,172	4,492	4,250	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	389	402	455	475	429	10.6%	9.7%	10.9%	10.6%	10.1%
Grades 1-4	1,668	1,911	1,935	2,079	1,977	45.6%	46.1%	46.4%	46.3%	46.5%
Grades 5-6	793	897	846	966	880	21.7%	21.6%	20.3%	21.5%	20.7%
Grades 7-8	695	849	838	894	927	19.0%	20.5%	20.1%	19.9%	21.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	113	89	98	78	37	3.1%	2.1%	2.3%	1.7%	0.9%









District Report for: FRANKLIN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	17	15	16	14	16	4.4%	3.8%	3.8%	3.6%	4.0%
White - Females	5	5	7	5	6	29.4%	33.3%	43.8%	35.7%	37.5%
White - Males	11	9	8	8	9	64.7%	60.0%	50.0%	57.1%	56.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.9%	6.7%	6.3%	7.1%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	32	35	25	28	8.0%	8.1%	8.3%	6.4%	7.1%
White - Females	27	27	27	21	24	87.1%	84.4%	77.1%	84.0%	85.7%
White - Males	3	3	6	3	3	9.7%	9.4%	17.1%	12.0%	10.7%
Black - Females	1	2	2	0	0	3.2%	6.3%	5.7%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	4.0%	3.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	339	350	369	351	353	87.6%	88.2%	87.9%	90.0%	88.9%
White - Females	266	270	288	275	279	78.5%	77.1%	78.0%	78.3%	79.0%
White - Males	62	68	70	64	61	18.3%	19.4%	19.0%	18.2%	17.3%
Black - Females	10	10	9	10	12	2.9%	2.9%	2.4%	2.8%	3.4%
Black - Males	1	1	2	2	1	0.3%	0.3%	0.5%	0.6%	0.3%
Other - Females	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	16	8	6	42	50	4.8%	2.3%	1.7%	11.5%	13.5%
25-29	35	38	50	47	53	10.4%	11.1%	14.3%	12.9%	14.3%
30-34	26	31	31	31	31	7.8%	9.1%	8.9%	8.5%	8.4%
35-39	40	39	33	34	26	11.9%	11.4%	9.4%	9.3%	7.0%
40-45	69	53	53	45	41	20.6%	15.5%	15.1%	12.4%	11.1%
45-49	71	87	86	79	74	21.2%	25.4%	24.6%	21.7%	20.0%
50-54	33	35	40	46	54	9.9%	10.2%	11.4%	12.6%	14.6%
55+	45	51	51	40	41	13.4%	14.9%	14.6%	11.0%	11.1%
Average Age	42.7	43.2	43.1	38.5	37.8					

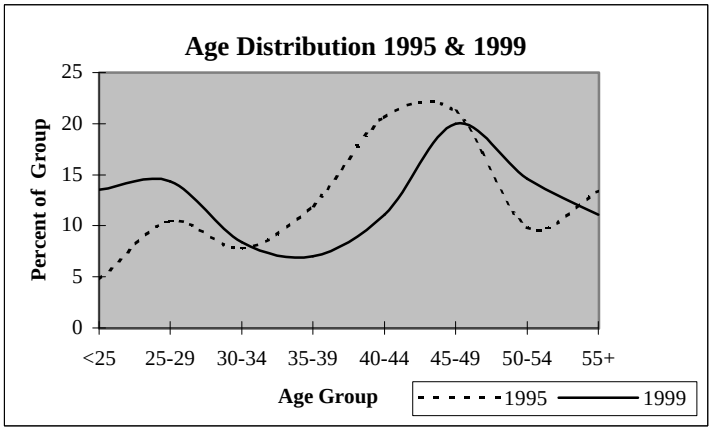
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	78	71	86	84	92	22.2%	19.5%	22.3%	23.1%	24.9%
4-7 Years	30	45	56	53	59	8.5%	12.4%	14.5%	14.6%	15.9%
8-11 Years	42	39	38	36	25	12.0%	10.7%	9.9%	9.9%	6.8%
12-15 Years	41	39	37	31	36	11.7%	10.7%	9.6%	8.5%	9.7%
16-19 Years	53	53	50	44	40	15.1%	14.6%	13.0%	12.1%	10.8%
20+ Years	107	117	118	116	118	30.5%	32.1%	30.6%	31.9%	31.9%
Average Experience	13.5	13.9	13.2	13.2	12.9					

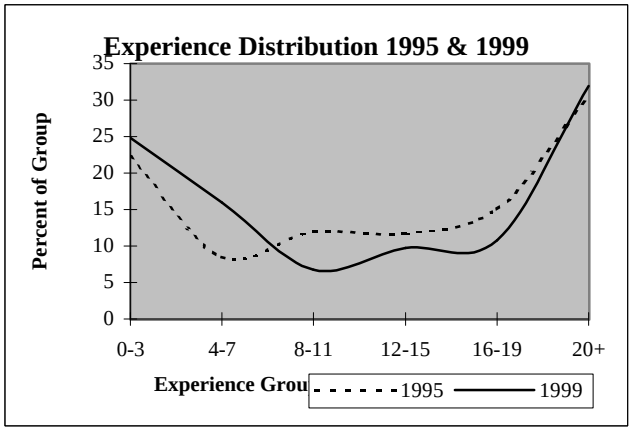
District Report for: FRANKLIN COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	30	33	68	35	-	7.5%	8.0%	15.6%	8.7%	-
Attrition from Transfers	9	7	13	5	-	2.3%	1.7%	3.0%	1.2%	-
Attrition from Exits	21	26	55	30	-	5.3%	6.3%	12.6%	7.4%	-
Teacher Attrition	26	26	53	31	-	7.4%	7.1%	13.8%	8.5%	-
Attrition from Transfers	6	6	12	5	-	1.7%	1.6%	3.1%	1.4%	-
Attrition from Exits	20	20	41	26	-	5.7%	5.5%	10.6%	7.1%	-
District Retention										
Educator Retention	370	380	369	369	-	92.5%	92.0%	84.4%	91.3%	-
Teacher Retention	325	338	332	333	-	92.6%	92.9%	86.2%	91.5%	-

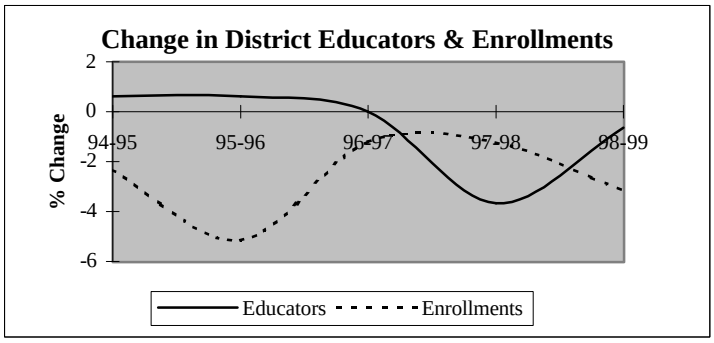
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.9%	5.1%	16.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.6%	5.2%	8.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.9%	2.5%	7.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.3%	6.7%	4.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.2%	1.6%	3.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	86.2%	3.4%	10.3%	89.7%	2.1%	91.8%	8.2%

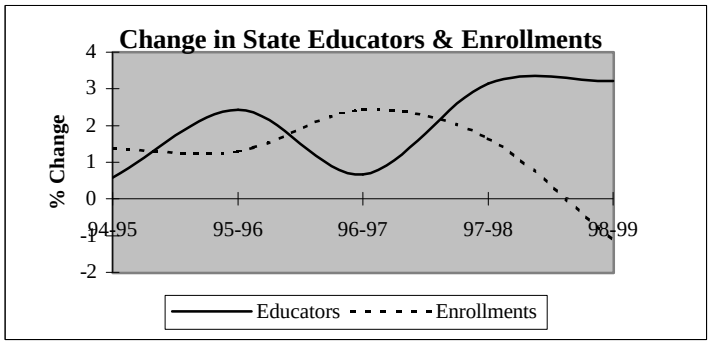
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.1%	14.4%	19.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.4%	8.4%	12.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.5%	5.8%	9.8%	9.9%	9.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.5%	91.0%	87.0%	89.4%	88.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.5%	0.2%	0.0%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.8%	2.7%	3.0%	0.7%	1.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HUMBOLDT





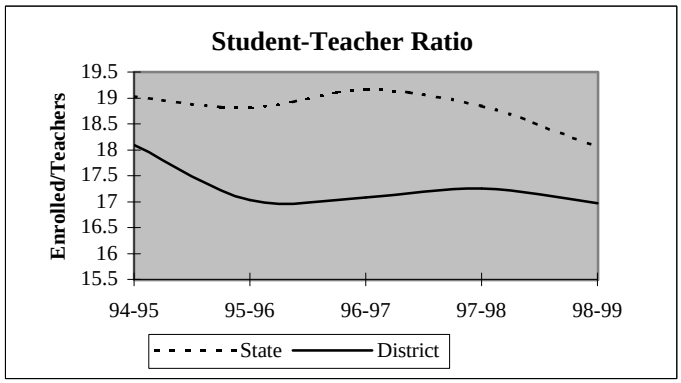
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.9	14.0	13.8	14.2	13.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.1	17.0	17.1	17.3	17.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	1	0	-6	-1	-	-	-	-	-
% Change in Educators	0.6%	0.6%	0.0%	-3.7%	-0.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-58	-125	-28	-28	-71	-	-	-	-	-
% Change in Enrollment	-2.3%	-5.2%	-1.2%	-1.2%	-3.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.6%	0.6%	0.6%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.5%	5.5%	5.5%	5.7%	5.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.3%	12.2%	13.4%	12.0%	12.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	24.8%	22.7%	22.5%	21.6%	21.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	44.4%	44.4%	44.4%	55.6%	44.4%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	11.1%	11.1%	11.1%	11.1%	22.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.5	43.7	44.5	37.9	35.8	42.7	43.1	43.3	37.1	36.4
Average Experience	15.0	14.9	15.3	15.1	14.3	13.9	13.9	13.8	13.7	13.7
Average Salary	29,809	30,141	30,947	31,249	31,196	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	24.0%	22.2%	22.1%	19.8%	20.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.1%	73.3%	72.2%	76.2%	71.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.2%	10.4%	10.5%	11.5%	10.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	54.2%	na	57.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

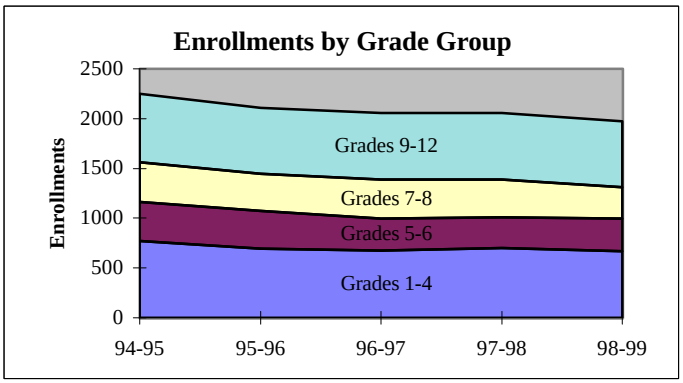
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	163	164	164	158	157	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	142	147	147	139	126	87.1%	89.6%	89.6%	88.0%	80.3%
Newly Hired	21	17	17	19	31	12.9%	10.4%	10.4%	12.0%	19.7%
Transfers In	8	6	5	2	4	38.1%	35.3%	29.4%	10.5%	12.9%
Reentrants	6	6	3	8	6	28.6%	35.3%	17.6%	42.1%	19.4%
First Time Educators	7	5	9	9	21	33.3%	29.4%	52.9%	47.4%	67.7%
Total Exiting Next Year	16	17	25	32	-	9.8%	10.4%	15.2%	20.3%	-
Transfers Out	4	3	5	14	-	25.0%	17.6%	20.0%	43.8%	-
Leave Tennessee Educ.	12	14	20	18	-	75.0%	82.4%	80.0%	56.3%	-

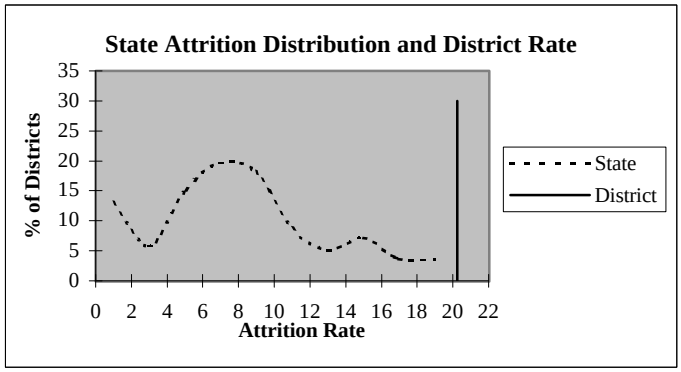
Dynamics Rates	District Rates				
District Attrition	9.8%	10.4%	15.2%	20.3%	-
Transfers In/Out	2.00	2.00	1.00	0.14	-

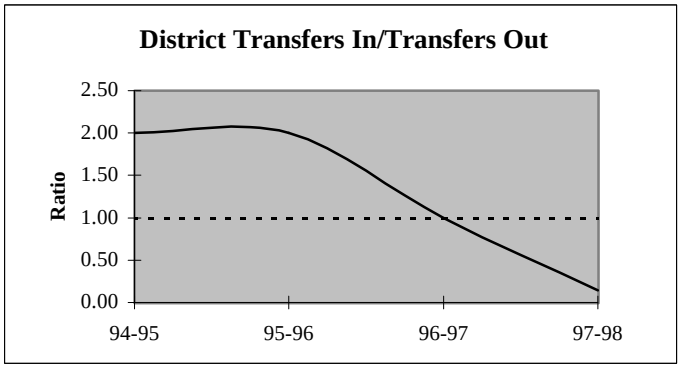
District Report for: HUMBOLDT

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	163	164	164	158	157	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	9	5.5%	5.5%	5.5%	5.7%	5.7%
Professional Staff	20	20	22	19	20	12.3%	12.2%	13.4%	12.0%	12.7%
Total Teachers	134	135	133	130	128	82.2%	82.3%	81.1%	82.3%	81.5%
Special Education	11	14	14	15	14	8.2%	10.4%	10.5%	11.5%	10.9%
Pre-K & Kindergarten	10	9	10	9	8	7.5%	6.7%	7.5%	6.9%	6.3%
Elementary (1-4)	48	43	41	40	38	35.8%	31.9%	30.8%	30.8%	29.7%
Middle School (5-6)	15	17	16	16	15	11.2%	12.6%	12.0%	12.3%	11.7%
Jr. High (7-8)	15	16	16	15	15	11.2%	11.9%	12.0%	11.5%	11.7%
High School (9-12)	35	36	36	35	38	26.1%	26.7%	27.1%	26.9%	29.7%
Business	2	3	2	1	2	5.7%	8.3%	5.6%	2.9%	5.3%
Language Arts	7	6	6	5	5	20.0%	16.7%	16.7%	14.3%	13.2%
Social Studies	4	3	4	2	3	11.4%	8.3%	11.1%	5.7%	7.9%
Foreign Language	2	2	2	1	1	5.7%	5.6%	5.6%	2.9%	2.6%
Mathematics	2	3	4	2	5	5.7%	8.3%	11.1%	5.7%	13.2%
Science	4	4	3	3	2	11.4%	11.1%	8.3%	8.6%	5.3%
Vocational Education	9	8	8	9	10	25.7%	22.2%	22.2%	25.7%	26.3%
Other High School	5	7	7	12	10	14.3%	19.4%	19.4%	34.3%	26.3%
Total Enrollments	2,424	2,299	2,271	2,243	2,172	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	163	179	196	175	179	6.7%	7.8%	8.6%	7.8%	8.2%
Grades 1-4	768	696	673	700	671	31.7%	30.3%	29.6%	31.2%	30.9%
Grades 5-6	398	378	324	309	325	16.4%	16.4%	14.3%	13.8%	15.0%
Grades 7-8	396	375	390	379	314	16.3%	16.3%	17.2%	16.9%	14.5%
Grades 9-12	687	660	670	667	663	28.3%	28.7%	29.5%	29.7%	30.5%
Ungraded	12	11	18	13	20	0.5%	0.5%	0.8%	0.6%	0.9%









District Report for: HUMBOLDT

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	9	9	9	9	5.9%	5.8%	6.0%	6.1%	6.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
White - Males	5	5	5	4	4	55.6%	55.6%	55.6%	44.4%	44.4%
Black - Females	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	11.1%
Black - Males	3	3	3	4	3	33.3%	33.3%	33.3%	44.4%	33.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	19	20	18	18	12.4%	12.3%	13.2%	12.2%	12.7%
White - Females	12	13	14	13	12	63.2%	68.4%	70.0%	72.2%	66.7%
White - Males	3	3	3	2	3	15.8%	15.8%	15.0%	11.1%	16.7%
Black - Females	3	3	3	3	3	15.8%	15.8%	15.0%	16.7%	16.7%
Black - Males	1	0	0	0	0	5.3%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	125	126	122	121	115	81.7%	81.8%	80.8%	81.8%	81.0%
White - Females	67	70	68	72	65	53.6%	55.6%	55.7%	59.5%	56.5%
White - Males	28	28	27	25	27	22.4%	22.2%	22.1%	20.7%	23.5%
Black - Females	27	25	23	22	19	21.6%	19.8%	18.9%	18.2%	16.5%
Black - Males	3	3	4	2	3	2.4%	2.4%	3.3%	1.7%	2.6%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	1	22	28	0.0%	0.8%	0.8%	16.9%	21.9%
25-29	11	10	9	7	9	8.7%	8.0%	7.6%	5.4%	7.0%
30-34	8	9	9	8	8	6.3%	7.2%	7.6%	6.2%	6.3%
35-39	23	24	18	14	9	18.1%	19.2%	15.1%	10.8%	7.0%
40-45	18	12	13	17	14	14.2%	9.6%	10.9%	13.1%	10.9%
45-49	38	35	29	23	21	29.9%	28.0%	24.4%	17.7%	16.4%
50-54	18	21	27	25	24	14.2%	16.8%	22.7%	19.2%	18.8%
55+	11	13	13	14	15	8.7%	10.4%	10.9%	10.8%	11.7%
Average Age	43.5	43.7	44.5	37.9	35.8					

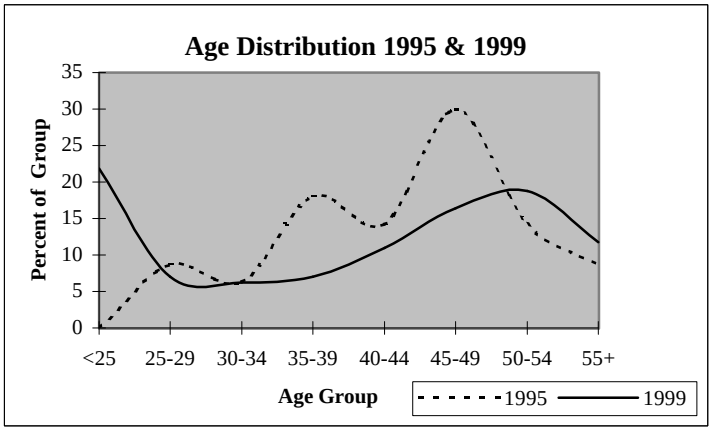
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	22	25	23	25	35	16.4%	18.5%	17.3%	19.2%	27.3%
4-7 Years	13	13	13	13	10	9.7%	9.6%	9.8%	10.0%	7.8%
8-11 Years	14	16	14	12	10	10.4%	11.9%	10.5%	9.2%	7.8%
12-15 Years	16	13	13	15	12	11.9%	9.6%	9.8%	11.5%	9.4%
16-19 Years	16	16	19	15	11	11.9%	11.9%	14.3%	11.5%	8.6%
20+ Years	53	52	51	50	50	39.6%	38.5%	38.3%	38.5%	39.1%
Average Experience	15.0	14.9	15.3	15.1	14.3					

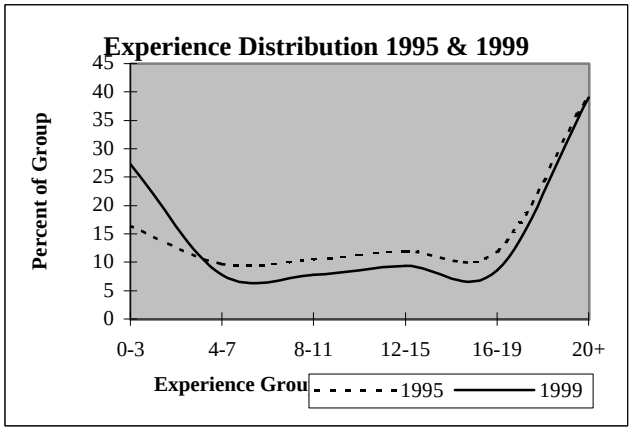
District Report for: HUMBOLDT

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	16	17	25	32	-	9.8%	10.4%	15.2%	20.3%	-
Attrition from Transfers	4	3	5	14	-	2.5%	1.8%	3.0%	8.9%	-
Attrition from Exits	12	14	20	18	-	7.4%	8.5%	12.2%	11.4%	-
Teacher Attrition	14	16	20	27	-	10.4%	11.9%	15.0%	20.8%	-
Attrition from Transfers	4	3	4	13	-	3.0%	2.2%	3.0%	10.0%	-
Attrition from Exits	10	13	16	14	-	7.5%	9.6%	12.0%	10.8%	-
District Retention										
Educator Retention	147	147	139	126	-	90.2%	89.6%	84.8%	79.7%	-
Teacher Retention	120	119	113	103	-	89.6%	88.1%	85.0%	79.2%	-

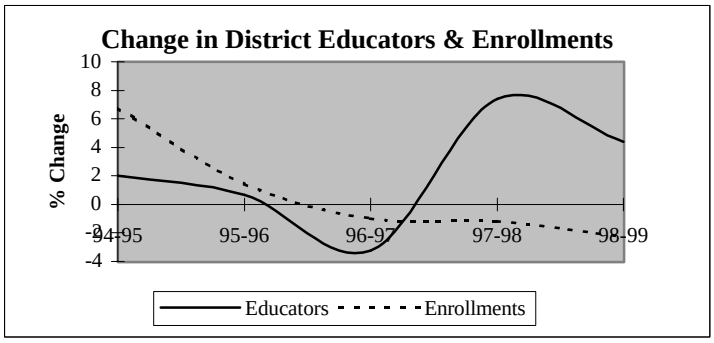
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	65.1%	11.6%	23.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.2%	3.4%	10.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	68.0%	12.0%	20.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	70.6%	5.9%	23.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	73.3%	26.7%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	70.6%	5.9%	23.5%	89.7%	2.1%	91.8%	8.2%

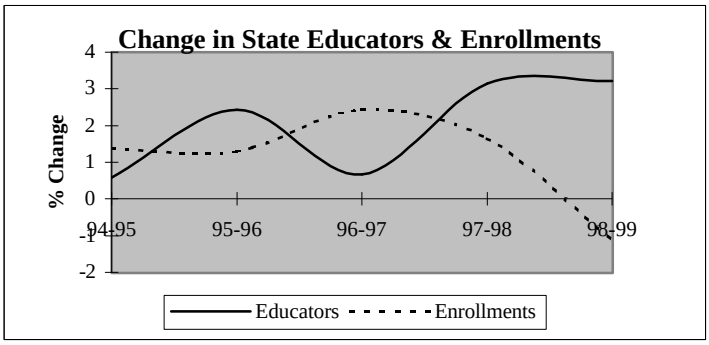
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.5%	15.8%	21.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.1%	8.2%	11.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.5%	3.7%	7.9%	6.3%	14.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.2%	92.7%	90.2%	88.6%	82.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.6%	0.6%	1.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.3%	3.0%	1.2%	3.8%	3.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MILAN





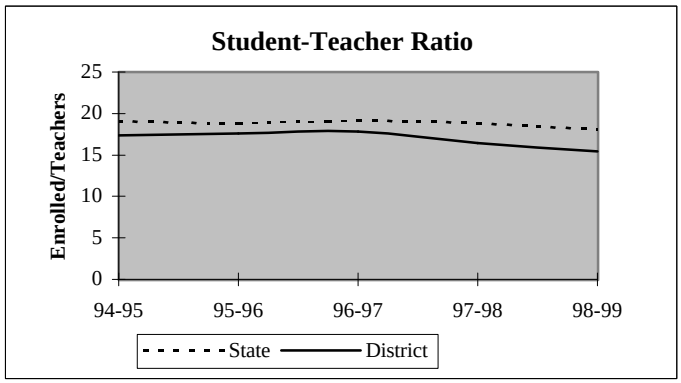
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	15.0	15.3	14.1	13.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	17.6	17.8	16.4	15.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	1	-5	11	7	-	-	-	-	-
% Change in Educators	2.0%	0.7%	-3.2%	7.4%	4.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	144	32	-23	-27	-51	-	-	-	-	-
% Change in Enrollment	6.8%	1.4%	-1.0%	-1.2%	-2.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	3.3%	2.6%	2.0%	2.5%	2.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.9%	3.9%	4.0%	3.8%	4.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	11.0%	10.1%	10.6%	10.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.9%	8.2%	7.1%	8.1%	7.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	16.7%	16.7%	16.7%	33.3%	14.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	50.0%	50.0%	33.3%	33.3%	14.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.9	42.4	43.0	34.0	33.2	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	13.1	13.0	13.3	13.1	13.9	13.9	13.8	13.7	13.7
Average Salary	29,098	29,657	30,523	30,835	31,599	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.7%	8.1%	7.5%	7.9%	7.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.3%	77.1%	78.1%	77.4%	75.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.2%	8.4%	8.6%	10.9%	9.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	23.7%	na	24.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

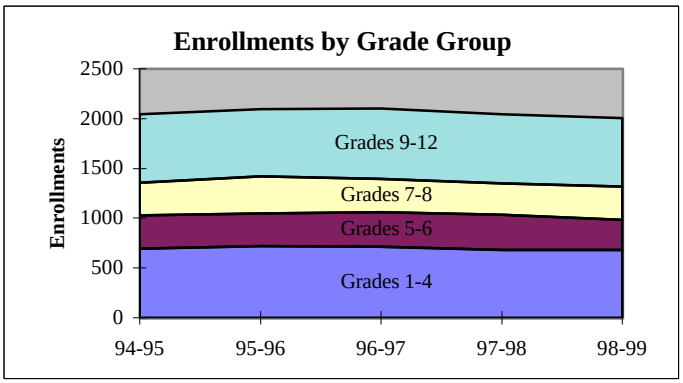
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	153	154	149	160	167	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	133	134	133	146	143	86.9%	87.0%	89.3%	91.3%	85.6%
Newly Hired	20	20	16	14	24	13.1%	13.0%	10.7%	8.8%	14.4%
Transfers In	6	5	4	6	9	30.0%	25.0%	25.0%	42.9%	37.5%
Reentrants	3	8	6	4	9	15.0%	40.0%	37.5%	28.6%	37.5%
First Time Educators	11	7	6	4	6	55.0%	35.0%	37.5%	28.6%	25.0%
Total Exiting Next Year	19	21	3	17	-	12.4%	13.6%	2.0%	10.6%	-
Transfers Out	6	6	3	3	-	31.6%	28.6%	100.0%	17.6%	-
Leave Tennessee Educ.	13	15	0	14	-	68.4%	71.4%	0.0%	82.4%	-

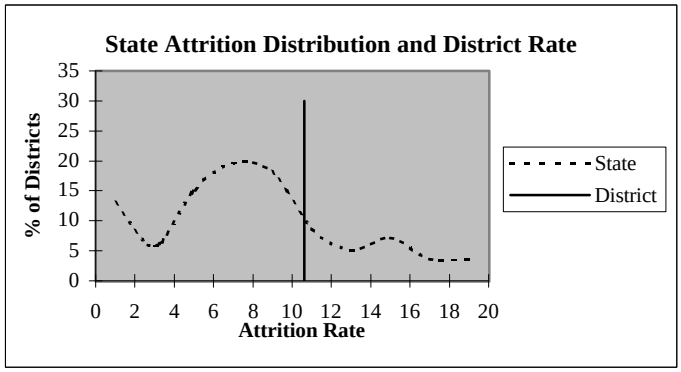
Dynamics Rates	District Rates				
District Attrition	12.4%	13.6%	2.0%	10.6%	-
Transfers In/Out	1.00	0.83	1.33	2.00	-

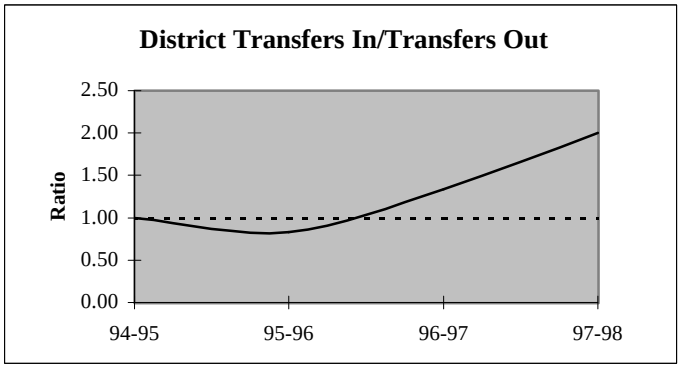
District Report for: MILAN

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	153	154	149	160	167	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	6	7	3.9%	3.9%	4.0%	3.8%	4.2%
Professional Staff	16	17	15	17	17	10.5%	11.0%	10.1%	10.6%	10.2%
Total Teachers	131	131	128	137	143	85.6%	85.1%	85.9%	85.6%	85.6%
Special Education	12	11	11	15	14	9.2%	8.4%	8.6%	10.9%	9.8%
Pre-K & Kindergarten	10	9	9	10	11	7.6%	6.9%	7.0%	7.3%	7.7%
Elementary (1-4)	48	50	46	46	49	36.6%	38.2%	35.9%	33.6%	34.3%
Middle School (5-6)	13	13	14	14	13	9.9%	9.9%	10.9%	10.2%	9.1%
Jr. High (7-8)	12	12	13	14	14	9.2%	9.2%	10.2%	10.2%	9.8%
High School (9-12)	36	36	35	38	42	27.5%	27.5%	27.3%	27.7%	29.4%
Business	2	3	2	1	2	5.6%	8.3%	5.7%	2.6%	4.8%
Language Arts	6	7	6	5	5	16.7%	19.4%	17.1%	13.2%	11.9%
Social Studies	2	4	3	3	3	5.6%	11.1%	8.6%	7.9%	7.1%
Foreign Language	2	1	2	2	2	5.6%	2.8%	5.7%	5.3%	4.8%
Mathematics	4	3	4	4	6	11.1%	8.3%	11.4%	10.5%	14.3%
Science	2	3	4	2	3	5.6%	8.3%	11.4%	5.3%	7.1%
Vocational Education	8	8	7	11	11	22.2%	22.2%	20.0%	28.9%	26.2%
Other High School	10	7	7	10	10	27.8%	19.4%	20.0%	26.3%	23.8%
Total Enrollments	2,271	2,303	2,280	2,253	2,202	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	201	170	161	196	181	8.9%	7.4%	7.1%	8.7%	8.2%
Grades 1-4	693	718	713	683	679	30.5%	31.2%	31.3%	30.3%	30.8%
Grades 5-6	333	332	350	350	307	14.7%	14.4%	15.4%	15.5%	13.9%
Grades 7-8	332	369	333	318	329	14.6%	16.0%	14.6%	14.1%	14.9%
Grades 9-12	683	677	704	691	690	30.1%	29.4%	30.9%	30.7%	31.3%
Ungraded	29	37	19	15	16	1.3%	1.6%	0.8%	0.7%	0.7%









District Report for: MILAN

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	6	6	6	7	4.1%	4.1%	4.3%	4.1%	4.5%
White - Females	2	2	1	1	1	33.3%	33.3%	16.7%	16.7%	14.3%
White - Males	3	3	4	3	5	50.0%	50.0%	66.7%	50.0%	71.4%
Black - Females	1	1	1	1	0	16.7%	16.7%	16.7%	16.7%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	14.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	16	14	15	15	9.6%	11.0%	10.0%	10.1%	9.7%
White - Females	11	12	11	12	11	78.6%	75.0%	78.6%	80.0%	73.3%
White - Males	2	3	3	3	4	14.3%	18.8%	21.4%	20.0%	26.7%
Black - Females	1	1	0	0	0	7.1%	6.3%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	126	124	120	127	133	86.3%	84.9%	85.7%	85.8%	85.8%
White - Females	86	88	87	92	95	68.3%	71.0%	72.5%	72.4%	71.4%
White - Males	29	26	24	25	28	23.0%	21.0%	20.0%	19.7%	21.1%
Black - Females	10	9	8	9	9	7.9%	7.3%	6.7%	7.1%	6.8%
Black - Males	1	1	1	1	1	0.8%	0.8%	0.8%	0.8%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	0	30	35	0.8%	0.0%	0.0%	21.9%	24.5%
25-29	14	13	10	11	10	11.7%	11.6%	9.8%	8.0%	7.0%
30-34	21	17	12	11	11	17.5%	15.2%	11.8%	8.0%	7.7%
35-39	8	11	16	19	23	6.7%	9.8%	15.7%	13.9%	16.1%
40-45	22	22	17	8	4	18.3%	19.6%	16.7%	5.8%	2.8%
45-49	24	19	19	25	25	20.0%	17.0%	18.6%	18.2%	17.5%
50-54	17	18	18	22	21	14.2%	16.1%	17.6%	16.1%	14.7%
55+	13	12	10	11	14	10.8%	10.7%	9.8%	8.0%	9.8%
Average Age	41.9	42.4	43.0	34.0	33.2					

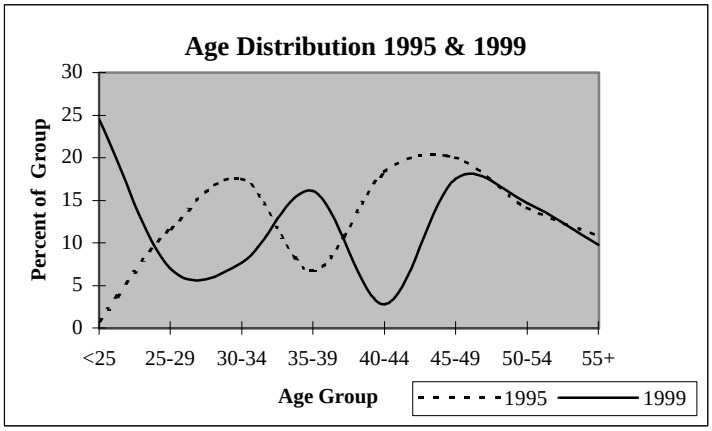
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	29	33	26	26	26	22.1%	25.2%	20.3%	19.0%	18.2%
4-7 Years	14	10	19	25	29	10.7%	7.6%	14.8%	18.2%	20.3%
8-11 Years	26	24	20	15	15	19.8%	18.3%	15.6%	10.9%	10.5%
12-15 Years	7	12	16	20	24	5.3%	9.2%	12.5%	14.6%	16.8%
16-19 Years	16	11	8	11	8	12.2%	8.4%	6.3%	8.0%	5.6%
20+ Years	39	41	39	40	41	29.8%	31.3%	30.5%	29.2%	28.7%
Average Experience	13.2	13.1	13.0	13.3	13.1					

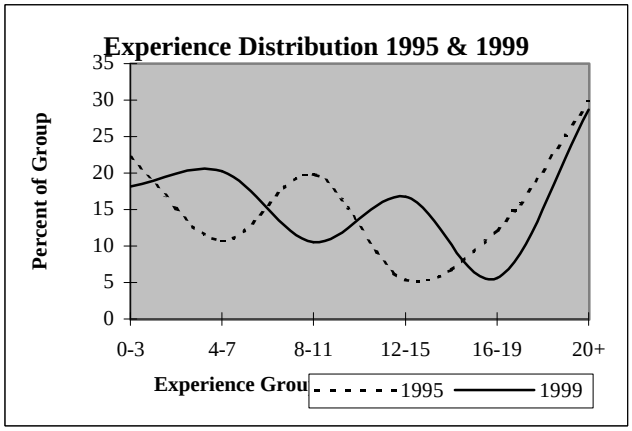
District Report for: MILAN

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	19	21	3	17	-	12.4%	13.6%	2.0%	10.6%	-
Attrition from Transfers	6	6	3	3	-	3.9%	3.9%	2.0%	1.9%	-
Attrition from Exits	13	15	0	14	-	8.5%	9.7%	0.0%	8.8%	-
Teacher Attrition	17	17	2	10	-	13.0%	13.0%	1.6%	7.3%	-
Attrition from Transfers	5	5	2	0	-	3.8%	3.8%	1.6%	0.0%	-
Attrition from Exits	12	12	0	10	-	9.2%	9.2%	0.0%	7.3%	-
District Retention										
Educator Retention	134	133	146	143	-	87.6%	86.4%	98.0%	89.4%	-
Teacher Retention	114	114	126	127	-	87.0%	87.0%	98.4%	92.7%	-

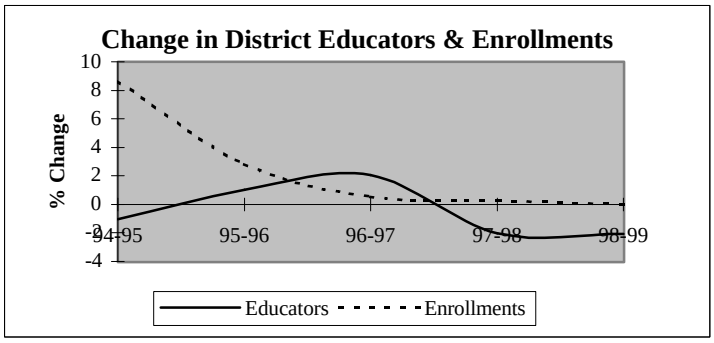
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.9%	10.5%	10.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	79.5%	2.6%	17.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	84.8%	6.1%	9.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.7%	3.4%	6.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.7%	0.0%	4.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

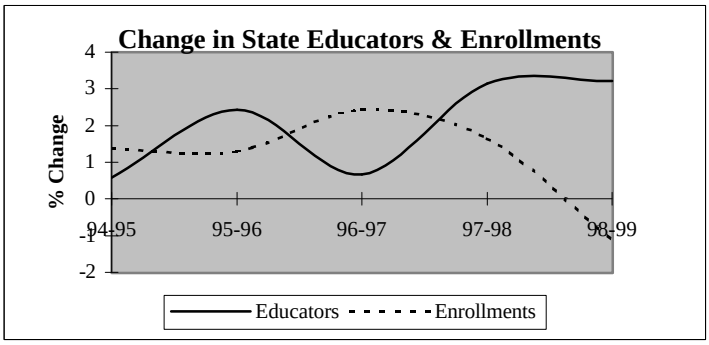
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.7%	13.0%	16.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.6%	5.6%	8.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	11.8%	5.8%	4.0%	3.8%	4.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.6%	89.0%	91.9%	93.8%	90.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.3%	0.7%	0.0%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	3.9%	3.4%	2.5%	4.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: TRENTON





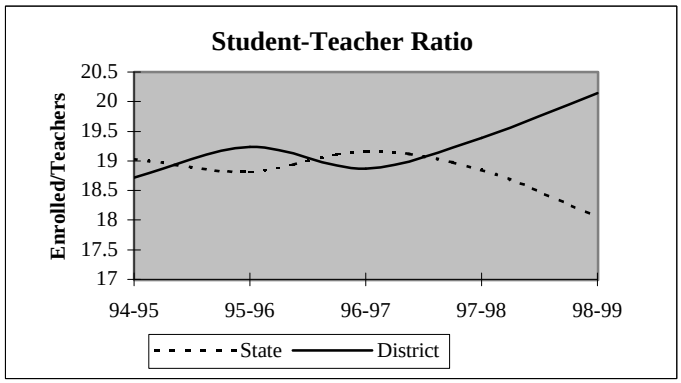
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.6	15.9	15.6	16.0	16.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	19.2	18.9	19.4	20.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	1	2	-2	-2	-	-	-	-	-
% Change in Educators	-1.0%	1.0%	2.1%	-2.0%	-2.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	119	42	8	4	0	-	-	-	-	-
% Change in Enrollment	8.6%	2.8%	0.5%	0.3%	0.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	1.0%	1.0%	2.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.1%	5.1%	6.2%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.5%	13.4%	12.1%	11.3%	13.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	13.7%	13.7%	13.3%	12.6%	12.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	25.0%	25.0%	20.0%	16.7%	20.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	20.0%	16.7%	20.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.2	45.2	45.6	40.2	38.2	42.7	43.1	43.3	37.1	36.4
Average Experience	15.8	16.5	16.7	15.4	15.0	13.9	13.9	13.8	13.7	13.7
Average Salary	30,012	30,480	30,862	30,299	31,661	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	13.9%	14.1%	13.6%	12.8%	13.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.3%	75.0%	76.8%	78.8%	79.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	8.8%	7.3%	8.8%	9.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	31.3%	na	32.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.1%	-	1.7%	1.7%	1.6%	1.8%

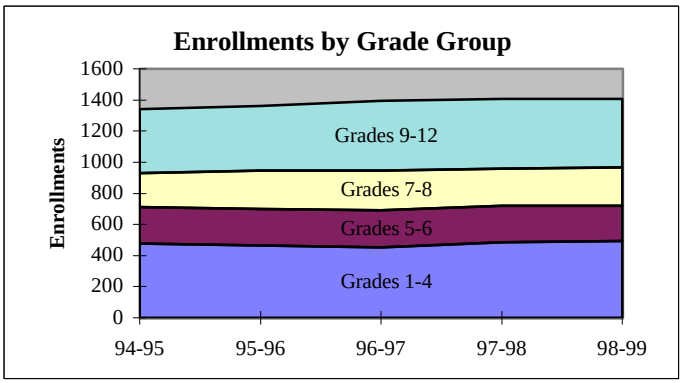
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	96	97	99	97	95	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	89	92	92	87	86	92.7%	94.8%	92.9%	89.7%	90.5%
Newly Hired	7	5	7	10	9	7.3%	5.2%	7.1%	10.3%	9.5%
Transfers In	3	1	1	2	1	42.9%	20.0%	14.3%	20.0%	11.1%
Reentrants	2	3	3	5	2	28.6%	60.0%	42.9%	50.0%	22.2%
First Time Educators	2	1	3	3	6	28.6%	20.0%	42.9%	30.0%	66.7%
Total Exiting Next Year	4	5	12	11	-	4.2%	5.2%	12.1%	11.3%	-
Transfers Out	3	2	2	1	-	75.0%	40.0%	16.7%	9.1%	-
Leave Tennessee Educ.	1	3	10	10	-	25.0%	60.0%	83.3%	90.9%	-

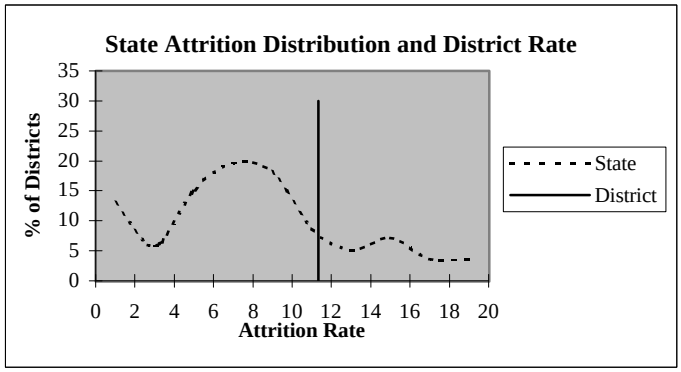
Dynamics Rates	District Rates				
District Attrition	4.2%	5.2%	12.1%	11.3%	-
Transfers In/Out	1.00	0.50	0.50	2.00	-

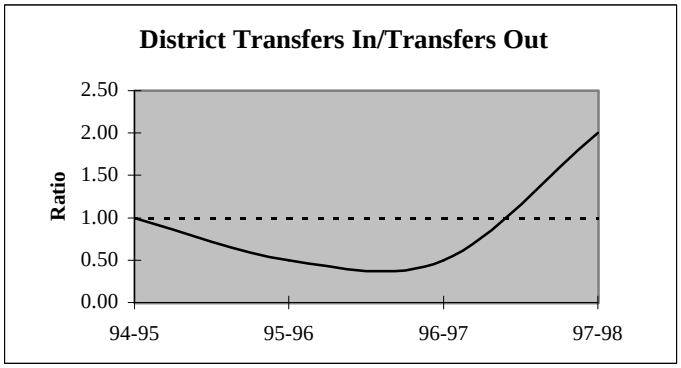
District Report for: TRENTON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	96	97	99	97	95	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	6	5	4.2%	4.1%	5.1%	6.2%	5.3%
Professional Staff	12	13	12	11	13	12.5%	13.4%	12.1%	11.3%	13.7%
Total Teachers	80	80	82	80	77	83.3%	82.5%	82.8%	82.5%	81.1%
Special Education	7	7	6	7	7	8.8%	8.8%	7.3%	8.8%	9.1%
Pre-K & Kindergarten	8	9	8	9	9	10.0%	11.3%	9.8%	11.3%	11.7%
Elementary (1-4)	25	24	26	25	27	31.3%	30.0%	31.7%	31.3%	35.1%
Middle School (5-6)	8	7	11	10	8	10.0%	8.8%	13.4%	12.5%	10.4%
Jr. High (7-8)	9	10	9	8	6	11.3%	12.5%	11.0%	10.0%	7.8%
High School (9-12)	23	23	22	21	20	28.8%	28.8%	26.8%	26.3%	26.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	13.0%	13.0%	13.6%	14.3%	15.0%
Social Studies	2	2	2	2	2	8.7%	8.7%	9.1%	9.5%	10.0%
Foreign Language	1	1	1	1	1	4.3%	4.3%	4.5%	4.8%	5.0%
Mathematics	2	3	3	3	3	8.7%	13.0%	13.6%	14.3%	15.0%
Science	2	2	3	2	1	8.7%	8.7%	13.6%	9.5%	5.0%
Vocational Education	5	5	4	5	5	21.7%	21.7%	18.2%	23.8%	25.0%
Other High School	8	7	6	5	5	34.8%	30.4%	27.3%	23.8%	25.0%
Total Enrollments	1,497	1,539	1,547	1,551	1,551	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	135	154	141	134	127	9.0%	10.0%	9.1%	8.6%	8.2%
Grades 1-4	479	463	451	485	495	32.0%	30.1%	29.2%	31.3%	31.9%
Grades 5-6	233	237	238	234	225	15.6%	15.4%	15.4%	15.1%	14.5%
Grades 7-8	216	248	258	240	247	14.4%	16.1%	16.7%	15.5%	15.9%
Grades 9-12	411	414	446	447	441	27.5%	26.9%	28.8%	28.8%	28.4%
Ungraded	23	23	13	11	16	1.5%	1.5%	0.8%	0.7%	1.0%









District Report for: TRENTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	5	6	5	4.2%	4.2%	5.1%	6.3%	5.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	4	5	4	75.0%	75.0%	80.0%	83.3%	80.0%
Black - Females	1	1	1	1	1	25.0%	25.0%	20.0%	16.7%	20.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	12	11	12	12.6%	13.7%	12.2%	11.6%	12.9%
White - Females	10	11	10	9	10	83.3%	84.6%	83.3%	81.8%	83.3%
White - Males	1	1	1	1	1	8.3%	7.7%	8.3%	9.1%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	8.3%	7.7%	8.3%	9.1%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	79	78	81	78	76	83.2%	82.1%	82.7%	82.1%	81.7%
White - Females	53	52	55	54	52	67.1%	66.7%	67.9%	69.2%	68.4%
White - Males	15	15	15	14	14	19.0%	19.2%	18.5%	17.9%	18.4%
Black - Females	8	8	8	9	9	10.1%	10.3%	9.9%	11.5%	11.8%
Black - Males	3	3	3	1	1	3.8%	3.8%	3.7%	1.3%	1.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	1	0	9	11	2.6%	1.3%	0.0%	11.3%	14.3%
25-29	5	4	7	8	10	6.4%	5.2%	8.9%	10.0%	13.0%
30-34	5	6	6	4	4	6.4%	7.8%	7.6%	5.0%	5.2%
35-39	10	11	9	9	9	12.8%	14.3%	11.4%	11.3%	11.7%
40-45	14	12	11	8	7	17.9%	15.6%	13.9%	10.0%	9.1%
45-49	17	18	16	16	13	21.8%	23.4%	20.3%	20.0%	16.9%
50-54	13	11	14	12	12	16.7%	14.3%	17.7%	15.0%	15.6%
55+	12	14	16	14	11	15.4%	18.2%	20.3%	17.5%	14.3%
Average Age	44.2	45.2	45.6	40.2	38.2					

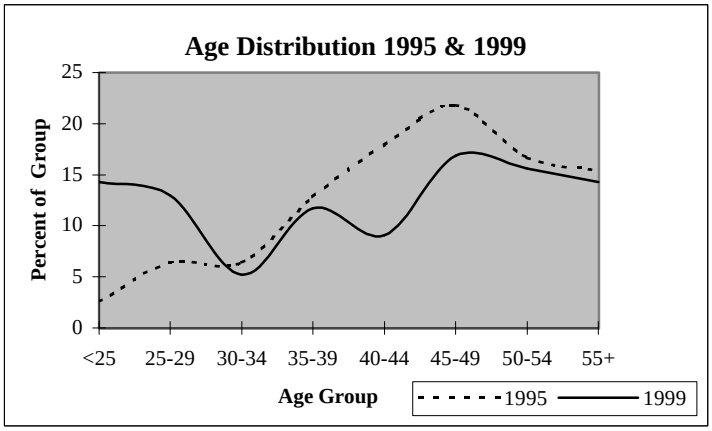
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	9	7	9	13	14	11.3%	8.8%	11.0%	16.3%	18.2%
4-7 Years	7	9	7	10	10	8.8%	11.3%	8.5%	12.5%	13.0%
8-11 Years	10	10	11	8	8	12.5%	12.5%	13.4%	10.0%	10.4%
12-15 Years	12	11	9	7	6	15.0%	13.8%	11.0%	8.8%	7.8%
16-19 Years	13	11	12	13	10	16.3%	13.8%	14.6%	16.3%	13.0%
20+ Years	29	32	34	29	29	36.3%	40.0%	41.5%	36.3%	37.7%
Average Experience	15.8	16.5	16.7	15.4	15.0					

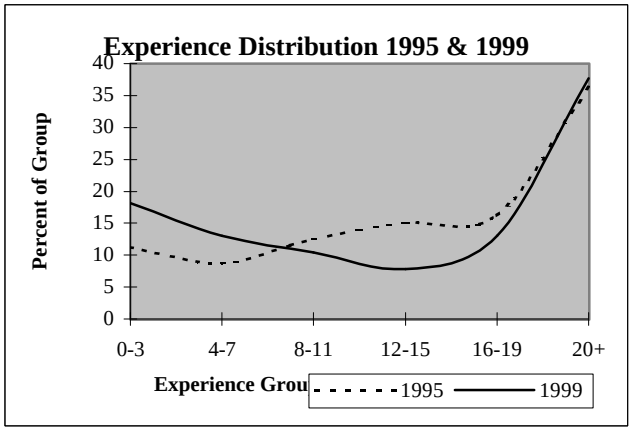
District Report for: TRENTON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	5	12	11	-	4.2%	5.2%	12.1%	11.3%	-
Attrition from Transfers	3	2	2	1	-	3.1%	2.1%	2.0%	1.0%	-
Attrition from Exits	1	3	10	10	-	1.0%	3.1%	10.1%	10.3%	-
Teacher Attrition	3	3	11	10	-	3.8%	3.8%	13.4%	12.5%	-
Attrition from Transfers	3	1	2	1	-	3.8%	1.3%	2.4%	1.3%	-
Attrition from Exits	0	2	9	9	-	0.0%	2.5%	11.0%	11.3%	-
District Retention										
Educator Retention	92	92	87	86	-	95.8%	94.8%	87.9%	88.7%	-
Teacher Retention	77	77	71	70	-	96.3%	96.3%	86.6%	87.5%	-

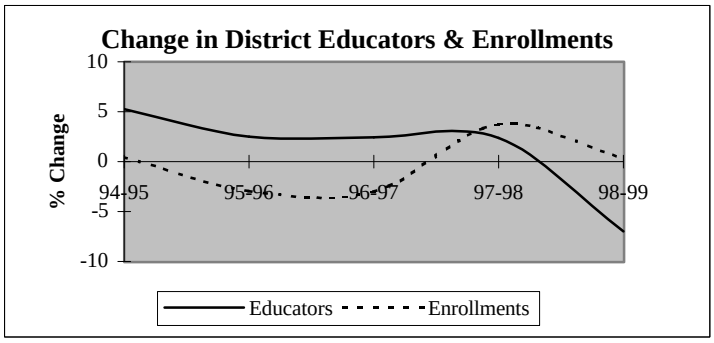
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	60.0%	10.0%	30.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	88.9%	0.0%	11.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.8%	6.3%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.9%	0.0%	11.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

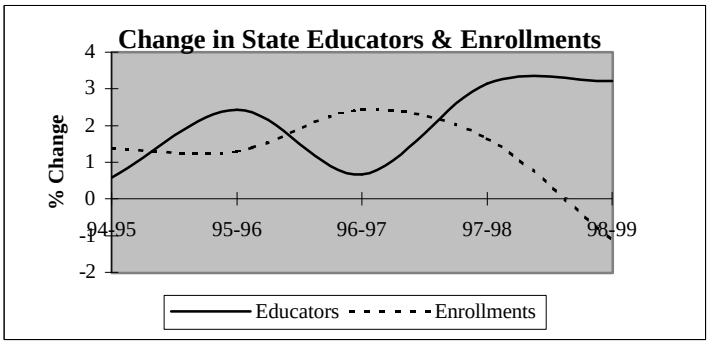
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	2.6%	5.8%	8.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	0.9%	3.3%	7.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.1%	1.0%	3.0%	3.1%	6.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.8%	95.9%	94.9%	91.8%	91.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.0%	0.0%	1.0%	3.1%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.0%	3.1%	1.0%	2.1%	2.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BRADFORD





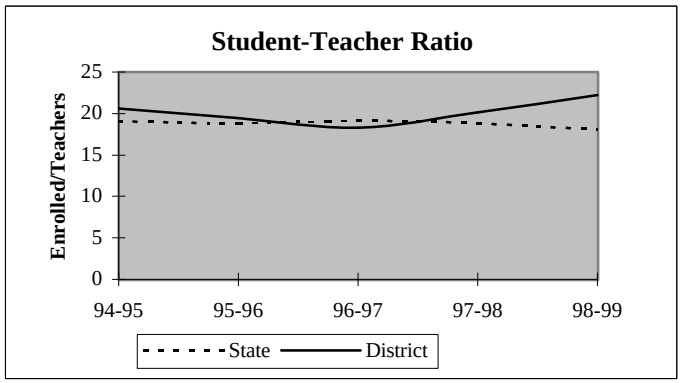
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.0	16.1	15.2	15.4	16.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.6	19.4	18.3	20.1	22.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	1	1	1	-3	-	-	-	-	-
% Change in Educators	5.3%	2.5%	2.4%	2.4%	-7.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	3	-20	-20	24	2	-	-	-	-	-
% Change in Enrollment	0.4%	-2.9%	-3.0%	3.8%	0.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	2.4%	0.0%	2.3%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	7.5%	7.3%	4.8%	9.3%	10.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.0%	9.8%	11.9%	14.0%	15.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	5.1%	4.9%	4.8%	4.7%	2.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.1	44.3	45.2	39.4	40.5	42.7	43.1	43.3	37.1	36.4
Average Experience	14.6	14.7	14.9	15.7	15.1	13.9	13.9	13.8	13.7	13.7
Average Salary	30,202	30,426	31,372	32,055	32,965	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.0%	2.9%	2.9%	3.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	87.9%	88.2%	88.6%	90.9%	100.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.1%	8.8%	8.6%	9.1%	10.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.1%	na	4.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.2%	-	1.7%	1.7%	1.6%	1.8%

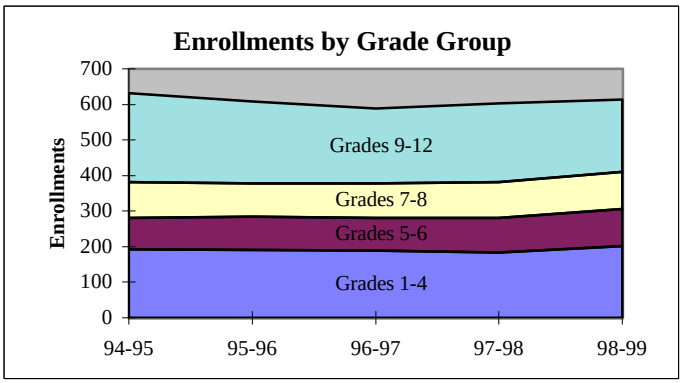
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	40	41	42	43	40	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	35	35	39	38	35	87.5%	85.4%	92.9%	88.4%	87.5%
Newly Hired	5	6	3	5	5	12.5%	14.6%	7.1%	11.6%	12.5%
Transfers In	1	0	0	3	1	20.0%	0.0%	0.0%	60.0%	20.0%
Reentrants	2	1	2	1	2	40.0%	16.7%	66.7%	20.0%	40.0%
First Time Educators	2	5	1	1	2	40.0%	83.3%	33.3%	20.0%	40.0%
Total Exiting Next Year	5	2	4	8	-	12.5%	4.9%	9.5%	18.6%	-
Transfers Out	2	0	1	2	-	40.0%	0.0%	25.0%	25.0%	-
Leave Tennessee Educ.	3	2	3	6	-	60.0%	100.0%	75.0%	75.0%	-

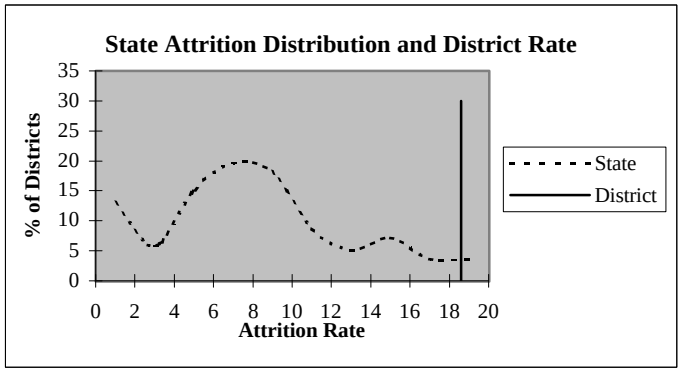
Dynamics Rates	District Rates				
District Attrition	12.5%	4.9%	9.5%	18.6%	-
Transfers In/Out	0.50	nc	0.00	1.50	-

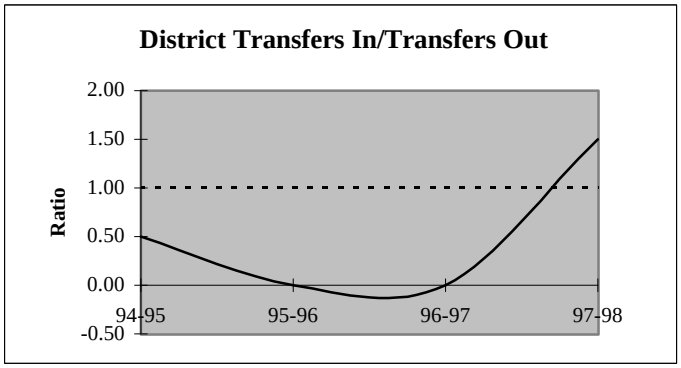
District Report for: BRADFORD

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	40	41	42	43	40	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	4	4	7.5%	7.3%	4.8%	9.3%	10.0%
Professional Staff	4	4	5	6	6	10.0%	9.8%	11.9%	14.0%	15.0%
Total Teachers	33	34	35	33	30	82.5%	82.9%	83.3%	76.7%	75.0%
Special Education	3	3	3	3	3	9.1%	8.8%	8.6%	9.1%	10.0%
Pre-K & Kindergarten	2	2	2	3	3	6.1%	5.9%	5.7%	9.1%	10.0%
Elementary (1-4)	10	10	10	10	10	30.3%	29.4%	28.6%	30.3%	33.3%
Middle School (5-6)	4	4	5	4	3	12.1%	11.8%	14.3%	12.1%	10.0%
Jr. High (7-8)	5	4	4	4	3	15.2%	11.8%	11.4%	12.1%	10.0%
High School (9-12)	9	11	11	9	8	27.3%	32.4%	31.4%	27.3%	26.7%
Business	2	2	2	1	1	22.2%	18.2%	18.2%	11.1%	12.5%
Language Arts	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	12.5%
Social Studies	1	0	1	1	0	11.1%	0.0%	9.1%	11.1%	0.0%
Foreign Language	1	1	1	1	1	11.1%	9.1%	9.1%	11.1%	12.5%
Mathematics	2	2	2	1	0	22.2%	18.2%	18.2%	11.1%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	1	1	1	1	1	11.1%	9.1%	9.1%	11.1%	12.5%
Other High School	2	5	4	4	4	22.2%	45.5%	36.4%	44.4%	50.0%
Total Enrollments	680	660	640	664	666	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	48	50	50	60	51	7.1%	7.6%	7.8%	9.0%	7.7%
Grades 1-4	192	191	189	184	202	28.2%	28.9%	29.5%	27.7%	30.3%
Grades 5-6	89	94	91	97	104	13.1%	14.2%	14.2%	14.6%	15.6%
Grades 7-8	101	92	97	100	104	14.9%	13.9%	15.2%	15.1%	15.6%
Grades 9-12	249	231	211	222	204	36.6%	35.0%	33.0%	33.4%	30.6%
Ungraded	1	2	2	1	1	0.1%	0.3%	0.3%	0.2%	0.2%









District Report for: BRADFORD

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	3	2	4	4	7.7%	7.3%	4.8%	9.3%	10.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	2	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	4	5	6	6	7.7%	9.8%	11.9%	14.0%	15.0%
White - Females	2	3	4	5	5	66.7%	75.0%	80.0%	83.3%	83.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	33.3%	25.0%	20.0%	16.7%	16.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	33	34	35	33	30	84.6%	82.9%	83.3%	76.7%	75.0%
White - Females	29	30	31	30	30	87.9%	88.2%	88.6%	90.9%	100.0%
White - Males	3	3	3	2	0	9.1%	8.8%	8.6%	6.1%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	3.0%	2.9%	2.9%	3.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	0	4	3	0.0%	3.1%	0.0%	12.1%	10.0%
25-29	1	1	2	3	2	3.2%	3.1%	6.3%	9.1%	6.7%
30-34	5	5	4	2	3	16.1%	15.6%	12.5%	6.1%	10.0%
35-39	1	0	1	2	3	3.2%	0.0%	3.1%	6.1%	10.0%
40-45	9	9	6	5	1	29.0%	28.1%	18.8%	15.2%	3.3%
45-49	8	9	9	8	10	25.8%	28.1%	28.1%	24.2%	33.3%
50-54	5	5	5	5	5	16.1%	15.6%	15.6%	15.2%	16.7%
55+	2	2	5	4	3	6.5%	6.3%	15.6%	12.1%	10.0%
Average Age	44.1	44.3	45.2	39.4	40.5					

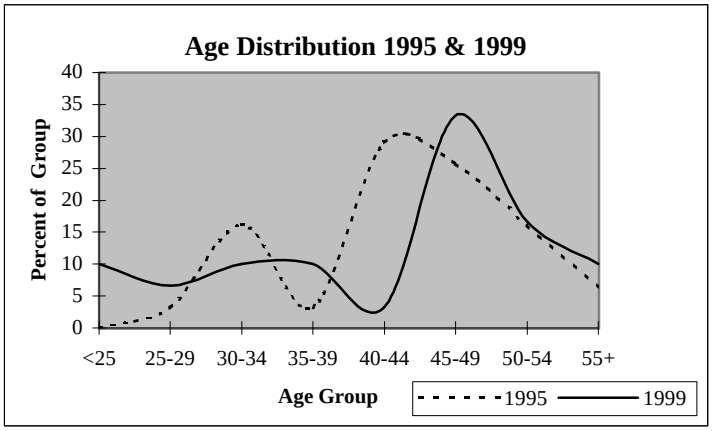
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	7	9	6	6	5	21.2%	26.5%	17.1%	18.2%	16.7%
4-7 Years	3	1	6	4	5	9.1%	2.9%	17.1%	12.1%	16.7%
8-11 Years	3	4	3	4	2	9.1%	11.8%	8.6%	12.1%	6.7%
12-15 Years	2	2	1	1	3	6.1%	5.9%	2.9%	3.0%	10.0%
16-19 Years	4	4	3	2	1	12.1%	11.8%	8.6%	6.1%	3.3%
20+ Years	14	14	16	16	14	42.4%	41.2%	45.7%	48.5%	46.7%
Average Experience	14.6	14.7	14.9	15.7	15.1					

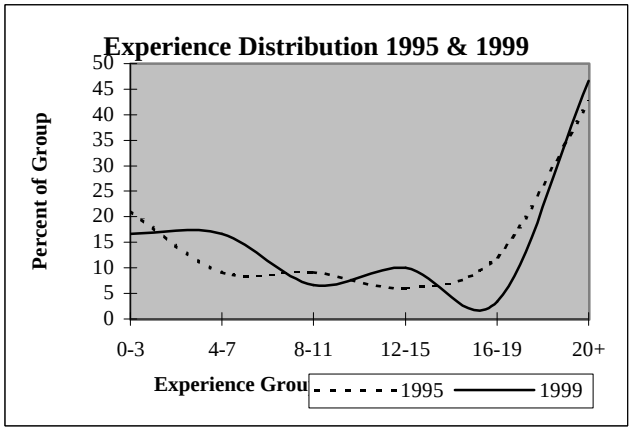
District Report for: BRADFORD

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	2	4	8	-	12.5%	4.9%	9.5%	18.6%	-
Attrition from Transfers	2	0	1	2	-	5.0%	0.0%	2.4%	4.7%	-
Attrition from Exits	3	2	3	6	-	7.5%	4.9%	7.1%	14.0%	-
Teacher Attrition	4	1	4	6	-	12.1%	2.9%	11.4%	18.2%	-
Attrition from Transfers	1	0	1	1	-	3.0%	0.0%	2.9%	3.0%	-
Attrition from Exits	3	1	3	5	-	9.1%	2.9%	8.6%	15.2%	-
District Retention										
Educator Retention	35	39	38	35	-	87.5%	95.1%	90.5%	81.4%	-
Teacher Retention	29	33	31	27	-	87.9%	97.1%	88.6%	81.8%	-

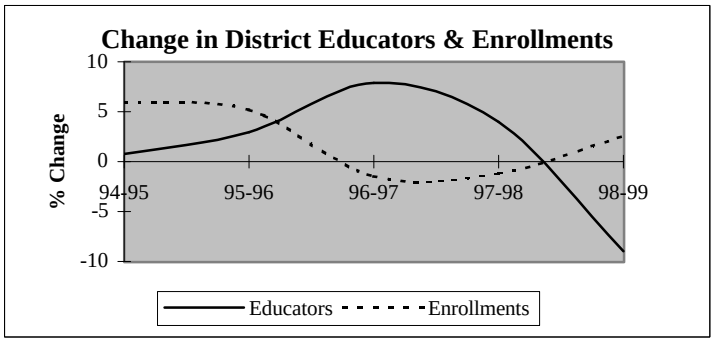
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	70.0%	0.0%	30.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	70.0%	0.0%	30.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.7%	0.0%	14.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	66.7%	33.3%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	80.0%	0.0%	20.0%	89.7%	2.1%	91.8%	8.2%

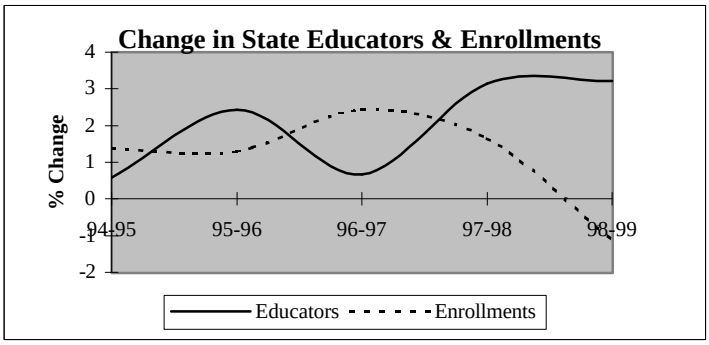
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	0.0%	2.2%	7.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	0.0%	2.2%	7.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.0%	12.2%	7.1%	2.3%	5.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.5%	87.8%	88.1%	95.3%	90.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	2.5%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	4.8%	2.3%	5.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GIBSON CO SP DIST





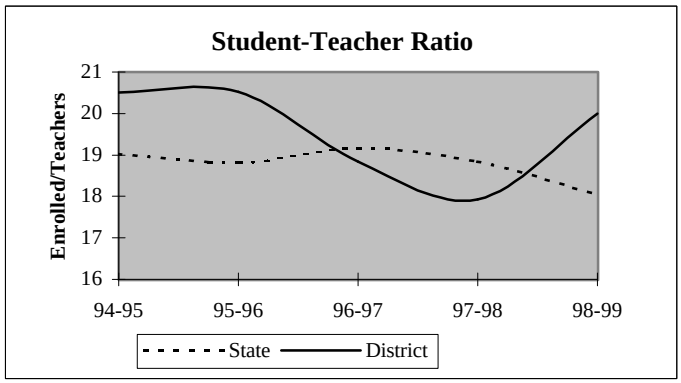
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.8	18.2	16.6	15.7	17.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.5	20.5	18.8	17.9	20.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	4	11	6	-14	-	-	-	-	-
% Change in Educators	0.7%	3.0%	7.9%	4.0%	-9.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	135	125	-37	-31	63	-	-	-	-	-
% Change in Enrollment	6.0%	5.2%	-1.5%	-1.2%	2.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.7%	5.8%	5.3%	4.5%	6.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	6.7%	5.8%	6.7%	7.7%	4.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.3%	2.2%	2.7%	2.0%	2.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	12.5%	28.6%	22.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.2	40.8	41.0	35.8	35.2	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	13.4	13.1	12.9	13.4	13.9	13.9	13.8	13.7	13.7
Average Salary	29,895	29,835	30,382	29,465	30,418	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.6%	2.5%	3.1%	2.3%	2.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.5%	74.0%	72.7%	74.5%	73.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.5%	8.9%	6.1%	10.2%	8.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	10.2%	na	10.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

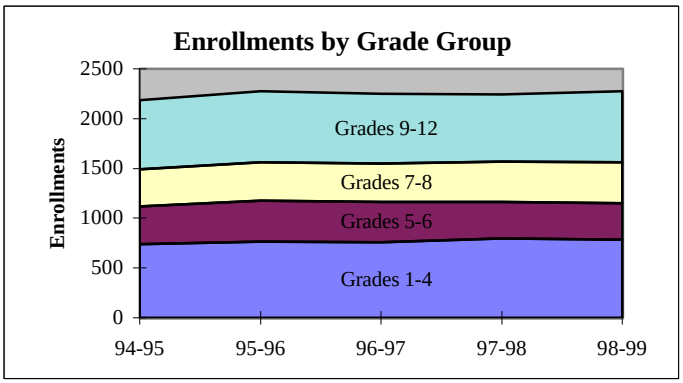
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	135	139	150	156	142	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	118	124	128	138	129	87.4%	89.2%	85.3%	88.5%	90.8%
Newly Hired	17	15	22	18	13	12.6%	10.8%	14.7%	11.5%	9.2%
Transfers In	5	6	5	6	2	29.4%	40.0%	22.7%	33.3%	15.4%
Reentrants	4	5	8	3	1	23.5%	33.3%	36.4%	16.7%	7.7%
First Time Educators	8	4	9	9	10	47.1%	26.7%	40.9%	50.0%	76.9%
Total Exiting Next Year	11	11	12	27	-	8.1%	7.9%	8.0%	17.3%	-
Transfers Out	7	5	6	7	-	63.6%	45.5%	50.0%	25.9%	-
Leave Tennessee Educ.	4	6	6	20	-	36.4%	54.5%	50.0%	74.1%	-

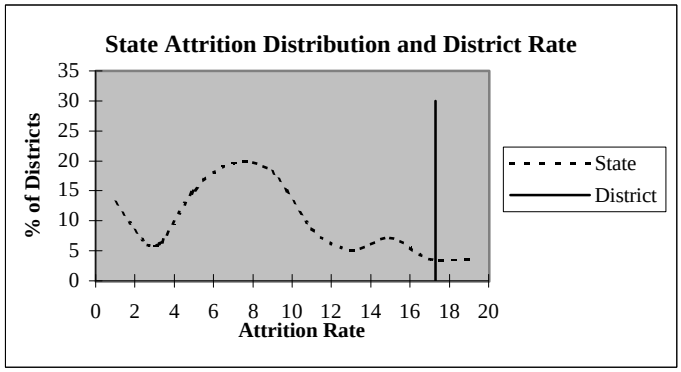
Dynamics Rates	District Rates				
District Attrition	8.1%	7.9%	8.0%	17.3%	-
Transfers In/Out	0.71	1.20	0.83	0.86	-

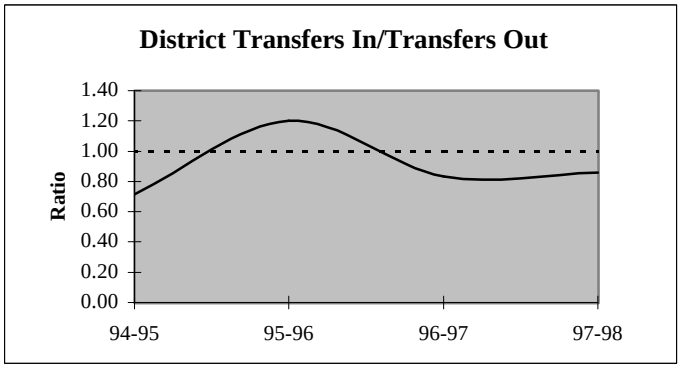
District Report for: GIBSON CO SP DIST

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	135	139	150	156	142	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	8	8	7	9	6.7%	5.8%	5.3%	4.5%	6.3%
Professional Staff	9	8	10	12	7	6.7%	5.8%	6.7%	7.7%	4.9%
Total Teachers	117	123	132	137	126	86.7%	88.5%	88.0%	87.8%	88.7%
Special Education	10	11	8	14	11	8.5%	8.9%	6.1%	10.2%	8.7%
Pre-K & Kindergarten	7	7	10	10	9	6.0%	5.7%	7.6%	7.3%	7.1%
Elementary (1-4)	37	41	41	42	42	31.6%	33.3%	31.1%	30.7%	33.3%
Middle School (5-6)	13	15	20	20	18	11.1%	12.2%	15.2%	14.6%	14.3%
Jr. High (7-8)	21	20	21	20	15	17.9%	16.3%	15.9%	14.6%	11.9%
High School (9-12)	29	29	32	31	31	24.8%	23.6%	24.2%	22.6%	24.6%
Business	1	1	1	0	1	3.4%	3.4%	3.1%	0.0%	3.2%
Language Arts	5	3	4	4	3	17.2%	10.3%	12.5%	12.9%	9.7%
Social Studies	2	4	2	4	4	6.9%	13.8%	6.3%	12.9%	12.9%
Foreign Language	1	1	1	1	1	3.4%	3.4%	3.1%	3.2%	3.2%
Mathematics	3	4	3	3	3	10.3%	13.8%	9.4%	9.7%	9.7%
Science	3	3	3	2	2	10.3%	10.3%	9.4%	6.5%	6.5%
Vocational Education	8	8	9	9	10	27.6%	27.6%	28.1%	29.0%	32.3%
Other High School	6	5	9	8	7	20.7%	17.2%	28.1%	25.8%	22.6%
Total Enrollments	2,399	2,524	2,487	2,456	2,519	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	185	225	212	192	220	7.7%	8.9%	8.5%	7.8%	8.7%
Grades 1-4	738	766	756	799	783	30.8%	30.3%	30.4%	32.5%	31.1%
Grades 5-6	381	413	409	362	369	15.9%	16.4%	16.4%	14.7%	14.6%
Grades 7-8	369	383	387	406	412	15.4%	15.2%	15.6%	16.5%	16.4%
Grades 9-12	698	710	697	675	710	29.1%	28.1%	28.0%	27.5%	28.2%
Ungraded	28	27	26	22	25	1.2%	1.1%	1.0%	0.9%	1.0%









District Report for: GIBSON CO SP DIST

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	8	8	7	9	6.8%	5.8%	5.4%	4.7%	6.6%
White - Females	0	0	1	2	2	0.0%	0.0%	12.5%	28.6%	22.2%
White - Males	9	8	7	5	7	100.0%	100.0%	87.5%	71.4%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	10	11	7	6.8%	5.8%	6.8%	7.3%	5.1%
White - Females	5	5	6	7	6	55.6%	62.5%	60.0%	63.6%	85.7%
White - Males	4	3	4	4	1	44.4%	37.5%	40.0%	36.4%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	115	121	129	132	121	86.5%	88.3%	87.8%	88.0%	88.3%
White - Females	84	89	93	98	89	73.0%	73.6%	72.1%	74.2%	73.6%
White - Males	28	29	32	31	29	24.3%	24.0%	24.8%	23.5%	24.0%
Black - Females	2	2	2	2	2	1.7%	1.7%	1.6%	1.5%	1.7%
Black - Males	1	1	2	1	1	0.9%	0.8%	1.6%	0.8%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	5	2	20	24	5.3%	4.4%	1.7%	14.6%	19.0%
25-29	20	20	25	24	13	17.7%	17.5%	21.0%	17.5%	10.3%
30-34	13	17	16	15	18	11.5%	14.9%	13.4%	10.9%	14.3%
35-39	8	7	9	10	10	7.1%	6.1%	7.6%	7.3%	7.9%
40-45	14	8	11	11	8	12.4%	7.0%	9.2%	8.0%	6.3%
45-49	32	32	27	23	15	28.3%	28.1%	22.7%	16.8%	11.9%
50-54	15	16	19	25	27	13.3%	14.0%	16.0%	18.2%	21.4%
55+	5	9	10	9	11	4.4%	7.9%	8.4%	6.6%	8.7%
Average Age	40.2	40.8	41.0	35.8	35.2					

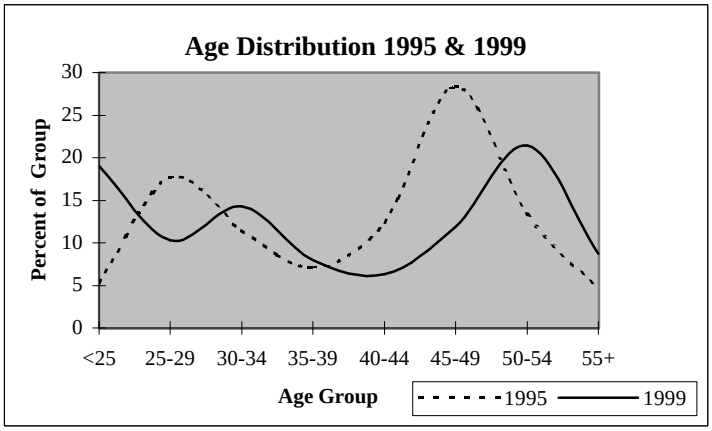
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	31	32	35	31	29	26.5%	26.0%	26.5%	22.6%	23.0%
4-7 Years	11	16	25	28	26	9.4%	13.0%	18.9%	20.4%	20.6%
8-11 Years	8	8	7	13	11	6.8%	6.5%	5.3%	9.5%	8.7%
12-15 Years	12	11	6	8	9	10.3%	8.9%	4.5%	5.8%	7.1%
16-19 Years	13	11	9	9	7	11.1%	8.9%	6.8%	6.6%	5.6%
20+ Years	42	45	50	48	44	35.9%	36.6%	37.9%	35.0%	34.9%
Average Experience	13.2	13.4	13.1	12.9	13.4					

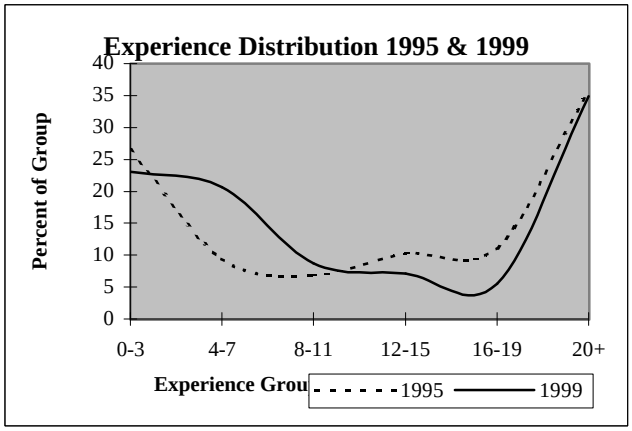
District Report for: GIBSON CO SP DIST

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	11	11	12	27	-	8.1%	7.9%	8.0%	17.3%	-
Attrition from Transfers	7	5	6	7	-	5.2%	3.6%	4.0%	4.5%	-
Attrition from Exits	4	6	6	20	-	3.0%	4.3%	4.0%	12.8%	-
Teacher Attrition	8	10	9	22	-	6.8%	8.1%	6.8%	16.1%	-
Attrition from Transfers	5	5	5	6	-	4.3%	4.1%	3.8%	4.4%	-
Attrition from Exits	3	5	4	16	-	2.6%	4.1%	3.0%	11.7%	-
District Retention										
Educator Retention	124	128	138	129	-	91.9%	92.1%	92.0%	82.7%	-
Teacher Retention	109	113	123	115	-	93.2%	91.9%	93.2%	83.9%	-

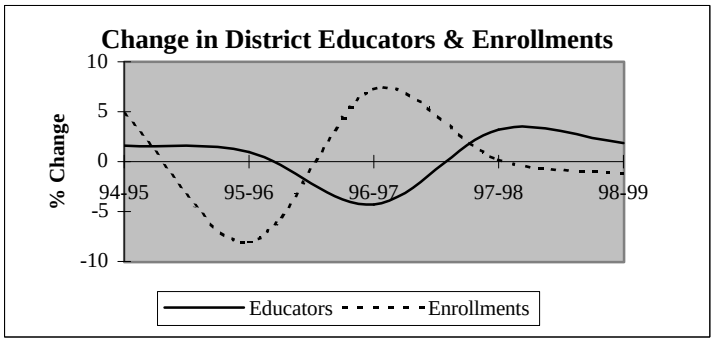
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.6%	10.3%	5.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.7%	9.3%	7.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	97.3%	2.7%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.4%	2.9%	5.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	81.3%	12.5%	6.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	83.3%	4.2%	12.5%	89.7%	2.1%	91.8%	8.2%

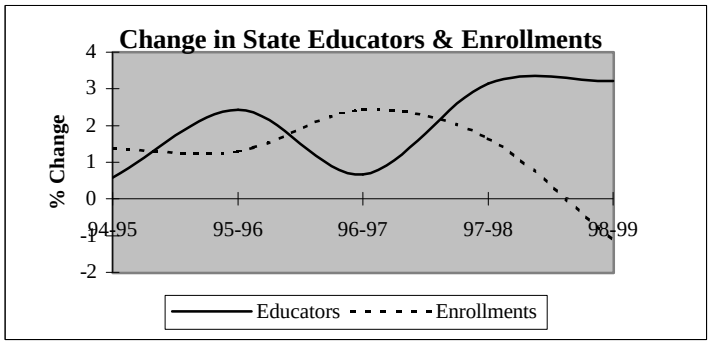
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.9%	15.4%	21.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	9.0%	11.4%	16.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.4%	2.9%	6.0%	7.1%	7.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.4%	93.5%	89.3%	89.7%	92.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.7%	0.7%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	2.9%	4.0%	3.2%	0.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GILES COUNTY





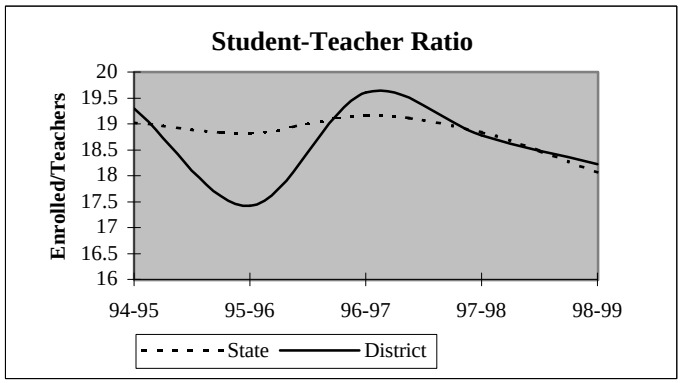
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	14.8	16.6	16.1	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.3	17.4	19.6	18.8	18.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	3	-14	10	6	-	-	-	-	-
% Change in Educators	1.6%	0.9%	-4.3%	3.2%	1.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	237	-421	348	9	-63	-	-	-	-	-
% Change in Enrollment	4.8%	-8.1%	7.3%	0.2%	-1.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.4%	3.4%	3.5%	3.8%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.5%	11.7%	11.9%	10.6%	10.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.5%	4.2%	4.7%	4.3%	5.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	10.0%	10.0%	9.1%	16.7%	15.4%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	18.2%	18.2%	9.1%	16.7%	15.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.1	43.2	43.6	37.3	36.3	42.7	43.1	43.3	37.1	36.4
Average Experience	14.2	13.9	14.0	14.1	14.5	13.9	13.9	13.8	13.7	13.7
Average Salary	29,567	29,753	30,833	30,756	32,020	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.6%	4.2%	4.8%	3.9%	5.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.4%	77.1%	79.4%	77.0%	76.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.6%	10.2%	10.7%	9.5%	10.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	15.9%	na	16.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

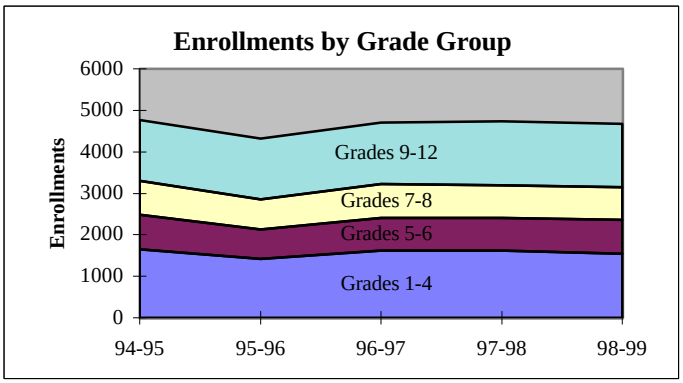
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	321	324	310	320	326	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	293	298	288	291	301	91.3%	92.0%	92.9%	90.9%	92.3%
Newly Hired	28	26	22	29	25	8.7%	8.0%	7.1%	9.1%	7.7%
Transfers In	4	4	4	4	2	14.3%	15.4%	18.2%	13.8%	8.0%
Reentrants	9	5	6	8	9	32.1%	19.2%	27.3%	27.6%	36.0%
First Time Educators	15	17	12	17	14	53.6%	65.4%	54.5%	58.6%	56.0%
Total Exiting Next Year	23	36	19	19	-	7.2%	11.1%	6.1%	5.9%	-
Transfers Out	4	3	4	1	-	17.4%	8.3%	21.1%	5.3%	-
Leave Tennessee Educ.	19	33	15	18	-	82.6%	91.7%	78.9%	94.7%	-

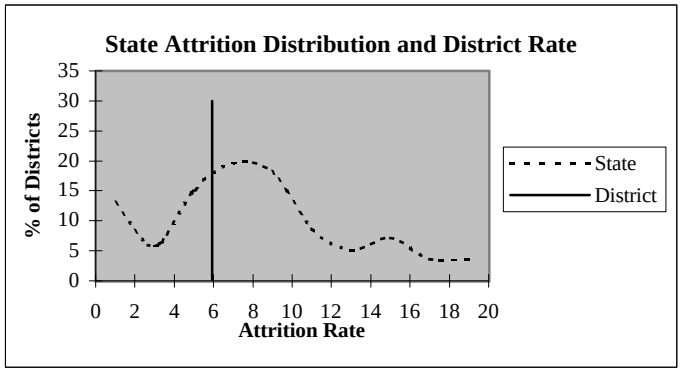
Dynamics Rates	District Rates				
District Attrition	7.2%	11.1%	6.1%	5.9%	-
Transfers In/Out	1.00	1.33	1.00	4.00	-

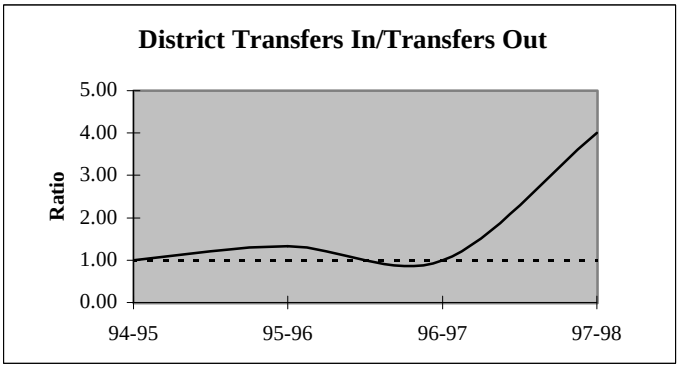
District Report for: GILES COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	321	324	310	320	326	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	12	13	3.4%	3.4%	3.5%	3.8%	4.0%
Professional Staff	40	38	37	34	34	12.5%	11.7%	11.9%	10.6%	10.4%
Total Teachers	270	275	262	274	279	84.1%	84.9%	84.5%	85.6%	85.6%
Special Education	26	28	28	26	28	9.6%	10.2%	10.7%	9.5%	10.0%
Pre-K & Kindergarten	18	19	19	18	19	6.7%	6.9%	7.3%	6.6%	6.8%
Elementary (1-4)	104	97	95	102	102	38.5%	35.3%	36.3%	37.2%	36.6%
Middle School (5-6)	29	31	29	30	30	10.7%	11.3%	11.1%	10.9%	10.8%
Jr. High (7-8)	25	28	28	27	27	9.3%	10.2%	10.7%	9.9%	9.7%
High School (9-12)	68	72	63	71	73	25.2%	26.2%	24.0%	25.9%	26.2%
Business	2	2	2	2	2	2.9%	2.8%	3.2%	2.8%	2.7%
Language Arts	11	12	12	10	12	16.2%	16.7%	19.0%	14.1%	16.4%
Social Studies	6	9	7	7	8	8.8%	12.5%	11.1%	9.9%	11.0%
Foreign Language	3	3	3	3	3	4.4%	4.2%	4.8%	4.2%	4.1%
Mathematics	7	9	7	8	8	10.3%	12.5%	11.1%	11.3%	11.0%
Science	6	5	6	10	8	8.8%	6.9%	9.5%	14.1%	11.0%
Vocational Education	17	18	18	19	19	25.0%	25.0%	28.6%	26.8%	26.0%
Other High School	16	14	8	12	13	23.5%	19.4%	12.7%	16.9%	17.8%
Total Enrollments	5,210	4,789	5,137	5,146	5,083	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	405	455	414	386	394	7.8%	9.5%	8.1%	7.5%	7.8%
Grades 1-4	1,653	1,415	1,615	1,616	1,539	31.7%	29.5%	31.4%	31.4%	30.3%
Grades 5-6	838	721	792	791	825	16.1%	15.1%	15.4%	15.4%	16.2%
Grades 7-8	809	716	818	790	775	15.5%	15.0%	15.9%	15.4%	15.2%
Grades 9-12	1,470	1,461	1,476	1,536	1,529	28.2%	30.5%	28.7%	29.8%	30.1%
Ungraded	35	21	22	27	21	0.7%	0.4%	0.4%	0.5%	0.4%









District Report for: GILES COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	11	12	13	3.2%	3.2%	3.7%	4.0%	4.3%
White - Females	1	1	1	1	1	10.0%	10.0%	9.1%	8.3%	7.7%
White - Males	8	8	9	9	10	80.0%	80.0%	81.8%	75.0%	76.9%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	7.7%
Black - Males	1	1	1	1	1	10.0%	10.0%	9.1%	8.3%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	39	37	36	33	33	12.7%	12.0%	12.2%	10.9%	10.8%
White - Females	28	26	24	22	22	71.8%	70.3%	66.7%	66.7%	66.7%
White - Males	10	10	11	10	10	25.6%	27.0%	30.6%	30.3%	30.3%
Black - Females	1	1	1	1	1	2.6%	2.7%	2.8%	3.0%	3.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	259	261	248	257	259	84.1%	84.7%	84.1%	85.1%	84.9%
White - Females	197	200	195	198	198	76.1%	76.6%	78.6%	77.0%	76.4%
White - Males	50	50	41	49	48	19.3%	19.2%	16.5%	19.1%	18.5%
Black - Females	9	8	9	8	10	3.5%	3.1%	3.6%	3.1%	3.9%
Black - Males	3	3	2	2	3	1.2%	1.1%	0.8%	0.8%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	0	0	0.0%	0.0%	0.4%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	2	1	44	54	1.2%	0.8%	0.4%	16.1%	19.4%
25-29	21	24	24	21	13	8.2%	9.5%	10.2%	7.7%	4.7%
30-34	30	27	23	25	24	11.7%	10.7%	9.7%	9.1%	8.6%
35-39	33	29	23	20	29	12.8%	11.5%	9.7%	7.3%	10.4%
40-45	54	52	51	44	35	21.0%	20.6%	21.6%	16.1%	12.5%
45-49	54	54	46	47	46	21.0%	21.4%	19.5%	17.2%	16.5%
50-54	30	35	41	40	42	11.7%	13.9%	17.4%	14.6%	15.1%
55+	32	29	27	33	36	12.5%	11.5%	11.4%	12.0%	12.9%
Average Age	43.1	43.2	43.6	37.3	36.3					

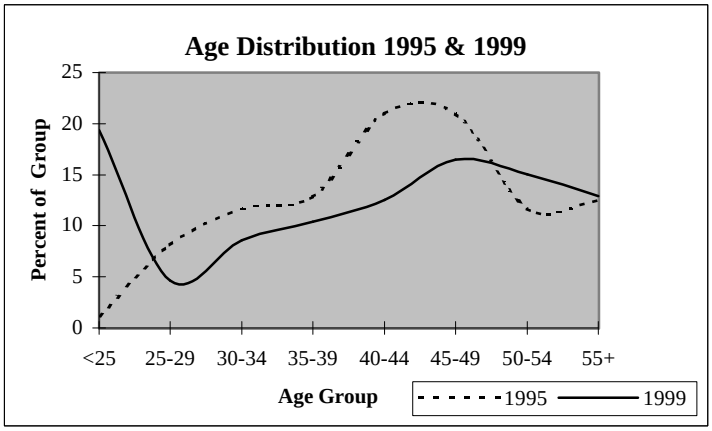
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	45	51	44	52	55	16.7%	18.5%	16.8%	19.0%	19.7%
4-7 Years	35	32	38	41	35	13.0%	11.6%	14.5%	15.0%	12.5%
8-11 Years	30	37	30	29	32	11.1%	13.5%	11.5%	10.6%	11.5%
12-15 Years	38	32	29	26	23	14.1%	11.6%	11.1%	9.5%	8.2%
16-19 Years	43	40	38	34	35	15.9%	14.5%	14.5%	12.4%	12.5%
20+ Years	79	83	83	92	99	29.3%	30.2%	31.7%	33.6%	35.5%
Average Experience	14.2	13.9	14.0	14.1	14.5					

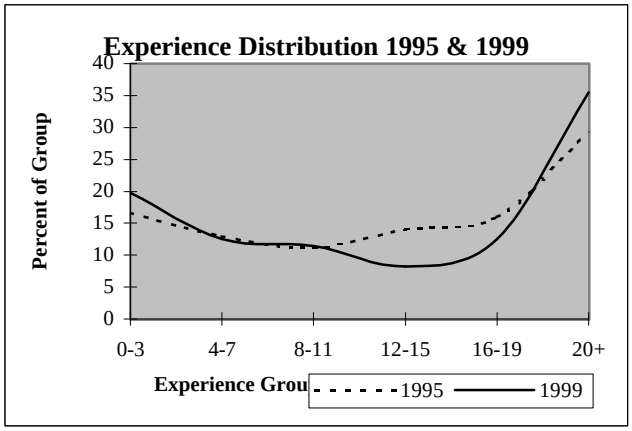
District Report for: GILES COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	23	36	19	19	-	7.2%	11.1%	6.1%	5.9%	-
Attrition from Transfers	4	3	4	1	-	1.2%	0.9%	1.3%	0.3%	-
Attrition from Exits	19	33	15	18	-	5.9%	10.2%	4.8%	5.6%	-
Teacher Attrition	19	30	14	18	-	7.0%	10.9%	5.3%	6.6%	-
Attrition from Transfers	3	1	3	1	-	1.1%	0.4%	1.1%	0.4%	-
Attrition from Exits	16	29	11	17	-	5.9%	10.5%	4.2%	6.2%	-
District Retention										
Educator Retention	298	288	291	301	-	92.8%	88.9%	93.9%	94.1%	-
Teacher Retention	251	245	248	256	-	93.0%	89.1%	94.7%	93.4%	-

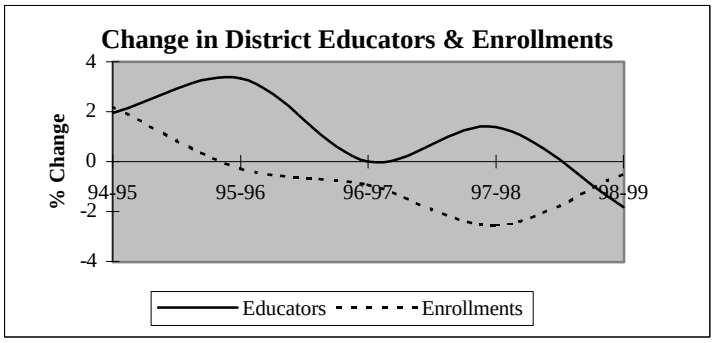
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.5%	4.2%	18.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.6%	6.5%	12.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	94.5%	0.0%	5.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.5%	0.0%	11.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.5%	0.0%	8.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.6%	2.3%	9.1%	89.7%	2.1%	91.8%	8.2%

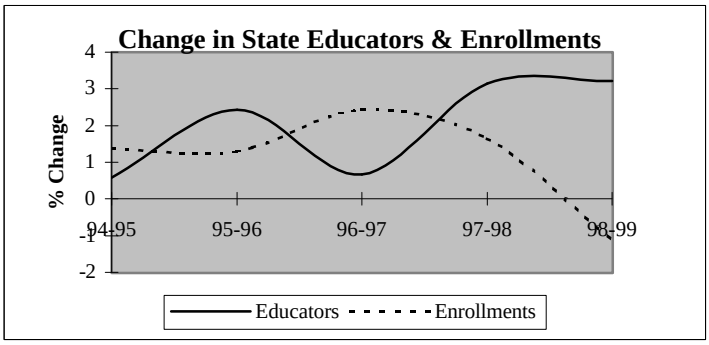
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.3%	11.8%	14.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.3%	7.1%	9.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.9%	6.2%	4.8%	5.3%	4.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.6%	92.3%	93.2%	92.5%	92.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.3%	0.6%	0.9%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.5%	1.2%	1.3%	1.3%	2.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GRAINGER COUNTY





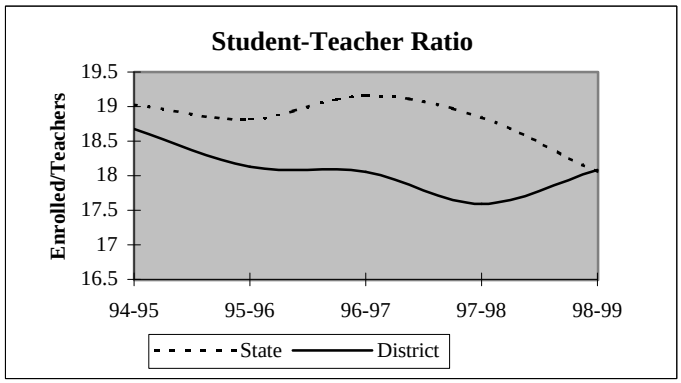
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	15.8	15.6	15.0	15.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	18.1	18.1	17.6	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	7	0	3	-4	-	-	-	-	-
% Change in Educators	1.9%	3.3%	0.0%	1.4%	-1.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	74	-10	-32	-87	-16	-	-	-	-	-
% Change in Enrollment	2.2%	-0.3%	-0.9%	-2.6%	-0.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.1%	5.1%	5.0%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.1%	8.8%	8.3%	9.5%	10.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.5%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	11.1%	9.1%	9.1%	9.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.1	39.1	40.1	34.0	35.0	42.7	43.1	43.3	37.1	36.4
Average Experience	11.2	11.3	11.9	12.4	13.6	13.9	13.9	13.8	13.7	13.7
Average Salary	27,001	28,022	29,862	30,146	32,005	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.6%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	70.7%	70.9%	71.8%	72.9%	72.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.1%	6.9%	6.9%	6.4%	5.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.6%	na	0.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	1.5%	-	1.7%	1.7%	1.6%	1.8%

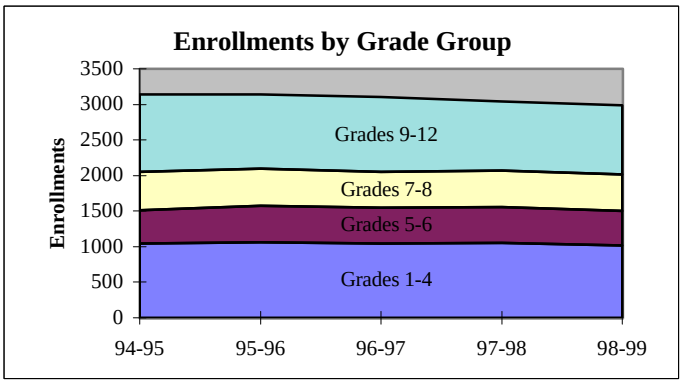
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	210	217	217	220	216	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	185	196	203	210	207	88.1%	90.3%	93.5%	95.5%	95.8%
Newly Hired	25	21	14	10	9	11.9%	9.7%	6.5%	4.5%	4.2%
Transfers In	2	3	2	1	1	8.0%	14.3%	14.3%	10.0%	11.1%
Reentrants	10	8	5	1	2	40.0%	38.1%	35.7%	10.0%	22.2%
First Time Educators	13	10	7	8	6	52.0%	47.6%	50.0%	80.0%	66.7%
Total Exiting Next Year	14	14	7	13	-	6.7%	6.5%	3.2%	5.9%	-
Transfers Out	4	3	1	3	-	28.6%	21.4%	14.3%	23.1%	-
Leave Tennessee Educ.	10	11	6	10	-	71.4%	78.6%	85.7%	76.9%	-

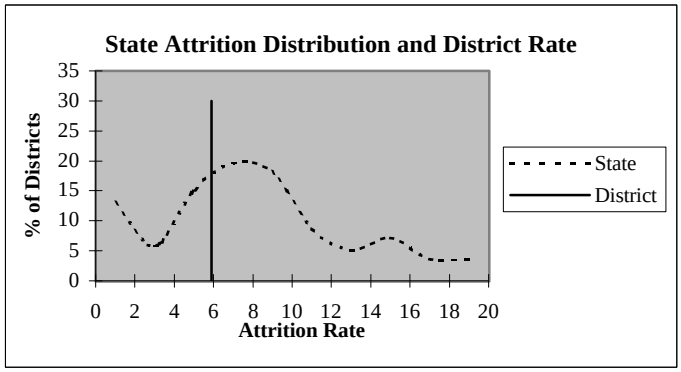
Dynamics Rates	District Rates				
District Attrition	6.7%	6.5%	3.2%	5.9%	-
Transfers In/Out	0.50	1.00	2.00	0.33	-

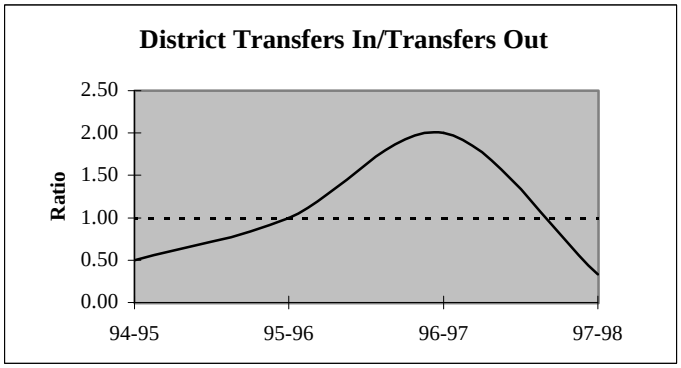
District Report for: GRAINGER COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	210	217	217	220	216	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	11	11	11	4.3%	4.1%	5.1%	5.0%	5.1%
Professional Staff	17	19	18	21	23	8.1%	8.8%	8.3%	9.5%	10.6%
Total Teachers	184	189	188	188	182	87.6%	87.1%	86.6%	85.5%	84.3%
Special Education	13	13	13	12	10	7.1%	6.9%	6.9%	6.4%	5.5%
Pre-K & Kindergarten	16	16	16	16	16	8.7%	8.5%	8.5%	8.5%	8.8%
Elementary (1-4)	71	71	71	72	72	38.6%	37.6%	37.8%	38.3%	39.6%
Middle School (5-6)	22	20	20	20	18	12.0%	10.6%	10.6%	10.6%	9.9%
Jr. High (7-8)	17	20	19	20	21	9.2%	10.6%	10.1%	10.6%	11.5%
High School (9-12)	45	49	49	48	45	24.5%	25.9%	26.1%	25.5%	24.7%
Business	2	2	2	2	1	4.4%	4.1%	4.1%	4.2%	2.2%
Language Arts	8	8	10	6	7	17.8%	16.3%	20.4%	12.5%	15.6%
Social Studies	4	4	6	6	6	8.9%	8.2%	12.2%	12.5%	13.3%
Foreign Language	1	1	1	1	1	2.2%	2.0%	2.0%	2.1%	2.2%
Mathematics	4	4	4	5	5	8.9%	8.2%	8.2%	10.4%	11.1%
Science	4	5	5	5	5	8.9%	10.2%	10.2%	10.4%	11.1%
Vocational Education	13	14	12	13	11	28.9%	28.6%	24.5%	27.1%	24.4%
Other High School	9	11	9	10	9	20.0%	22.4%	18.4%	20.8%	20.0%
Total Enrollments	3,437	3,427	3,395	3,308	3,292	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	253	252	255	233	269	7.4%	7.4%	7.5%	7.0%	8.2%
Grades 1-4	1,040	1,066	1,047	1,049	1,017	30.3%	31.1%	30.8%	31.7%	30.9%
Grades 5-6	475	513	498	509	489	13.8%	15.0%	14.7%	15.4%	14.9%
Grades 7-8	540	521	505	512	507	15.7%	15.2%	14.9%	15.5%	15.4%
Grades 9-12	1,087	1,044	1,058	975	977	31.6%	30.5%	31.2%	29.5%	29.7%
Ungraded	42	31	32	30	33	1.2%	0.9%	0.9%	0.9%	1.0%









District Report for: GRAINGER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	9	11	11	11	4.4%	4.3%	5.2%	5.2%	5.2%
White - Females	0	1	1	1	1	0.0%	11.1%	9.1%	9.1%	9.1%
White - Males	9	8	10	10	10	100.0%	88.9%	90.9%	90.9%	90.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	18	21	23	8.3%	9.0%	8.6%	9.9%	10.9%
White - Females	13	13	13	14	16	76.5%	68.4%	72.2%	66.7%	69.6%
White - Males	4	6	5	7	7	23.5%	31.6%	27.8%	33.3%	30.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	180	182	181	181	177	87.4%	86.7%	86.2%	85.0%	83.9%
White - Females	129	132	134	135	130	71.7%	72.5%	74.0%	74.6%	73.4%
White - Males	51	50	47	45	47	28.3%	27.5%	26.0%	24.9%	26.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.6%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	3	0	32	32	1.8%	1.8%	0.0%	17.0%	17.6%
25-29	35	34	29	21	11	21.3%	20.7%	18.2%	11.2%	6.0%
30-34	19	21	23	28	31	11.6%	12.8%	14.5%	14.9%	17.0%
35-39	25	18	17	16	13	15.2%	11.0%	10.7%	8.5%	7.1%
40-45	30	36	32	32	26	18.3%	22.0%	20.1%	17.0%	14.3%
45-49	35	33	33	29	29	21.3%	20.1%	20.8%	15.4%	15.9%
50-54	9	12	17	21	30	5.5%	7.3%	10.7%	11.2%	16.5%
55+	8	7	8	9	10	4.9%	4.3%	5.0%	4.8%	5.5%
Average Age	39.1	39.1	40.1	34.0	35.0					

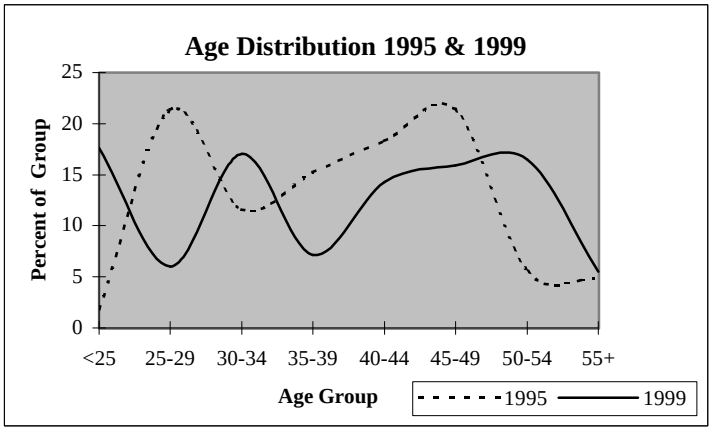
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	55	56	42	35	21	29.9%	29.6%	22.3%	18.6%	11.5%
4-7 Years	27	30	41	43	46	14.7%	15.9%	21.8%	22.9%	25.3%
8-11 Years	16	18	20	22	21	8.7%	9.5%	10.6%	11.7%	11.5%
12-15 Years	25	18	13	14	17	13.6%	9.5%	6.9%	7.4%	9.3%
16-19 Years	18	24	24	23	25	9.8%	12.7%	12.8%	12.2%	13.7%
20+ Years	43	43	48	51	52	23.4%	22.8%	25.5%	27.1%	28.6%
Average Experience	11.2	11.3	11.9	12.4	13.6					

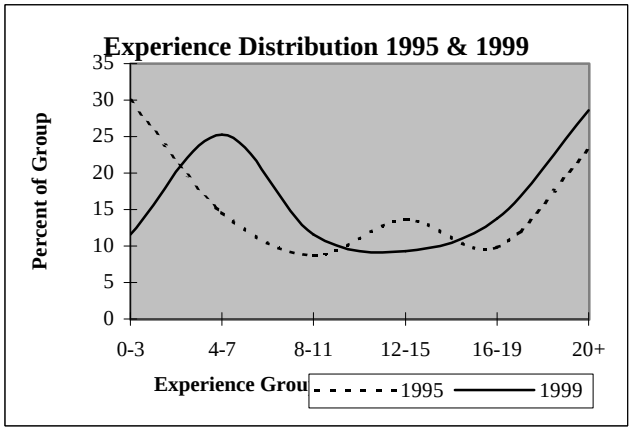
District Report for: GRAINGER COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	14	14	7	13	-	6.7%	6.5%	3.2%	5.9%	-
Attrition from Transfers	4	3	1	3	-	1.9%	1.4%	0.5%	1.4%	-
Attrition from Exits	10	11	6	10	-	4.8%	5.1%	2.8%	4.5%	-
Teacher Attrition	14	11	4	12	-	7.6%	5.8%	2.1%	6.4%	-
Attrition from Transfers	4	2	1	3	-	2.2%	1.1%	0.5%	1.6%	-
Attrition from Exits	10	9	3	9	-	5.4%	4.8%	1.6%	4.8%	-
District Retention										
Educator Retention	196	203	210	207	-	93.3%	93.5%	96.8%	94.1%	-
Teacher Retention	170	178	184	176	-	92.4%	94.2%	97.9%	93.6%	-

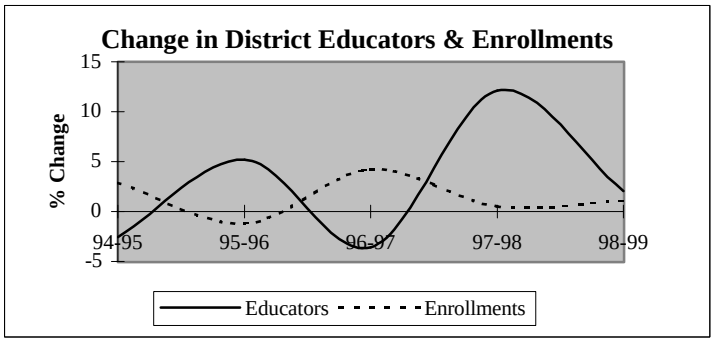
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	82.6%	6.5%	10.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.8%	4.9%	3.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	96.9%	0.0%	3.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.6%	4.5%	9.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	89.3%	3.6%	7.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.8%	2.1%	2.1%	89.7%	2.1%	91.8%	8.2%

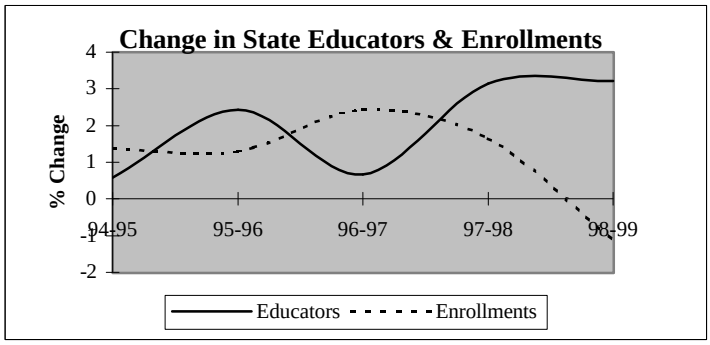
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.9%	8.9%	10.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.5%	6.2%	7.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.7%	6.5%	4.1%	4.1%	2.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.1%	91.2%	93.5%	95.5%	96.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.9%	0.9%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.3%	1.4%	2.3%	0.5%	0.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GREENE COUNTY





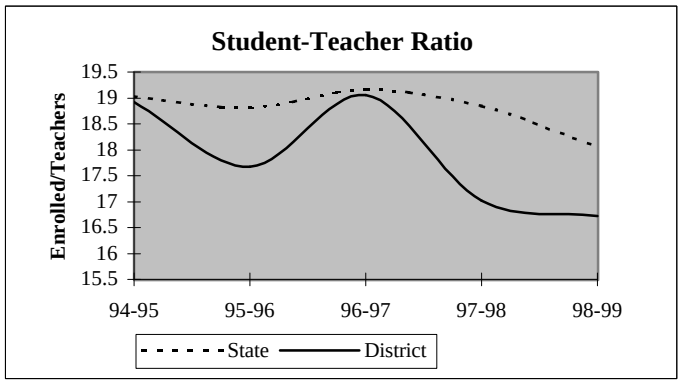
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	15.4	16.7	14.9	14.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.9	17.7	19.1	17.0	16.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	-11	22	-16	52	10	-	-	-	-	-
% Change in Educators	-2.5%	5.2%	-3.6%	12.1%	2.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	194	-86	289	37	77	-	-	-	-	-
% Change in Enrollment	2.9%	-1.2%	4.2%	0.5%	1.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	1.2%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.7%	5.6%	5.8%	5.2%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.6%	7.2%	6.8%	7.1%	6.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.2%	0.2%	0.2%	0.2%	0.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.8%	20.0%	24.0%	24.0%	28.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	43.1	43.3	36.9	35.6	42.7	43.1	43.3	37.1	36.4
Average Experience	15.2	14.9	15.0	14.5	14.2	13.9	13.9	13.8	13.7	13.7
Average Salary	29,363	29,726	30,369	30,127	31,352	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.3%	0.3%	0.3%	0.2%	0.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.5%	75.3%	75.2%	75.4%	75.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.2%	9.0%	9.1%	8.8%	9.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.4%	na	1.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.2%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

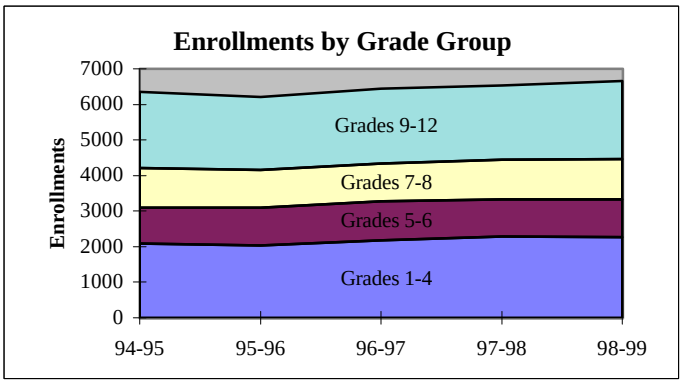
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	423	445	429	481	491	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	383	397	390	420	436	90.5%	89.2%	90.9%	87.3%	88.8%
Newly Hired	40	48	39	61	55	9.5%	10.8%	9.1%	12.7%	11.2%
Transfers In	4	7	2	4	3	10.0%	14.6%	5.1%	6.6%	5.5%
Reentrants	14	21	14	23	24	35.0%	43.8%	35.9%	37.7%	43.6%
First Time Educators	22	20	23	34	28	55.0%	41.7%	59.0%	55.7%	50.9%
Total Exiting Next Year	26	55	9	45	-	6.1%	12.4%	2.1%	9.4%	-
Transfers Out	6	8	7	10	-	23.1%	14.5%	77.8%	22.2%	-
Leave Tennessee Educ.	20	47	2	35	-	76.9%	85.5%	22.2%	77.8%	-

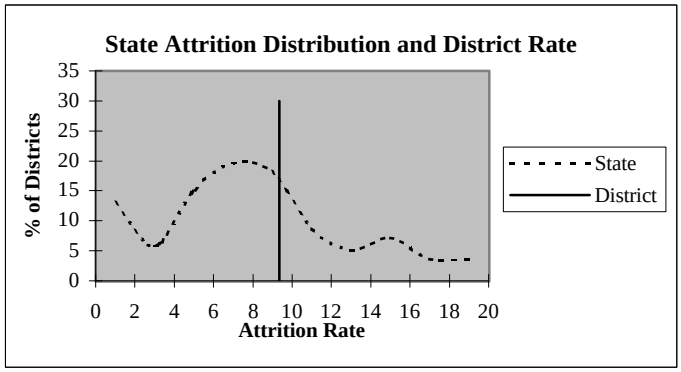
Dynamics Rates	District Rates				
District Attrition	6.1%	12.4%	2.1%	9.4%	-
Transfers In/Out	0.67	0.88	0.29	0.40	-

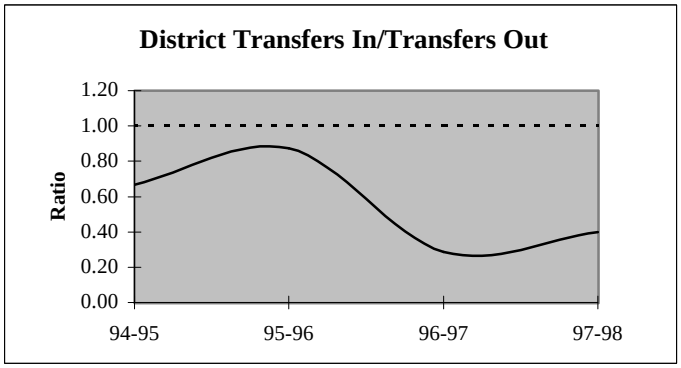
District Report for: GREENE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	423	445	429	481	491	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	24	25	25	25	25	5.7%	5.6%	5.8%	5.2%	5.1%
Professional Staff	32	32	29	34	32	7.6%	7.2%	6.8%	7.1%	6.5%
Total Teachers	367	388	375	422	434	86.8%	87.2%	87.4%	87.7%	88.4%
Special Education	30	35	34	37	39	8.2%	9.0%	9.1%	8.8%	9.0%
Pre-K & Kindergarten	24	24	24	29	29	6.5%	6.2%	6.4%	6.9%	6.7%
Elementary (1-4)	144	149	143	170	169	39.2%	38.4%	38.1%	40.3%	38.9%
Middle School (5-6)	42	44	43	46	51	11.4%	11.3%	11.5%	10.9%	11.8%
Jr. High (7-8)	42	50	50	44	45	11.4%	12.9%	13.3%	10.4%	10.4%
High School (9-12)	85	86	81	96	101	23.2%	22.2%	21.6%	22.7%	23.3%
Business	6	4	4	6	7	7.1%	4.7%	4.9%	6.3%	6.9%
Language Arts	13	12	12	14	14	15.3%	14.0%	14.8%	14.6%	13.9%
Social Studies	10	10	11	12	13	11.8%	11.6%	13.6%	12.5%	12.9%
Foreign Language	3	4	4	4	4	3.5%	4.7%	4.9%	4.2%	4.0%
Mathematics	11	13	10	12	13	12.9%	15.1%	12.3%	12.5%	12.9%
Science	11	9	6	12	12	12.9%	10.5%	7.4%	12.5%	11.9%
Vocational Education	19	18	18	17	19	22.4%	20.9%	22.2%	17.7%	18.8%
Other High School	12	16	16	19	19	14.1%	18.6%	19.8%	19.8%	18.8%
Total Enrollments	6,942	6,856	7,145	7,182	7,259	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	501	525	570	532	525	7.2%	7.7%	8.0%	7.4%	7.2%
Grades 1-4	2,079	2,032	2,171	2,277	2,260	29.9%	29.6%	30.4%	31.7%	31.1%
Grades 5-6	1,022	1,061	1,099	1,048	1,074	14.7%	15.5%	15.4%	14.6%	14.8%
Grades 7-8	1,109	1,056	1,064	1,128	1,121	16.0%	15.4%	14.9%	15.7%	15.4%
Grades 9-12	2,144	2,058	2,106	2,078	2,196	30.9%	30.0%	29.5%	28.9%	30.3%
Ungraded	87	124	135	119	83	1.3%	1.8%	1.9%	1.7%	1.1%









District Report for: GREENE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	24	25	24	24	24	5.7%	5.7%	5.7%	5.2%	5.1%
White - Females	5	5	6	6	7	20.8%	20.0%	25.0%	25.0%	29.2%
White - Males	19	20	18	18	17	79.2%	80.0%	75.0%	75.0%	70.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	32	29	33	32	7.7%	7.3%	6.9%	7.1%	6.8%
White - Females	26	25	23	26	24	81.3%	78.1%	79.3%	78.8%	75.0%
White - Males	6	7	6	7	8	18.8%	21.9%	20.7%	21.2%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	362	379	366	407	417	86.6%	86.9%	87.4%	87.7%	88.2%
White - Females	272	284	273	307	315	75.1%	74.9%	74.6%	75.4%	75.5%
White - Males	89	94	92	99	101	24.6%	24.8%	25.1%	24.3%	24.2%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.2%	0.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	2	4	69	79	1.2%	0.6%	1.2%	16.4%	18.2%
25-29	34	36	31	40	47	9.8%	10.3%	9.4%	9.5%	10.8%
30-34	27	26	29	29	36	7.8%	7.4%	8.8%	6.9%	8.3%
35-39	49	53	41	41	33	14.1%	15.1%	12.4%	9.7%	7.6%
40-45	72	71	63	60	62	20.7%	20.2%	19.0%	14.2%	14.3%
45-49	86	81	75	77	69	24.8%	23.1%	22.7%	18.2%	15.9%
50-54	46	50	54	62	68	13.3%	14.2%	16.3%	14.7%	15.7%
55+	29	32	34	44	40	8.4%	9.1%	10.3%	10.4%	9.2%
Average Age	42.8	43.1	43.3	36.9	35.6					

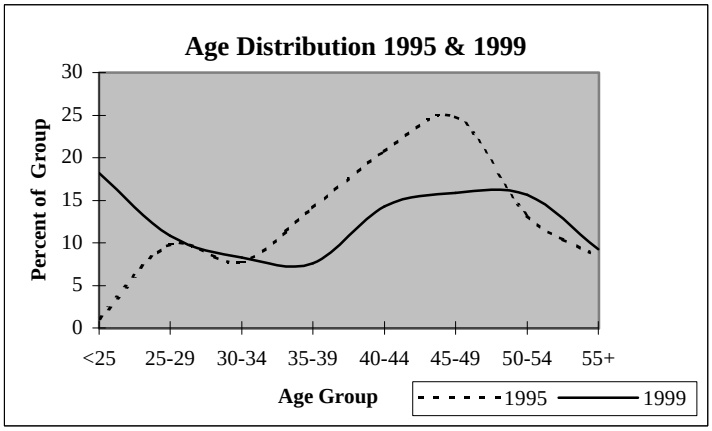
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	63	78	79	101	92	17.2%	20.1%	21.1%	23.9%	21.2%
4-7 Years	16	23	23	41	70	4.4%	5.9%	6.1%	9.7%	16.1%
8-11 Years	41	38	30	23	22	11.2%	9.8%	8.0%	5.5%	5.1%
12-15 Years	50	49	38	41	40	13.6%	12.6%	10.1%	9.7%	9.2%
16-19 Years	69	62	63	54	50	18.8%	16.0%	16.8%	12.8%	11.5%
20+ Years	128	138	142	162	160	34.9%	35.6%	37.9%	38.4%	36.9%
Average Experience	15.2	14.9	15.0	14.5	14.2					

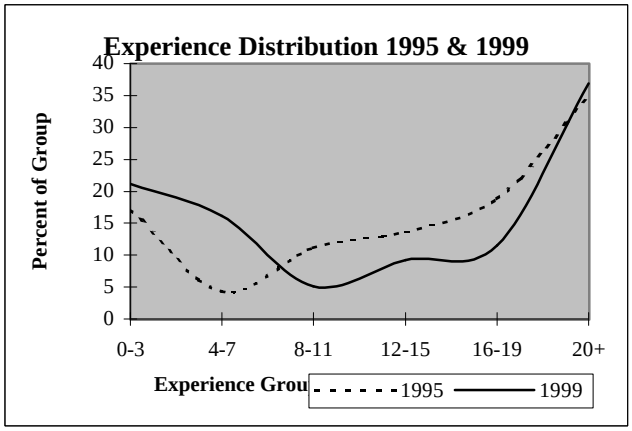
District Report for: GREENE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	26	55	9	45	-	6.1%	12.4%	2.1%	9.4%	-
Attrition from Transfers	6	8	7	10	-	1.4%	1.8%	1.6%	2.1%	-
Attrition from Exits	20	47	2	35	-	4.7%	10.6%	0.5%	7.3%	-
Teacher Attrition	24	47	9	37	-	6.5%	12.1%	2.4%	8.8%	-
Attrition from Transfers	6	7	7	9	-	1.6%	1.8%	1.9%	2.1%	-
Attrition from Exits	18	40	2	28	-	4.9%	10.3%	0.5%	6.6%	-
District Retention										
Educator Retention	397	390	420	436	-	93.9%	87.6%	97.9%	90.6%	-
Teacher Retention	343	341	366	385	-	93.5%	87.9%	97.6%	91.2%	-

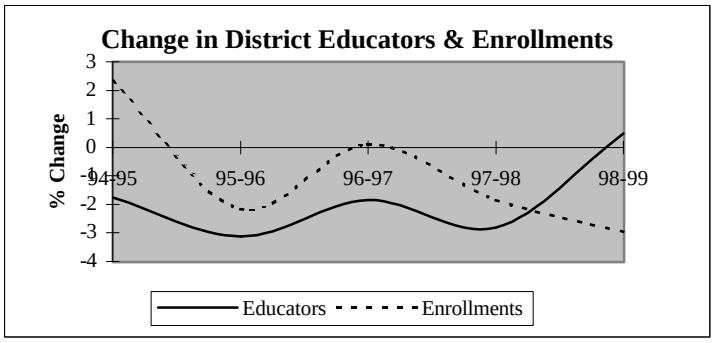
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.4%	7.6%	11.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.6%	2.1%	10.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.0%	7.5%	7.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.4%	1.5%	6.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	89.1%	2.2%	8.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	75.0%	3.1%	21.9%	89.7%	2.1%	91.8%	8.2%

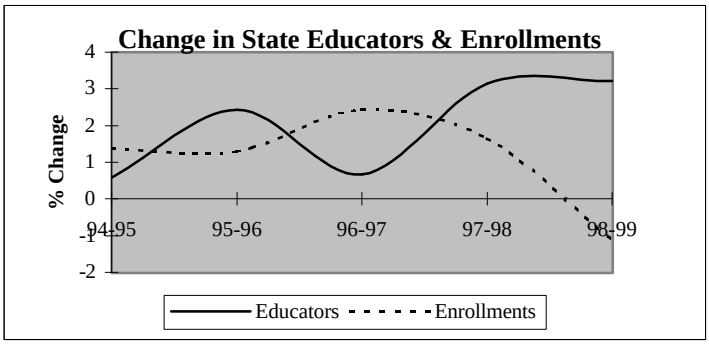
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.6%	13.5%	16.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.7%	9.4%	11.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	4.7%	6.5%	8.9%	6.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.8%	91.0%	90.2%	86.7%	87.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.2%	1.4%	0.4%	1.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.1%	4.0%	1.9%	4.0%	4.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GREENEVILLE





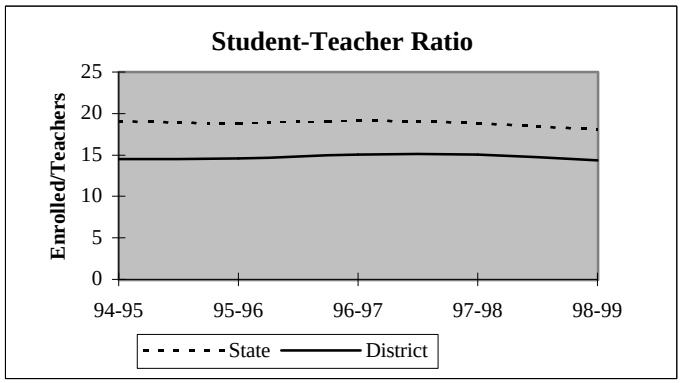
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	12.0	12.2	12.4	12.5	12.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	14.5	14.6	15.0	15.1	14.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	-7	-4	-6	1	-	-	-	-	-
% Change in Educators	-1.8%	-3.1%	-1.8%	-2.8%	0.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	61	-58	3	-49	-77	-	-	-	-	-
% Change in Enrollment	2.3%	-2.2%	0.1%	-1.9%	-3.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.8%	5.5%	6.1%	6.3%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.2%	11.1%	11.3%	10.6%	10.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.9%	1.9%	2.0%	2.5%	2.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	7.7%	8.3%	7.7%	7.7%	9.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	23.1%	25.0%	23.1%	23.1%	18.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.2	44.5	44.4	41.6	40.6	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	15.3	14.9	15.2	14.8	13.9	13.9	13.8	13.7	13.7
Average Salary	34,392	35,172	35,937	36,845	38,391	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.7%	1.7%	1.8%	2.4%	2.4%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	69.9%	71.3%	72.7%	73.3%	74.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.8%	9.4%	10.8%	11.0%	10.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.5%	na	8.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	1.8%	-	1.7%	1.7%	1.6%	1.8%

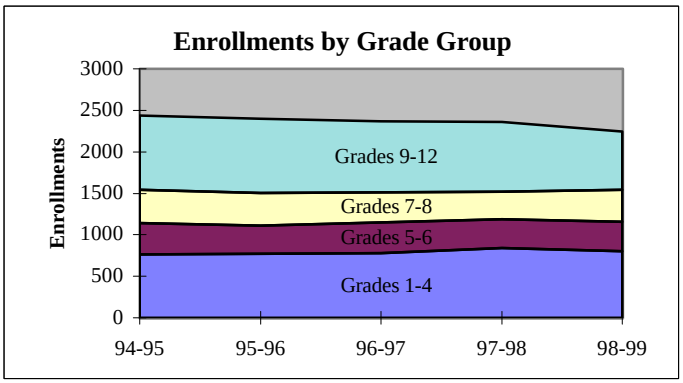
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	224	217	213	207	208	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	206	205	193	196	193	92.0%	94.5%	90.6%	94.7%	92.8%
Newly Hired	18	12	20	11	15	8.0%	5.5%	9.4%	5.3%	7.2%
Transfers In	6	5	9	1	5	33.3%	41.7%	45.0%	9.1%	33.3%
Reentrants	7	0	5	6	4	38.9%	0.0%	25.0%	54.5%	26.7%
First Time Educators	5	7	6	4	6	27.8%	58.3%	30.0%	36.4%	40.0%
Total Exiting Next Year	19	24	17	14	-	8.5%	11.1%	8.0%	6.8%	-
Transfers Out	1	1	5	1	-	5.3%	4.2%	29.4%	7.1%	-
Leave Tennessee Educ.	18	23	12	13	-	94.7%	95.8%	70.6%	92.9%	-

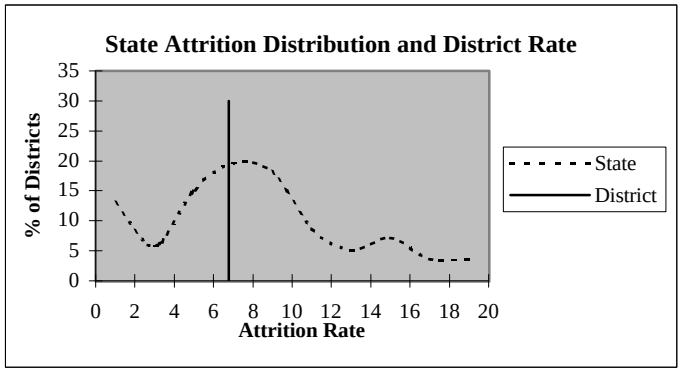
Dynamics Rates	District Rates				
District Attrition	8.5%	11.1%	8.0%	6.8%	-
Transfers In/Out	6.00	5.00	1.80	1.00	-

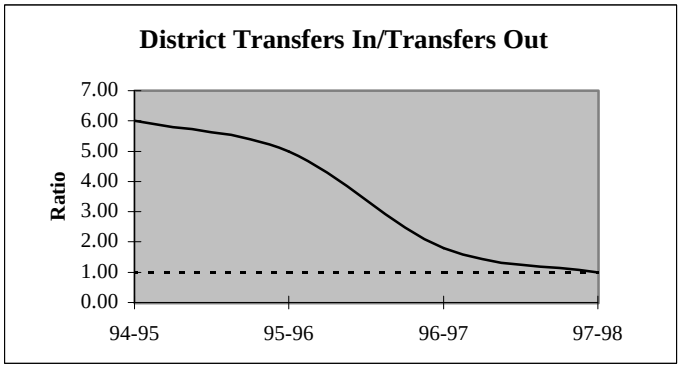
District Report for: GREENEVILLE

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	224	217	213	207	208	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	12	13	13	11	5.8%	5.5%	6.1%	6.3%	5.3%
Professional Staff	25	24	24	22	22	11.2%	11.1%	11.3%	10.6%	10.6%
Total Teachers	186	181	176	172	175	83.0%	83.4%	82.6%	83.1%	84.1%
Special Education	20	17	19	19	18	10.8%	9.4%	10.8%	11.0%	10.3%
Pre-K & Kindergarten	11	11	11	10	11	5.9%	6.1%	6.3%	5.8%	6.3%
Elementary (1-4)	59	57	55	55	59	31.7%	31.5%	31.3%	32.0%	33.7%
Middle School (5-6)	16	15	15	15	14	8.6%	8.3%	8.5%	8.7%	8.0%
Jr. High (7-8)	18	18	17	17	17	9.7%	9.9%	9.7%	9.9%	9.7%
High School (9-12)	62	63	59	56	56	33.3%	34.8%	33.5%	32.6%	32.0%
Business	2	2	3	3	3	3.2%	3.2%	5.1%	5.4%	5.4%
Language Arts	8	8	7	8	8	12.9%	12.7%	11.9%	14.3%	14.3%
Social Studies	6	6	6	6	6	9.7%	9.5%	10.2%	10.7%	10.7%
Foreign Language	4	4	3	3	2	6.5%	6.3%	5.1%	5.4%	3.6%
Mathematics	6	6	8	8	8	9.7%	9.5%	13.6%	14.3%	14.3%
Science	6	7	3	4	4	9.7%	11.1%	5.1%	7.1%	7.1%
Vocational Education	20	19	15	14	17	32.3%	30.2%	25.4%	25.0%	30.4%
Other High School	10	11	14	10	8	16.1%	17.5%	23.7%	17.9%	14.3%
Total Enrollments	2,697	2,639	2,642	2,593	2,516	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	234	208	228	188	194	8.7%	7.9%	8.6%	7.3%	7.7%
Grades 1-4	761	768	779	839	804	28.2%	29.1%	29.5%	32.4%	32.0%
Grades 5-6	378	344	371	345	349	14.0%	13.0%	14.0%	13.3%	13.9%
Grades 7-8	405	391	360	339	391	15.0%	14.8%	13.6%	13.1%	15.5%
Grades 9-12	891	895	854	835	699	33.0%	33.9%	32.3%	32.2%	27.8%
Ungraded	28	33	50	47	79	1.0%	1.3%	1.9%	1.8%	3.1%









District Report for: GREENEVILLE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	13	12	13	13	11	6.1%	5.8%	6.4%	6.6%	5.6%
White - Females	3	3	3	3	2	23.1%	25.0%	23.1%	23.1%	18.2%
White - Males	9	8	9	9	8	69.2%	66.7%	69.2%	69.2%	72.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	8.3%	7.7%	7.7%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	23	23	21	21	11.2%	11.1%	11.3%	10.6%	10.6%
White - Females	20	19	17	16	15	83.3%	82.6%	73.9%	76.2%	71.4%
White - Males	4	4	6	5	6	16.7%	17.4%	26.1%	23.8%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	177	172	168	164	166	82.7%	83.1%	82.4%	82.8%	83.8%
White - Females	124	123	121	119	124	70.1%	71.5%	72.0%	72.6%	74.7%
White - Males	50	46	44	41	38	28.2%	26.7%	26.2%	25.0%	22.9%
Black - Females	2	2	2	2	2	1.1%	1.2%	1.2%	1.2%	1.2%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.6%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	1	13	16	0.0%	0.6%	0.6%	7.6%	9.1%
25-29	15	12	13	13	13	8.5%	7.1%	8.0%	7.6%	7.4%
30-34	19	19	15	14	16	10.8%	11.2%	9.2%	8.1%	9.1%
35-39	20	20	20	14	19	11.4%	11.8%	12.3%	8.1%	10.9%
40-45	33	26	24	30	22	18.8%	15.3%	14.7%	17.4%	12.6%
45-49	32	36	38	31	32	18.2%	21.2%	23.3%	18.0%	18.3%
50-54	31	28	27	31	28	17.6%	16.5%	16.6%	18.0%	16.0%
55+	26	28	25	26	29	14.8%	16.5%	15.3%	15.1%	16.6%
Average Age	44.2	44.5	44.4	41.6	40.6					

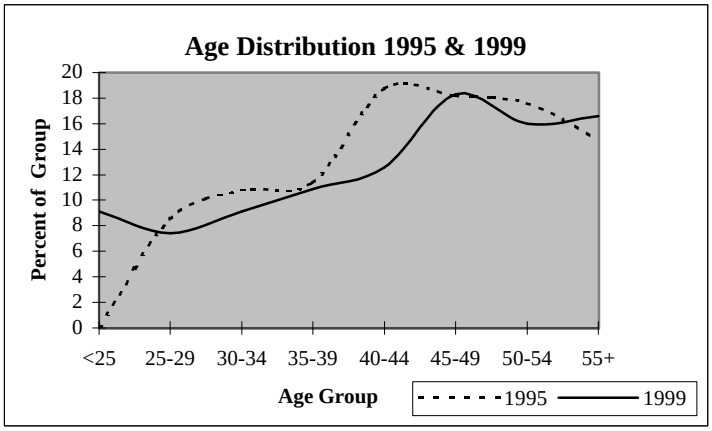
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	31	33	27	27	25	16.7%	18.2%	15.3%	15.7%	14.3%
4-7 Years	25	20	27	29	34	13.4%	11.0%	15.3%	16.9%	19.4%
8-11 Years	18	16	16	12	19	9.7%	8.8%	9.1%	7.0%	10.9%
12-15 Years	24	26	24	18	15	12.9%	14.4%	13.6%	10.5%	8.6%
16-19 Years	15	19	23	26	22	8.1%	10.5%	13.1%	15.1%	12.6%
20+ Years	73	67	59	60	60	39.2%	37.0%	33.5%	34.9%	34.3%
Average Experience	15.4	15.3	14.9	15.2	14.8					

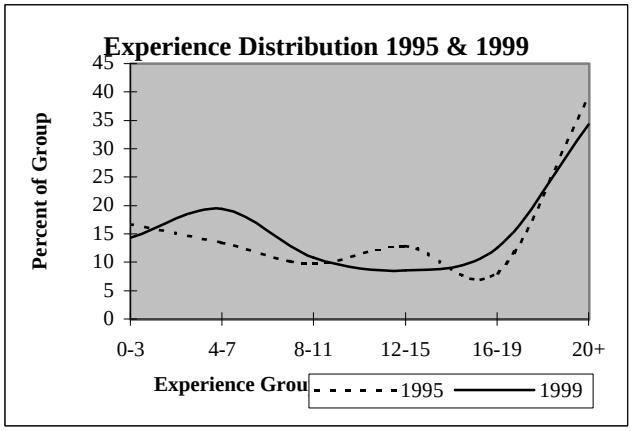
District Report for: GREENEVILLE

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	19	24	17	14	-	8.5%	11.1%	8.0%	6.8%	-
Attrition from Transfers	1	1	5	1	-	0.4%	0.5%	2.3%	0.5%	-
Attrition from Exits	18	23	12	13	-	8.0%	10.6%	5.6%	6.3%	-
Teacher Attrition	13	20	14	12	-	7.0%	11.0%	8.0%	7.0%	-
Attrition from Transfers	1	1	4	1	-	0.5%	0.6%	2.3%	0.6%	-
Attrition from Exits	12	19	10	11	-	6.5%	10.5%	5.7%	6.4%	-
District Retention										
Educator Retention	205	193	196	193	-	91.5%	88.9%	92.0%	93.2%	-
Teacher Retention	173	161	162	160	-	93.0%	89.0%	92.0%	93.0%	-

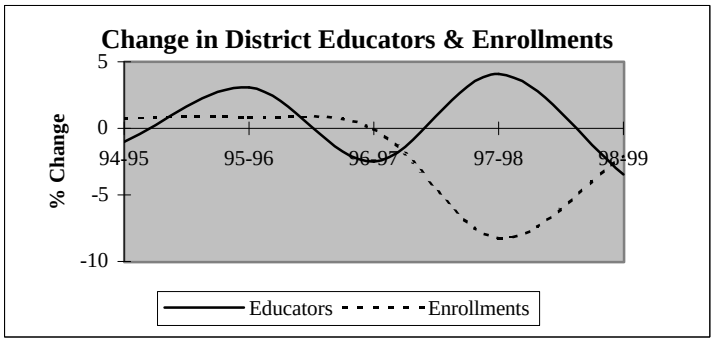
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.8%	2.7%	13.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	94.3%	0.0%	5.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.0%	0.0%	10.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.2%	0.0%	4.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.4%	2.8%	2.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.5%	3.2%	3.2%	89.7%	2.1%	91.8%	8.2%

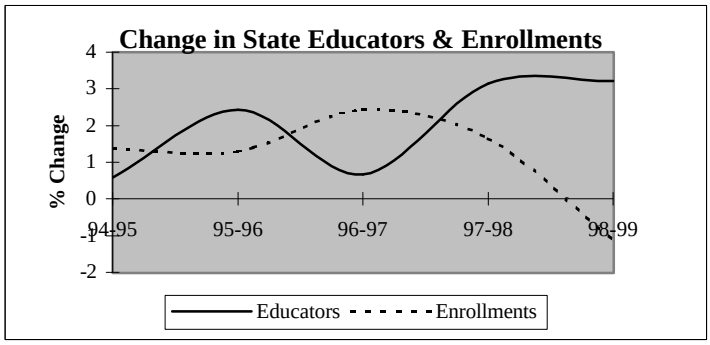
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.9%	9.6%	12.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.1%	3.5%	7.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.5%	3.2%	3.3%	2.9%	3.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.4%	96.3%	94.4%	93.7%	95.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.5%	0.9%	0.5%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.1%	0.0%	1.4%	2.9%	1.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: GRUNDY COUNTY





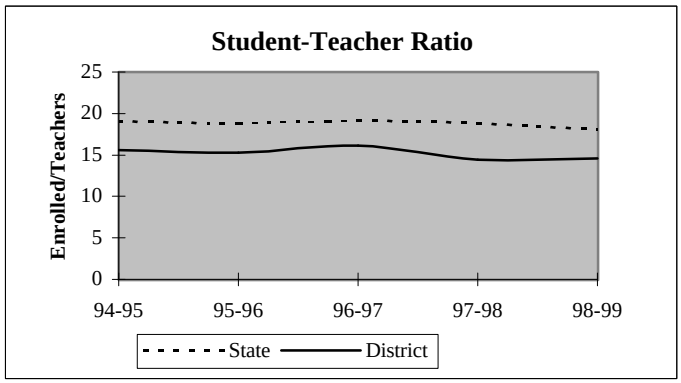
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.9	13.6	13.9	12.3	12.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	15.6	15.3	16.2	14.4	14.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	6	-5	8	-7	-	-	-	-	-
% Change in Educators	-1.0%	3.1%	-2.5%	4.1%	-3.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	21	22	-1	-224	-52	-	-	-	-	-
% Change in Enrollment	0.8%	0.8%	0.0%	-8.3%	-2.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	1.0%	0.5%	0.5%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.6%	4.0%	5.1%	5.9%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.2%	7.0%	8.7%	8.9%	8.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	14.3%	12.5%	30.0%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.9	40.3	41.3	39.3	40.0	42.7	43.1	43.3	37.1	36.4
Average Experience	10.7	11.0	11.9	11.8	12.4	13.9	13.9	13.8	13.7	13.7
Average Salary	25,800	27,027	29,185	28,906	30,260	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.9%	77.5%	75.0%	77.5%	77.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	24.3%	22.5%	20.2%	20.8%	21.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.3%	na	0.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	4.3%	na	3.6%	-	1.7%	1.7%	1.6%	1.8%

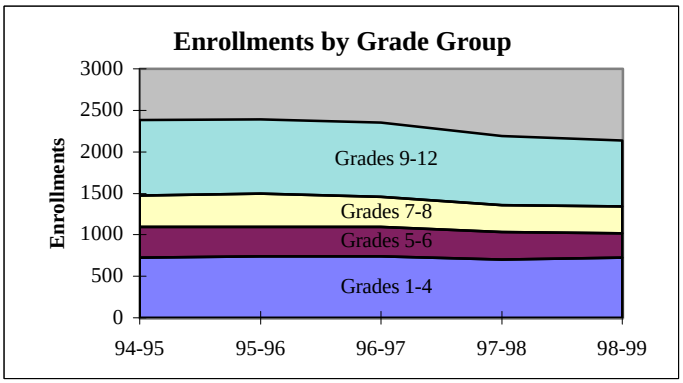
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	194	200	195	203	196	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	176	178	184	178	187	90.7%	89.0%	94.4%	87.7%	95.4%
Newly Hired	18	22	11	25	9	9.3%	11.0%	5.6%	12.3%	4.6%
Transfers In	2	5	1	6	0	11.1%	22.7%	9.1%	24.0%	0.0%
Reentrants	3	9	5	5	0	16.7%	40.9%	45.5%	20.0%	0.0%
First Time Educators	13	8	5	14	9	72.2%	36.4%	45.5%	56.0%	100.0%
Total Exiting Next Year	16	16	17	16	-	8.2%	8.0%	8.7%	7.9%	-
Transfers Out	2	4	4	6	-	12.5%	25.0%	23.5%	37.5%	-
Leave Tennessee Educ.	14	12	13	10	-	87.5%	75.0%	76.5%	62.5%	-

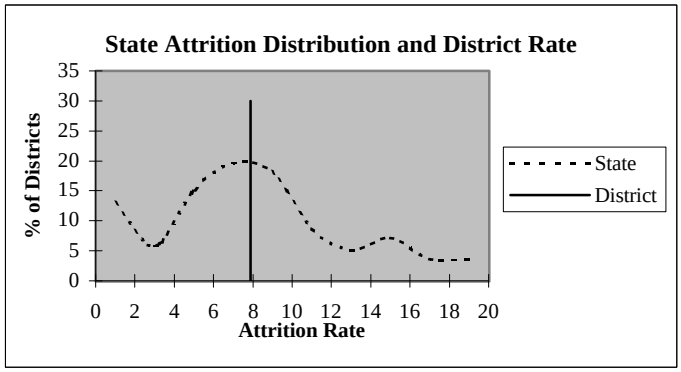
Dynamics Rates	District Rates				
District Attrition	8.2%	8.0%	8.7%	7.9%	-
Transfers In/Out	1.00	1.25	0.25	1.00	-

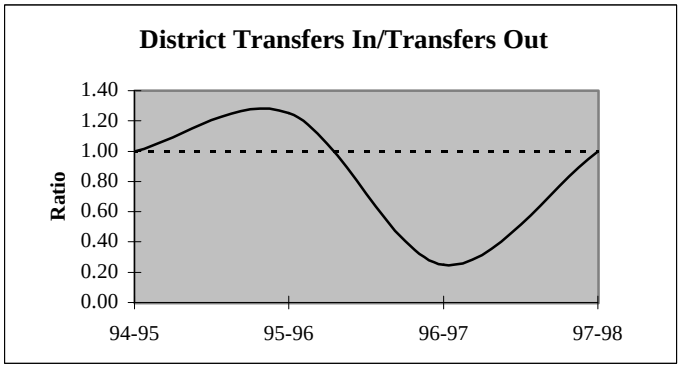
District Report for: GRUNDY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	194	200	195	203	196	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	8	10	12	12	3.6%	4.0%	5.1%	5.9%	6.1%
Professional Staff	14	14	17	18	17	7.2%	7.0%	8.7%	8.9%	8.7%
Total Teachers	173	178	168	173	167	89.2%	89.0%	86.2%	85.2%	85.2%
Special Education	42	40	34	36	35	24.3%	22.5%	20.2%	20.8%	21.0%
Pre-K & Kindergarten	10	12	13	12	12	5.8%	6.7%	7.7%	6.9%	7.2%
Elementary (1-4)	57	57	51	55	50	32.9%	32.0%	30.4%	31.8%	29.9%
Middle School (5-6)	16	12	15	12	13	9.2%	6.7%	8.9%	6.9%	7.8%
Jr. High (7-8)	12	14	14	16	16	6.9%	7.9%	8.3%	9.2%	9.6%
High School (9-12)	36	43	41	42	41	20.8%	24.2%	24.4%	24.3%	24.6%
Business	2	1	2	0	0	5.6%	2.3%	4.9%	0.0%	0.0%
Language Arts	5	5	7	6	6	13.9%	11.6%	17.1%	14.3%	14.6%
Social Studies	4	5	5	4	4	11.1%	11.6%	12.2%	9.5%	9.8%
Foreign Language	1	1	2	2	2	2.8%	2.3%	4.9%	4.8%	4.9%
Mathematics	4	5	4	5	5	11.1%	11.6%	9.8%	11.9%	12.2%
Science	3	4	4	4	4	8.3%	9.3%	9.8%	9.5%	9.8%
Vocational Education	9	10	9	12	12	25.0%	23.3%	22.0%	28.6%	29.3%
Other High School	8	12	8	9	8	22.2%	27.9%	19.5%	21.4%	19.5%
Total Enrollments	2,694	2,716	2,715	2,491	2,439	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	195	207	231	197	188	7.2%	7.6%	8.5%	7.9%	7.7%
Grades 1-4	725	740	741	703	727	26.9%	27.2%	27.3%	28.2%	29.8%
Grades 5-6	373	353	357	328	290	13.8%	13.0%	13.1%	13.2%	11.9%
Grades 7-8	375	402	359	329	326	13.9%	14.8%	13.2%	13.2%	13.4%
Grades 9-12	909	894	897	831	797	33.7%	32.9%	33.0%	33.4%	32.7%
Ungraded	117	120	130	103	111	4.3%	4.4%	4.8%	4.1%	4.6%









District Report for: GRUNDY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	8	10	12	12	3.8%	4.1%	5.3%	6.1%	6.3%
White - Females	1	1	3	4	4	14.3%	12.5%	30.0%	33.3%	33.3%
White - Males	6	7	7	8	8	85.7%	87.5%	70.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	13	16	17	16	7.0%	6.7%	8.5%	8.7%	8.4%
White - Females	8	8	11	12	12	61.5%	61.5%	68.8%	70.6%	75.0%
White - Males	5	5	5	5	4	38.5%	38.5%	31.3%	29.4%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	165	172	162	167	162	89.2%	89.1%	86.2%	85.2%	85.3%
White - Females	128	135	123	131	127	77.6%	78.5%	75.9%	78.4%	78.4%
White - Males	37	37	39	36	35	22.4%	21.5%	24.1%	21.6%	21.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	9	4	2	14	11	5.4%	2.4%	1.3%	8.1%	6.6%
25-29	24	26	22	24	21	14.5%	15.3%	13.8%	13.9%	12.6%
30-34	23	28	24	22	24	13.9%	16.5%	15.1%	12.7%	14.4%
35-39	28	23	25	18	19	16.9%	13.5%	15.7%	10.4%	11.4%
40-45	22	27	24	32	28	13.3%	15.9%	15.1%	18.5%	16.8%
45-49	31	32	28	25	22	18.7%	18.8%	17.6%	14.5%	13.2%
50-54	13	13	16	18	23	7.8%	7.6%	10.1%	10.4%	13.8%
55+	16	17	18	20	19	9.6%	10.0%	11.3%	11.6%	11.4%
Average Age	39.9	40.3	41.3	39.3	40.0					

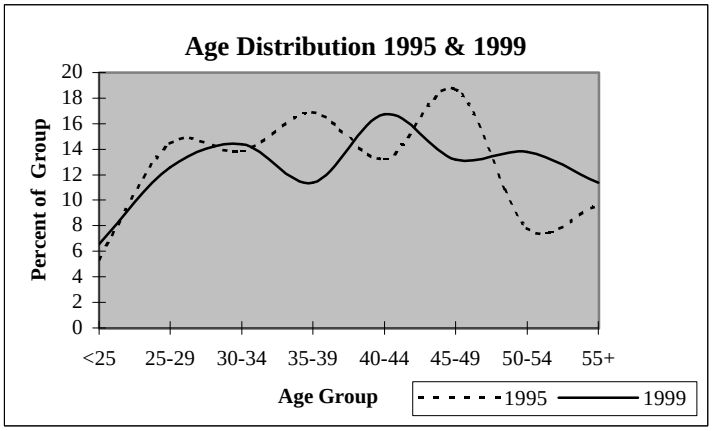
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	44	44	32	37	27	25.4%	24.7%	19.0%	21.4%	16.2%
4-7 Years	38	31	34	31	31	22.0%	17.4%	20.2%	17.9%	18.6%
8-11 Years	22	34	35	33	34	12.7%	19.1%	20.8%	19.1%	20.4%
12-15 Years	21	20	19	17	18	12.1%	11.2%	11.3%	9.8%	10.8%
16-19 Years	18	14	11	15	18	10.4%	7.9%	6.5%	8.7%	10.8%
20+ Years	30	35	37	40	39	17.3%	19.7%	22.0%	23.1%	23.4%
Average Experience	10.7	11.0	11.9	11.8	12.4					

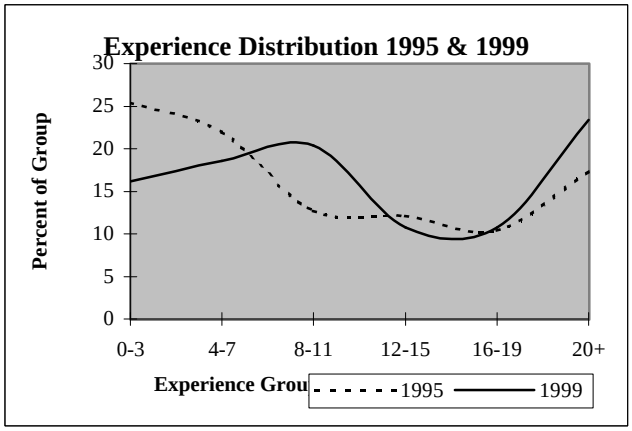
District Report for: GRUNDY COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	16	16	17	16	-	8.2%	8.0%	8.7%	7.9%	-
Attrition from Transfers	2	4	4	6	-	1.0%	2.0%	2.1%	3.0%	-
Attrition from Exits	14	12	13	10	-	7.2%	6.0%	6.7%	4.9%	-
Teacher Attrition	16	14	15	16	-	9.2%	7.9%	8.9%	9.2%	-
Attrition from Transfers	2	4	4	6	-	1.2%	2.2%	2.4%	3.5%	-
Attrition from Exits	14	10	11	10	-	8.1%	5.6%	6.5%	5.8%	-
District Retention										
Educator Retention	178	184	178	187	-	91.8%	92.0%	91.3%	92.1%	-
Teacher Retention	157	164	153	157	-	90.8%	92.1%	91.1%	90.8%	-

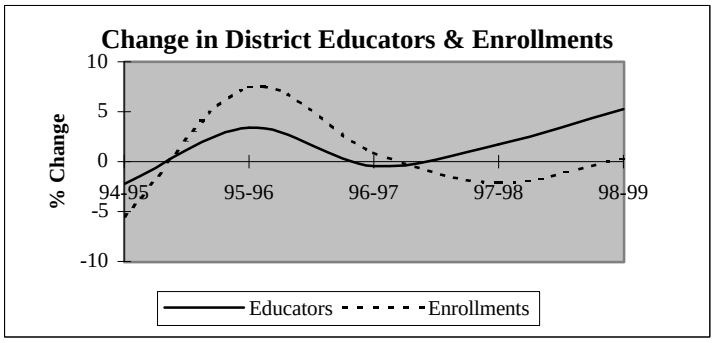
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.0%	5.0%	20.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.6%	8.2%	10.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.9%	0.0%	11.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.9%	0.0%	4.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.0%	4.7%	2.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	85.4%	2.4%	12.2%	89.7%	2.1%	91.8%	8.2%

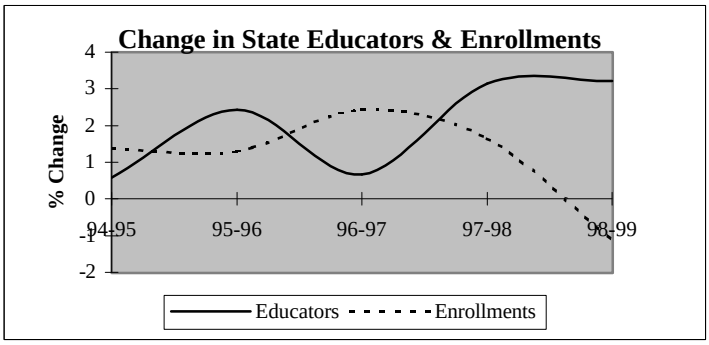
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.8%	13.1%	17.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.4%	8.6%	11.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.3%	5.0%	4.1%	7.9%	5.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.7%	92.0%	93.8%	89.7%	94.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.5%	0.5%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.5%	3.0%	1.5%	2.0%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HAMBLEN COUNTY





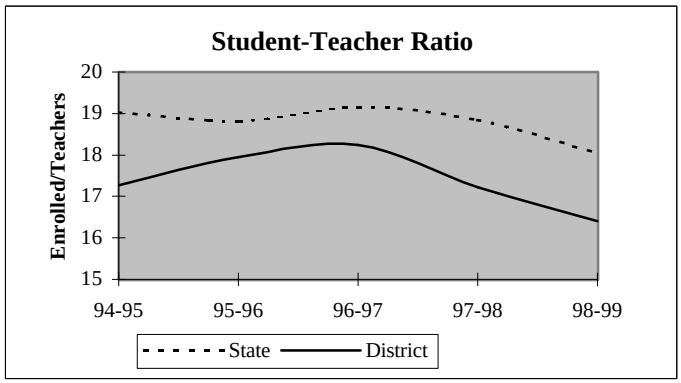
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	15.4	15.6	15.0	14.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	17.9	18.2	17.2	16.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	-14	21	-3	11	34	-	-	-	-	-
% Change in Educators	-2.2%	3.4%	-0.5%	1.7%	5.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-526	679	90	-213	33	-	-	-	-	-
% Change in Enrollment	-5.4%	7.4%	0.9%	-2.1%	0.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.3%	0.8%	1.1%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	4.4%	4.2%	4.3%	4.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.9%	9.9%	10.2%	8.5%	8.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.8%	3.1%	3.1%	2.9%	2.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	3.7%	3.6%	3.7%	3.6%	3.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	11.1%	14.3%	11.1%	10.7%	10.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.8	43.5	43.6	38.4	37.7	42.7	43.1	43.3	37.1	36.4
Average Experience	15.9	15.3	15.4	15.4	15.3	13.9	13.9	13.8	13.7	13.7
Average Salary	31,890	31,941	32,961	33,285	34,435	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.7%	3.0%	3.0%	2.8%	2.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.0%	77.4%	78.7%	76.8%	76.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.0%	10.4%	10.7%	10.3%	10.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.8%	na	9.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.7%	na	2.2%	-	1.7%	1.7%	1.6%	1.8%

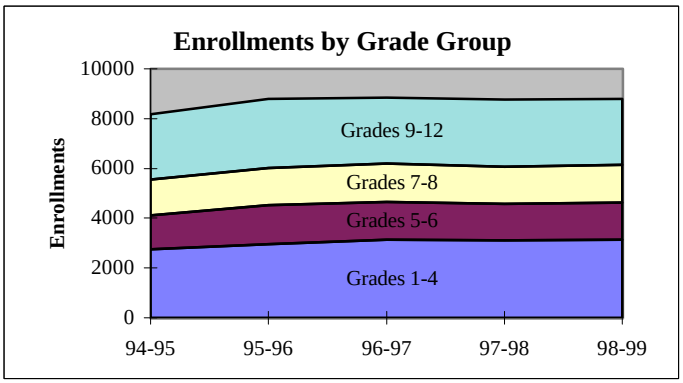
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	618	639	636	647	681	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	578	574	601	599	631	93.5%	89.8%	94.5%	92.6%	92.7%
Newly Hired	40	65	35	48	50	6.5%	10.2%	5.5%	7.4%	7.3%
Transfers In	6	11	2	6	7	15.0%	16.9%	5.7%	12.5%	14.0%
Reentrants	21	30	15	20	21	52.5%	46.2%	42.9%	41.7%	42.0%
First Time Educators	13	24	18	22	22	32.5%	36.9%	51.4%	45.8%	44.0%
Total Exiting Next Year	44	38	37	16	-	7.1%	5.9%	5.8%	2.5%	-
Transfers Out	10	3	7	0	-	22.7%	7.9%	18.9%	0.0%	-
Leave Tennessee Educ.	34	35	30	16	-	77.3%	92.1%	81.1%	100.0%	-

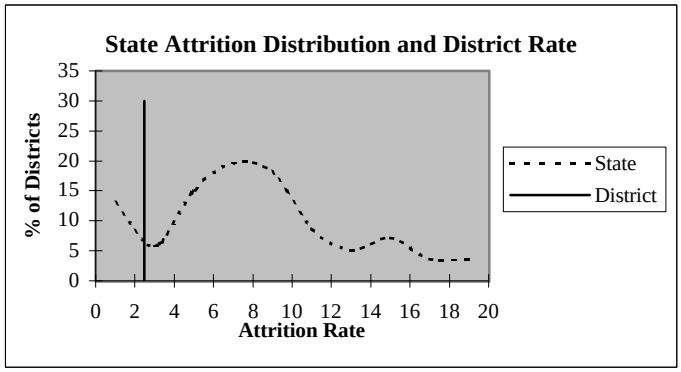
Dynamics Rates	District Rates				
District Attrition	7.1%	5.9%	5.8%	2.5%	-
Transfers In/Out	0.60	3.67	0.29	nc	-

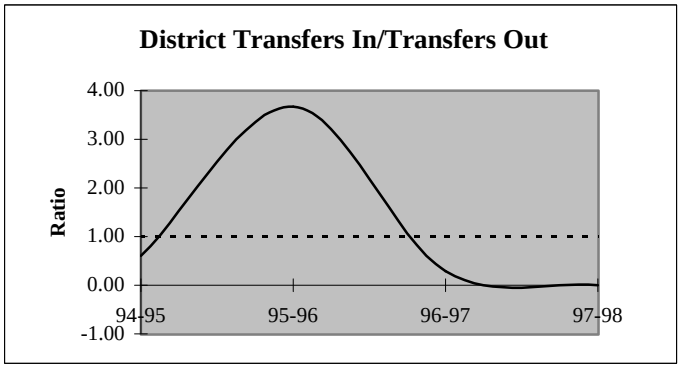
District Report for: HAMBLEN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	618	639	636	647	681	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	28	27	28	28	4.4%	4.4%	4.2%	4.3%	4.1%
Professional Staff	61	63	65	55	59	9.9%	9.9%	10.2%	8.5%	8.7%
Total Teachers	530	548	544	564	594	85.8%	85.8%	85.5%	87.2%	87.2%
Special Education	53	57	58	58	62	10.0%	10.4%	10.7%	10.3%	10.4%
Pre-K & Kindergarten	38	39	40	41	42	7.2%	7.1%	7.4%	7.3%	7.1%
Elementary (1-4)	205	204	207	213	218	38.7%	37.2%	38.1%	37.8%	36.7%
Middle School (5-6)	54	55	51	61	66	10.2%	10.0%	9.4%	10.8%	11.1%
Jr. High (7-8)	51	55	55	53	58	9.6%	10.0%	10.1%	9.4%	9.8%
High School (9-12)	129	138	133	138	148	24.3%	25.2%	24.4%	24.5%	24.9%
Business	0	1	2	0	1	0.0%	0.7%	1.5%	0.0%	0.7%
Language Arts	19	18	16	16	17	14.7%	13.0%	12.0%	11.6%	11.5%
Social Studies	17	18	16	12	14	13.2%	13.0%	12.0%	8.7%	9.5%
Foreign Language	6	6	7	4	6	4.7%	4.3%	5.3%	2.9%	4.1%
Mathematics	18	18	16	17	19	14.0%	13.0%	12.0%	12.3%	12.8%
Science	13	12	12	14	15	10.1%	8.7%	9.0%	10.1%	10.1%
Vocational Education	33	35	34	37	39	25.6%	25.4%	25.6%	26.8%	26.4%
Other High School	23	30	30	38	37	17.8%	21.7%	22.6%	27.5%	25.0%
Total Enrollments	9,153	9,832	9,922	9,709	9,742	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	734	767	857	792	735	8.0%	7.8%	8.6%	8.2%	7.5%
Grades 1-4	2,750	2,955	3,131	3,121	3,144	30.0%	30.1%	31.6%	32.1%	32.3%
Grades 5-6	1,362	1,562	1,523	1,461	1,487	14.9%	15.9%	15.3%	15.0%	15.3%
Grades 7-8	1,439	1,488	1,530	1,476	1,516	15.7%	15.1%	15.4%	15.2%	15.6%
Grades 9-12	2,626	2,792	2,661	2,707	2,636	28.7%	28.4%	26.8%	27.9%	27.1%
Ungraded	242	268	220	152	224	2.6%	2.7%	2.2%	1.6%	2.3%









District Report for: HAMBLEN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	27	28	27	28	28	4.5%	4.5%	4.4%	4.5%	4.3%
White - Females	3	4	3	3	3	11.1%	14.3%	11.1%	10.7%	10.7%
White - Males	23	23	23	24	24	85.2%	82.1%	85.2%	85.7%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	3.7%	3.6%	3.7%	3.6%	3.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	59	60	62	52	55	9.8%	9.6%	10.0%	8.3%	8.4%
White - Females	46	47	49	42	45	78.0%	78.3%	79.0%	80.8%	81.8%
White - Males	11	11	11	8	8	18.6%	18.3%	17.7%	15.4%	14.5%
Black - Females	1	1	1	1	1	1.7%	1.7%	1.6%	1.9%	1.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	1.7%	1.7%	1.6%	1.9%	1.8%
Teachers	516	534	529	544	571	85.7%	85.9%	85.6%	87.2%	87.3%
White - Females	383	397	400	406	427	74.2%	74.3%	75.6%	74.6%	74.8%
White - Males	119	121	113	123	128	23.1%	22.7%	21.4%	22.6%	22.4%
Black - Females	12	13	13	12	13	2.3%	2.4%	2.5%	2.2%	2.3%
Black - Males	2	2	2	2	2	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Females	0	1	1	1	1	0.0%	0.2%	0.2%	0.2%	0.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	9	6	74	90	1.4%	1.8%	1.2%	13.1%	15.2%
25-29	43	49	52	55	51	8.5%	9.8%	10.6%	9.8%	8.6%
30-34	52	51	49	48	58	10.3%	10.2%	10.0%	8.5%	9.8%
35-39	73	64	65	60	63	14.4%	12.7%	13.3%	10.6%	10.6%
40-45	76	73	59	68	68	15.0%	14.5%	12.1%	12.1%	11.4%
45-49	103	107	109	97	90	20.3%	21.3%	22.3%	17.2%	15.2%
50-54	85	84	81	85	92	16.8%	16.7%	16.6%	15.1%	15.5%
55+	68	65	68	77	82	13.4%	12.9%	13.9%	13.7%	13.8%
Average Age	43.8	43.5	43.6	38.4	37.7					

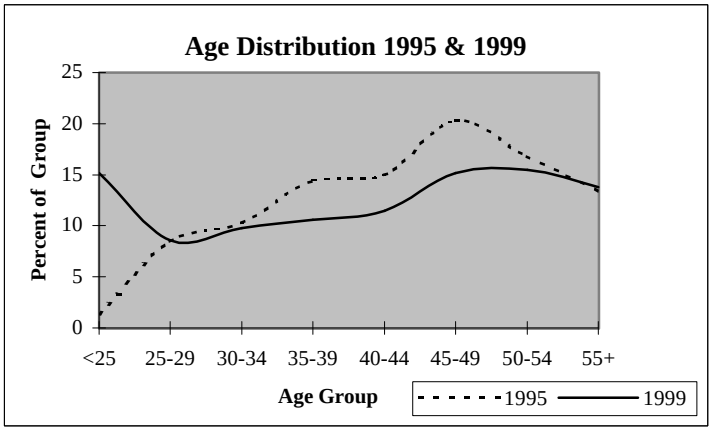
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	59	90	85	89	100	11.1%	16.4%	15.6%	15.8%	16.8%
4-7 Years	55	55	70	73	83	10.4%	10.0%	12.9%	12.9%	14.0%
8-11 Years	64	57	47	53	59	12.1%	10.4%	8.6%	9.4%	9.9%
12-15 Years	80	74	63	58	56	15.1%	13.5%	11.6%	10.3%	9.4%
16-19 Years	64	55	67	77	74	12.1%	10.0%	12.3%	13.7%	12.5%
20+ Years	208	217	212	214	222	39.2%	39.6%	39.0%	37.9%	37.4%
Average Experience	15.9	15.3	15.4	15.4	15.3					

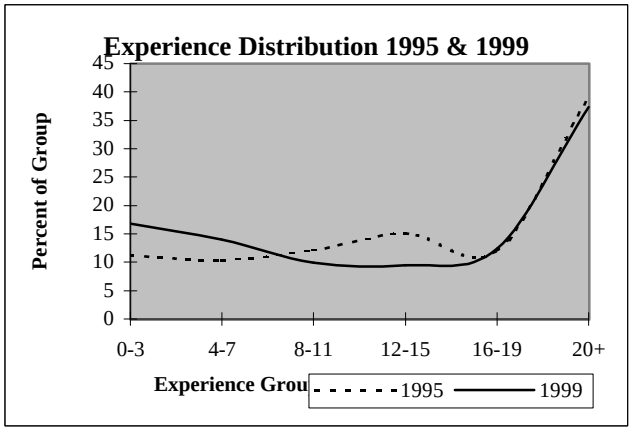
District Report for: HAMBLEN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	44	38	37	16	-	7.1%	5.9%	5.8%	2.5%	-
Attrition from Transfers	10	3	7	0	-	1.6%	0.5%	1.1%	0.0%	-
Attrition from Exits	34	35	30	16	-	5.5%	5.5%	4.7%	2.5%	-
Teacher Attrition	36	35	30	15	-	6.8%	6.4%	5.5%	2.7%	-
Attrition from Transfers	8	2	6	0	-	1.5%	0.4%	1.1%	0.0%	-
Attrition from Exits	28	33	24	15	-	5.3%	6.0%	4.4%	2.7%	-
District Retention										
Educator Retention	574	601	599	631	-	92.9%	94.1%	94.2%	97.5%	-
Teacher Retention	494	513	514	549	-	93.2%	93.6%	94.5%	97.3%	-

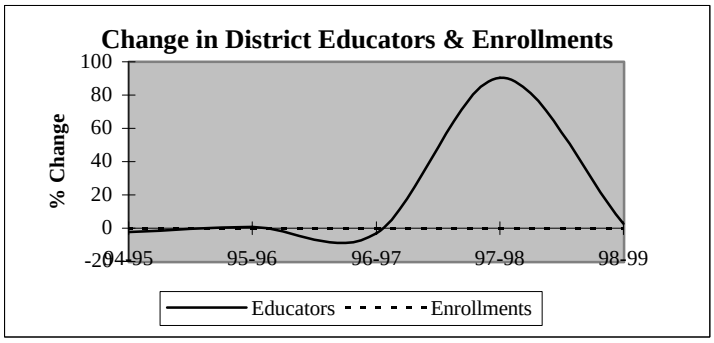
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	86.1%	4.0%	9.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.7%	2.8%	5.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.4%	4.3%	6.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.9%	1.1%	9.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.2%	1.1%	7.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.2%	0.0%	4.8%	89.7%	2.1%	91.8%	8.2%

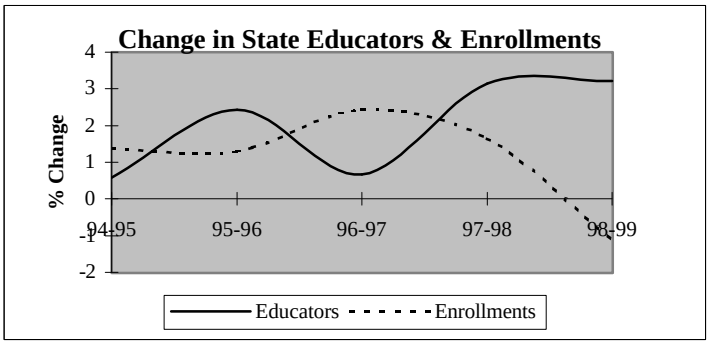
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.2%	9.5%	13.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.9%	7.1%	10.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.4%	4.2%	4.1%	6.0%	4.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.7%	92.8%	94.0%	91.3%	92.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.2%	0.2%	0.2%	0.3%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.8%	1.7%	2.3%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HAMILTON COUNTY





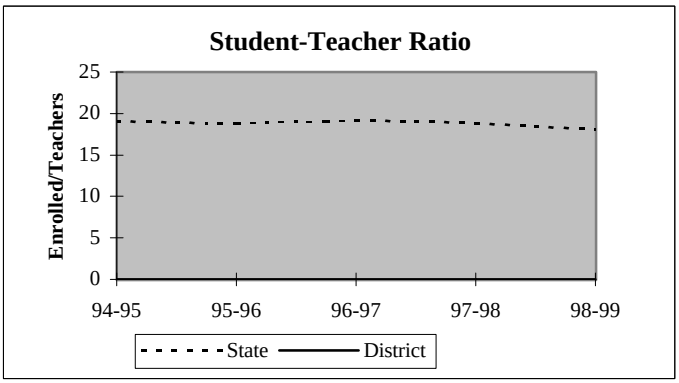
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.0	0.0	0.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	0.0	0.0	0.0	0.0	0.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	-37	12	-45	1,291	72	-	-	-	-	-
% Change in Educators	-2.5%	0.8%	-3.1%	90.5%	2.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	0	0	0	0	0	-	-	-	-	-
% Change in Enrollment	#######	#######	#######	#######	#######	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.5%	0.2%	0.3%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.6%	4.7%	5.0%	4.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.4%	8.7%	9.3%	9.6%	10.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.6%	3.0%	3.2%	16.3%	16.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	4.4%	4.5%	4.5%	24.2%	22.8%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	36.2%	35.8%	43.3%	46.0%	46.6%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.8	44.4	44.5	39.8	39.1	42.7	43.1	43.3	37.1	36.4
Average Experience	14.4	14.8	14.5	14.9	14.8	13.9	13.9	13.8	13.7	13.7
Average Salary	36,377	36,737	38,005	37,674	38,688	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.9%	2.4%	2.6%	15.4%	15.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.7%	80.0%	80.4%	79.9%	79.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.5%	12.4%	13.2%	12.6%	12.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.1%	na	35.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	1.4%	-	1.7%	1.7%	1.6%	1.8%

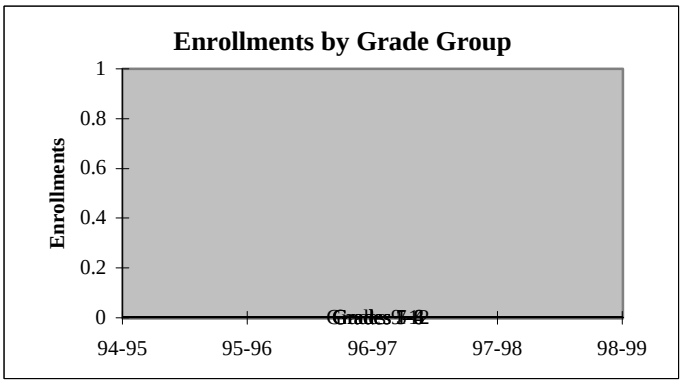
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	1,459	1,471	1,426	2,717	2,789	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,382	1,377	1,317	1,329	2,559	94.7%	93.6%	92.4%	48.9%	91.8%
Newly Hired	77	94	109	1,388	230	5.3%	6.4%	7.6%	51.1%	8.2%
Transfers In	8	7	9	1,191	6	10.4%	7.4%	8.3%	85.8%	2.6%
Reentrants	41	51	55	91	94	53.2%	54.3%	50.5%	6.6%	40.9%
First Time Educators	28	36	45	106	130	36.4%	38.3%	41.3%	7.6%	56.5%
Total Exiting Next Year	82	154	97	158	-	5.6%	10.5%	6.8%	5.8%	-
Transfers Out	5	7	11	2	-	6.1%	4.5%	11.3%	1.3%	-
Leave Tennessee Educ.	77	147	86	156	-	93.9%	95.5%	88.7%	98.7%	-

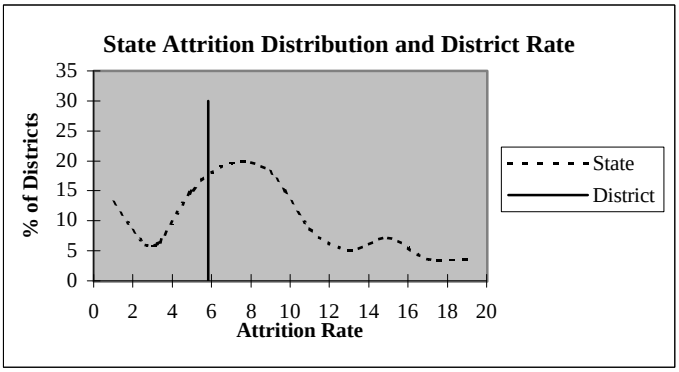
Dynamics Rates	District Rates				
District Attrition	5.6%	10.5%	6.8%	5.8%	-
Transfers In/Out	1.60	1.00	0.82	595.50	-

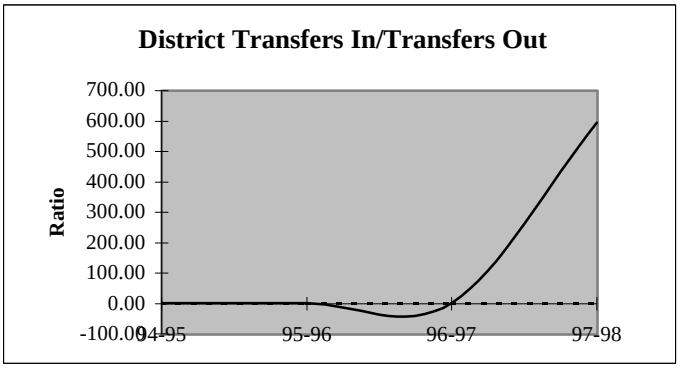
District Report for: HAMILTON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	1,459	1,471	1,426	2,717	2,789	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	69	67	67	137	131	4.7%	4.6%	4.7%	5.0%	4.7%
Professional Staff	122	128	132	262	289	8.4%	8.7%	9.3%	9.6%	10.4%
Total Teachers	1,268	1,276	1,227	2,318	2,369	86.9%	86.7%	86.0%	85.3%	84.9%
Special Education	159	158	162	291	303	12.5%	12.4%	13.2%	12.6%	12.8%
Pre-K & Kindergarten	82	84	86	166	166	6.5%	6.6%	7.0%	7.2%	7.0%
Elementary (1-4)	402	418	388	785	799	31.7%	32.8%	31.6%	33.9%	33.7%
Middle School (5-6)	145	144	132	296	298	11.4%	11.3%	10.8%	12.8%	12.6%
Jr. High (7-8)	144	142	143	243	249	11.4%	11.1%	11.7%	10.5%	10.5%
High School (9-12)	336	330	316	537	554	26.5%	25.9%	25.8%	23.2%	23.4%
Business	11	9	9	11	11	3.3%	2.7%	2.8%	2.0%	2.0%
Language Arts	53	53	47	72	73	15.8%	16.1%	14.9%	13.4%	13.2%
Social Studies	44	44	45	67	70	13.1%	13.3%	14.2%	12.5%	12.6%
Foreign Language	20	21	20	37	35	6.0%	6.4%	6.3%	6.9%	6.3%
Mathematics	45	47	47	75	76	13.4%	14.2%	14.9%	14.0%	13.7%
Science	40	37	39	65	62	11.9%	11.2%	12.3%	12.1%	11.2%
Vocational Education	64	61	58	96	103	19.0%	18.5%	18.4%	17.9%	18.6%
Other High School	59	58	51	114	124	17.6%	17.6%	16.1%	21.2%	22.4%
Total Enrollments	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%









District Report for: HAMILTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	68	66	66	132	127	4.8%	4.7%	4.8%	5.2%	4.9%
White - Females	22	21	26	45	45	32.4%	31.8%	39.4%	34.1%	35.4%
White - Males	43	42	37	55	53	63.2%	63.6%	56.1%	41.7%	41.7%
Black - Females	2	2	2	16	14	2.9%	3.0%	3.0%	12.1%	11.0%
Black - Males	1	1	1	15	14	1.5%	1.5%	1.5%	11.4%	11.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.8%	0.8%
Professional Staff	119	124	129	249	272	8.5%	8.8%	9.5%	9.8%	10.4%
White - Females	94	100	105	174	189	79.0%	80.6%	81.4%	69.9%	69.5%
White - Males	15	14	14	25	28	12.6%	11.3%	10.9%	10.0%	10.3%
Black - Females	9	9	9	47	51	7.6%	7.3%	7.0%	18.9%	18.8%
Black - Males	1	1	1	3	4	0.8%	0.8%	0.8%	1.2%	1.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,220	1,226	1,166	2,172	2,205	86.7%	86.6%	85.7%	85.1%	84.7%
White - Females	968	961	919	1,481	1,510	79.3%	78.4%	78.8%	68.2%	68.5%
White - Males	229	236	217	356	357	18.8%	19.2%	18.6%	16.4%	16.2%
Black - Females	14	17	18	261	258	1.1%	1.4%	1.5%	12.0%	11.7%
Black - Males	4	6	6	54	57	0.3%	0.5%	0.5%	2.5%	2.6%
Other - Females	5	6	6	16	17	0.4%	0.5%	0.5%	0.7%	0.8%
Other - Males	0	0	0	4	6	0.0%	0.0%	0.0%	0.2%	0.3%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	14	13	8	273	323	1.2%	1.1%	0.7%	11.8%	13.6%
25-29	102	85	82	181	191	8.4%	7.1%	7.4%	7.8%	8.1%
30-34	95	95	88	172	191	7.8%	8.0%	7.9%	7.4%	8.1%
35-39	173	152	115	181	160	14.3%	12.7%	10.3%	7.8%	6.8%
40-45	217	212	206	344	306	17.9%	17.8%	18.5%	14.8%	12.9%
45-49	280	276	268	465	441	23.1%	23.1%	24.1%	20.1%	18.6%
50-54	169	190	202	410	445	13.9%	15.9%	18.2%	17.7%	18.8%
55+	162	171	143	292	312	13.4%	14.3%	12.9%	12.6%	13.2%
Average Age	43.8	44.4	44.5	39.8	39.1					

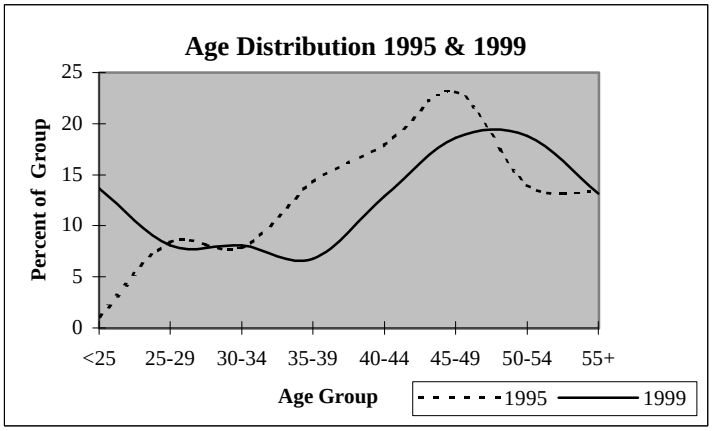
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	158	162	164	337	389	12.5%	12.7%	13.4%	14.5%	16.4%
4-7 Years	164	154	149	303	295	12.9%	12.1%	12.1%	13.1%	12.5%
8-11 Years	180	184	173	253	265	14.2%	14.4%	14.1%	10.9%	11.2%
12-15 Years	195	168	162	289	276	15.4%	13.2%	13.2%	12.5%	11.7%
16-19 Years	203	209	203	320	285	16.0%	16.4%	16.5%	13.8%	12.0%
20+ Years	368	399	376	816	859	29.0%	31.3%	30.6%	35.2%	36.3%
Average Experience	14.4	14.8	14.5	14.9	14.8					

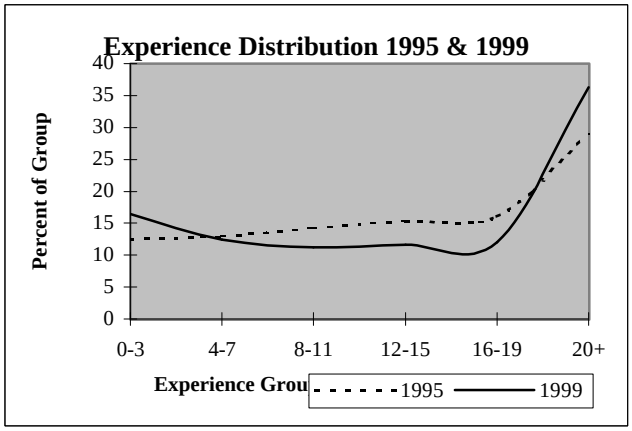
District Report for: HAMILTON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	82	154	97	158	-	5.6%	10.5%	6.8%	5.8%	-
Attrition from Transfers	5	7	11	2	-	0.3%	0.5%	0.8%	0.1%	-
Attrition from Exits	77	147	86	156	-	5.3%	10.0%	6.0%	5.7%	-
Teacher Attrition	73	134	84	139	-	5.8%	10.5%	6.8%	6.0%	-
Attrition from Transfers	4	5	9	2	-	0.3%	0.4%	0.7%	0.1%	-
Attrition from Exits	69	129	75	137	-	5.4%	10.1%	6.1%	5.9%	-
District Retention										
Educator Retention	1,377	1,317	1,329	2,559	-	94.4%	89.5%	93.2%	94.2%	-
Teacher Retention	1,195	1,142	1,143	2,179	-	94.2%	89.5%	93.2%	94.0%	-

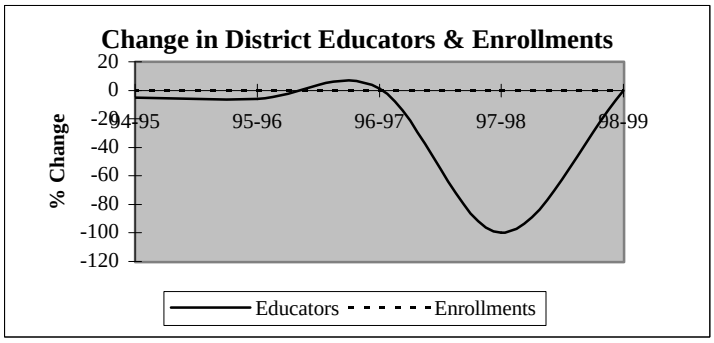
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.8%	2.7%	13.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.1%	1.1%	12.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.5%	0.9%	12.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.6%	0.0%	12.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.8%	0.0%	9.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.5%	0.0%	10.5%	89.7%	2.1%	91.8%	8.2%

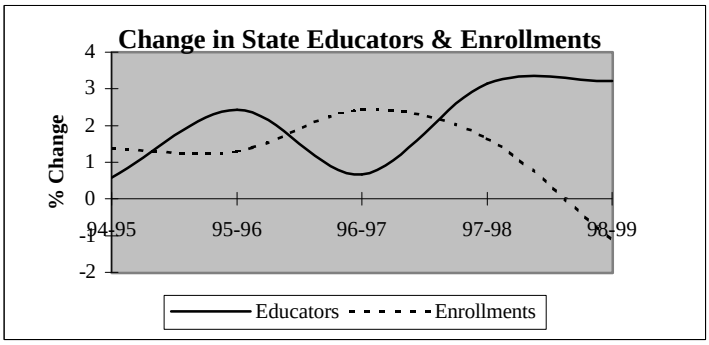
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.3%	12.1%	14.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.8%	7.4%	8.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.2%	3.1%	4.5%	4.4%	5.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.0%	93.8%	91.9%	92.4%	91.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.1%	0.4%	0.3%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.4%	3.0%	3.3%	2.9%	2.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: CHATTANOOGA





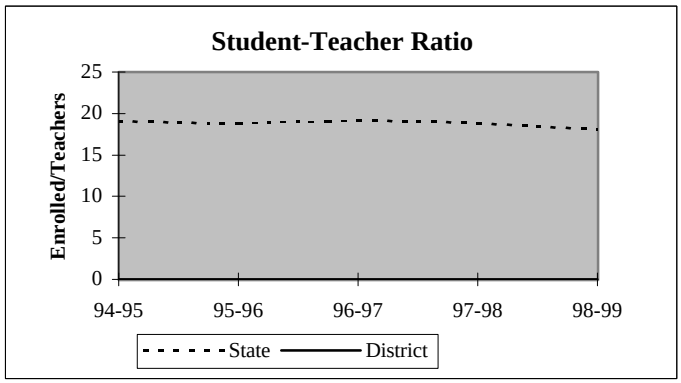
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.0	nc	nc	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	0.0	0.0	0.0	nc	nc	19.0	18.8	19.2	18.8	18.1
Change in Educators	-77	-80	14	-1,306	0	-	-	-	-	-
% Change in Educators	-5.3%	-5.8%	1.1%	-100.0%	#######	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	0	0	0	0	0	-	-	-	-	-
% Change in Enrollment	#######	#######	#######	#######	#######	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.7%	0.5%	0.3%	nc	nc	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.5%	5.5%	5.4%	nc	nc	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.5%	11.8%	10.8%	nc	nc	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	31.6%	32.0%	31.1%	nc	nc	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	46.5%	44.1%	42.0%	nc	nc	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	42.1%	47.9%	49.3%	nc	nc	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.1	43.8	43.6	0.0	0.0	42.7	43.1	43.3	37.1	36.4
Average Experience	14.1	15.1	14.5	0.0	0.0	13.9	13.9	13.8	13.7	13.7
Average Salary	33,515	34,713	36,770	0	0	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	29.3%	30.3%	29.9%	nc	nc	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.3%	81.0%	80.7%	nc	nc	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.0%	12.1%	13.1%	nc	nc	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	64.5%	0.0%	0.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	0.0%	0.0%	-	1.7%	1.7%	1.6%	1.8%

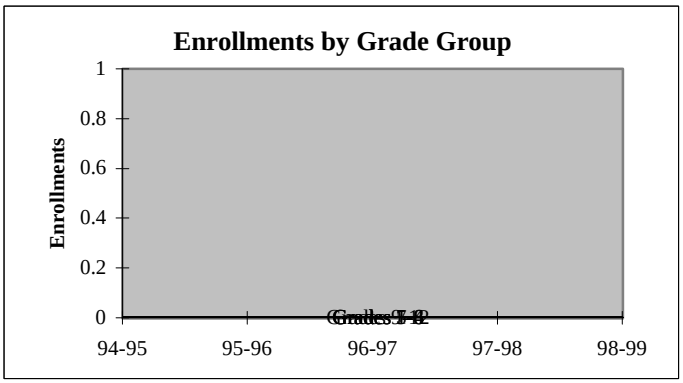
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	1,372	1,292	1,306	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,214	1,221	1,182	0	0	88.5%	94.5%	90.5%	0.0%	0.0%
Newly Hired	158	71	124	0	0	11.5%	5.5%	9.5%	0.0%	0.0%
Transfers In	6	1	8	0	0	3.8%	1.4%	6.5%	0.0%	0.0%
Reentrants	87	25	40	0	0	55.1%	35.2%	32.3%	0.0%	0.0%
First Time Educators	65	45	76	0	0	41.1%	63.4%	61.3%	0.0%	0.0%
Total Exiting Next Year	151	110	1,306	0	-	11.0%	8.5%	100.0%	0.0%	-
Transfers Out	6	6	1,187	0	-	4.0%	5.5%	90.9%	0.0%	-
Leave Tennessee Educ.	145	104	119	0	-	96.0%	94.5%	9.1%	0.0%	-

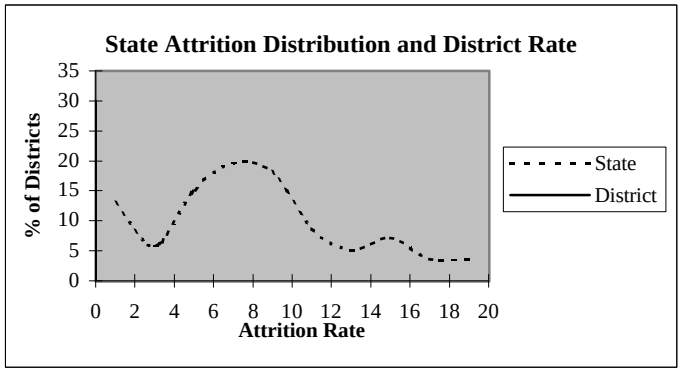
Dynamics Rates	District Rates				
District Attrition	11.0%	8.5%	100.0%	nc	-
Transfers In/Out	1.00	0.17	0.01	nc	-

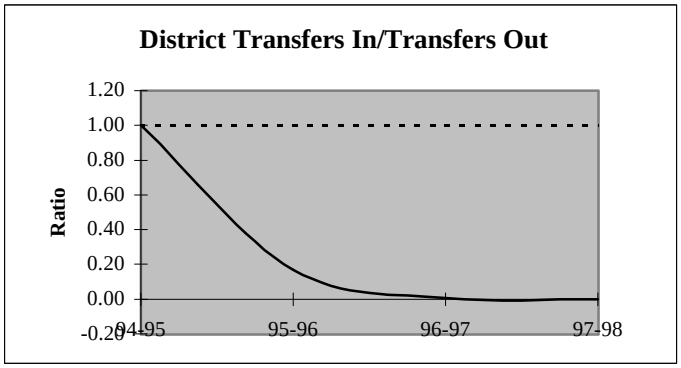
District Report for: CHATTANOOGA

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	1,372	1,292	1,306	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	76	71	71	0	0	5.5%	5.5%	5.4%	0.0%	0.0%
Professional Staff	158	153	141	0	0	11.5%	11.8%	10.8%	0.0%	0.0%
Total Teachers	1,138	1,068	1,094	0	0	82.9%	82.7%	83.8%	0.0%	0.0%
Special Education	137	129	143	0	0	12.0%	12.1%	13.1%	0.0%	0.0%
Pre-K & Kindergarten	88	87	86	0	0	7.7%	8.1%	7.9%	0.0%	0.0%
Elementary (1-4)	417	381	388	0	0	36.6%	35.7%	35.5%	0.0%	0.0%
Middle School (5-6)	146	140	138	0	0	12.8%	13.1%	12.6%	0.0%	0.0%
Jr. High (7-8)	93	99	106	0	0	8.2%	9.3%	9.7%	0.0%	0.0%
High School (9-12)	257	232	233	0	0	22.6%	21.7%	21.3%	0.0%	0.0%
Business	5	4	5	0	0	1.9%	1.7%	2.1%	0.0%	0.0%
Language Arts	36	35	32	0	0	14.0%	15.1%	13.7%	0.0%	0.0%
Social Studies	30	29	28	0	0	11.7%	12.5%	12.0%	0.0%	0.0%
Foreign Language	20	19	20	0	0	7.8%	8.2%	8.6%	0.0%	0.0%
Mathematics	33	32	30	0	0	12.8%	13.8%	12.9%	0.0%	0.0%
Science	27	24	26	0	0	10.5%	10.3%	11.2%	0.0%	0.0%
Vocational Education	44	38	41	0	0	17.1%	16.4%	17.6%	0.0%	0.0%
Other High School	62	51	51	0	0	24.1%	22.0%	21.9%	0.0%	0.0%
Total Enrollments	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%









District Report for: CHATTANOOGA

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	71	68	69	0	0	5.5%	5.6%	5.6%	0.0%	0.0%
White - Females	16	18	19	0	0	22.5%	26.5%	27.5%	0.0%	0.0%
White - Males	22	20	21	0	0	31.0%	29.4%	30.4%	0.0%	0.0%
Black - Females	15	15	15	0	0	21.1%	22.1%	21.7%	0.0%	0.0%
Black - Males	17	14	13	0	0	23.9%	20.6%	18.8%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	1.4%	1.5%	1.4%	0.0%	0.0%
Professional Staff	150	146	131	0	0	11.7%	12.0%	10.7%	0.0%	0.0%
White - Females	74	74	70	0	0	49.3%	50.7%	53.4%	0.0%	0.0%
White - Males	15	16	16	0	0	10.0%	11.0%	12.2%	0.0%	0.0%
Black - Females	54	51	41	0	0	36.0%	34.9%	31.3%	0.0%	0.0%
Black - Males	7	5	4	0	0	4.7%	3.4%	3.1%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,065	1,003	1,023	0	0	82.8%	82.4%	83.6%	0.0%	0.0%
White - Females	610	567	576	0	0	57.3%	56.5%	56.3%	0.0%	0.0%
White - Males	143	132	141	0	0	13.4%	13.2%	13.8%	0.0%	0.0%
Black - Females	256	245	248	0	0	24.0%	24.4%	24.2%	0.0%	0.0%
Black - Males	47	49	45	0	0	4.4%	4.9%	4.4%	0.0%	0.0%
Other - Females	7	7	10	0	0	0.7%	0.7%	1.0%	0.0%	0.0%
Other - Males	2	3	3	0	0	0.2%	0.3%	0.3%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	23	19	16	0	0	2.2%	1.9%	1.6%	0.0%	0.0%
25-29	105	100	115	0	0	10.2%	10.2%	11.8%	0.0%	0.0%
30-34	66	54	61	0	0	6.4%	5.5%	6.3%	0.0%	0.0%
35-39	111	91	88	0	0	10.8%	9.3%	9.0%	0.0%	0.0%
40-45	231	198	171	0	0	22.5%	20.2%	17.5%	0.0%	0.0%
45-49	245	244	239	0	0	23.8%	24.9%	24.5%	0.0%	0.0%
50-54	147	165	177	0	0	14.3%	16.9%	18.2%	0.0%	0.0%
55+	100	107	108	0	0	9.7%	10.9%	11.1%	0.0%	0.0%
Average Age	43.1	43.8	43.6	0.0	0.0					

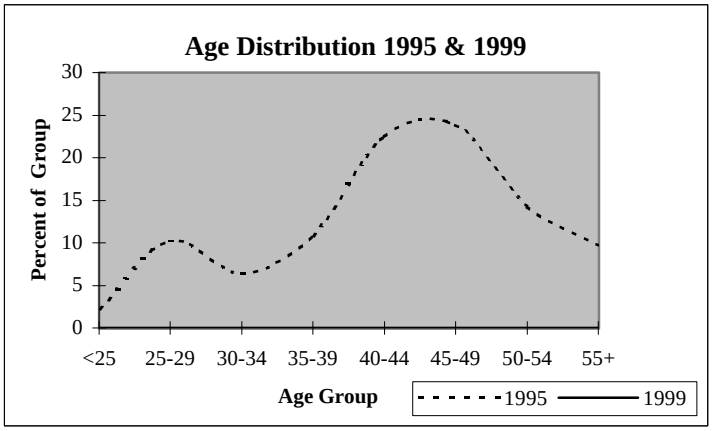
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	211	165	204	0	0	18.5%	15.4%	18.6%	0.0%	0.0%
4-7 Years	128	116	123	0	0	11.2%	10.9%	11.2%	0.0%	0.0%
8-11 Years	129	119	106	0	0	11.3%	11.1%	9.7%	0.0%	0.0%
12-15 Years	122	117	123	0	0	10.7%	11.0%	11.2%	0.0%	0.0%
16-19 Years	173	152	137	0	0	15.2%	14.2%	12.5%	0.0%	0.0%
20+ Years	375	399	401	0	0	33.0%	37.4%	36.7%	0.0%	0.0%
Average Experience	14.1	15.1	14.5	0.0	0.0					

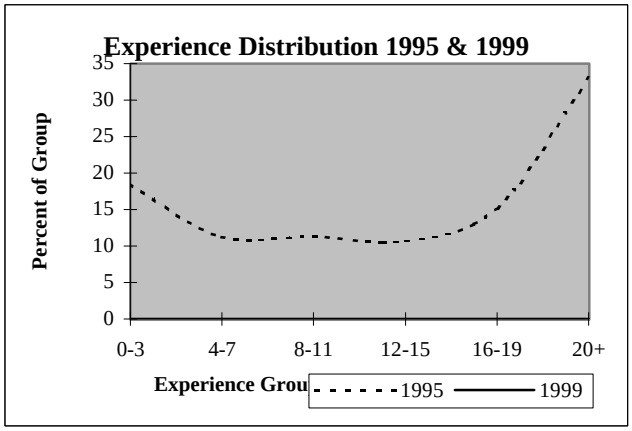
District Report for: CHATTANOOGA

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	151	110	1,306	0	-	11.0%	8.5%	100.0%	nc	-
Attrition from Transfers	6	6	1,187	0	-	0.4%	0.5%	90.9%	nc	-
Attrition from Exits	145	104	119	0	-	10.6%	8.0%	9.1%	nc	-
Teacher Attrition	129	84	1,094	0	-	11.3%	7.9%	100.0%	nc	-
Attrition from Transfers	5	4	991	0	-	0.4%	0.4%	90.6%	nc	-
Attrition from Exits	124	80	103	0	-	10.9%	7.5%	9.4%	nc	-
District Retention										
Educator Retention	1,221	1,182	0	0	-	89.0%	91.5%	0.0%	nc	-
Teacher Retention	1,009	984	0	0	-	88.7%	92.1%	0.0%	nc	-

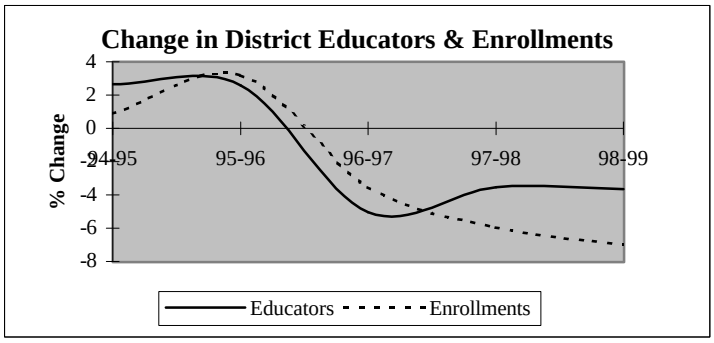
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	48.4%	21.8%	29.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	60.2%	20.4%	19.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	63.8%	16.9%	19.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	60.4%	28.0%	11.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	63.4%	21.4%	15.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	63.4%	22.0%	14.6%	89.7%	2.1%	91.8%	8.2%

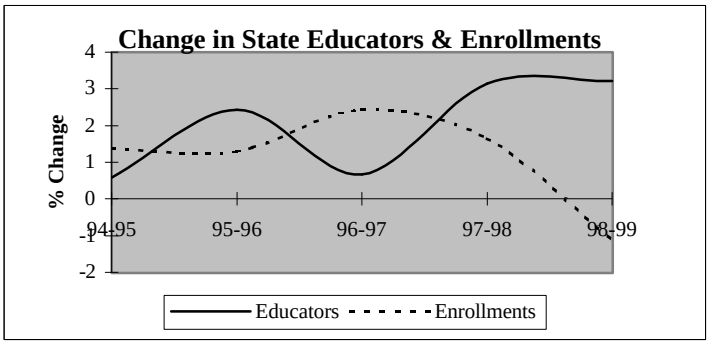
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.7%	0.0%	0.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.2%	0.0%	0.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	3.6%	6.7%	0.0%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.0%	94.6%	90.7%	0.0%	0.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.4%	0.5%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.0%	1.4%	2.1%	100.0%	100.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HANCOCK COUNTY





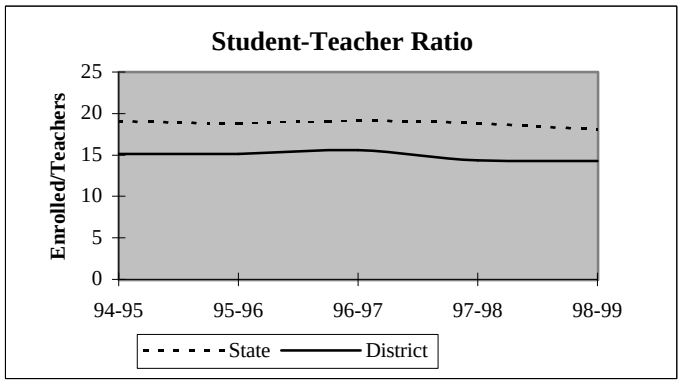
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	11.6	11.7	11.9	11.6	11.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	15.1	15.1	15.6	14.3	14.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	3	-6	-4	-4	-	-	-	-	-
% Change in Educators	2.7%	2.6%	-5.0%	-3.5%	-3.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	12	43	-49	-80	-88	-	-	-	-	-
% Change in Enrollment	0.9%	3.2%	-3.5%	-6.0%	-7.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	7.8%	6.7%	7.1%	5.5%	6.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	15.5%	16.0%	16.8%	13.8%	15.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.8%	1.8%	1.9%	2.0%	2.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	22.2%	25.0%	25.0%	16.7%	14.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.0	40.5	42.0	40.4	39.5	42.7	43.1	43.3	37.1	36.4
Average Experience	11.5	11.7	13.5	14.6	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	25,544	28,059	31,068	31,120	32,472	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.4%	2.3%	2.4%	2.4%	2.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	68.5%	68.5%	68.6%	67.0%	67.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	14.6%	15.2%	14.0%	12.5%	13.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.2%	na	0.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.6%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

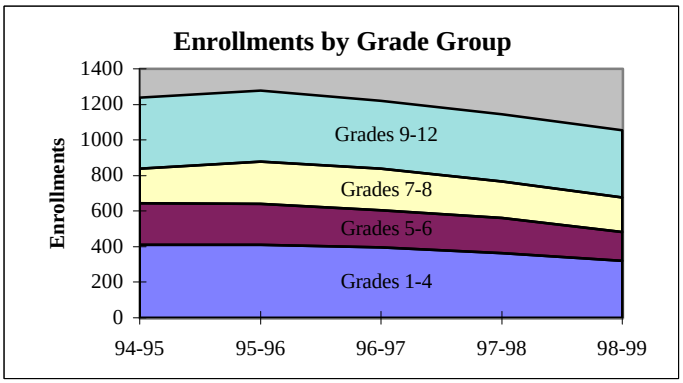
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	116	119	113	109	105	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	103	112	111	107	97	88.8%	94.1%	98.2%	98.2%	92.4%
Newly Hired	13	7	2	2	8	11.2%	5.9%	1.8%	1.8%	7.6%
Transfers In	0	0	1	0	4	0.0%	0.0%	50.0%	0.0%	50.0%
Reentrants	7	3	1	1	3	53.8%	42.9%	50.0%	50.0%	37.5%
First Time Educators	6	4	0	1	1	46.2%	57.1%	0.0%	50.0%	12.5%
Total Exiting Next Year	4	8	6	12	-	3.4%	6.7%	5.3%	11.0%	-
Transfers Out	1	1	4	0	-	25.0%	12.5%	66.7%	0.0%	-
Leave Tennessee Educ.	3	7	2	12	-	75.0%	87.5%	33.3%	100.0%	-

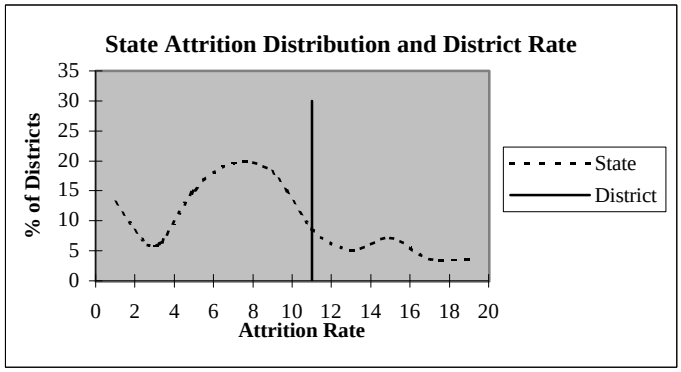
Dynamics Rates	District Rates				
District Attrition	3.4%	6.7%	5.3%	11.0%	-
Transfers In/Out	0.00	0.00	0.25	nc	-

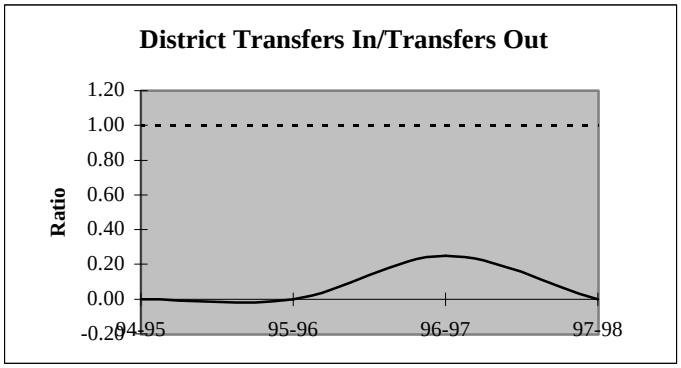
District Report for: HANCOCK COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	116	119	113	109	105	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	8	8	6	7	7.8%	6.7%	7.1%	5.5%	6.7%
Professional Staff	18	19	19	15	16	15.5%	16.0%	16.8%	13.8%	15.2%
Total Teachers	89	92	86	88	82	76.7%	77.3%	76.1%	80.7%	78.1%
Special Education	13	14	12	11	11	14.6%	15.2%	14.0%	12.5%	13.4%
Pre-K & Kindergarten	8	8	6	4	3	9.0%	8.7%	7.0%	4.5%	3.7%
Elementary (1-4)	29	31	25	28	28	32.6%	33.7%	29.1%	31.8%	34.1%
Middle School (5-6)	6	7	8	8	6	6.7%	7.6%	9.3%	9.1%	7.3%
Jr. High (7-8)	7	7	7	7	7	7.9%	7.6%	8.1%	8.0%	8.5%
High School (9-12)	26	25	28	30	27	29.2%	27.2%	32.6%	34.1%	32.9%
Business	1	1	0	0	0	3.8%	4.0%	0.0%	0.0%	0.0%
Language Arts	2	2	3	3	3	7.7%	8.0%	10.7%	10.0%	11.1%
Social Studies	2	3	3	2	2	7.7%	12.0%	10.7%	6.7%	7.4%
Foreign Language	1	0	0	1	1	3.8%	0.0%	0.0%	3.3%	3.7%
Mathematics	1	1	1	1	2	3.8%	4.0%	3.6%	3.3%	7.4%
Science	3	3	3	3	3	11.5%	12.0%	10.7%	10.0%	11.1%
Vocational Education	9	9	11	9	8	34.6%	36.0%	39.3%	30.0%	29.6%
Other High School	7	6	7	11	8	26.9%	24.0%	25.0%	36.7%	29.6%
Total Enrollments	1,346	1,389	1,340	1,260	1,172	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	91	97	105	95	96	6.8%	7.0%	7.8%	7.5%	8.2%
Grades 1-4	411	409	396	365	321	30.5%	29.4%	29.6%	29.0%	27.4%
Grades 5-6	233	230	210	198	160	17.3%	16.6%	15.7%	15.7%	13.7%
Grades 7-8	196	238	232	203	196	14.6%	17.1%	17.3%	16.1%	16.7%
Grades 9-12	397	399	383	378	378	29.5%	28.7%	28.6%	30.0%	32.3%
Ungraded	18	16	14	21	21	1.3%	1.2%	1.0%	1.7%	1.8%









District Report for: HANCOCK COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	8	8	6	6	8.1%	7.0%	7.4%	5.9%	6.2%
White - Females	2	2	2	1	1	22.2%	25.0%	25.0%	16.7%	16.7%
White - Males	7	6	6	5	5	77.8%	75.0%	75.0%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	19	18	14	15	16.2%	16.7%	16.7%	13.7%	15.5%
White - Females	9	10	10	7	9	50.0%	52.6%	55.6%	50.0%	60.0%
White - Males	9	9	8	7	6	50.0%	47.4%	44.4%	50.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	84	87	82	82	76	75.7%	76.3%	75.9%	80.4%	78.4%
White - Females	58	60	57	56	52	69.0%	69.0%	69.5%	68.3%	68.4%
White - Males	24	25	23	24	22	28.6%	28.7%	28.0%	29.3%	28.9%
Black - Females	1	1	1	1	1	1.2%	1.1%	1.2%	1.2%	1.3%
Black - Males	1	1	1	1	1	1.2%	1.1%	1.2%	1.2%	1.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	0	5	8	1.2%	1.2%	0.0%	5.7%	9.8%
25-29	12	12	9	5	2	14.8%	14.6%	11.4%	5.7%	2.4%
30-34	14	11	10	13	12	17.3%	13.4%	12.7%	14.8%	14.6%
35-39	14	13	9	12	13	17.3%	15.9%	11.4%	13.6%	15.9%
40-45	13	17	21	18	12	16.0%	20.7%	26.6%	20.5%	14.6%
45-49	15	15	13	15	14	18.5%	18.3%	16.5%	17.0%	17.1%
50-54	8	7	11	12	10	9.9%	8.5%	13.9%	13.6%	12.2%
55+	4	6	6	8	11	4.9%	7.3%	7.6%	9.1%	13.4%
Average Age	40.0	40.5	42.0	40.4	39.5					

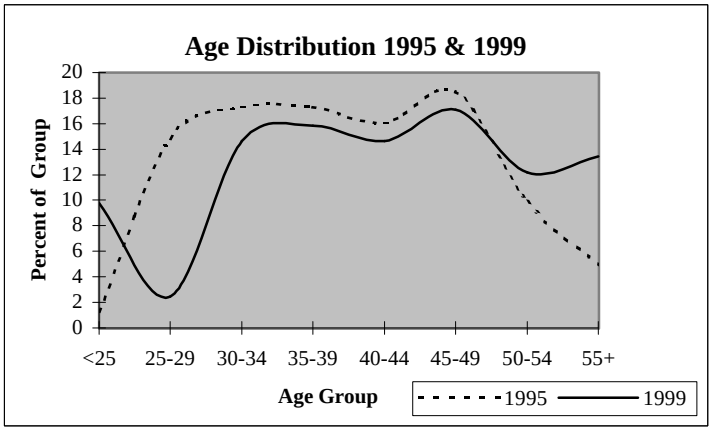
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	22	19	10	3	5	24.7%	20.7%	11.6%	3.4%	6.1%
4-7 Years	14	21	19	18	14	15.7%	22.8%	22.1%	20.5%	17.1%
8-11 Years	12	10	12	17	18	13.5%	10.9%	14.0%	19.3%	22.0%
12-15 Years	11	11	10	12	10	12.4%	12.0%	11.6%	13.6%	12.2%
16-19 Years	13	14	15	14	13	14.6%	15.2%	17.4%	15.9%	15.9%
20+ Years	17	17	20	24	22	19.1%	18.5%	23.3%	27.3%	26.8%
Average Experience	11.5	11.7	13.5	14.6	14.7					

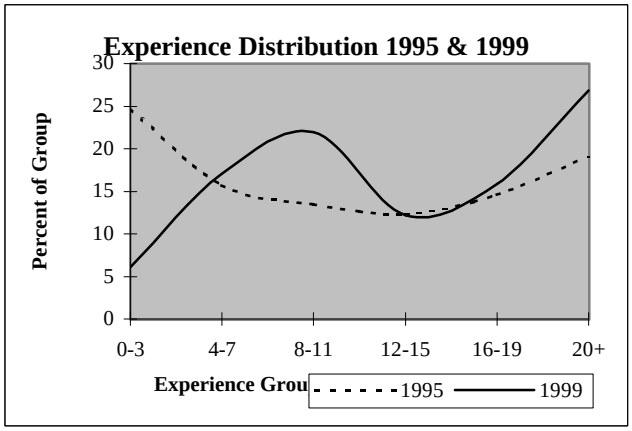
District Report for: HANCOCK COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	8	6	12	-	3.4%	6.7%	5.3%	11.0%	-
Attrition from Transfers	1	1	4	0	-	0.9%	0.8%	3.5%	0.0%	-
Attrition from Exits	3	7	2	12	-	2.6%	5.9%	1.8%	11.0%	-
Teacher Attrition	4	7	5	7	-	4.5%	7.6%	5.8%	8.0%	-
Attrition from Transfers	1	1	4	0	-	1.1%	1.1%	4.7%	0.0%	-
Attrition from Exits	3	6	1	7	-	3.4%	6.5%	1.2%	8.0%	-
District Retention										
Educator Retention	112	111	107	97	-	96.6%	93.3%	94.7%	89.0%	-
Teacher Retention	85	85	81	81	-	95.5%	92.4%	94.2%	92.0%	-

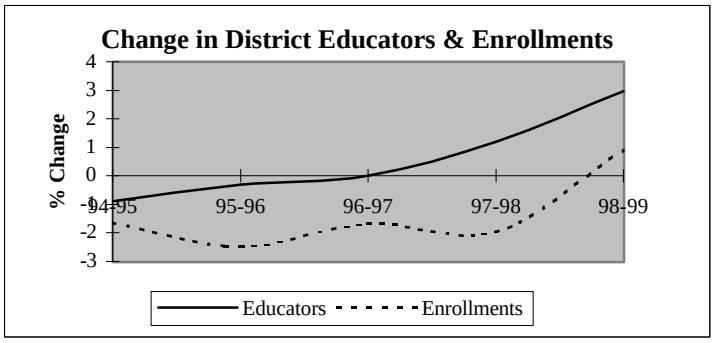
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	70.0%	10.0%	20.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.3%	5.6%	11.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	15.0%	5.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.1%	0.0%	5.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.9%	0.0%	9.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.8%	0.0%	4.2%	89.7%	2.1%	91.8%	8.2%

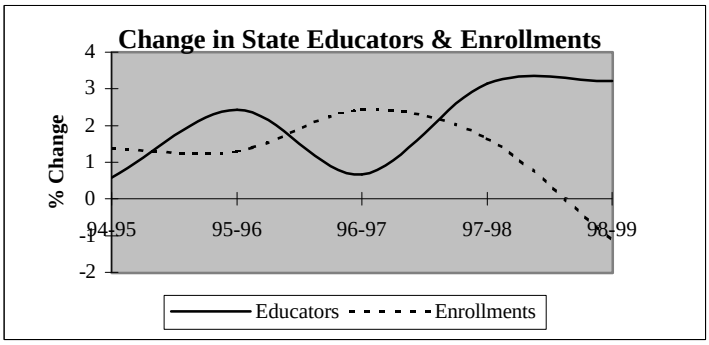
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.0%	8.8%	12.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.9%	1.8%	2.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.0%	3.4%	0.0%	0.9%	3.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.8%	94.1%	98.2%	98.2%	93.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.8%	0.9%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.2%	1.7%	0.9%	0.9%	2.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HARDEMAN COUNTY





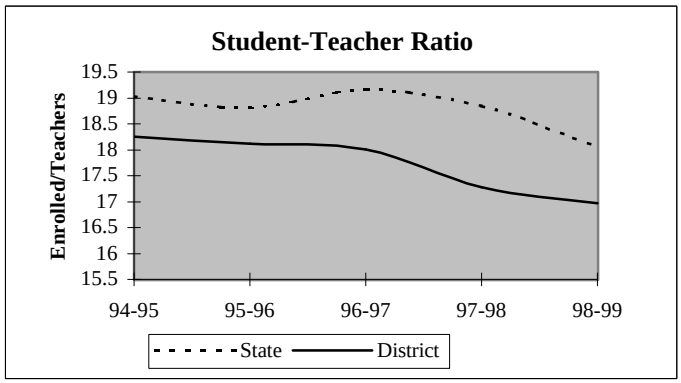
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	15.5	15.2	14.7	14.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.3	18.1	18.0	17.3	17.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	-3	-1	0	4	10	-	-	-	-	-
% Change in Educators	-0.9%	-0.3%	0.0%	1.2%	3.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-89	-131	-86	-100	46	-	-	-	-	-
% Change in Enrollment	-1.7%	-2.5%	-1.7%	-2.0%	0.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.8%	5.4%	4.7%	4.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.7%	9.9%	10.2%	10.1%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	23.2%	22.7%	22.8%	23.2%	23.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	13.3%	18.8%	23.5%	26.7%	31.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	6.3%	12.5%	16.7%	18.8%	41.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.9	40.7	41.4	32.3	29.7	42.7	43.1	43.3	37.1	36.4
Average Experience	11.5	11.8	12.1	12.3	11.7	13.9	13.9	13.8	13.7	13.7
Average Salary	27,829	29,242	30,289	30,109	30,881	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	23.0%	22.4%	22.2%	22.5%	22.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.3%	78.9%	77.9%	77.7%	78.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.3%	10.2%	10.3%	11.1%	12.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	54.1%	na	54.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	na	1.6%	-	1.7%	1.7%	1.6%	1.8%

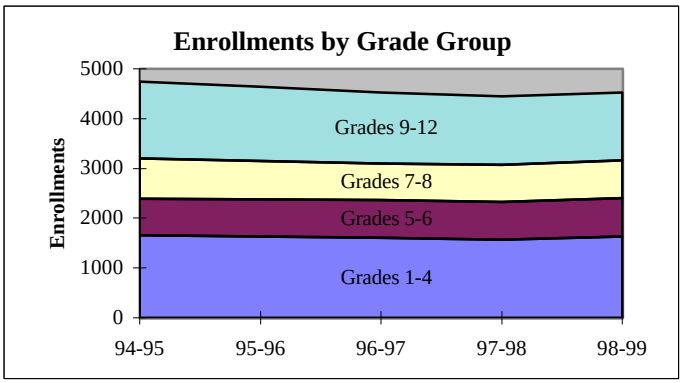
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	334	333	333	337	347	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	300	296	299	297	286	89.8%	88.9%	89.8%	88.1%	82.4%
Newly Hired	34	37	34	40	61	10.2%	11.1%	10.2%	11.9%	17.6%
Transfers In	5	2	1	3	5	14.7%	5.4%	2.9%	7.5%	8.2%
Reentrants	9	15	9	15	15	26.5%	40.5%	26.5%	37.5%	24.6%
First Time Educators	20	20	24	22	41	58.8%	54.1%	70.6%	55.0%	67.2%
Total Exiting Next Year	38	34	36	51	-	11.4%	10.2%	10.8%	15.1%	-
Transfers Out	16	7	14	13	-	42.1%	20.6%	38.9%	25.5%	-
Leave Tennessee Educ.	22	27	22	38	-	57.9%	79.4%	61.1%	74.5%	-

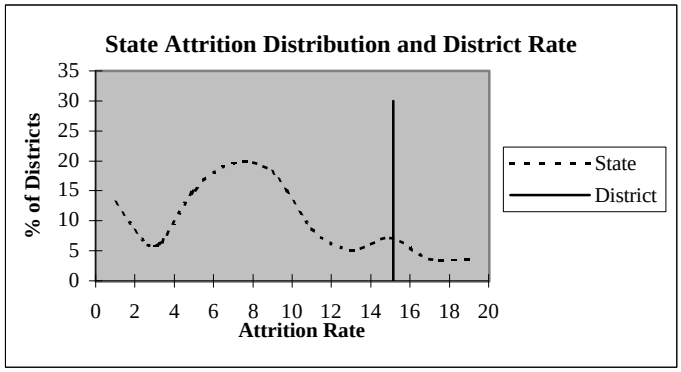
Dynamics Rates	District Rates				
District Attrition	11.4%	10.2%	10.8%	15.1%	-
Transfers In/Out	0.31	0.29	0.07	0.23	-

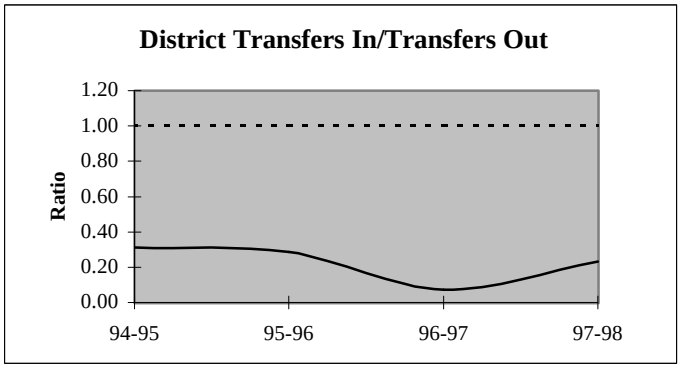
District Report for: HARDEMAN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	334	333	333	337	347	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	16	18	16	17	4.8%	4.8%	5.4%	4.7%	4.9%
Professional Staff	29	33	34	34	35	8.7%	9.9%	10.2%	10.1%	10.1%
Total Teachers	289	284	281	287	295	86.5%	85.3%	84.4%	85.2%	85.0%
Special Education	27	29	29	32	37	9.3%	10.2%	10.3%	11.1%	12.5%
Pre-K & Kindergarten	24	21	23	20	20	8.3%	7.4%	8.2%	7.0%	6.8%
Elementary (1-4)	105	100	97	95	97	36.3%	35.2%	34.5%	33.1%	32.9%
Middle School (5-6)	29	27	27	30	35	10.0%	9.5%	9.6%	10.5%	11.9%
Jr. High (7-8)	29	36	30	35	34	10.0%	12.7%	10.7%	12.2%	11.5%
High School (9-12)	75	71	75	75	72	26.0%	25.0%	26.7%	26.1%	24.4%
Business	5	8	7	4	4	6.7%	11.3%	9.3%	5.3%	5.6%
Language Arts	10	8	11	10	11	13.3%	11.3%	14.7%	13.3%	15.3%
Social Studies	9	9	7	6	11	12.0%	12.7%	9.3%	8.0%	15.3%
Foreign Language	3	3	2	2	3	4.0%	4.2%	2.7%	2.7%	4.2%
Mathematics	9	8	10	7	8	12.0%	11.3%	13.3%	9.3%	11.1%
Science	8	7	8	5	7	10.7%	9.9%	10.7%	6.7%	9.7%
Vocational Education	15	14	15	14	16	20.0%	19.7%	20.0%	18.7%	22.2%
Other High School	16	14	15	27	12	21.3%	19.7%	20.0%	36.0%	16.7%
Total Enrollments	5,276	5,145	5,059	4,959	5,005	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	428	405	440	420	399	8.1%	7.9%	8.7%	8.5%	8.0%
Grades 1-4	1,656	1,636	1,603	1,567	1,635	31.4%	31.8%	31.7%	31.6%	32.7%
Grades 5-6	741	740	757	761	774	14.0%	14.4%	15.0%	15.3%	15.5%
Grades 7-8	804	779	742	747	758	15.2%	15.1%	14.7%	15.1%	15.1%
Grades 9-12	1,548	1,488	1,427	1,378	1,362	29.3%	28.9%	28.2%	27.8%	27.2%
Ungraded	99	97	90	86	77	1.9%	1.9%	1.8%	1.7%	1.5%









District Report for: HARDEMAN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	15	16	17	15	16	4.8%	5.2%	5.7%	5.1%	5.2%
White - Females	0	0	0	0	3	0.0%	0.0%	0.0%	0.0%	18.8%
White - Males	13	13	13	11	8	86.7%	81.3%	76.5%	73.3%	50.0%
Black - Females	1	2	3	3	4	6.7%	12.5%	17.6%	20.0%	25.0%
Black - Males	1	1	1	1	1	6.7%	6.3%	5.9%	6.7%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	33	33	33	34	9.2%	10.7%	11.1%	11.1%	11.0%
White - Females	19	21	21	22	20	65.5%	63.6%	63.6%	66.7%	58.8%
White - Males	1	3	3	2	4	3.4%	9.1%	9.1%	6.1%	11.8%
Black - Females	5	5	5	5	6	17.2%	15.2%	15.2%	15.2%	17.6%
Black - Males	4	4	4	4	4	13.8%	12.1%	12.1%	12.1%	11.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	270	259	248	249	259	86.0%	84.1%	83.2%	83.8%	83.8%
White - Females	167	161	151	154	162	61.9%	62.2%	60.9%	61.8%	62.5%
White - Males	41	40	42	39	40	15.2%	15.4%	16.9%	15.7%	15.4%
Black - Females	52	46	44	44	46	19.3%	17.8%	17.7%	17.7%	17.8%
Black - Males	9	11	9	10	10	3.3%	4.2%	3.6%	4.0%	3.9%
Other - Females	1	0	1	1	1	0.4%	0.0%	0.4%	0.4%	0.4%
Other - Males	0	1	1	1	0	0.0%	0.4%	0.4%	0.4%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	9	3	1	71	93	3.4%	1.2%	0.4%	24.7%	31.5%
25-29	40	42	32	21	15	15.2%	17.1%	13.9%	7.3%	5.1%
30-34	43	38	37	34	29	16.3%	15.5%	16.0%	11.8%	9.8%
35-39	43	34	33	28	33	16.3%	13.9%	14.3%	9.8%	11.2%
40-45	46	35	32	33	36	17.5%	14.3%	13.9%	11.5%	12.2%
45-49	40	46	48	41	36	15.2%	18.8%	20.8%	14.3%	12.2%
50-54	18	23	24	35	29	6.8%	9.4%	10.4%	12.2%	9.8%
55+	24	24	24	24	24	9.1%	9.8%	10.4%	8.4%	8.1%
Average Age	39.9	40.7	41.4	32.3	29.7					

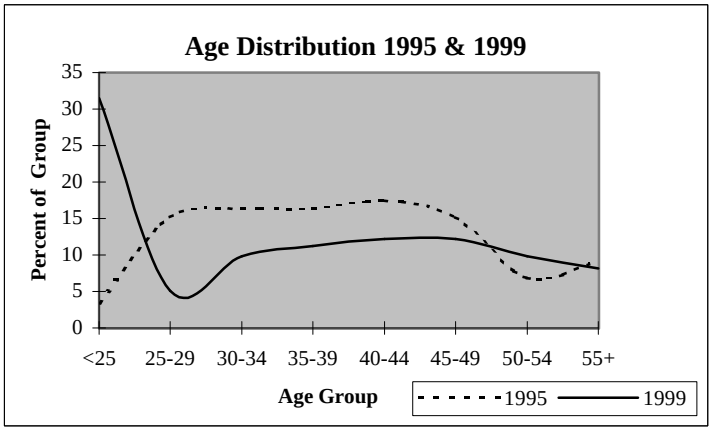
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	79	83	62	67	81	27.3%	29.2%	22.1%	23.3%	27.5%
4-7 Years	42	41	62	57	53	14.5%	14.4%	22.1%	19.9%	18.0%
8-11 Years	39	36	33	34	31	13.5%	12.7%	11.7%	11.8%	10.5%
12-15 Years	31	24	22	25	28	10.7%	8.5%	7.8%	8.7%	9.5%
16-19 Years	30	25	26	25	25	10.4%	8.8%	9.3%	8.7%	8.5%
20+ Years	68	75	76	79	77	23.5%	26.4%	27.0%	27.5%	26.1%
Average Experience	11.5	11.8	12.1	12.3	11.7					

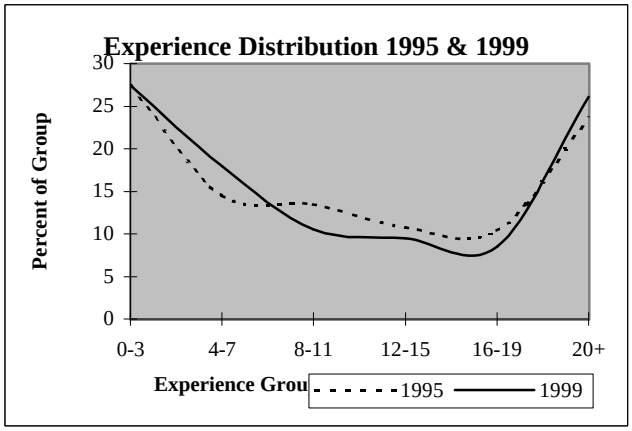
District Report for: HARDEMAN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	38	34	36	51	-	11.4%	10.2%	10.8%	15.1%	-
Attrition from Transfers	16	7	14	13	-	4.8%	2.1%	4.2%	3.9%	-
Attrition from Exits	22	27	22	38	-	6.6%	8.1%	6.6%	11.3%	-
Teacher Attrition	36	33	31	49	-	12.5%	11.6%	11.0%	17.1%	-
Attrition from Transfers	14	7	14	13	-	4.8%	2.5%	5.0%	4.5%	-
Attrition from Exits	22	26	17	36	-	7.6%	9.2%	6.0%	12.5%	-
District Retention										
Educator Retention	296	299	297	286	-	88.6%	89.8%	89.2%	84.9%	-
Teacher Retention	253	251	250	238	-	87.5%	88.4%	89.0%	82.9%	-

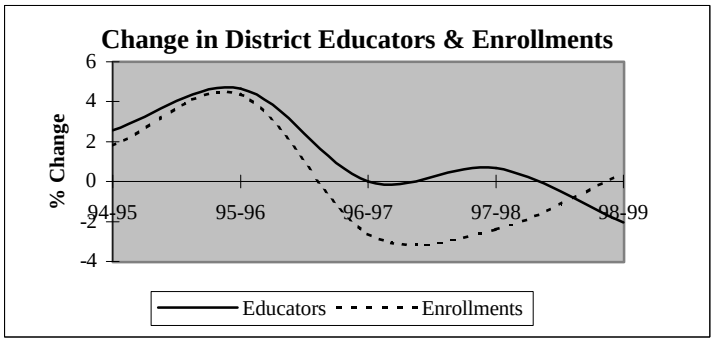
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	74.1%	6.3%	19.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	74.8%	6.5%	18.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	81.3%	5.0%	13.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.1%	4.9%	4.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	79.7%	3.8%	16.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.3%	3.2%	9.5%	89.7%	2.1%	91.8%	8.2%

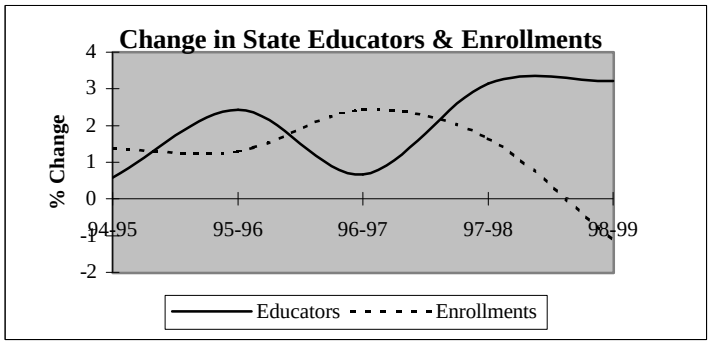
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	15.0%	20.5%	26.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.2%	8.9%	12.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.2%	7.2%	7.2%	6.5%	12.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.4%	88.6%	90.7%	89.6%	83.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.9%	0.0%	0.6%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.5%	3.3%	2.1%	3.3%	3.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HARDIN COUNTY





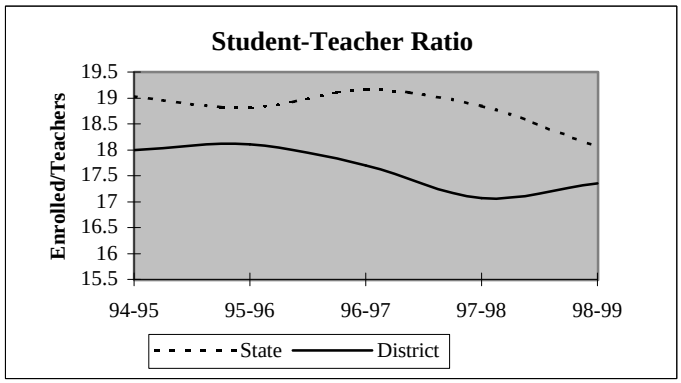
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	15.3	14.9	14.4	14.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.0	18.1	17.7	17.1	17.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	13	0	2	-6	-	-	-	-	-
% Change in Educators	2.6%	4.6%	0.0%	0.7%	-2.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	76	187	-117	-104	18	-	-	-	-	-
% Change in Enrollment	1.8%	4.4%	-2.6%	-2.4%	0.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.7%	0.0%	0.7%	0.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.4%	4.4%	4.4%	3.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.4%	11.3%	11.6%	11.2%	11.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.2%	1.8%	1.8%	1.8%	1.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	23.1%	23.1%	23.1%	23.1%	18.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.4	43.1	43.9	38.3	37.2	42.7	43.1	43.3	37.1	36.4
Average Experience	13.6	13.8	14.1	14.5	14.6	13.9	13.9	13.8	13.7	13.7
Average Salary	27,893	28,373	29,385	29,550	31,569	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.2%	2.1%	2.1%	2.1%	2.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.1%	82.2%	81.7%	81.5%	80.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	9.7%	9.3%	8.8%	8.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.1%	na	6.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.5%	na	1.9%	-	1.7%	1.7%	1.6%	1.8%

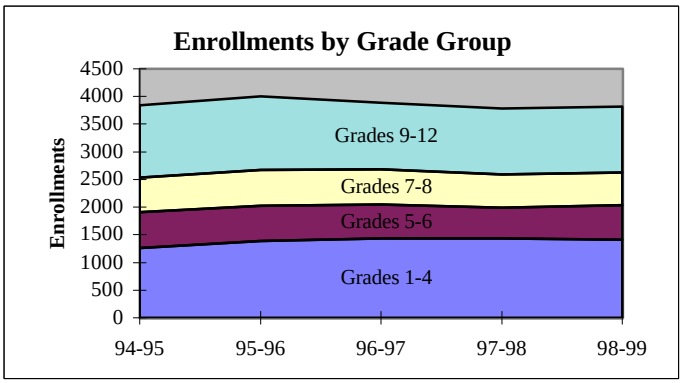
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	280	293	293	295	289	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	257	271	279	279	275	91.8%	92.5%	95.2%	94.6%	95.2%
Newly Hired	23	22	14	16	14	8.2%	7.5%	4.8%	5.4%	4.8%
Transfers In	3	3	2	1	1	13.0%	13.6%	14.3%	6.3%	7.1%
Reentrants	10	7	5	8	4	43.5%	31.8%	35.7%	50.0%	28.6%
First Time Educators	10	12	7	7	9	43.5%	54.5%	50.0%	43.8%	64.3%
Total Exiting Next Year	9	14	14	20	-	3.2%	4.8%	4.8%	6.8%	-
Transfers Out	4	0	1	0	-	44.4%	0.0%	7.1%	0.0%	-
Leave Tennessee Educ.	5	14	13	20	-	55.6%	100.0%	92.9%	100.0%	-

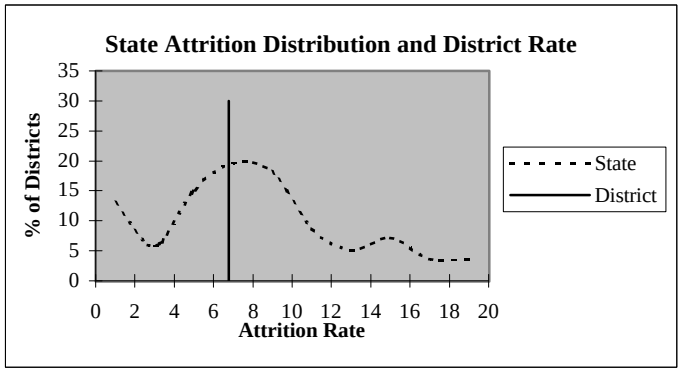
Dynamics Rates	District Rates				
District Attrition	3.2%	4.8%	4.8%	6.8%	-
Transfers In/Out	0.75	nc	2.00	nc	-

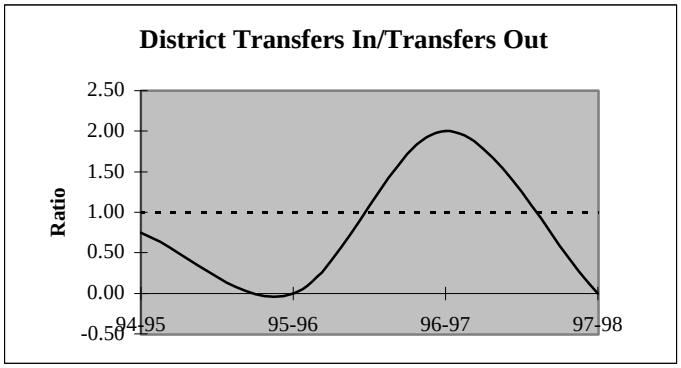
District Report for: HARDIN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	280	293	293	295	289	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	13	13	11	4.6%	4.4%	4.4%	4.4%	3.8%
Professional Staff	29	33	34	33	32	10.4%	11.3%	11.6%	11.2%	11.1%
Total Teachers	238	247	246	249	246	85.0%	84.3%	84.0%	84.4%	85.1%
Special Education	21	24	23	22	21	8.8%	9.7%	9.3%	8.8%	8.5%
Pre-K & Kindergarten	17	18	19	21	19	7.1%	7.3%	7.7%	8.4%	7.7%
Elementary (1-4)	85	90	89	91	92	35.7%	36.4%	36.2%	36.5%	37.4%
Middle School (5-6)	30	29	29	29	28	12.6%	11.7%	11.8%	11.6%	11.4%
Jr. High (7-8)	25	22	27	28	28	10.5%	8.9%	11.0%	11.2%	11.4%
High School (9-12)	60	64	59	58	58	25.2%	25.9%	24.0%	23.3%	23.6%
Business	0	0	1	0	0	0.0%	0.0%	1.7%	0.0%	0.0%
Language Arts	10	10	9	10	9	16.7%	15.6%	15.3%	17.2%	15.5%
Social Studies	6	7	7	7	7	10.0%	10.9%	11.9%	12.1%	12.1%
Foreign Language	3	2	2	2	2	5.0%	3.1%	3.4%	3.4%	3.4%
Mathematics	7	8	8	8	8	11.7%	12.5%	13.6%	13.8%	13.8%
Science	7	7	7	7	6	11.7%	10.9%	11.9%	12.1%	10.3%
Vocational Education	18	18	15	14	14	30.0%	28.1%	25.4%	24.1%	24.1%
Other High School	9	12	10	10	12	15.0%	18.8%	16.9%	17.2%	20.7%
Total Enrollments	4,284	4,471	4,354	4,250	4,268	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	352	394	381	350	353	8.2%	8.8%	8.8%	8.2%	8.3%
Grades 1-4	1,260	1,389	1,430	1,430	1,408	29.4%	31.1%	32.8%	33.6%	33.0%
Grades 5-6	653	640	616	565	630	15.2%	14.3%	14.1%	13.3%	14.8%
Grades 7-8	625	646	633	601	589	14.6%	14.4%	14.5%	14.1%	13.8%
Grades 9-12	1,303	1,326	1,210	1,184	1,190	30.4%	29.7%	27.8%	27.9%	27.9%
Ungraded	91	76	84	120	98	2.1%	1.7%	1.9%	2.8%	2.3%









District Report for: HARDIN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	12	12	12	10	4.4%	4.2%	4.2%	4.3%	3.6%
White - Females	3	3	3	3	2	25.0%	25.0%	25.0%	25.0%	20.0%
White - Males	9	9	9	9	8	75.0%	75.0%	75.0%	75.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	32	33	33	32	10.4%	11.3%	11.7%	11.7%	11.6%
White - Females	23	25	26	26	27	82.1%	78.1%	78.8%	78.8%	84.4%
White - Males	4	7	7	7	5	14.3%	21.9%	21.2%	21.2%	15.6%
Black - Females	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	230	240	238	237	233	85.2%	84.5%	84.1%	84.0%	84.7%
White - Females	181	192	190	190	186	78.7%	80.0%	79.8%	80.2%	79.8%
White - Males	44	43	43	42	42	19.1%	17.9%	18.1%	17.7%	18.0%
Black - Females	5	5	5	5	5	2.2%	2.1%	2.1%	2.1%	2.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	4	1	36	46	2.7%	1.8%	0.5%	14.5%	18.7%
25-29	16	17	13	14	7	7.1%	7.7%	6.0%	5.6%	2.8%
30-34	23	21	23	20	19	10.3%	9.5%	10.6%	8.0%	7.7%
35-39	36	27	22	19	19	16.1%	12.2%	10.1%	7.6%	7.7%
40-45	50	51	54	48	42	22.3%	23.0%	24.9%	19.3%	17.1%
45-49	46	53	48	49	51	20.5%	23.9%	22.1%	19.7%	20.7%
50-54	27	24	30	34	33	12.1%	10.8%	13.8%	13.7%	13.4%
55+	20	25	26	29	29	8.9%	11.3%	12.0%	11.6%	11.8%
Average Age	42.4	43.1	43.9	38.3	37.2					

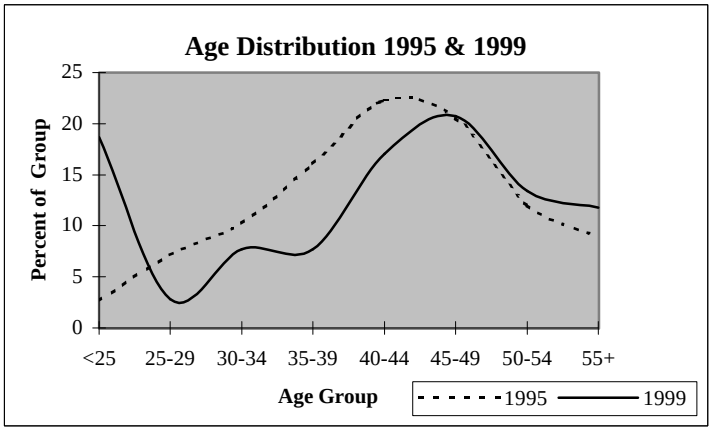
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	45	45	41	35	36	18.9%	18.2%	16.7%	14.1%	14.6%
4-7 Years	30	35	35	42	40	12.6%	14.2%	14.2%	16.9%	16.3%
8-11 Years	19	22	25	27	29	8.0%	8.9%	10.2%	10.8%	11.8%
12-15 Years	34	24	23	18	18	14.3%	9.7%	9.3%	7.2%	7.3%
16-19 Years	43	45	45	39	35	18.1%	18.2%	18.3%	15.7%	14.2%
20+ Years	67	76	77	88	88	28.2%	30.8%	31.3%	35.3%	35.8%
Average Experience	13.6	13.8	14.1	14.5	14.6					

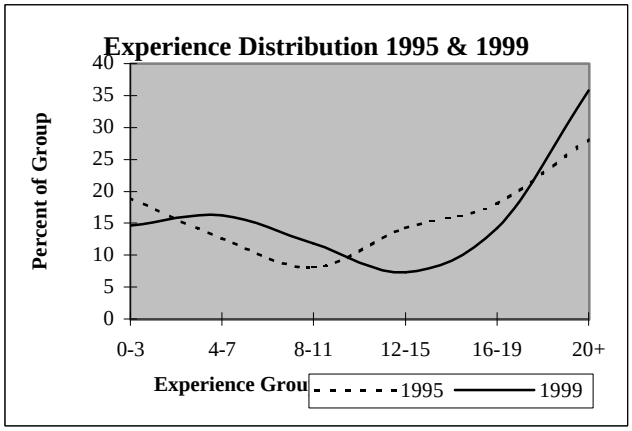
District Report for: HARDIN COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	14	14	20	-	3.2%	4.8%	4.8%	6.8%	-
Attrition from Transfers	4	0	1	0	-	1.4%	0.0%	0.3%	0.0%	-
Attrition from Exits	5	14	13	20	-	1.8%	4.8%	4.4%	6.8%	-
Teacher Attrition	7	13	12	16	-	2.9%	5.3%	4.9%	6.4%	-
Attrition from Transfers	4	0	1	0	-	1.7%	0.0%	0.4%	0.0%	-
Attrition from Exits	3	13	11	16	-	1.3%	5.3%	4.5%	6.4%	-
District Retention										
Educator Retention	271	279	279	275	-	96.8%	95.2%	95.2%	93.2%	-
Teacher Retention	231	234	234	233	-	97.1%	94.7%	95.1%	93.6%	-

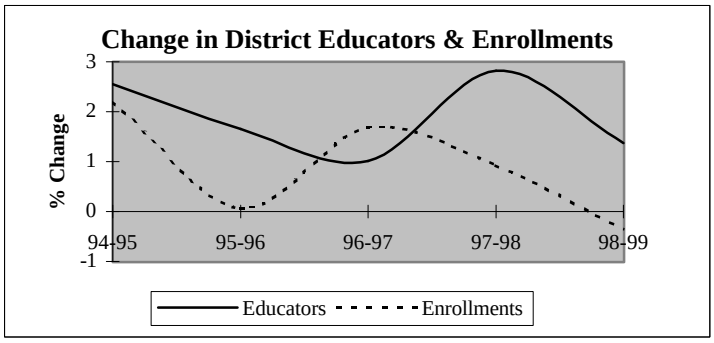
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	95.9%	0.0%	4.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.5%	3.6%	8.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	94.3%	0.0%	5.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.5%	2.1%	6.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.7%	4.2%	4.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.2%	0.0%	6.8%	89.7%	2.1%	91.8%	8.2%

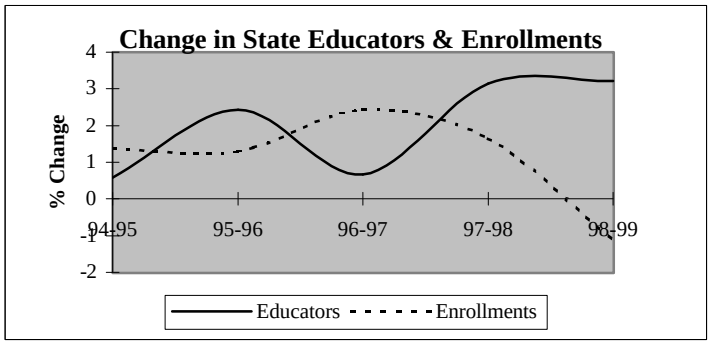
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.1%	9.5%	11.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.9%	5.7%	7.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.9%	4.4%	3.4%	2.4%	4.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.2%	93.9%	94.9%	95.3%	95.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.7%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.1%	1.7%	1.7%	2.4%	0.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HAWKINS COUNTY





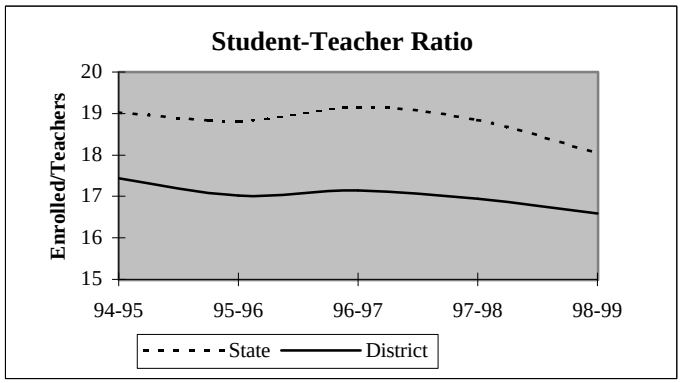
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	14.6	14.7	14.4	14.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.4	17.0	17.2	16.9	16.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	12	8	5	14	7	-	-	-	-	-
% Change in Educators	2.5%	1.7%	1.0%	2.8%	1.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	154	5	120	67	-26	-	-	-	-	-
% Change in Enrollment	2.2%	0.1%	1.7%	0.9%	-0.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.2%	0.4%	0.2%	0.8%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.8%	5.5%	5.2%	5.1%	5.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.3%	9.0%	9.3%	10.0%	9.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.1%	1.1%	1.3%	1.0%	1.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	21.4%	22.2%	15.4%	19.2%	23.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.2	42.6	42.8	39.7	39.4	42.7	43.1	43.3	37.1	36.4
Average Experience	14.7	15.2	15.2	14.9	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	28,859	29,681	30,390	29,992	30,961	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.0%	1.0%	1.2%	1.0%	1.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.2%	73.6%	73.8%	74.8%	75.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.0%	9.8%	10.4%	10.6%	11.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.2%	na	1.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.2%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

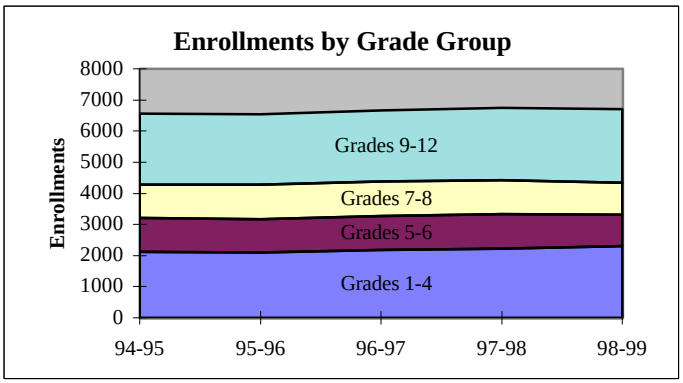
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	483	491	496	510	517	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	446	464	458	456	465	92.3%	94.5%	92.3%	89.4%	89.9%
Newly Hired	37	27	38	54	52	7.7%	5.5%	7.7%	10.6%	10.1%
Transfers In	6	1	7	6	4	16.2%	3.7%	18.4%	11.1%	7.7%
Reentrants	13	11	13	16	21	35.1%	40.7%	34.2%	29.6%	40.4%
First Time Educators	18	15	18	32	27	48.6%	55.6%	47.4%	59.3%	51.9%
Total Exiting Next Year	19	33	40	45	-	3.9%	6.7%	8.1%	8.8%	-
Transfers Out	10	7	8	6	-	52.6%	21.2%	20.0%	13.3%	-
Leave Tennessee Educ.	9	26	32	39	-	47.4%	78.8%	80.0%	86.7%	-

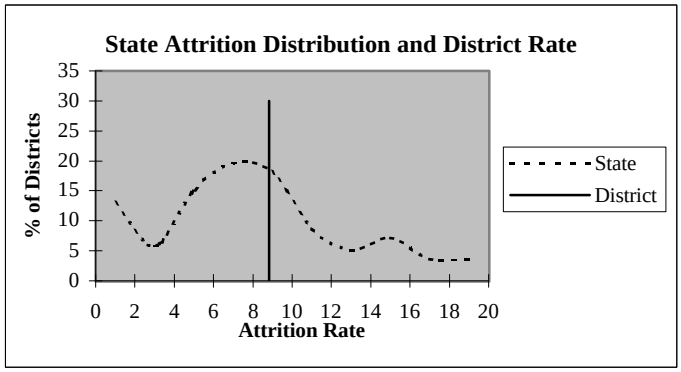
Dynamics Rates	District Rates				
District Attrition	3.9%	6.7%	8.1%	8.8%	-
Transfers In/Out	0.60	0.14	0.88	1.00	-

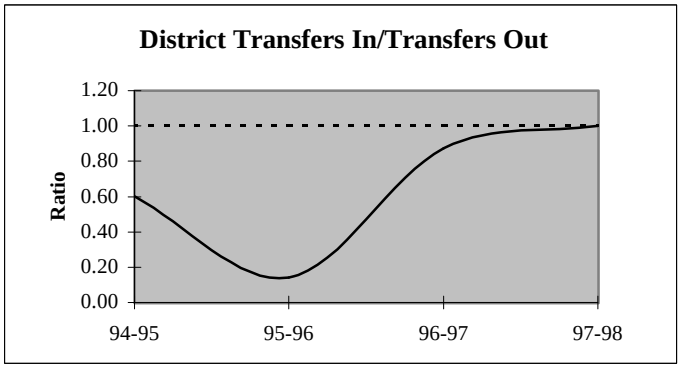
District Report for: HAWKINS COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	483	491	496	510	517	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	28	27	26	26	26	5.8%	5.5%	5.2%	5.1%	5.0%
Professional Staff	45	44	46	51	50	9.3%	9.0%	9.3%	10.0%	9.7%
Total Teachers	410	420	424	433	441	84.9%	85.5%	85.5%	84.9%	85.3%
Special Education	41	41	44	46	51	10.0%	9.8%	10.4%	10.6%	11.6%
Pre-K & Kindergarten	24	24	26	29	28	5.9%	5.7%	6.1%	6.7%	6.3%
Elementary (1-4)	146	145	150	156	165	35.6%	34.5%	35.4%	36.0%	37.4%
Middle School (5-6)	43	45	47	48	49	10.5%	10.7%	11.1%	11.1%	11.1%
Jr. High (7-8)	41	45	43	42	37	10.0%	10.7%	10.1%	9.7%	8.4%
High School (9-12)	115	120	114	112	111	28.0%	28.6%	26.9%	25.9%	25.2%
Business	7	7	6	8	7	6.1%	5.8%	5.3%	7.1%	6.3%
Language Arts	17	14	17	14	14	14.8%	11.7%	14.9%	12.5%	12.6%
Social Studies	15	16	12	15	16	13.0%	13.3%	10.5%	13.4%	14.4%
Foreign Language	5	5	4	6	6	4.3%	4.2%	3.5%	5.4%	5.4%
Mathematics	13	12	11	13	12	11.3%	10.0%	9.6%	11.6%	10.8%
Science	11	13	12	11	12	9.6%	10.8%	10.5%	9.8%	10.8%
Vocational Education	23	24	22	22	22	20.0%	20.0%	19.3%	19.6%	19.8%
Other High School	24	29	30	23	22	20.9%	24.2%	26.3%	20.5%	19.8%
Total Enrollments	7,147	7,152	7,272	7,339	7,313	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	529	537	557	553	561	7.4%	7.5%	7.7%	7.5%	7.7%
Grades 1-4	2,113	2,100	2,182	2,230	2,300	29.6%	29.4%	30.0%	30.4%	31.5%
Grades 5-6	1,102	1,075	1,092	1,096	1,001	15.4%	15.0%	15.0%	14.9%	13.7%
Grades 7-8	1,059	1,095	1,108	1,099	1,038	14.8%	15.3%	15.2%	15.0%	14.2%
Grades 9-12	2,277	2,265	2,279	2,325	2,365	31.9%	31.7%	31.3%	31.7%	32.3%
Ungraded	67	80	54	36	48	0.9%	1.1%	0.7%	0.5%	0.7%









District Report for: HAWKINS COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	28	27	26	26	26	6.0%	5.7%	5.4%	5.3%	5.3%
White - Females	6	6	4	5	6	21.4%	22.2%	15.4%	19.2%	23.1%
White - Males	22	21	22	21	20	78.6%	77.8%	84.6%	80.8%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	43	42	44	49	45	9.1%	8.8%	9.2%	10.0%	9.1%
White - Females	31	31	32	38	34	72.1%	73.8%	72.7%	77.6%	75.6%
White - Males	11	10	11	10	10	25.6%	23.8%	25.0%	20.4%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.3%	2.4%	2.3%	2.0%	2.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	399	407	408	414	421	84.9%	85.5%	85.4%	84.7%	85.6%
White - Females	289	297	300	308	315	72.4%	73.0%	73.5%	74.4%	74.8%
White - Males	106	106	103	102	102	26.6%	26.0%	25.2%	24.6%	24.2%
Black - Females	3	3	3	3	3	0.8%	0.7%	0.7%	0.7%	0.7%
Black - Males	1	1	1	0	1	0.3%	0.2%	0.2%	0.0%	0.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	1	0	0.0%	0.0%	0.2%	0.2%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	15	5	6	36	42	3.8%	1.2%	1.5%	8.3%	9.5%
25-29	41	55	53	60	62	10.3%	13.5%	13.3%	13.9%	14.1%
30-34	39	36	36	38	41	9.8%	8.8%	9.0%	8.8%	9.3%
35-39	54	51	47	51	49	13.5%	12.5%	11.8%	11.8%	11.1%
40-45	70	71	68	55	49	17.5%	17.4%	17.0%	12.7%	11.1%
45-49	88	84	80	74	73	22.1%	20.6%	20.0%	17.1%	16.6%
50-54	47	55	58	64	67	11.8%	13.5%	14.5%	14.8%	15.2%
55+	45	50	52	55	58	11.3%	12.3%	13.0%	12.7%	13.2%
Average Age	42.2	42.6	42.8	39.7	39.4					

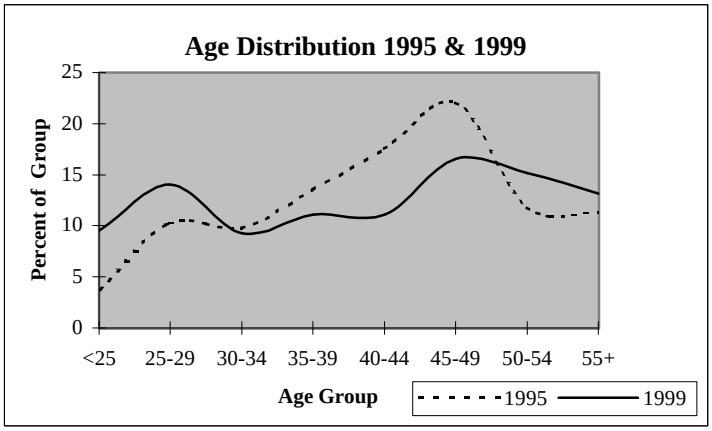
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	81	81	79	78	80	19.8%	19.3%	18.6%	18.0%	18.1%
4-7 Years	43	45	51	68	75	10.5%	10.7%	12.0%	15.7%	17.0%
8-11 Years	39	31	35	36	37	9.5%	7.4%	8.3%	8.3%	8.4%
12-15 Years	43	44	41	39	40	10.5%	10.5%	9.7%	9.0%	9.1%
16-19 Years	64	67	64	50	42	15.6%	16.0%	15.1%	11.5%	9.5%
20+ Years	140	152	154	162	167	34.1%	36.2%	36.3%	37.4%	37.9%
Average Experience	14.7	15.2	15.2	14.9	14.7					

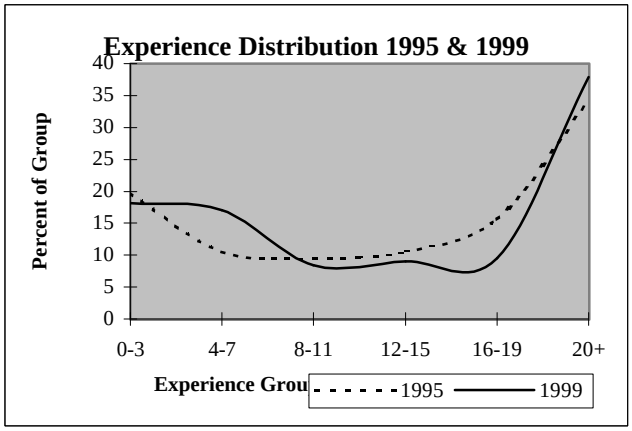
District Report for: HAWKINS COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	19	33	40	45	-	3.9%	6.7%	8.1%	8.8%	-
Attrition from Transfers	10	7	8	6	-	2.1%	1.4%	1.6%	1.2%	-
Attrition from Exits	9	26	32	39	-	1.9%	5.3%	6.5%	7.6%	-
Teacher Attrition	14	28	33	37	-	3.4%	6.7%	7.8%	8.5%	-
Attrition from Transfers	9	5	8	4	-	2.2%	1.2%	1.9%	0.9%	-
Attrition from Exits	5	23	25	33	-	1.2%	5.5%	5.9%	7.6%	-
District Retention										
Educator Retention	464	458	456	465	-	96.1%	93.3%	91.9%	91.2%	-
Teacher Retention	396	392	391	396	-	96.6%	93.3%	92.2%	91.5%	-

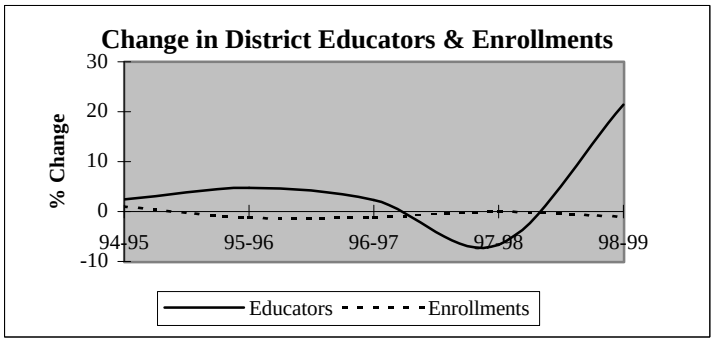
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.3%	4.5%	14.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.0%	8.5%	7.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.2%	3.2%	9.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.7%	3.6%	4.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.0%	2.5%	7.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.1%	2.9%	2.9%	89.7%	2.1%	91.8%	8.2%

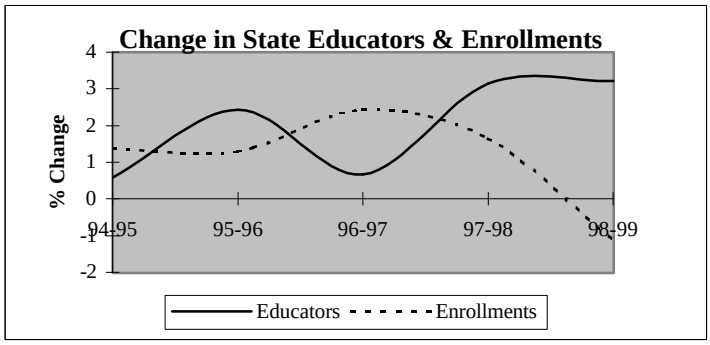
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.3%	12.2%	17.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.0%	7.7%	11.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.0%	3.7%	4.0%	6.7%	6.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.1%	94.5%	94.0%	90.4%	90.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.0%	0.2%	0.4%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.1%	1.8%	1.8%	2.5%	2.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ROGERSVILLE





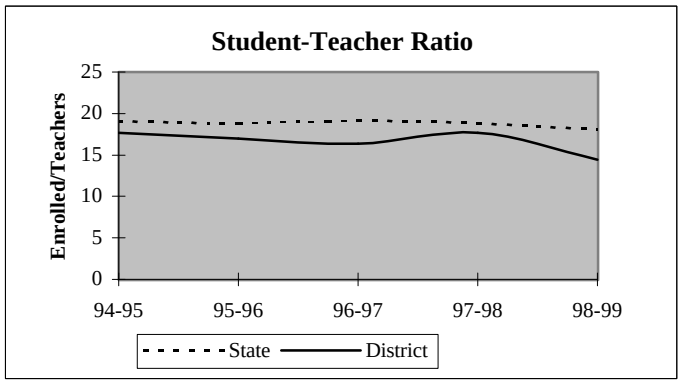
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.0	15.1	14.6	15.6	12.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.7	17.0	16.4	17.7	14.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	2	1	-3	9	-	-	-	-	-
% Change in Educators	2.4%	4.8%	2.3%	-6.7%	21.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	7	-9	-8	0	-7	-	-	-	-	-
% Change in Enrollment	1.1%	-1.3%	-1.2%	0.0%	-1.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	2.3%	2.2%	2.4%	2.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.5%	4.4%	4.8%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	4.8%	6.8%	6.7%	7.1%	7.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.4%	2.3%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	50.0%	50.0%	50.0%	50.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.4	38.6	39.2	37.7	36.5	42.7	43.1	43.3	37.1	36.4
Average Experience	12.1	10.7	10.8	11.3	10.5	13.9	13.9	13.8	13.7	13.7
Average Salary	30,595	30,609	31,370	31,245	32,391	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.6%	2.6%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.6%	82.1%	87.5%	86.5%	86.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.5%	10.3%	7.5%	10.8%	13.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.9%	na	0.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

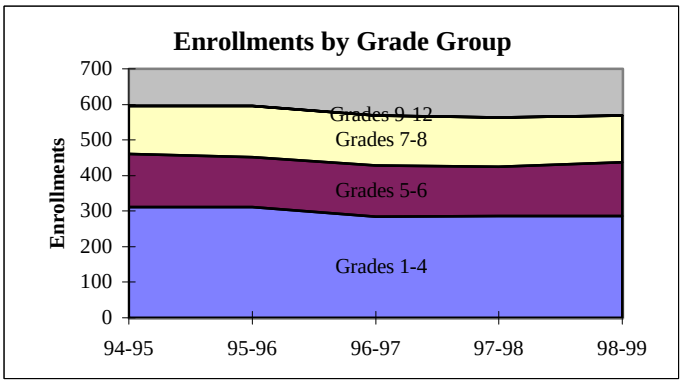
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	42	44	45	42	51	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	36	36	38	37	42	85.7%	81.8%	84.4%	88.1%	82.4%
Newly Hired	6	8	7	5	9	14.3%	18.2%	15.6%	11.9%	17.6%
Transfers In	1	1	1	0	2	16.7%	12.5%	14.3%	0.0%	22.2%
Reentrants	1	4	2	1	4	16.7%	50.0%	28.6%	20.0%	44.4%
First Time Educators	4	3	4	4	3	66.7%	37.5%	57.1%	80.0%	33.3%
Total Exiting Next Year	6	6	8	0	-	14.3%	13.6%	17.8%	0.0%	-
Transfers Out	3	2	1	0	-	50.0%	33.3%	12.5%	0.0%	-
Leave Tennessee Educ.	3	4	7	0	-	50.0%	66.7%	87.5%	0.0%	-

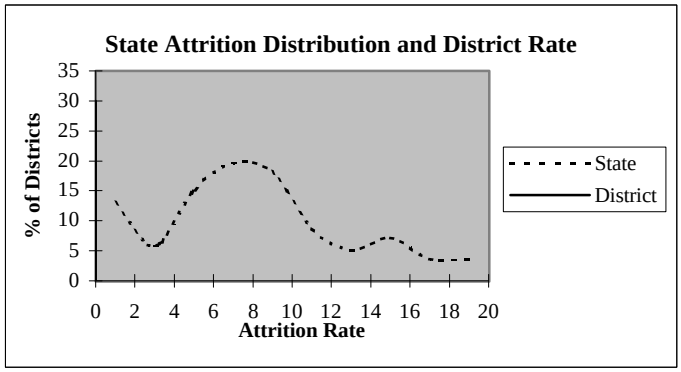
Dynamics Rates	District Rates				
District Attrition	14.3%	13.6%	17.8%	0.0%	-
Transfers In/Out	0.33	0.50	1.00	nc	-

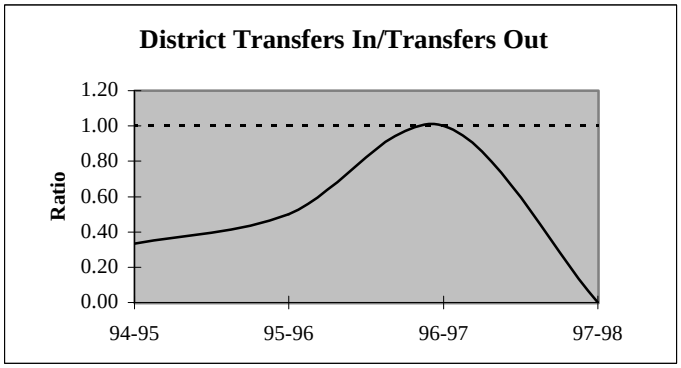
District Report for: ROGERSVILLE

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	42	44	45	42	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	4.8%	4.5%	4.4%	4.8%	3.9%
Professional Staff	2	3	3	3	4	4.8%	6.8%	6.7%	7.1%	7.8%
Total Teachers	38	39	40	37	45	90.5%	88.6%	88.9%	88.1%	88.2%
Special Education	4	4	3	4	6	10.5%	10.3%	7.5%	10.8%	13.3%
Pre-K & Kindergarten	4	4	4	3	4	10.5%	10.3%	10.0%	8.1%	8.9%
Elementary (1-4)	17	18	19	19	23	44.7%	46.2%	47.5%	51.4%	51.1%
Middle School (5-6)	6	6	7	5	6	15.8%	15.4%	17.5%	13.5%	13.3%
Jr. High (7-8)	7	7	7	6	6	18.4%	17.9%	17.5%	16.2%	13.3%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	672	663	655	655	648	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	74	65	82	78	71	11.0%	9.8%	12.5%	11.9%	11.0%
Grades 1-4	311	311	284	287	286	46.3%	46.9%	43.4%	43.8%	44.1%
Grades 5-6	149	140	145	137	151	22.2%	21.1%	22.1%	20.9%	23.3%
Grades 7-8	136	145	139	140	131	20.2%	21.9%	21.2%	21.4%	20.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	2	5	13	9	0.3%	0.3%	0.8%	2.0%	1.4%









District Report for: ROGERSVILLE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	2	2	2	4.8%	4.5%	4.4%	4.8%	3.9%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	3	3	3	4	4.8%	6.8%	6.7%	7.1%	7.8%
White - Females	1	2	2	2	3	50.0%	66.7%	66.7%	66.7%	75.0%
White - Males	1	1	1	1	1	50.0%	33.3%	33.3%	33.3%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	38	39	40	37	45	90.5%	88.6%	88.9%	88.1%	88.2%
White - Females	30	31	35	32	39	78.9%	79.5%	87.5%	86.5%	86.7%
White - Males	7	7	5	5	6	18.4%	17.9%	12.5%	13.5%	13.3%
Black - Females	1	1	0	0	0	2.6%	2.6%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	1	1	3	5	8.3%	2.6%	2.6%	8.1%	11.1%
25-29	6	9	6	4	5	16.7%	23.7%	15.4%	10.8%	11.1%
30-34	5	6	7	6	7	13.9%	15.8%	17.9%	16.2%	15.6%
35-39	4	5	7	6	6	11.1%	13.2%	17.9%	16.2%	13.3%
40-45	6	4	6	7	8	16.7%	10.5%	15.4%	18.9%	17.8%
45-49	6	8	7	7	7	16.7%	21.1%	17.9%	18.9%	15.6%
50-54	2	3	3	2	4	5.6%	7.9%	7.7%	5.4%	8.9%
55+	4	2	2	2	3	11.1%	5.3%	5.1%	5.4%	6.7%
Average Age	39.4	38.6	39.2	37.7	36.5					

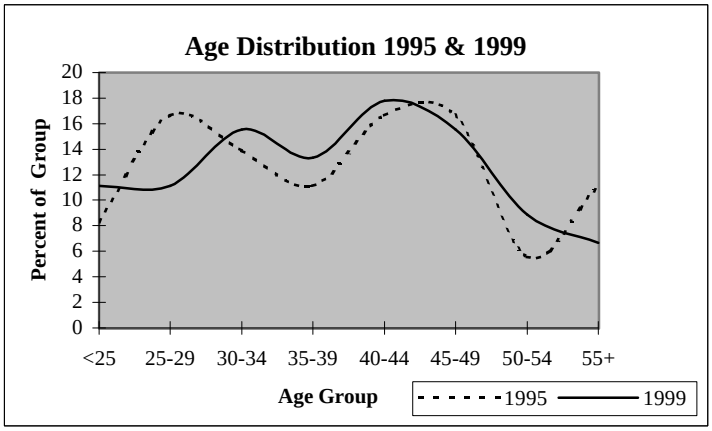
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	10	10	10	10	13	26.3%	25.6%	25.0%	27.0%	28.9%
4-7 Years	5	7	7	6	9	13.2%	17.9%	17.5%	16.2%	20.0%
8-11 Years	5	5	6	5	6	13.2%	12.8%	15.0%	13.5%	13.3%
12-15 Years	5	6	3	3	3	13.2%	15.4%	7.5%	8.1%	6.7%
16-19 Years	5	5	9	7	5	13.2%	12.8%	22.5%	18.9%	11.1%
20+ Years	8	6	5	6	9	21.1%	15.4%	12.5%	16.2%	20.0%
Average Experience	12.1	10.7	10.8	11.3	10.5					

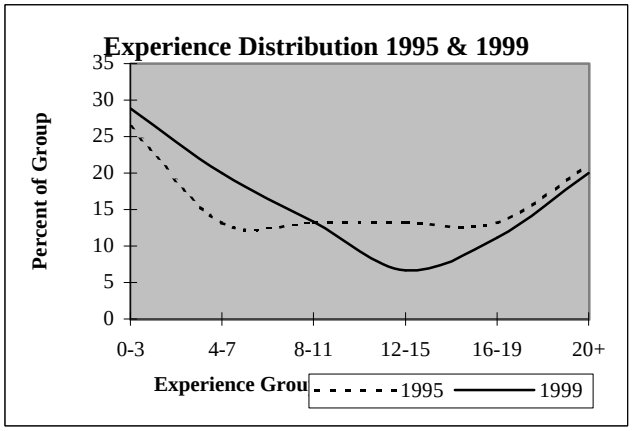
District Report for: ROGERSVILLE

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	6	6	8	0	-	14.3%	13.6%	17.8%	0.0%	-
Attrition from Transfers	3	2	1	0	-	7.1%	4.5%	2.2%	0.0%	-
Attrition from Exits	3	4	7	0	-	7.1%	9.1%	15.6%	0.0%	-
Teacher Attrition	6	6	7	0	-	15.8%	15.4%	17.5%	0.0%	-
Attrition from Transfers	3	2	1	0	-	7.9%	5.1%	2.5%	0.0%	-
Attrition from Exits	3	4	6	0	-	7.9%	10.3%	15.0%	0.0%	-
District Retention										
Educator Retention	36	38	37	42	-	85.7%	86.4%	82.2%	100.0%	-
Teacher Retention	32	33	33	37	-	84.2%	84.6%	82.5%	100.0%	-

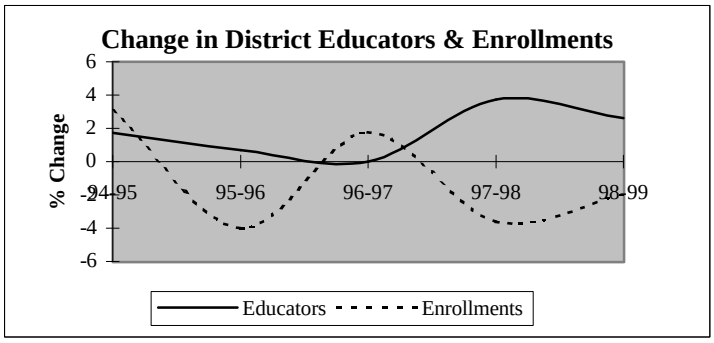
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	52.6%	26.3%	21.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.9%	0.0%	9.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	69.2%	15.4%	15.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	85.7%	0.0%	14.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

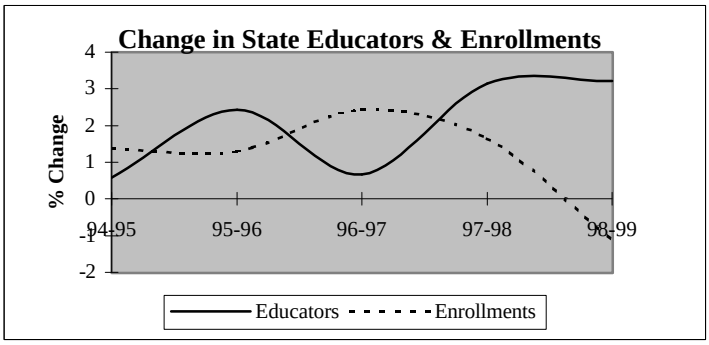
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.9%	14.5%	20.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.9%	14.5%	20.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.5%	9.1%	8.9%	11.9%	7.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.1%	84.1%	88.9%	85.7%	84.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	2.3%	2.2%	2.4%	2.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.4%	4.5%	0.0%	0.0%	5.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HAYWOOD COUNTY





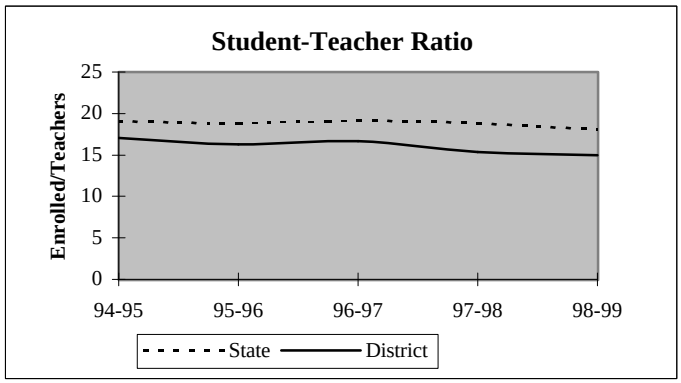
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.6	14.0	14.2	13.2	12.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.0	16.3	16.6	15.4	14.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	2	0	11	8	-	-	-	-	-
% Change in Educators	1.7%	0.7%	0.0%	3.7%	2.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	127	-172	73	-152	-81	-	-	-	-	-
% Change in Enrollment	3.1%	-4.0%	1.8%	-3.6%	-2.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.3%	0.7%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.1%	5.4%	5.4%	4.6%	5.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.9%	8.8%	9.2%	9.5%	10.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	21.9%	21.2%	20.7%	19.4%	21.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	33.3%	37.5%	31.3%	21.4%	17.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	56.3%	56.3%	57.1%	58.8%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.5	42.9	43.7	32.8	30.8	42.7	43.1	43.3	37.1	36.4
Average Experience	12.8	12.9	13.1	12.7	12.6	13.9	13.9	13.8	13.7	13.7
Average Salary	28,214	28,276	29,255	29,233	31,144	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	22.0%	20.8%	20.3%	18.7%	20.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.0%	80.2%	82.9%	82.9%	80.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.5%	7.5%	8.7%	9.5%	10.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	65.6%	na	66.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	3.4%	na	1.7%	-	1.7%	1.7%	1.6%	1.8%

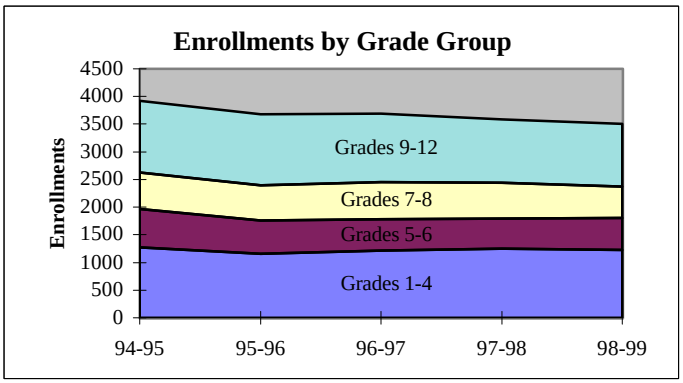
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	293	295	295	306	314	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	252	260	265	264	270	86.0%	88.1%	89.8%	86.3%	86.0%
Newly Hired	41	35	30	42	44	14.0%	11.9%	10.2%	13.7%	14.0%
Transfers In	8	7	2	6	6	19.5%	20.0%	6.7%	14.3%	13.6%
Reentrants	13	13	5	8	8	31.7%	37.1%	16.7%	19.0%	18.2%
First Time Educators	20	15	23	28	30	48.8%	42.9%	76.7%	66.7%	68.2%
Total Exiting Next Year	33	30	31	36	-	11.3%	10.2%	10.5%	11.8%	-
Transfers Out	12	9	10	13	-	36.4%	30.0%	32.3%	36.1%	-
Leave Tennessee Educ.	21	21	21	23	-	63.6%	70.0%	67.7%	63.9%	-

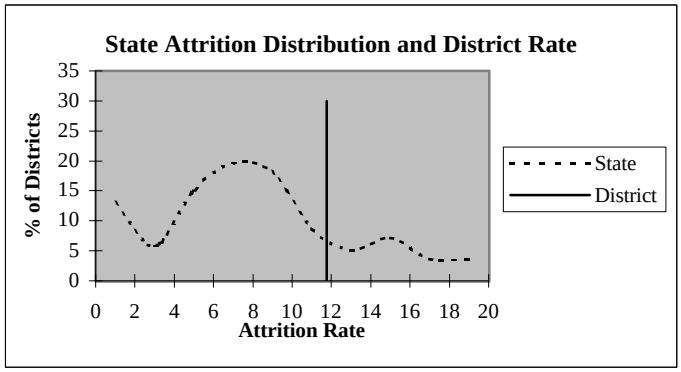
Dynamics Rates	District Rates				
District Attrition	11.3%	10.2%	10.5%	11.8%	-
Transfers In/Out	0.67	0.78	0.20	0.46	-

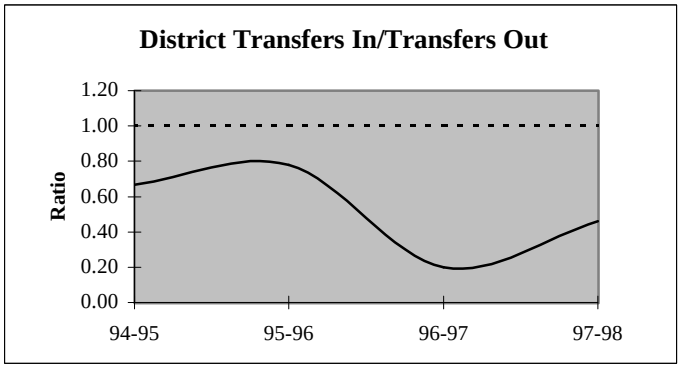
District Report for: HAYWOOD COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	293	295	295	306	314	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	16	16	14	17	4.1%	5.4%	5.4%	4.6%	5.4%
Professional Staff	29	26	27	29	32	9.9%	8.8%	9.2%	9.5%	10.2%
Total Teachers	252	253	252	263	265	86.0%	85.8%	85.4%	85.9%	84.4%
Special Education	19	19	22	25	28	7.5%	7.5%	8.7%	9.5%	10.6%
Pre-K & Kindergarten	15	18	18	22	19	6.0%	7.1%	7.1%	8.4%	7.2%
Elementary (1-4)	93	86	88	90	91	36.9%	34.0%	34.9%	34.2%	34.3%
Middle School (5-6)	26	31	28	29	31	10.3%	12.3%	11.1%	11.0%	11.7%
Jr. High (7-8)	37	36	38	38	37	14.7%	14.2%	15.1%	14.4%	14.0%
High School (9-12)	62	63	58	59	59	24.6%	24.9%	23.0%	22.4%	22.3%
Business	2	2	2	2	2	3.2%	3.2%	3.4%	3.4%	3.4%
Language Arts	8	8	9	10	10	12.9%	12.7%	15.5%	16.9%	16.9%
Social Studies	7	8	6	6	6	11.3%	12.7%	10.3%	10.2%	10.2%
Foreign Language	3	2	1	1	1	4.8%	3.2%	1.7%	1.7%	1.7%
Mathematics	8	8	8	9	9	12.9%	12.7%	13.8%	15.3%	15.3%
Science	5	5	5	6	7	8.1%	7.9%	8.6%	10.2%	11.9%
Vocational Education	15	15	13	14	11	24.2%	23.8%	22.4%	23.7%	18.6%
Other High School	14	15	14	11	13	22.6%	23.8%	24.1%	18.6%	22.0%
Total Enrollments	4,290	4,118	4,191	4,039	3,958	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	266	323	368	338	333	6.2%	7.8%	8.8%	8.4%	8.4%
Grades 1-4	1,277	1,152	1,217	1,251	1,226	29.8%	28.0%	29.0%	31.0%	31.0%
Grades 5-6	688	602	566	546	577	16.0%	14.6%	13.5%	13.5%	14.6%
Grades 7-8	661	640	673	641	565	15.4%	15.5%	16.1%	15.9%	14.3%
Grades 9-12	1,297	1,284	1,239	1,152	1,132	30.2%	31.2%	29.6%	28.5%	28.6%
Ungraded	101	117	128	111	125	2.4%	2.8%	3.1%	2.7%	3.2%









District Report for: HAYWOOD COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	16	16	14	17	4.3%	5.8%	5.7%	4.9%	5.9%
White - Females	1	4	5	5	7	8.3%	25.0%	31.3%	35.7%	41.2%
White - Males	7	6	6	6	7	58.3%	37.5%	37.5%	42.9%	41.2%
Black - Females	3	5	4	3	3	25.0%	31.3%	25.0%	21.4%	17.6%
Black - Males	1	1	1	0	0	8.3%	6.3%	6.3%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	22	23	24	26	9.0%	7.9%	8.2%	8.5%	9.1%
White - Females	16	12	12	12	13	64.0%	54.5%	52.2%	50.0%	50.0%
White - Males	5	7	7	6	6	20.0%	31.8%	30.4%	25.0%	23.1%
Black - Females	4	3	4	6	7	16.0%	13.6%	17.4%	25.0%	26.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	241	240	241	246	244	86.7%	86.3%	86.1%	86.6%	85.0%
White - Females	151	154	159	166	161	62.7%	64.2%	66.0%	67.5%	66.0%
White - Males	37	36	33	34	32	15.4%	15.0%	13.7%	13.8%	13.1%
Black - Females	45	42	44	40	42	18.7%	17.5%	18.3%	16.3%	17.2%
Black - Males	7	7	5	5	8	2.9%	2.9%	2.1%	2.0%	3.3%
Other - Females	1	1	0	1	1	0.4%	0.4%	0.0%	0.4%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	2	2	69	86	0.9%	0.9%	1.0%	26.2%	32.5%
25-29	32	32	23	17	10	14.2%	15.0%	11.4%	6.5%	3.8%
30-34	24	22	25	27	22	10.6%	10.3%	12.4%	10.3%	8.3%
35-39	28	23	22	23	24	12.4%	10.8%	10.9%	8.7%	9.1%
40-45	38	37	30	27	22	16.8%	17.4%	14.9%	10.3%	8.3%
45-49	43	41	38	38	31	19.0%	19.2%	18.9%	14.4%	11.7%
50-54	26	21	22	27	38	11.5%	9.9%	10.9%	10.3%	14.3%
55+	33	35	39	35	32	14.6%	16.4%	19.4%	13.3%	12.1%
Average Age	42.5	42.9	43.7	32.8	30.8					

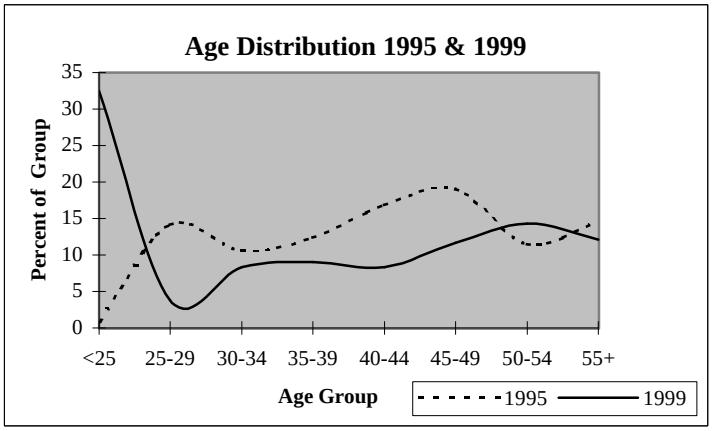
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	72	76	72	73	70	28.6%	30.0%	28.6%	27.8%	26.4%
4-7 Years	32	30	40	52	53	12.7%	11.9%	15.9%	19.8%	20.0%
8-11 Years	28	24	18	22	21	11.1%	9.5%	7.1%	8.4%	7.9%
12-15 Years	20	26	21	18	23	7.9%	10.3%	8.3%	6.8%	8.7%
16-19 Years	20	16	19	16	18	7.9%	6.3%	7.5%	6.1%	6.8%
20+ Years	80	81	82	82	80	31.7%	32.0%	32.5%	31.2%	30.2%
Average Experience	12.8	12.9	13.1	12.7	12.6					

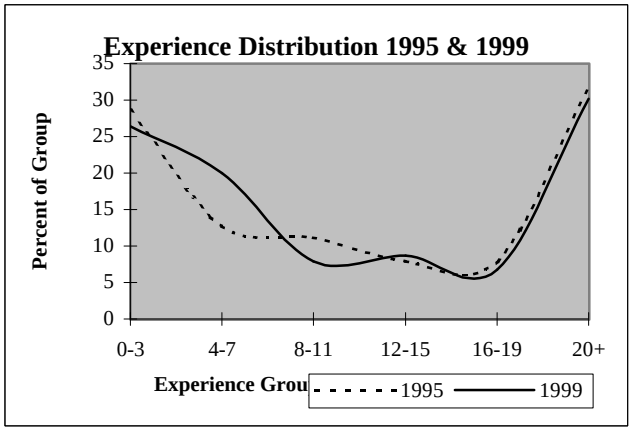
District Report for: HAYWOOD COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	33	30	31	36	-	11.3%	10.2%	10.5%	11.8%	-
Attrition from Transfers	12	9	10	13	-	4.1%	3.1%	3.4%	4.2%	-
Attrition from Exits	21	21	21	23	-	7.2%	7.1%	7.1%	7.5%	-
Teacher Attrition	31	28	28	35	-	12.3%	11.1%	11.1%	13.3%	-
Attrition from Transfers	11	8	10	12	-	4.4%	3.2%	4.0%	4.6%	-
Attrition from Exits	20	20	18	23	-	7.9%	7.9%	7.1%	8.7%	-
District Retention										
Educator Retention	260	265	264	270	-	88.7%	89.8%	89.5%	88.2%	-
Teacher Retention	221	225	224	228	-	87.7%	88.9%	88.9%	86.7%	-

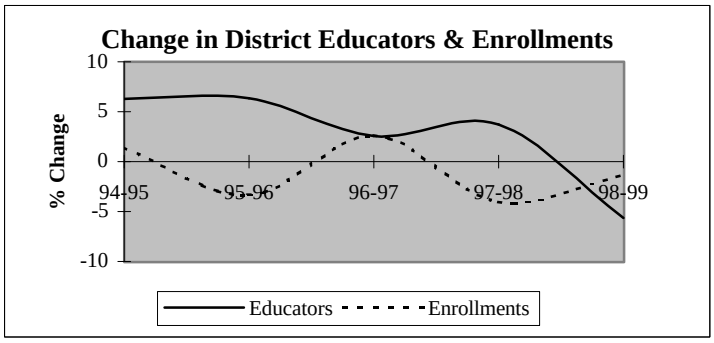
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	71.6%	11.2%	17.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.1%	9.0%	7.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	78.2%	3.8%	17.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	82.1%	6.4%	11.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.3%	3.3%	3.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	78.7%	8.5%	12.8%	89.7%	2.1%	91.8%	8.2%

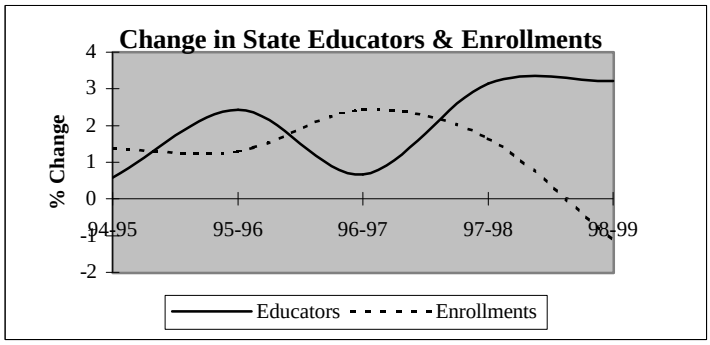
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.8%	18.3%	23.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.5%	12.1%	15.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.2%	5.4%	9.2%	10.5%	9.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.1%	91.5%	89.5%	86.6%	87.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.3%	0.3%	0.7%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.4%	2.7%	1.0%	2.3%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HENDERSON COUNTY





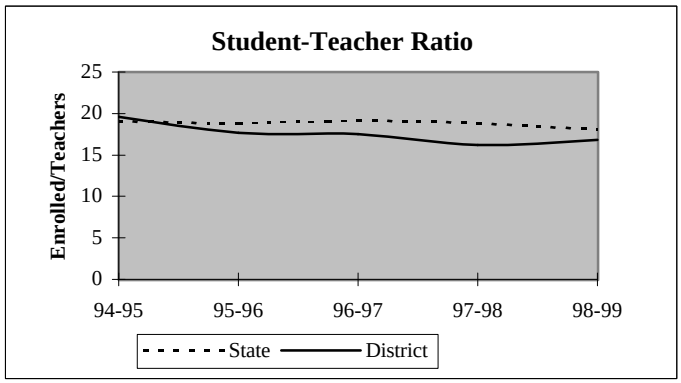
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.9	15.4	15.4	14.2	14.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.6	17.6	17.5	16.2	16.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	13	14	6	9	-14	-	-	-	-	-
% Change in Educators	6.3%	6.4%	2.6%	3.8%	-5.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	52	-126	95	-148	-48	-	-	-	-	-
% Change in Enrollment	1.4%	-3.4%	2.6%	-4.0%	-1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.8%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	4.7%	4.6%	4.4%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.6%	8.1%	7.5%	7.6%	6.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.8%	3.6%	3.5%	3.8%	2.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	9.1%	9.1%	9.1%	0.0%	8.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	42.2	42.4	36.7	36.2	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	13.8	13.7	13.6	13.3	13.9	13.9	13.8	13.7	13.7
Average Salary	28,669	28,827	30,005	30,217	31,727	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.7%	3.6%	3.5%	3.8%	2.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.2%	76.5%	75.4%	76.7%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	13.2%	12.7%	13.3%	13.2%	13.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.7%	na	9.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	1.5%	-	1.7%	1.7%	1.6%	1.8%

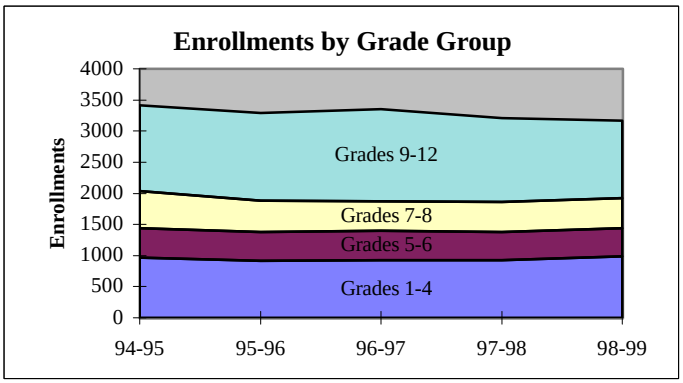
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	220	234	240	249	235	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	206	215	229	219	87.7%	88.0%	89.6%	92.0%	93.2%
Newly Hired	27	28	25	20	16	12.3%	12.0%	10.4%	8.0%	6.8%
Transfers In	7	4	4	3	0	25.9%	14.3%	16.0%	15.0%	0.0%
Reentrants	4	5	9	4	4	14.8%	17.9%	36.0%	20.0%	25.0%
First Time Educators	16	19	12	13	12	59.3%	67.9%	48.0%	65.0%	75.0%
Total Exiting Next Year	14	19	11	30	-	6.4%	8.1%	4.6%	12.0%	-
Transfers Out	3	8	2	4	-	21.4%	42.1%	18.2%	13.3%	-
Leave Tennessee Educ.	11	11	9	26	-	78.6%	57.9%	81.8%	86.7%	-

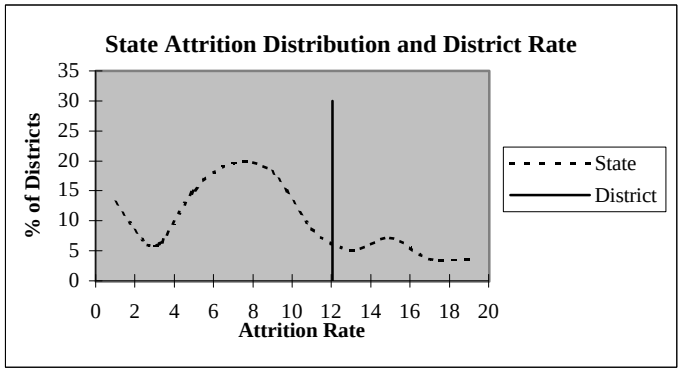
Dynamics Rates	District Rates				
District Attrition	6.4%	8.1%	4.6%	12.0%	-
Transfers In/Out	2.33	0.50	2.00	0.75	-

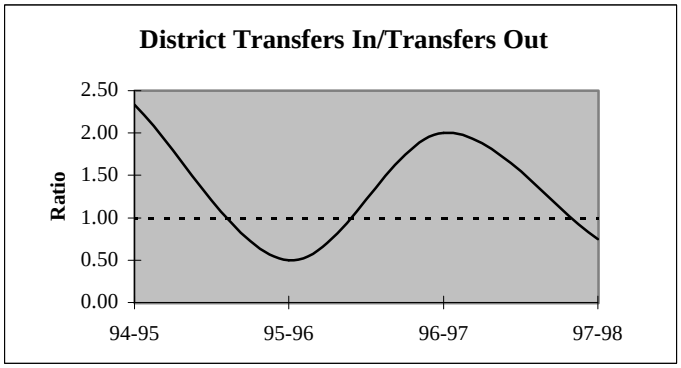
District Report for: HENDERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	220	234	240	249	235	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	12	5.0%	4.7%	4.6%	4.4%	5.1%
Professional Staff	19	19	18	19	15	8.6%	8.1%	7.5%	7.6%	6.4%
Total Teachers	190	204	211	219	208	86.4%	87.2%	87.9%	88.0%	88.5%
Special Education	25	26	28	29	28	13.2%	12.7%	13.3%	13.2%	13.5%
Pre-K & Kindergarten	9	12	14	14	13	4.7%	5.9%	6.6%	6.4%	6.3%
Elementary (1-4)	59	63	60	63	66	31.1%	30.9%	28.4%	28.8%	31.7%
Middle School (5-6)	19	21	22	24	24	10.0%	10.3%	10.4%	11.0%	11.5%
Jr. High (7-8)	19	20	22	21	23	10.0%	9.8%	10.4%	9.6%	11.1%
High School (9-12)	59	62	65	68	54	31.1%	30.4%	30.8%	31.1%	26.0%
Business	0	0	1	1	1	0.0%	0.0%	1.5%	1.5%	1.9%
Language Arts	8	9	10	8	7	13.6%	14.5%	15.4%	11.8%	13.0%
Social Studies	4	4	6	4	3	6.8%	6.5%	9.2%	5.9%	5.6%
Foreign Language	1	4	3	3	2	1.7%	6.5%	4.6%	4.4%	3.7%
Mathematics	5	5	5	6	6	8.5%	8.1%	7.7%	8.8%	11.1%
Science	5	6	7	8	8	8.5%	9.7%	10.8%	11.8%	14.8%
Vocational Education	15	16	15	15	13	25.4%	25.8%	23.1%	22.1%	24.1%
Other High School	21	18	18	23	14	35.6%	29.0%	27.7%	33.8%	25.9%
Total Enrollments	3,723	3,597	3,692	3,544	3,496	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	245	251	277	274	271	6.6%	7.0%	7.5%	7.7%	7.8%
Grades 1-4	969	912	925	922	986	26.0%	25.4%	25.1%	26.0%	28.2%
Grades 5-6	467	470	474	455	456	12.5%	13.1%	12.8%	12.8%	13.0%
Grades 7-8	595	498	468	489	478	16.0%	13.8%	12.7%	13.8%	13.7%
Grades 9-12	1,384	1,406	1,485	1,346	1,249	37.2%	39.1%	40.2%	38.0%	35.7%
Ungraded	63	60	63	58	56	1.7%	1.7%	1.7%	1.6%	1.6%









District Report for: HENDERSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	10	10	11	4.7%	4.4%	4.4%	4.2%	4.9%
White - Females	1	1	1	0	1	10.0%	10.0%	10.0%	0.0%	9.1%
White - Males	9	9	9	10	10	90.0%	90.0%	90.0%	100.0%	90.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	19	18	19	15	8.8%	8.4%	7.9%	8.0%	6.6%
White - Females	13	12	11	12	9	68.4%	63.2%	61.1%	63.2%	60.0%
White - Males	5	6	6	6	5	26.3%	31.6%	33.3%	31.6%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.3%	5.3%	5.6%	5.3%	6.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	186	196	201	209	200	86.5%	87.1%	87.8%	87.8%	88.5%
White - Females	132	145	148	157	155	71.0%	74.0%	73.6%	75.1%	77.5%
White - Males	49	44	46	44	40	26.3%	22.4%	22.9%	21.1%	20.0%
Black - Females	4	5	5	6	5	2.2%	2.6%	2.5%	2.9%	2.5%
Black - Males	1	1	1	1	0	0.5%	0.5%	0.5%	0.5%	0.0%
Other - Females	0	1	1	1	0	0.0%	0.5%	0.5%	0.5%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	3	3	32	32	0.5%	1.6%	1.6%	14.6%	15.4%
25-29	17	21	18	18	19	9.3%	11.3%	9.7%	8.2%	9.1%
30-34	29	23	26	24	21	15.9%	12.4%	14.0%	11.0%	10.1%
35-39	22	27	27	32	35	12.1%	14.5%	14.5%	14.6%	16.8%
40-45	34	25	27	24	18	18.7%	13.4%	14.5%	11.0%	8.7%
45-49	39	44	38	39	38	21.4%	23.7%	20.4%	17.8%	18.3%
50-54	20	22	27	27	27	11.0%	11.8%	14.5%	12.3%	13.0%
55+	20	21	20	23	18	11.0%	11.3%	10.8%	10.5%	8.7%
Average Age	42.3	42.2	42.4	36.7	36.2					

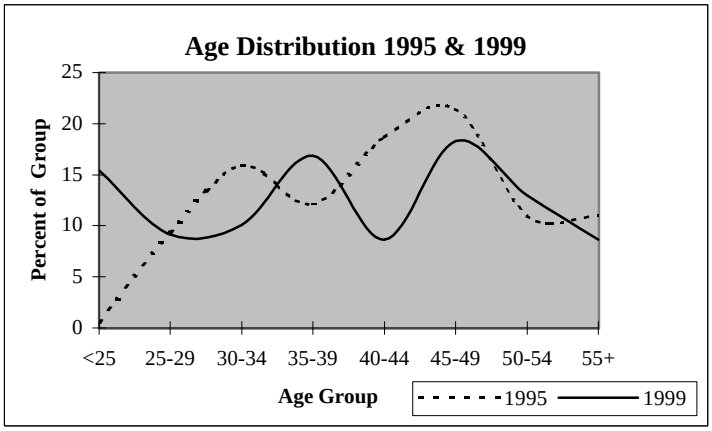
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	36	54	56	58	47	18.9%	26.5%	26.5%	26.5%	22.6%
4-7 Years	17	17	24	27	38	8.9%	8.3%	11.4%	12.3%	18.3%
8-11 Years	32	25	25	22	16	16.8%	12.3%	11.8%	10.0%	7.7%
12-15 Years	15	20	20	23	27	7.9%	9.8%	9.5%	10.5%	13.0%
16-19 Years	27	24	18	19	13	14.2%	11.8%	8.5%	8.7%	6.3%
20+ Years	63	64	68	70	67	33.2%	31.4%	32.2%	32.0%	32.2%
Average Experience	14.5	13.8	13.7	13.6	13.3					

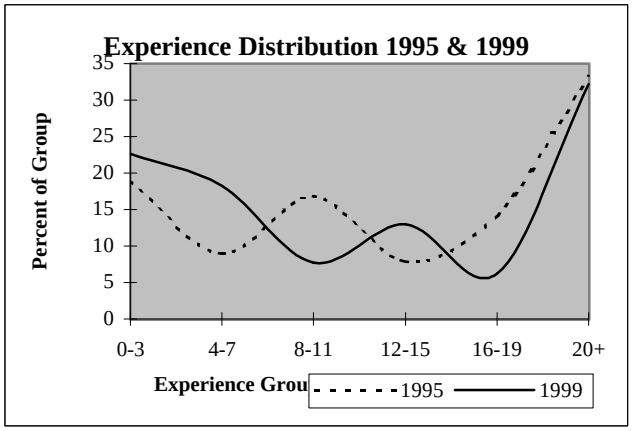
District Report for: HENDERSON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	14	19	11	30	-	6.4%	8.1%	4.6%	12.0%	-
Attrition from Transfers	3	8	2	4	-	1.4%	3.4%	0.8%	1.6%	-
Attrition from Exits	11	11	9	26	-	5.0%	4.7%	3.8%	10.4%	-
Teacher Attrition	12	17	10	27	-	6.3%	8.3%	4.7%	12.3%	-
Attrition from Transfers	3	6	2	4	-	1.6%	2.9%	0.9%	1.8%	-
Attrition from Exits	9	11	8	23	-	4.7%	5.4%	3.8%	10.5%	-
District Retention										
Educator Retention	206	215	229	219	-	93.6%	91.9%	95.4%	88.0%	-
Teacher Retention	178	187	201	192	-	93.7%	91.7%	95.3%	87.7%	-

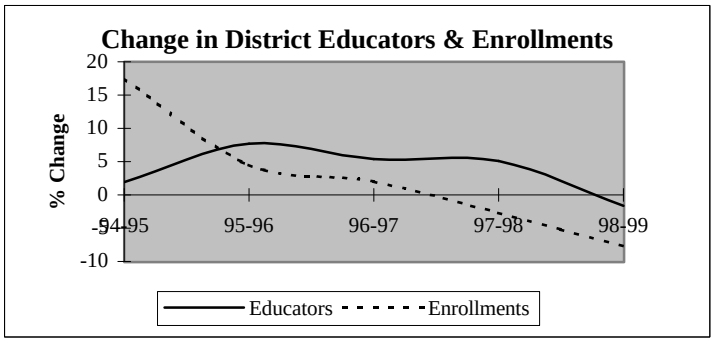
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	86.4%	6.1%	7.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.8%	6.1%	9.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.1%	3.6%	7.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.9%	4.8%	2.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.8%	0.0%	6.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

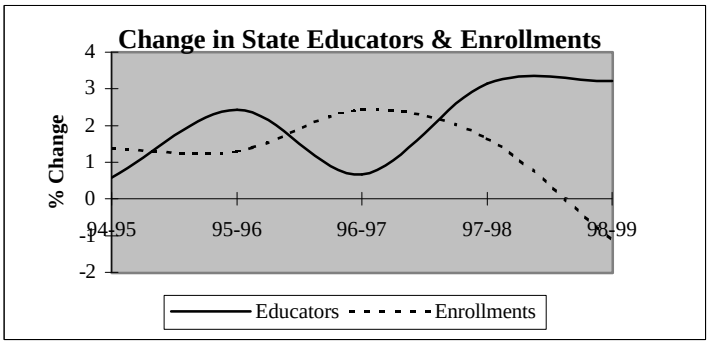
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.5%	14.8%	17.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.7%	11.0%	14.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.5%	9.4%	5.0%	6.0%	6.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.1%	88.9%	91.7%	92.0%	92.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.4%	0.4%	0.4%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.9%	1.3%	2.9%	1.6%	0.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LEXINGTON





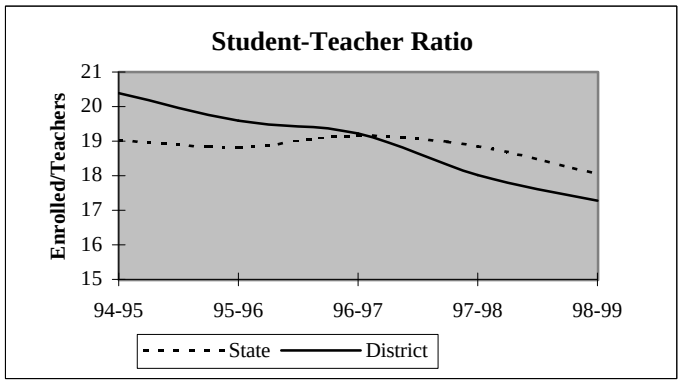
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	18.0	17.5	16.9	15.7	14.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	19.6	19.2	18.0	17.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	4	3	3	-1	-	-	-	-	-
% Change in Educators	2.0%	7.7%	5.4%	5.1%	-1.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	140	42	20	-27	-75	-	-	-	-	-
% Change in Enrollment	17.5%	4.5%	2.0%	-2.7%	-7.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.8%	3.6%	3.4%	3.2%	3.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.7%	7.1%	8.5%	9.7%	11.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.0%	3.7%	3.6%	5.3%	5.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.5	45.8	45.3	39.2	38.2	42.7	43.1	43.3	37.1	36.4
Average Experience	17.2	16.9	16.7	16.2	15.6	13.9	13.9	13.8	13.7	13.7
Average Salary	34,579	34,387	35,146	35,006	36,016	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.3%	4.2%	4.1%	5.9%	6.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	87.0%	88.0%	88.5%	88.9%	88.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.9%	12.0%	11.5%	11.1%	11.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	17.5%	na	18.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.2%	na	0.2%	-	1.7%	1.7%	1.6%	1.8%

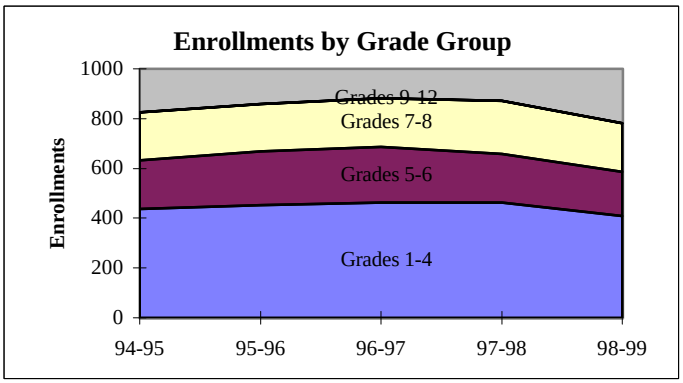
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	52	56	59	62	61	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	47	52	53	56	57	90.4%	92.9%	89.8%	90.3%	93.4%
Newly Hired	5	4	6	6	4	9.6%	7.1%	10.2%	9.7%	6.6%
Transfers In	2	2	3	1	0	40.0%	50.0%	50.0%	16.7%	0.0%
Reentrants	1	0	2	1	1	20.0%	0.0%	33.3%	16.7%	25.0%
First Time Educators	2	2	1	4	3	40.0%	50.0%	16.7%	66.7%	75.0%
Total Exiting Next Year	0	3	3	5	-	0.0%	5.4%	5.1%	8.1%	-
Transfers Out	0	1	0	0	-	0.0%	33.3%	0.0%	0.0%	-
Leave Tennessee Educ.	0	2	3	5	-	0.0%	66.7%	100.0%	100.0%	-

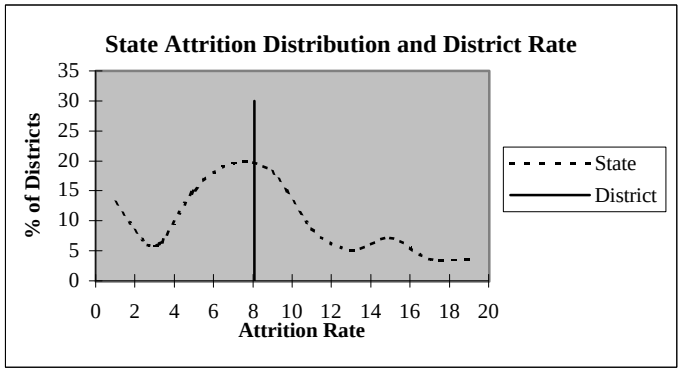
Dynamics Rates	District Rates				
District Attrition	0.0%	5.4%	5.1%	8.1%	-
Transfers In/Out	nc	2.00	nc	nc	-

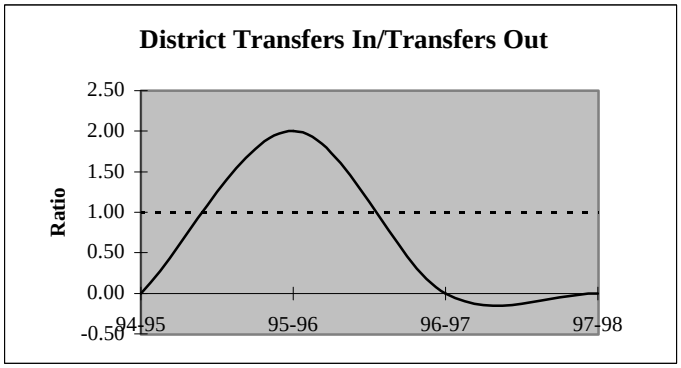
District Report for: LEXINGTON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	52	56	59	62	61	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	2	3.8%	3.6%	3.4%	3.2%	3.3%
Professional Staff	4	4	5	6	7	7.7%	7.1%	8.5%	9.7%	11.5%
Total Teachers	46	50	52	54	52	88.5%	89.3%	88.1%	87.1%	85.2%
Special Education	5	6	6	6	6	10.9%	12.0%	11.5%	11.1%	11.5%
Pre-K & Kindergarten	5	6	5	5	5	10.9%	12.0%	9.6%	9.3%	9.6%
Elementary (1-4)	24	24	26	27	26	52.2%	48.0%	50.0%	50.0%	50.0%
Middle School (5-6)	6	8	8	8	8	13.0%	16.0%	15.4%	14.8%	15.4%
Jr. High (7-8)	6	6	7	8	7	13.0%	12.0%	13.5%	14.8%	13.5%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	938	980	1,000	973	898	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	110	118	115	100	116	11.7%	12.0%	11.5%	10.3%	12.9%
Grades 1-4	438	452	463	463	408	46.7%	46.1%	46.3%	47.6%	45.4%
Grades 5-6	194	216	223	194	179	20.7%	22.0%	22.3%	19.9%	19.9%
Grades 7-8	194	190	196	214	194	20.7%	19.4%	19.6%	22.0%	21.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	2	4	3	2	1	0.2%	0.4%	0.3%	0.2%	0.1%









District Report for: LEXINGTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	2	2	2	4.0%	3.7%	3.6%	3.5%	3.6%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	4	4	4	5	8.0%	7.4%	7.3%	7.0%	8.9%
White - Females	3	3	3	3	4	75.0%	75.0%	75.0%	75.0%	80.0%
White - Males	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	44	48	49	51	49	88.0%	88.9%	89.1%	89.5%	87.5%
White - Females	37	40	41	42	40	84.1%	83.3%	83.7%	82.4%	81.6%
White - Males	6	6	6	6	6	13.6%	12.5%	12.2%	11.8%	12.2%
Black - Females	1	1	1	2	2	2.3%	2.1%	2.0%	3.9%	4.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	1	1	0.0%	2.1%	2.0%	2.0%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	0	1	8	8	0.0%	0.0%	2.2%	14.8%	15.4%
25-29	1	1	1	2	4	2.3%	2.2%	2.2%	3.7%	7.7%
30-34	0	1	2	3	2	0.0%	2.2%	4.3%	5.6%	3.8%
35-39	7	8	8	5	4	16.3%	17.8%	17.4%	9.3%	7.7%
40-45	11	9	11	9	10	25.6%	20.0%	23.9%	16.7%	19.2%
45-49	13	14	11	13	12	30.2%	31.1%	23.9%	24.1%	23.1%
50-54	6	6	7	8	8	14.0%	13.3%	15.2%	14.8%	15.4%
55+	5	6	5	6	4	11.6%	13.3%	10.9%	11.1%	7.7%
Average Age	45.5	45.8	45.3	39.2	38.2					

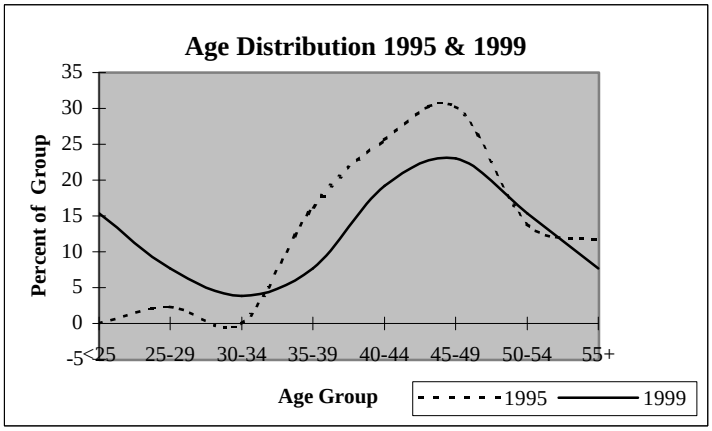
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	7	8	7	11	10	15.2%	16.0%	13.5%	20.4%	19.2%
4-7 Years	2	3	5	5	7	4.3%	6.0%	9.6%	9.3%	13.5%
8-11 Years	4	6	5	3	4	8.7%	12.0%	9.6%	5.6%	7.7%
12-15 Years	3	2	5	5	3	6.5%	4.0%	9.6%	9.3%	5.8%
16-19 Years	7	7	7	6	5	15.2%	14.0%	13.5%	11.1%	9.6%
20+ Years	23	24	23	24	23	50.0%	48.0%	44.2%	44.4%	44.2%
Average Experience	17.2	16.9	16.7	16.2	15.6					

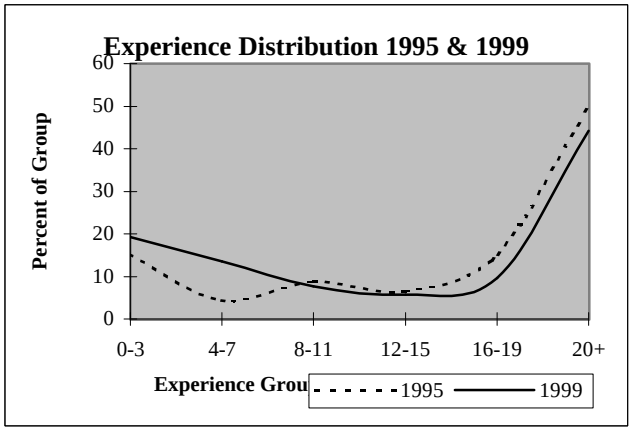
District Report for: LEXINGTON

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	0	3	3	5	-	0.0%	5.4%	5.1%	8.1%	-
Attrition from Transfers	0	1	0	0	-	0.0%	1.8%	0.0%	0.0%	-
Attrition from Exits	0	2	3	5	-	0.0%	3.6%	5.1%	8.1%	-
Teacher Attrition	0	3	2	4	-	0.0%	6.0%	3.8%	7.4%	-
Attrition from Transfers	0	1	0	0	-	0.0%	2.0%	0.0%	0.0%	-
Attrition from Exits	0	2	2	4	-	0.0%	4.0%	3.8%	7.4%	-
District Retention										
Educator Retention	52	53	56	57	-	100.0%	94.6%	94.9%	91.9%	-
Teacher Retention	46	47	50	50	-	100.0%	94.0%	96.2%	92.6%	-

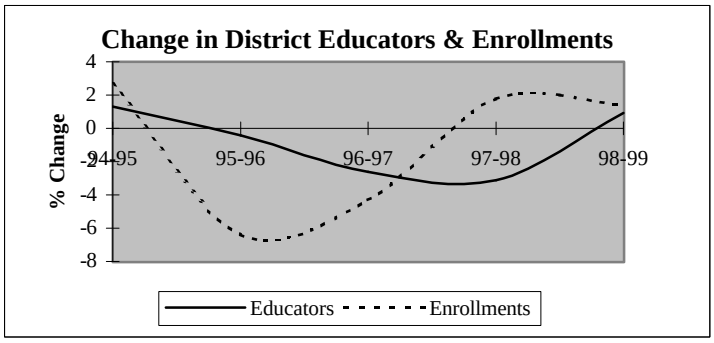
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	100.0%	0.0%	0.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

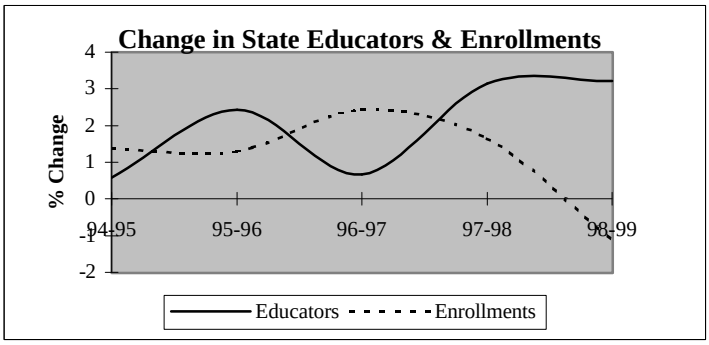
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.2%	11.9%	16.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.6%	4.5%	8.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.7%	7.1%	1.7%	6.5%	6.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.4%	92.9%	94.9%	93.5%	91.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.9%	0.0%	3.4%	0.0%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HENRY COUNTY





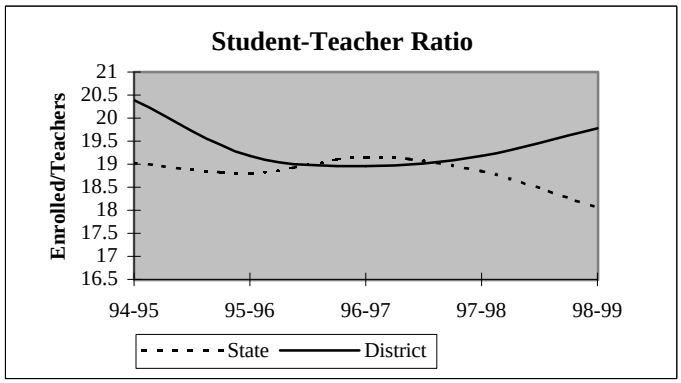
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.0	16.0	15.7	16.5	16.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	19.2	19.0	19.2	19.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	-1	-6	-7	2	-	-	-	-	-
% Change in Educators	1.3%	-0.4%	-2.6%	-3.1%	0.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	102	-251	-158	62	51	-	-	-	-	-
% Change in Enrollment	2.7%	-6.4%	-4.3%	1.8%	1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.4%	0.4%	0.0%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.8%	4.5%	3.7%	4.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.7%	11.7%	12.5%	10.1%	11.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.9%	4.4%	4.1%	4.2%	3.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	14.3%	11.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	9.1%	18.2%	10.0%	12.5%	20.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.9	44.7	45.6	39.7	38.2	42.7	43.1	43.3	37.1	36.4
Average Experience	15.5	16.1	16.6	16.7	16.2	13.9	13.9	13.8	13.7	13.7
Average Salary	30,436	30,737	31,608	32,861	33,889	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.8%	5.3%	5.0%	4.4%	3.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	69.4%	70.3%	71.5%	72.2%	75.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.8%	8.3%	8.6%	7.0%	7.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.2%	na	9.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

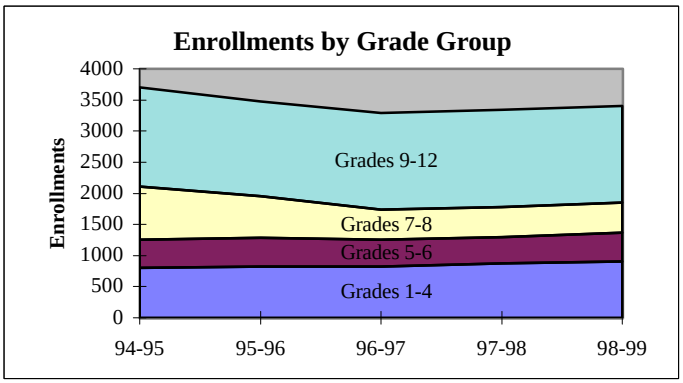
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	231	230	224	217	219	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	211	210	211	196	197	91.3%	91.3%	94.2%	90.3%	90.0%
Newly Hired	20	20	13	21	22	8.7%	8.7%	5.8%	9.7%	10.0%
Transfers In	5	7	2	7	7	25.0%	35.0%	15.4%	33.3%	31.8%
Reentrants	12	11	6	6	10	60.0%	55.0%	46.2%	28.6%	45.5%
First Time Educators	3	2	5	8	5	15.0%	10.0%	38.5%	38.1%	22.7%
Total Exiting Next Year	21	19	28	20	-	9.1%	8.3%	12.5%	9.2%	-
Transfers Out	14	5	3	1	-	66.7%	26.3%	10.7%	5.0%	-
Leave Tennessee Educ.	7	14	25	19	-	33.3%	73.7%	89.3%	95.0%	-

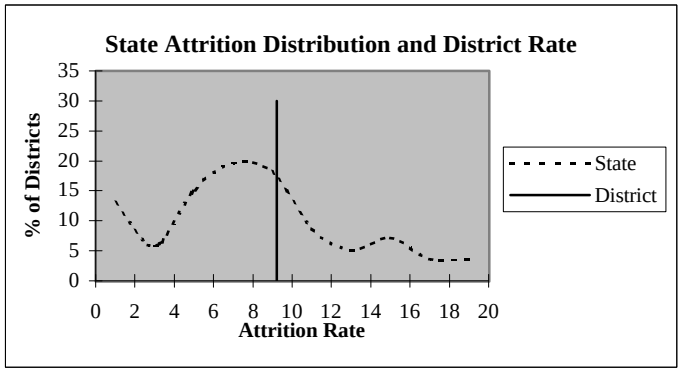
Dynamics Rates	District Rates				
District Attrition	9.1%	8.3%	12.5%	9.2%	-
Transfers In/Out	0.36	1.40	0.67	7.00	-

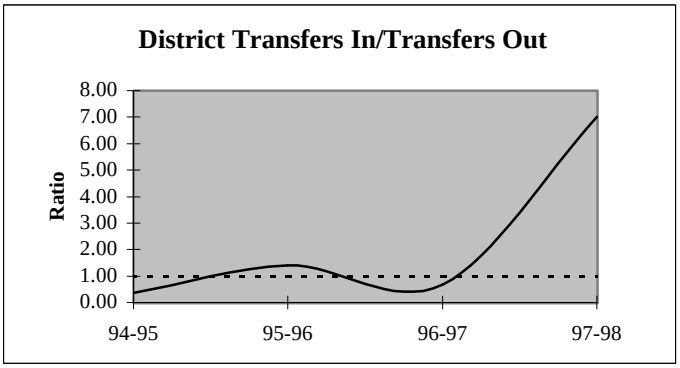
District Report for: HENRY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	231	230	224	217	219	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	10	8	10	4.8%	4.8%	4.5%	3.7%	4.6%
Professional Staff	27	27	28	22	25	11.7%	11.7%	12.5%	10.1%	11.4%
Total Teachers	193	192	186	187	184	83.5%	83.5%	83.0%	86.2%	84.0%
Special Education	15	16	16	13	14	7.8%	8.3%	8.6%	7.0%	7.6%
Pre-K & Kindergarten	12	12	13	12	12	6.2%	6.3%	7.0%	6.4%	6.5%
Elementary (1-4)	51	54	58	57	58	26.4%	28.1%	31.2%	30.5%	31.5%
Middle School (5-6)	18	16	16	15	17	9.3%	8.3%	8.6%	8.0%	9.2%
Jr. High (7-8)	33	28	15	17	19	17.1%	14.6%	8.1%	9.1%	10.3%
High School (9-12)	64	66	68	73	64	33.2%	34.4%	36.6%	39.0%	34.8%
Business	2	3	4	4	3	3.1%	4.5%	5.9%	5.5%	4.7%
Language Arts	11	11	10	9	9	17.2%	16.7%	14.7%	12.3%	14.1%
Social Studies	10	9	8	9	9	15.6%	13.6%	11.8%	12.3%	14.1%
Foreign Language	3	3	4	4	4	4.7%	4.5%	5.9%	5.5%	6.3%
Mathematics	9	9	9	9	9	14.1%	13.6%	13.2%	12.3%	14.1%
Science	6	8	8	8	7	9.4%	12.1%	11.8%	11.0%	10.9%
Vocational Education	11	11	12	13	12	17.2%	16.7%	17.6%	17.8%	18.8%
Other High School	12	12	13	17	11	18.8%	18.2%	19.1%	23.3%	17.2%
Total Enrollments	3,935	3,684	3,526	3,588	3,639	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	216	189	222	220	218	5.5%	5.1%	6.3%	6.1%	6.0%
Grades 1-4	807	827	823	869	900	20.5%	22.4%	23.3%	24.2%	24.7%
Grades 5-6	450	454	436	423	468	11.4%	12.3%	12.4%	11.8%	12.9%
Grades 7-8	856	670	480	492	486	21.8%	18.2%	13.6%	13.7%	13.4%
Grades 9-12	1,592	1,529	1,549	1,561	1,554	40.5%	41.5%	43.9%	43.5%	42.7%
Ungraded	14	15	16	23	13	0.4%	0.4%	0.5%	0.6%	0.4%









District Report for: HENRY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	9	7	9	4.4%	4.4%	4.1%	3.3%	4.2%
White - Females	1	2	1	1	2	10.0%	20.0%	11.1%	14.3%	22.2%
White - Males	9	8	8	5	6	90.0%	80.0%	88.9%	71.4%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	11.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	27	28	22	25	11.6%	12.0%	12.8%	10.4%	11.6%
White - Females	21	22	23	19	22	80.8%	81.5%	82.1%	86.4%	88.0%
White - Males	5	5	5	3	3	19.2%	18.5%	17.9%	13.6%	12.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	189	188	181	183	181	84.0%	83.6%	83.0%	86.3%	84.2%
White - Females	126	128	127	130	134	66.7%	68.1%	70.2%	71.0%	74.0%
White - Males	52	50	45	45	40	27.5%	26.6%	24.9%	24.6%	22.1%
Black - Females	6	5	4	4	4	3.2%	2.7%	2.2%	2.2%	2.2%
Black - Males	5	5	5	4	3	2.6%	2.7%	2.8%	2.2%	1.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	0	26	32	0.6%	0.6%	0.0%	13.9%	17.4%
25-29	14	9	11	10	7	8.0%	5.2%	6.7%	5.3%	3.8%
30-34	18	20	13	13	16	10.2%	11.6%	7.9%	7.0%	8.7%
35-39	18	16	18	18	16	10.2%	9.3%	11.0%	9.6%	8.7%
40-45	28	25	21	20	17	15.9%	14.5%	12.8%	10.7%	9.2%
45-49	60	52	41	33	29	34.1%	30.2%	25.0%	17.6%	15.8%
50-54	15	25	36	40	44	8.5%	14.5%	22.0%	21.4%	23.9%
55+	22	24	24	27	23	12.5%	14.0%	14.6%	14.4%	12.5%
Average Age	43.9	44.7	45.6	39.7	38.2					

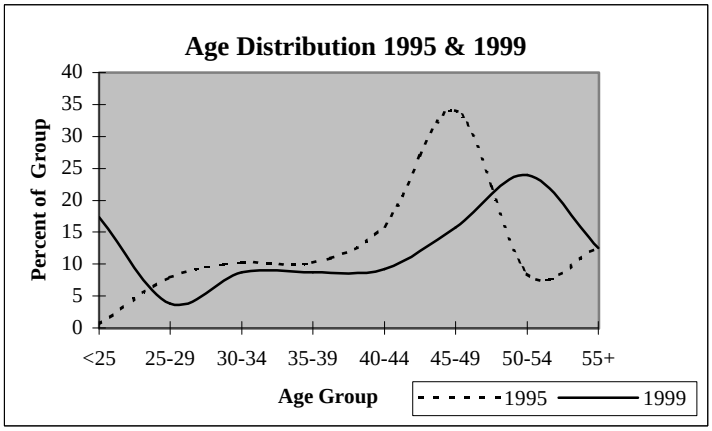
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	27	26	24	19	23	14.0%	13.5%	12.9%	10.2%	12.5%
4-7 Years	20	18	21	25	26	10.4%	9.4%	11.3%	13.4%	14.1%
8-11 Years	21	23	19	20	18	10.9%	12.0%	10.2%	10.7%	9.8%
12-15 Years	22	22	19	20	17	11.4%	11.5%	10.2%	10.7%	9.2%
16-19 Years	25	23	23	21	22	13.0%	12.0%	12.4%	11.2%	12.0%
20+ Years	78	80	80	82	78	40.4%	41.7%	43.0%	43.9%	42.4%
Average Experience	15.5	16.1	16.6	16.7	16.2					

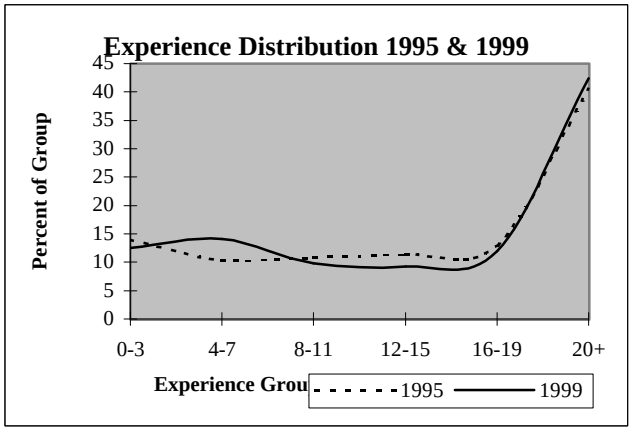
District Report for: HENRY COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	21	19	28	20	-	9.1%	8.3%	12.5%	9.2%	-
Attrition from Transfers	14	5	3	1	-	6.1%	2.2%	1.3%	0.5%	-
Attrition from Exits	7	14	25	19	-	3.0%	6.1%	11.2%	8.8%	-
Teacher Attrition	19	16	16	17	-	9.8%	8.3%	8.6%	9.1%	-
Attrition from Transfers	13	5	3	1	-	6.7%	2.6%	1.6%	0.5%	-
Attrition from Exits	6	11	13	16	-	3.1%	5.7%	7.0%	8.6%	-
District Retention										
Educator Retention	210	211	196	197	-	90.9%	91.7%	87.5%	90.8%	-
Teacher Retention	174	176	170	170	-	90.2%	91.7%	91.4%	90.9%	-

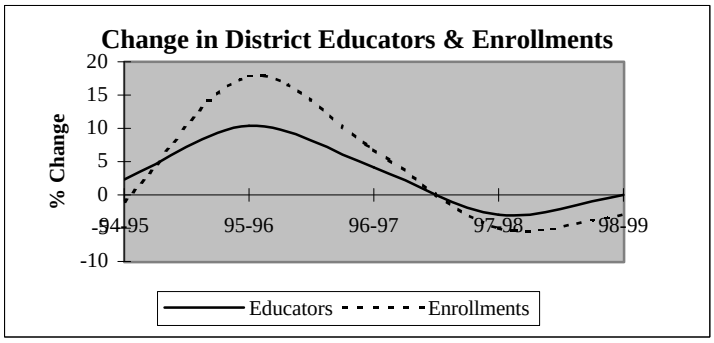
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.9%	0.0%	11.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	88.2%	5.9%	5.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.9%	9.7%	6.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.0%	3.3%	6.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	80.6%	6.5%	12.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.2%	0.0%	4.8%	89.7%	2.1%	91.8%	8.2%

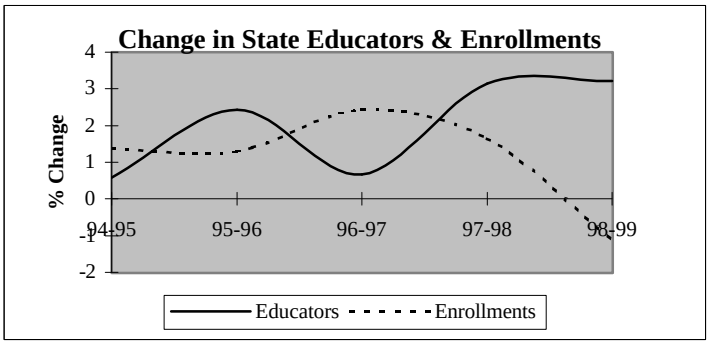
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	2.8%	5.3%	7.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.4%	4.5%	6.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	1.7%	1.7%	2.7%	4.6%	3.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.1%	94.8%	95.1%	92.2%	93.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.0%	0.9%	0.0%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.8%	3.5%	1.3%	3.2%	2.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: PARIS





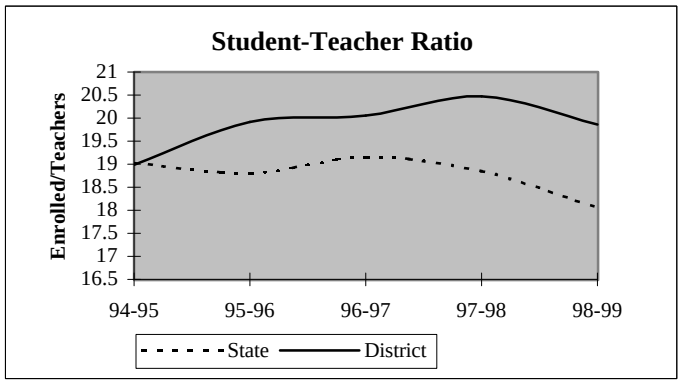
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	17.0	17.5	17.1	16.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.0	19.9	20.1	20.5	19.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	9	4	-3	0	-	-	-	-	-
% Change in Educators	2.4%	10.3%	4.2%	-3.0%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-13	247	112	-87	-49	-	-	-	-	-
% Change in Enrollment	-0.9%	17.8%	6.9%	-5.0%	-3.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	1.0%	1.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.2%	3.0%	5.2%	5.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.5%	10.4%	10.0%	11.3%	11.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.1%	5.5%	4.2%	4.3%	4.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	0.0%	20.0%	20.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.0	42.0	42.9	37.5	37.7	42.7	43.1	43.3	37.1	36.4
Average Experience	14.3	13.7	13.7	14.4	15.4	13.9	13.9	13.8	13.7	13.7
Average Salary	30,852	30,809	32,207	31,737	33,096	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.3%	3.8%	2.4%	2.6%	2.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	95.9%	92.7%	92.0%	92.6%	92.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.0%	9.8%	8.0%	7.4%	9.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	25.0%	na	25.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	1.8%	-	1.7%	1.7%	1.6%	1.8%

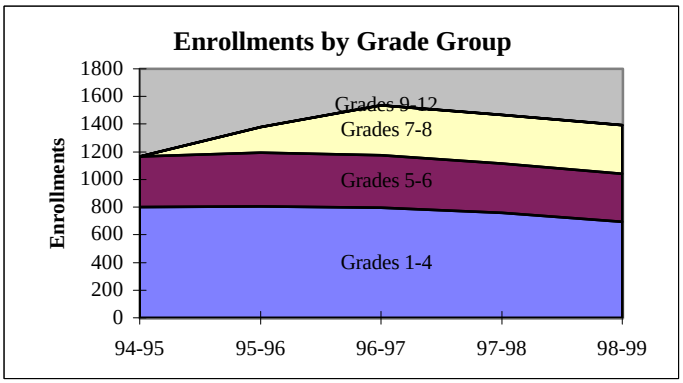
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	87	96	100	97	97	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	81	80	86	91	90	93.1%	83.3%	86.0%	93.8%	92.8%
Newly Hired	6	16	14	6	7	6.9%	16.7%	14.0%	6.2%	7.2%
Transfers In	1	9	5	3	2	16.7%	56.3%	35.7%	50.0%	28.6%
Reentrants	1	1	2	0	1	16.7%	6.3%	14.3%	0.0%	14.3%
First Time Educators	4	6	7	3	4	66.7%	37.5%	50.0%	50.0%	57.1%
Total Exiting Next Year	7	10	9	7	-	8.0%	10.4%	9.0%	7.2%	-
Transfers Out	2	1	3	1	-	28.6%	10.0%	33.3%	14.3%	-
Leave Tennessee Educ.	5	9	6	6	-	71.4%	90.0%	66.7%	85.7%	-

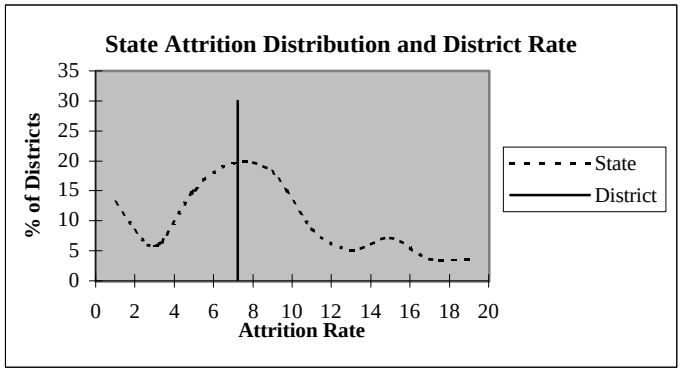
Dynamics Rates	District Rates				
District Attrition	8.0%	10.4%	9.0%	7.2%	-
Transfers In/Out	0.50	9.00	1.67	3.00	-

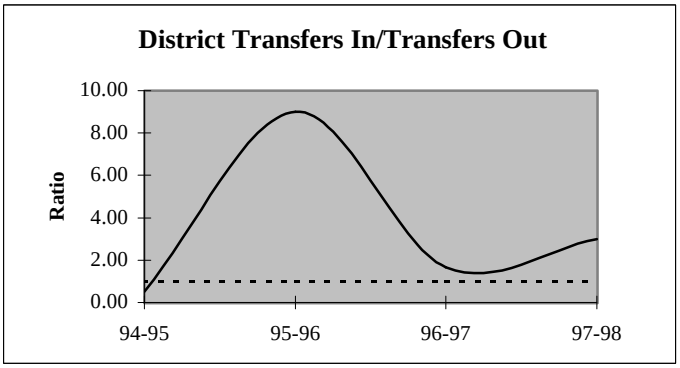
District Report for: PARIS

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	87	96	100	97	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	3	5	5	4.6%	4.2%	3.0%	5.2%	5.2%
Professional Staff	10	10	10	11	11	11.5%	10.4%	10.0%	11.3%	11.3%
Total Teachers	73	82	87	81	81	83.9%	85.4%	87.0%	83.5%	83.5%
Special Education	8	8	7	6	8	11.0%	9.8%	8.0%	7.4%	9.9%
Pre-K & Kindergarten	8	9	8	9	9	11.0%	11.0%	9.2%	11.1%	11.1%
Elementary (1-4)	42	42	40	39	39	57.5%	51.2%	46.0%	48.1%	48.1%
Middle School (5-6)	15	16	17	15	11	20.5%	19.5%	19.5%	18.5%	13.6%
Jr. High (7-8)	0	7	15	12	14	0.0%	8.5%	17.2%	14.8%	17.3%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,386	1,633	1,745	1,658	1,609	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	190	224	169	169	185	13.7%	13.7%	9.7%	10.2%	11.5%
Grades 1-4	802	804	794	759	692	57.9%	49.2%	45.5%	45.8%	43.0%
Grades 5-6	365	389	381	358	350	26.3%	23.8%	21.8%	21.6%	21.8%
Grades 7-8	0	184	362	351	352	0.0%	11.3%	20.7%	21.2%	21.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	29	32	39	21	30	2.1%	2.0%	2.2%	1.3%	1.9%









District Report for: PARIS

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	3	5	5	4.9%	4.4%	3.2%	5.4%	5.4%
White - Females	1	1	0	1	1	25.0%	25.0%	0.0%	20.0%	20.0%
White - Males	3	3	3	4	4	75.0%	75.0%	100.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	8	9	10	10	9.8%	8.8%	9.5%	10.9%	10.9%
White - Females	6	6	7	8	8	75.0%	75.0%	77.8%	80.0%	80.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	25.0%	25.0%	22.2%	20.0%	20.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	70	79	83	77	77	85.4%	86.8%	87.4%	83.7%	83.7%
White - Females	65	70	74	69	69	92.9%	88.6%	89.2%	89.6%	89.6%
White - Males	2	6	7	6	6	2.9%	7.6%	8.4%	7.8%	7.8%
Black - Females	2	3	2	2	2	2.9%	3.8%	2.4%	2.6%	2.6%
Black - Males	1	0	0	0	0	1.4%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	1	0	11	13	2.8%	1.3%	0.0%	13.6%	16.0%
25-29	11	12	9	8	7	15.5%	15.6%	11.8%	9.9%	8.6%
30-34	5	5	5	6	4	7.0%	6.5%	6.6%	7.4%	4.9%
35-39	5	8	8	5	5	7.0%	10.4%	10.5%	6.2%	6.2%
40-45	17	15	14	11	9	23.9%	19.5%	18.4%	13.6%	11.1%
45-49	20	24	25	22	17	28.2%	31.2%	32.9%	27.2%	21.0%
50-54	5	6	12	15	21	7.0%	7.8%	15.8%	18.5%	25.9%
55+	6	6	3	3	5	8.5%	7.8%	3.9%	3.7%	6.2%
Average Age	42.0	42.0	42.9	37.5	37.7					

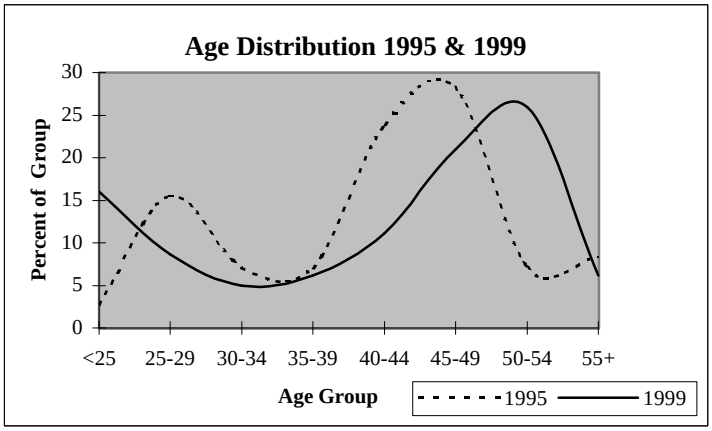
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	13	17	17	14	13	17.8%	20.7%	19.5%	17.3%	16.0%
4-7 Years	7	8	9	10	12	9.6%	9.8%	10.3%	12.3%	14.8%
8-11 Years	9	10	14	9	5	12.3%	12.2%	16.1%	11.1%	6.2%
12-15 Years	3	5	4	7	9	4.1%	6.1%	4.6%	8.6%	11.1%
16-19 Years	16	15	16	8	4	21.9%	18.3%	18.4%	9.9%	4.9%
20+ Years	25	27	27	33	38	34.2%	32.9%	31.0%	40.7%	46.9%
Average Experience	14.3	13.7	13.7	14.4	15.4					

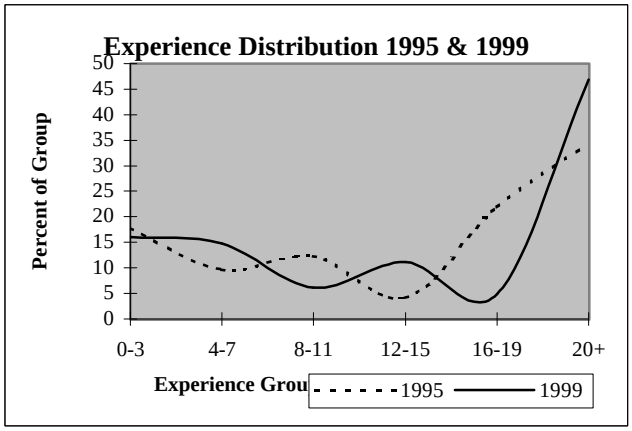
District Report for: PARIS

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	7	10	9	7	-	8.0%	10.4%	9.0%	7.2%	-
Attrition from Transfers	2	1	3	1	-	2.3%	1.0%	3.0%	1.0%	-
Attrition from Exits	5	9	6	6	-	5.7%	9.4%	6.0%	6.2%	-
Teacher Attrition	6	8	9	6	-	8.2%	9.8%	10.3%	7.4%	-
Attrition from Transfers	2	1	3	1	-	2.7%	1.2%	3.4%	1.2%	-
Attrition from Exits	4	7	6	5	-	5.5%	8.5%	6.9%	6.2%	-
District Retention										
Educator Retention	80	86	91	90	-	92.0%	89.6%	91.0%	92.8%	-
Teacher Retention	67	74	78	75	-	91.8%	90.2%	89.7%	92.6%	-

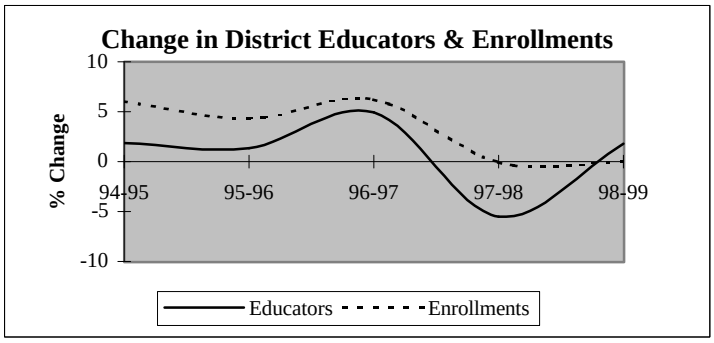
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	75.0%	5.0%	20.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.0%	9.5%	9.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.5%	6.3%	6.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	85.7%	7.1%	7.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	69.2%	15.4%	15.4%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

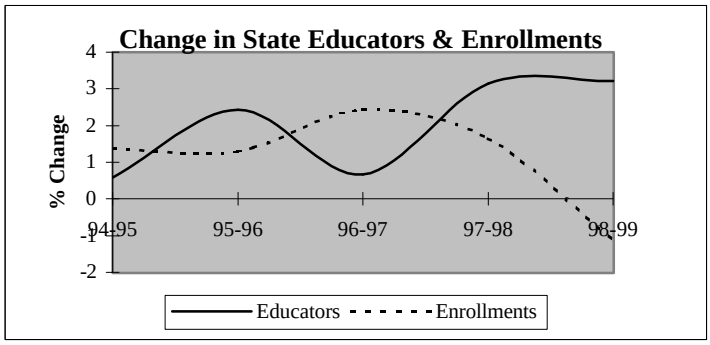
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.7%	13.3%	16.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.4%	7.6%	9.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.6%	6.3%	7.0%	5.2%	4.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	95.4%	92.7%	91.0%	93.8%	94.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	2.0%	1.0%	1.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HICKMAN COUNTY





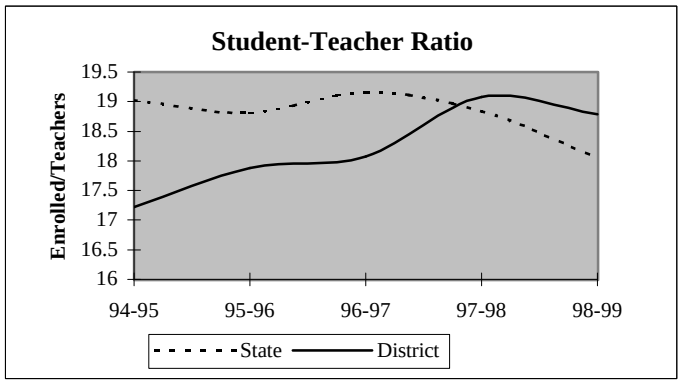
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	15.7	15.9	16.8	16.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.2	17.9	18.1	19.1	18.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	3	11	-13	4	-	-	-	-	-
% Change in Educators	1.8%	1.4%	4.9%	-5.5%	1.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	191	146	219	-2	-1	-	-	-	-	-
% Change in Enrollment	6.0%	4.3%	6.2%	-0.1%	0.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.2%	3.6%	3.4%	4.1%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.1%	8.5%	8.5%	7.7%	7.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.9%	2.9%	3.3%	2.5%	2.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	14.3%	25.0%	25.0%	44.4%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.7	40.4	40.9	33.8	34.0	42.7	43.1	43.3	37.1	36.4
Average Experience	10.8	10.4	10.5	11.0	11.2	13.9	13.9	13.8	13.7	13.7
Average Salary	26,456	27,910	29,392	29,470	30,603	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.2%	3.2%	3.8%	2.9%	2.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.1%	79.7%	76.3%	75.5%	75.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	16.8%	16.2%	15.5%	13.8%	16.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.6%	na	3.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	na	2.1%	-	1.7%	1.7%	1.6%	1.8%

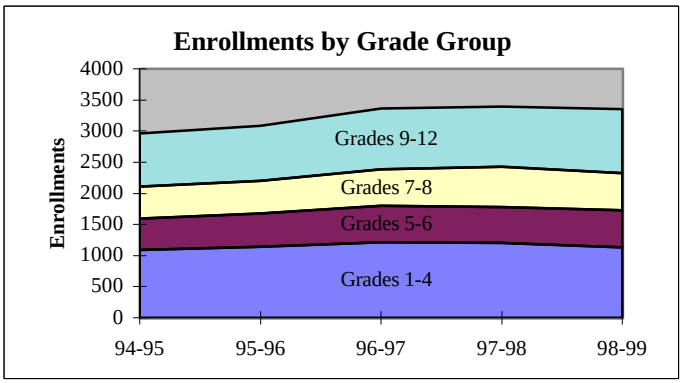
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	221	224	235	222	226	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	183	200	205	198	200	82.8%	89.3%	87.2%	89.2%	88.5%
Newly Hired	38	24	30	24	26	17.2%	10.7%	12.8%	10.8%	11.5%
Transfers In	6	5	2	3	1	15.8%	20.8%	6.7%	12.5%	3.8%
Reentrants	9	3	7	9	7	23.7%	12.5%	23.3%	37.5%	26.9%
First Time Educators	23	16	21	12	18	60.5%	66.7%	70.0%	50.0%	69.2%
Total Exiting Next Year	21	19	37	22	-	9.5%	8.5%	15.7%	9.9%	-
Transfers Out	6	9	9	0	-	28.6%	47.4%	24.3%	0.0%	-
Leave Tennessee Educ.	15	10	28	22	-	71.4%	52.6%	75.7%	100.0%	-

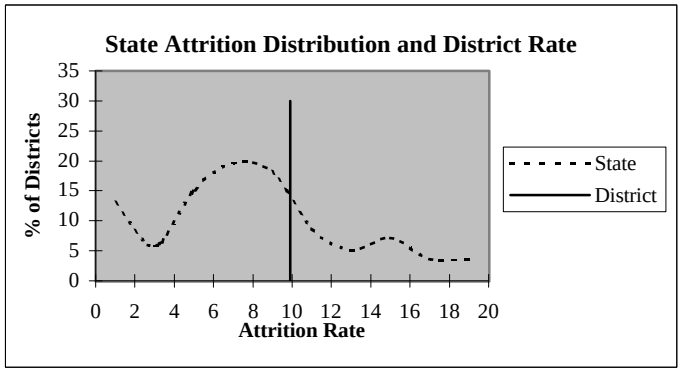
Dynamics Rates	District Rates				
District Attrition	9.5%	8.5%	15.7%	9.9%	-
Transfers In/Out	1.00	0.56	0.22	nc	-

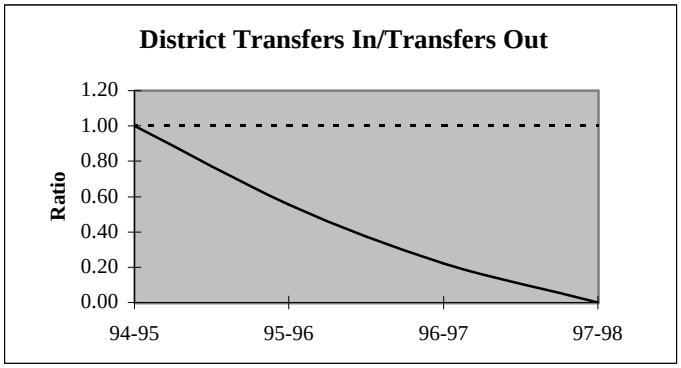
District Report for: HICKMAN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	221	224	235	222	226	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	8	8	9	10	3.2%	3.6%	3.4%	4.1%	4.4%
Professional Staff	18	19	20	17	17	8.1%	8.5%	8.5%	7.7%	7.5%
Total Teachers	196	197	207	196	199	88.7%	87.9%	88.1%	88.3%	88.1%
Special Education	33	32	32	27	33	16.8%	16.2%	15.5%	13.8%	16.6%
Pre-K & Kindergarten	15	16	16	13	13	7.7%	8.1%	7.7%	6.6%	6.5%
Elementary (1-4)	59	61	66	68	68	30.1%	31.0%	31.9%	34.7%	34.2%
Middle School (5-6)	19	18	18	19	18	9.7%	9.1%	8.7%	9.7%	9.0%
Jr. High (7-8)	21	22	26	21	22	10.7%	11.2%	12.6%	10.7%	11.1%
High School (9-12)	49	48	49	48	45	25.0%	24.4%	23.7%	24.5%	22.6%
Business	2	2	4	4	4	4.1%	4.2%	8.2%	8.3%	8.9%
Language Arts	6	7	8	5	6	12.2%	14.6%	16.3%	10.4%	13.3%
Social Studies	4	5	5	3	1	8.2%	10.4%	10.2%	6.3%	2.2%
Foreign Language	2	0	0	1	0	4.1%	0.0%	0.0%	2.1%	0.0%
Mathematics	6	5	5	6	5	12.2%	10.4%	10.2%	12.5%	11.1%
Science	4	5	4	4	3	8.2%	10.4%	8.2%	8.3%	6.7%
Vocational Education	13	12	13	12	12	26.5%	25.0%	26.5%	25.0%	26.7%
Other High School	12	12	10	13	14	24.5%	25.0%	20.4%	27.1%	31.1%
Total Enrollments	3,376	3,522	3,741	3,739	3,738	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	259	275	297	277	303	7.7%	7.8%	7.9%	7.4%	8.1%
Grades 1-4	1,090	1,138	1,215	1,203	1,131	32.3%	32.3%	32.5%	32.2%	30.3%
Grades 5-6	508	536	583	580	599	15.0%	15.2%	15.6%	15.5%	16.0%
Grades 7-8	508	525	589	639	598	15.0%	14.9%	15.7%	17.1%	16.0%
Grades 9-12	851	886	977	972	1,023	25.2%	25.2%	26.1%	26.0%	27.4%
Ungraded	160	162	80	68	84	4.7%	4.6%	2.1%	1.8%	2.2%









District Report for: HICKMAN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	7	7	8	9	2.9%	3.3%	3.3%	4.0%	4.5%
White - Females	1	2	2	4	5	16.7%	28.6%	28.6%	50.0%	55.6%
White - Males	5	5	5	4	4	83.3%	71.4%	71.4%	50.0%	44.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	18	18	16	16	8.6%	8.6%	8.5%	8.1%	8.0%
White - Females	12	12	12	12	11	66.7%	66.7%	66.7%	75.0%	68.8%
White - Males	6	6	6	4	4	33.3%	33.3%	33.3%	25.0%	25.0%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	185	185	186	174	176	88.5%	88.1%	88.2%	87.9%	87.6%
White - Females	145	147	143	134	139	78.4%	79.5%	76.9%	77.0%	79.0%
White - Males	34	32	36	35	33	18.4%	17.3%	19.4%	20.1%	18.8%
Black - Females	5	5	5	4	3	2.7%	2.7%	2.7%	2.3%	1.7%
Black - Males	1	1	2	1	1	0.5%	0.5%	1.1%	0.6%	0.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	4	2	40	43	1.1%	2.3%	1.2%	20.4%	21.6%
25-29	26	24	30	28	25	14.7%	14.0%	17.4%	14.3%	12.6%
30-34	19	21	19	13	15	10.7%	12.2%	11.0%	6.6%	7.5%
35-39	36	29	24	19	15	20.3%	16.9%	14.0%	9.7%	7.5%
40-45	33	30	26	25	27	18.6%	17.4%	15.1%	12.8%	13.6%
45-49	34	42	43	41	36	19.2%	24.4%	25.0%	20.9%	18.1%
50-54	9	7	12	15	23	5.1%	4.1%	7.0%	7.7%	11.6%
55+	18	15	16	15	15	10.2%	8.7%	9.3%	7.7%	7.5%
Average Age	40.7	40.4	40.9	33.8	34.0					

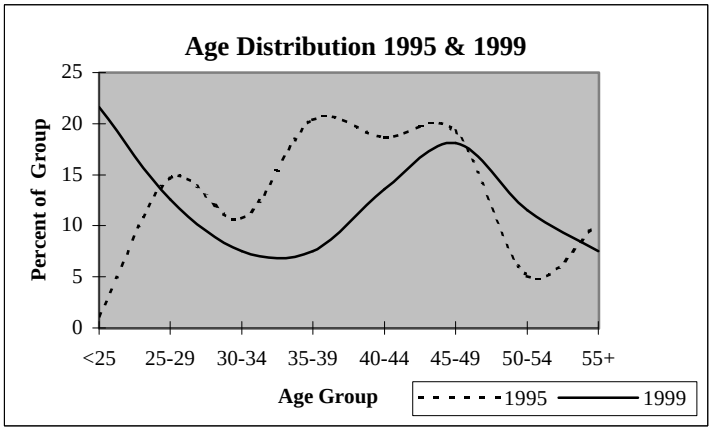
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	64	68	71	61	56	32.7%	34.5%	34.3%	31.1%	28.1%
4-7 Years	25	25	29	33	39	12.8%	12.7%	14.0%	16.8%	19.6%
8-11 Years	25	27	28	20	23	12.8%	13.7%	13.5%	10.2%	11.6%
12-15 Years	21	16	16	21	19	10.7%	8.1%	7.7%	10.7%	9.5%
16-19 Years	22	18	18	15	16	11.2%	9.1%	8.7%	7.7%	8.0%
20+ Years	39	43	45	46	46	19.9%	21.8%	21.7%	23.5%	23.1%
Average Experience	10.8	10.4	10.5	11.0	11.2					

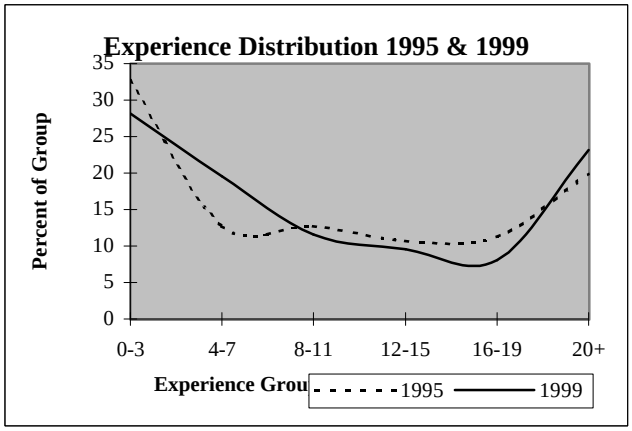
District Report for: HICKMAN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	21	19	37	22	-	9.5%	8.5%	15.7%	9.9%	-
Attrition from Transfers	6	9	9	0	-	2.7%	4.0%	3.8%	0.0%	-
Attrition from Exits	15	10	28	22	-	6.8%	4.5%	11.9%	9.9%	-
Teacher Attrition	18	18	30	21	-	9.2%	9.1%	14.5%	10.7%	-
Attrition from Transfers	5	9	8	0	-	2.6%	4.6%	3.9%	0.0%	-
Attrition from Exits	13	9	22	21	-	6.6%	4.6%	10.6%	10.7%	-
District Retention										
Educator Retention	200	205	198	200	-	90.5%	91.5%	84.3%	90.1%	-
Teacher Retention	178	179	177	175	-	90.8%	90.9%	85.5%	89.3%	-

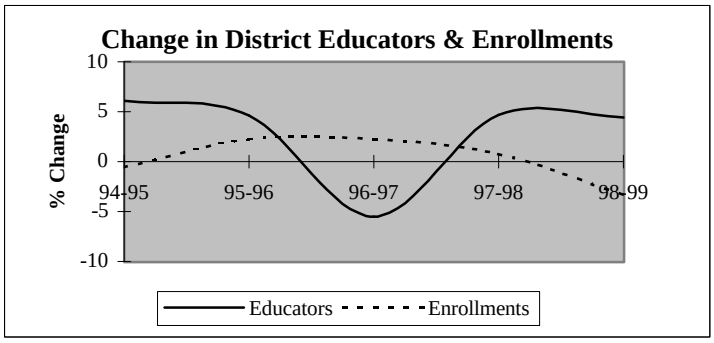
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.4%	3.1%	15.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.9%	2.3%	12.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	81.6%	6.6%	11.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.1%	1.7%	15.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	78.6%	14.3%	7.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.9%	2.8%	8.3%	89.7%	2.1%	91.8%	8.2%

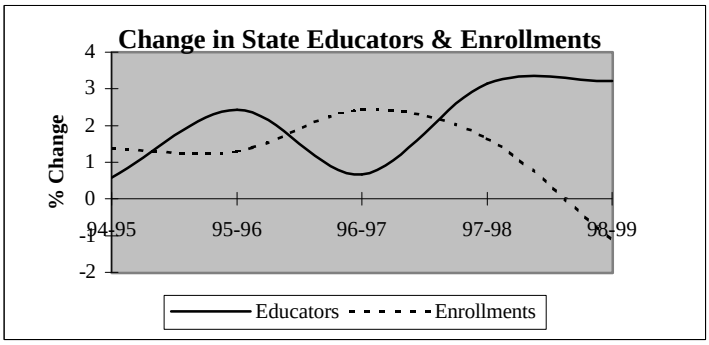
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	16.3%	20.8%	25.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	7.2%	10.4%	14.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	13.1%	8.0%	9.4%	5.4%	9.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	82.4%	91.5%	87.7%	90.5%	87.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.0%	0.4%	1.4%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.6%	0.4%	2.6%	2.7%	3.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HOUSTON COUNTY





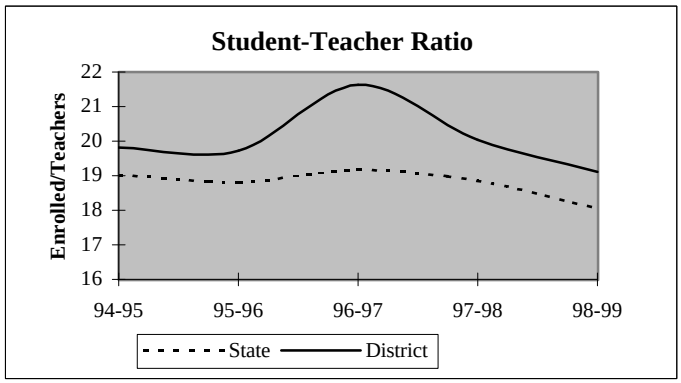
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	16.0	17.3	16.7	15.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.8	19.7	21.6	20.0	19.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	4	-5	4	4	-	-	-	-	-
% Change in Educators	6.1%	4.6%	-5.5%	4.7%	4.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-8	32	33	11	-50	-	-	-	-	-
% Change in Enrollment	-0.6%	2.2%	2.3%	0.7%	-3.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.9%	6.6%	5.8%	5.6%	6.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.3%	12.1%	14.0%	11.1%	12.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.3%	1.1%	2.4%	2.3%	2.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	33.3%	20.0%	40.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.9	40.5	40.9	37.0	37.4	42.7	43.1	43.3	37.1	36.4
Average Experience	10.8	11.4	11.8	12.1	12.7	13.9	13.9	13.8	13.7	13.7
Average Salary	27,467	28,689	30,150	30,194	31,802	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.8%	1.4%	3.1%	2.8%	2.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.6%	82.4%	84.1%	82.7%	82.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.1%	9.5%	10.1%	9.3%	9.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	5.6%	na	10.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	na	2.5%	-	1.7%	1.7%	1.6%	1.8%

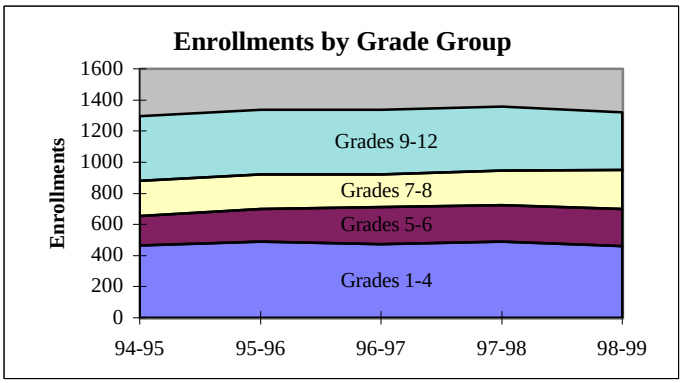
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	87	91	86	90	94	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	75	74	77	82	90	86.2%	81.3%	89.5%	91.1%	95.7%
Newly Hired	12	17	9	8	4	13.8%	18.7%	10.5%	8.9%	4.3%
Transfers In	2	4	0	2	4	16.7%	23.5%	0.0%	25.0%	100.0%
Reentrants	3	7	3	2	0	25.0%	41.2%	33.3%	25.0%	0.0%
First Time Educators	7	6	6	4	0	58.3%	35.3%	66.7%	50.0%	0.0%
Total Exiting Next Year	13	14	4	0	-	14.9%	15.4%	4.7%	0.0%	-
Transfers Out	7	2	2	0	-	53.8%	14.3%	50.0%	0.0%	-
Leave Tennessee Educ.	6	12	2	0	-	46.2%	85.7%	50.0%	0.0%	-

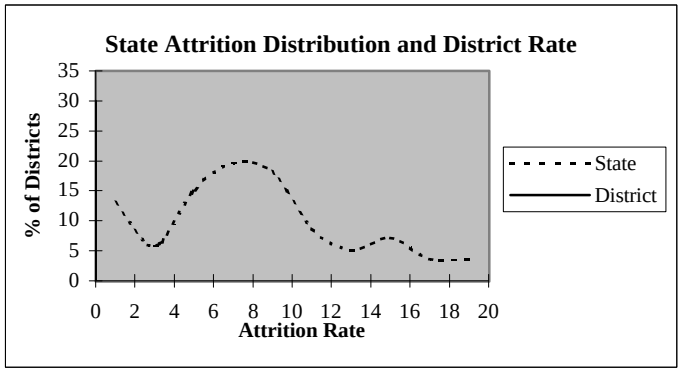
Dynamics Rates	District Rates				
District Attrition	14.9%	15.4%	4.7%	0.0%	-
Transfers In/Out	0.29	2.00	0.00	nc	-

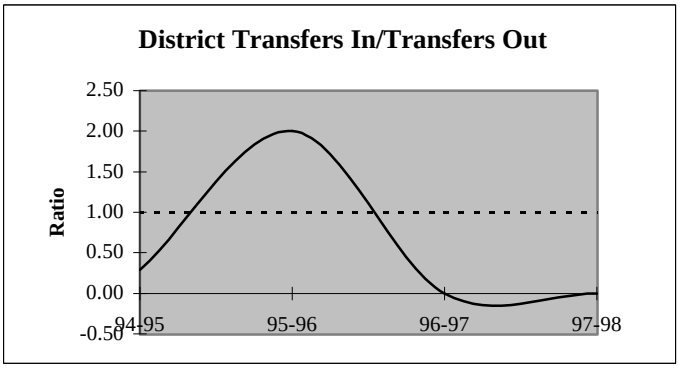
District Report for: HOUSTON COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	87	91	86	90	94	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	5	5	6	6.9%	6.6%	5.8%	5.6%	6.4%
Professional Staff	9	11	12	10	12	10.3%	12.1%	14.0%	11.1%	12.8%
Total Teachers	72	74	69	75	76	82.8%	81.3%	80.2%	83.3%	80.9%
Special Education	8	7	7	7	7	11.1%	9.5%	10.1%	9.3%	9.2%
Pre-K & Kindergarten	5	6	4	5	5	6.9%	8.1%	5.8%	6.7%	6.6%
Elementary (1-4)	25	26	26	27	25	34.7%	35.1%	37.7%	36.0%	32.9%
Middle School (5-6)	7	10	8	9	10	9.7%	13.5%	11.6%	12.0%	13.2%
Jr. High (7-8)	6	4	5	6	7	8.3%	5.4%	7.2%	8.0%	9.2%
High School (9-12)	21	21	19	21	22	29.2%	28.4%	27.5%	28.0%	28.9%
Business	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	4.5%
Language Arts	3	4	4	3	3	14.3%	19.0%	21.1%	14.3%	13.6%
Social Studies	2	3	2	2	2	9.5%	14.3%	10.5%	9.5%	9.1%
Foreign Language	1	1	1	1	1	4.8%	4.8%	5.3%	4.8%	4.5%
Mathematics	3	3	2	2	3	14.3%	14.3%	10.5%	9.5%	13.6%
Science	2	2	2	4	4	9.5%	9.5%	10.5%	19.0%	18.2%
Vocational Education	2	2	2	2	2	9.5%	9.5%	10.5%	9.5%	9.1%
Other High School	7	5	5	6	6	33.3%	23.8%	26.3%	28.6%	27.3%
Total Enrollments	1,427	1,459	1,492	1,503	1,453	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	109	103	136	125	116	7.6%	7.1%	9.1%	8.3%	8.0%
Grades 1-4	464	490	474	491	459	32.5%	33.6%	31.8%	32.7%	31.6%
Grades 5-6	192	209	238	231	240	13.5%	14.3%	16.0%	15.4%	16.5%
Grades 7-8	225	224	208	226	252	15.8%	15.4%	13.9%	15.0%	17.3%
Grades 9-12	414	414	417	409	368	29.0%	28.4%	27.9%	27.2%	25.3%
Ungraded	23	19	19	21	18	1.6%	1.3%	1.3%	1.4%	1.2%









District Report for: HOUSTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	6	5	5	6	7.0%	6.9%	6.1%	5.8%	6.7%
White - Females	2	2	1	2	3	33.3%	33.3%	20.0%	40.0%	50.0%
White - Males	4	4	4	3	3	66.7%	66.7%	80.0%	60.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	10	12	10	12	9.3%	11.5%	14.6%	11.6%	13.3%
White - Females	5	7	8	8	9	62.5%	70.0%	66.7%	80.0%	75.0%
White - Males	3	3	4	2	3	37.5%	30.0%	33.3%	20.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	72	71	65	71	72	83.7%	81.6%	79.3%	82.6%	80.0%
White - Females	57	59	55	59	60	79.2%	83.1%	84.6%	83.1%	83.3%
White - Males	13	11	8	10	10	18.1%	15.5%	12.3%	14.1%	13.9%
Black - Females	1	1	2	2	2	1.4%	1.4%	3.1%	2.8%	2.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	1.4%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	0	2	9	9	2.9%	0.0%	3.3%	12.0%	11.8%
25-29	12	14	9	8	6	17.4%	21.2%	14.8%	10.7%	7.9%
30-34	9	6	8	13	13	13.0%	9.1%	13.1%	17.3%	17.1%
35-39	9	8	3	3	6	13.0%	12.1%	4.9%	4.0%	7.9%
40-45	16	14	12	12	12	23.2%	21.2%	19.7%	16.0%	15.8%
45-49	10	14	16	15	14	14.5%	21.2%	26.2%	20.0%	18.4%
50-54	6	5	5	7	8	8.7%	7.6%	8.2%	9.3%	10.5%
55+	5	5	6	8	8	7.2%	7.6%	9.8%	10.7%	10.5%
Average Age	39.9	40.5	40.9	37.0	37.4					

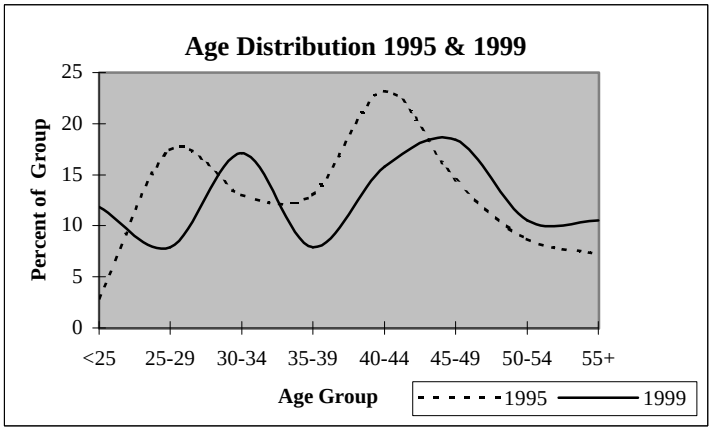
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	19	19	17	18	13	26.4%	25.7%	24.6%	24.0%	17.1%
4-7 Years	17	12	11	13	16	23.6%	16.2%	15.9%	17.3%	21.1%
8-11 Years	6	12	9	10	12	8.3%	16.2%	13.0%	13.3%	15.8%
12-15 Years	5	6	7	9	8	6.9%	8.1%	10.1%	12.0%	10.5%
16-19 Years	11	8	8	3	3	15.3%	10.8%	11.6%	4.0%	3.9%
20+ Years	14	17	17	22	24	19.4%	23.0%	24.6%	29.3%	31.6%
Average Experience	10.8	11.4	11.8	12.1	12.7					

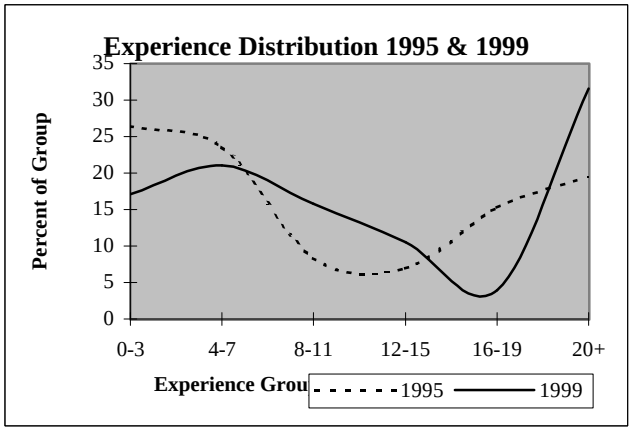
District Report for: HOUSTON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	13	14	4	0	-	14.9%	15.4%	4.7%	0.0%	-
Attrition from Transfers	7	2	2	0	-	8.0%	2.2%	2.3%	0.0%	-
Attrition from Exits	6	12	2	0	-	6.9%	13.2%	2.3%	0.0%	-
Teacher Attrition	13	12	1	0	-	18.1%	16.2%	1.4%	0.0%	-
Attrition from Transfers	7	2	0	0	-	9.7%	2.7%	0.0%	0.0%	-
Attrition from Exits	6	10	1	0	-	8.3%	13.5%	1.4%	0.0%	-
District Retention										
Educator Retention	74	77	82	90	-	85.1%	84.6%	95.3%	100.0%	-
Teacher Retention	59	62	68	75	-	81.9%	83.8%	98.6%	100.0%	-

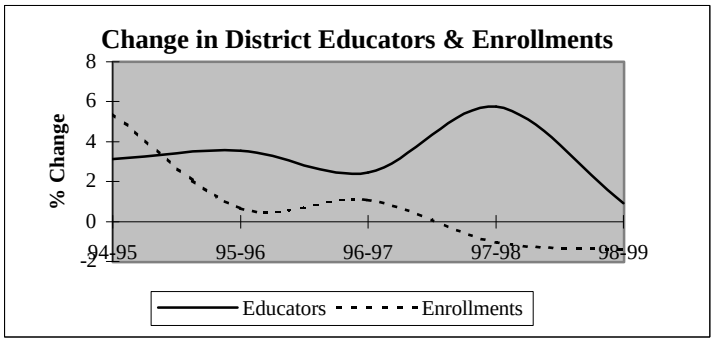
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	64.3%	10.7%	25.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.5%	0.0%	9.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	10.0%	10.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.8%	0.0%	4.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	80.0%	20.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.3%	0.0%	7.7%	89.7%	2.1%	91.8%	8.2%

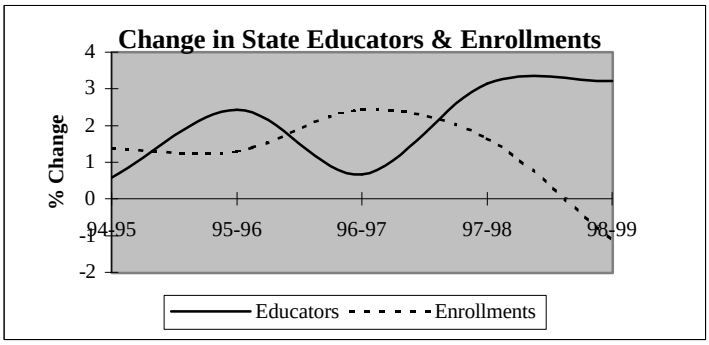
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.0%	14.6%	11.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	7.0%	10.4%	8.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.0%	6.6%	8.1%	4.4%	1.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.7%	85.7%	88.4%	93.3%	98.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.1%	2.3%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.3%	6.6%	1.2%	2.2%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HUMPHREYS COUNTY





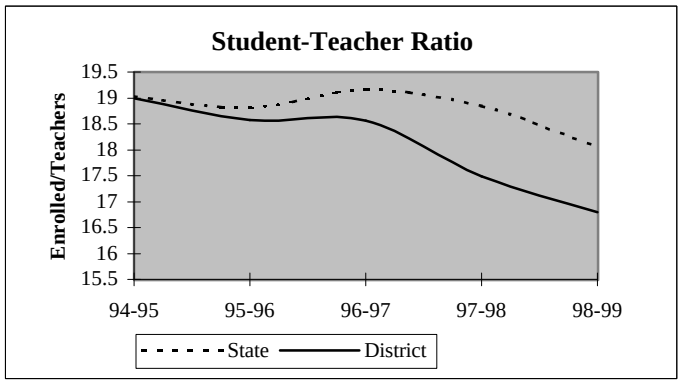
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.5	16.0	15.8	14.8	14.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.0	18.6	18.6	17.5	16.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	6	7	5	12	2	-	-	-	-	-
% Change in Educators	3.1%	3.6%	2.5%	5.7%	0.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	167	21	35	-34	-47	-	-	-	-	-
% Change in Enrollment	5.4%	0.6%	1.1%	-1.0%	-1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.4%	4.8%	5.4%	5.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.6%	9.3%	10.0%	10.0%	8.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.1%	2.0%	2.5%	2.4%	1.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	11.1%	11.1%	10.0%	8.3%	8.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	44.4%	50.0%	50.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.6	40.3	41.0	37.6	36.8	42.7	43.1	43.3	37.1	36.4
Average Experience	12.3	12.1	12.7	12.4	12.5	13.9	13.9	13.8	13.7	13.7
Average Salary	29,637	29,632	30,682	30,350	32,138	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.2%	1.2%	1.8%	1.7%	1.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.4%	76.1%	77.5%	78.1%	80.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.6%	7.4%	7.9%	7.0%	7.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.9%	na	4.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

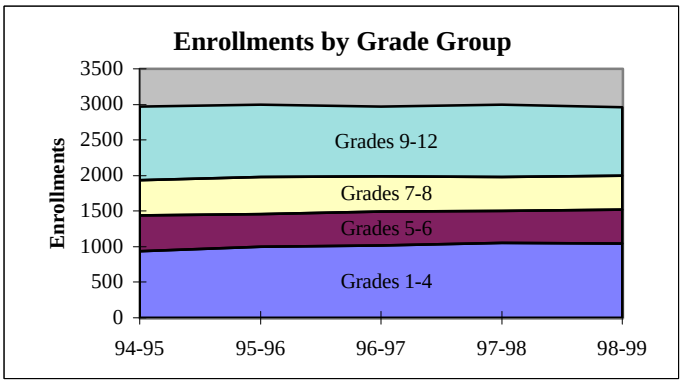
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	197	204	209	221	223	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	170	175	193	196	200	86.3%	85.8%	92.3%	88.7%	89.7%
Newly Hired	27	29	16	25	23	13.7%	14.2%	7.7%	11.3%	10.3%
Transfers In	2	5	1	7	4	7.4%	17.2%	6.3%	28.0%	17.4%
Reentrants	8	6	9	5	8	29.6%	20.7%	56.3%	20.0%	34.8%
First Time Educators	17	18	6	13	11	63.0%	62.1%	37.5%	52.0%	47.8%
Total Exiting Next Year	22	11	13	21	-	11.2%	5.4%	6.2%	9.5%	-
Transfers Out	7	4	3	14	-	31.8%	36.4%	23.1%	66.7%	-
Leave Tennessee Educ.	15	7	10	7	-	68.2%	63.6%	76.9%	33.3%	-

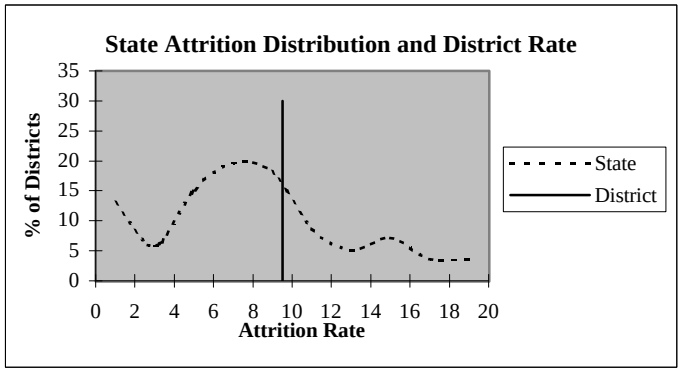
Dynamics Rates	District Rates				
District Attrition	11.2%	5.4%	6.2%	9.5%	-
Transfers In/Out	0.29	1.25	0.33	0.50	-

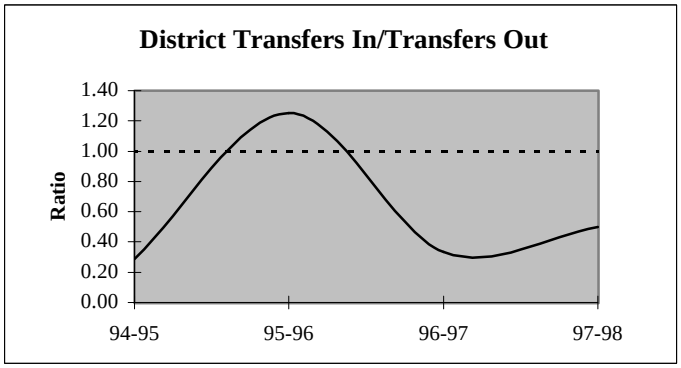
District Report for: HUMPHREYS COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	197	204	209	221	223	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	10	12	12	4.6%	4.4%	4.8%	5.4%	5.4%
Professional Staff	17	19	21	22	19	8.6%	9.3%	10.0%	10.0%	8.5%
Total Teachers	171	176	178	187	192	86.8%	86.3%	85.2%	84.6%	86.1%
Special Education	13	13	14	13	15	7.6%	7.4%	7.9%	7.0%	7.8%
Pre-K & Kindergarten	11	12	14	15	14	6.4%	6.8%	7.9%	8.0%	7.3%
Elementary (1-4)	58	61	67	69	72	33.9%	34.7%	37.6%	36.9%	37.5%
Middle School (5-6)	23	22	22	22	23	13.5%	12.5%	12.4%	11.8%	12.0%
Jr. High (7-8)	19	19	12	15	15	11.1%	10.8%	6.7%	8.0%	7.8%
High School (9-12)	47	49	49	53	53	27.5%	27.8%	27.5%	28.3%	27.6%
Business	0	1	0	0	0	0.0%	2.0%	0.0%	0.0%	0.0%
Language Arts	6	5	5	7	8	12.8%	10.2%	10.2%	13.2%	15.1%
Social Studies	6	6	7	6	6	12.8%	12.2%	14.3%	11.3%	11.3%
Foreign Language	2	3	3	2	2	4.3%	6.1%	6.1%	3.8%	3.8%
Mathematics	4	4	5	7	8	8.5%	8.2%	10.2%	13.2%	15.1%
Science	5	5	6	6	6	10.6%	10.2%	12.2%	11.3%	11.3%
Vocational Education	14	12	13	13	11	29.8%	24.5%	26.5%	24.5%	20.8%
Other High School	10	13	10	12	12	21.3%	26.5%	20.4%	22.6%	22.6%
Total Enrollments	3,249	3,270	3,305	3,271	3,224	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	257	240	285	239	229	7.9%	7.3%	8.6%	7.3%	7.1%
Grades 1-4	940	998	1,021	1,052	1,044	28.9%	30.5%	30.9%	32.2%	32.4%
Grades 5-6	497	462	477	455	479	15.3%	14.1%	14.4%	13.9%	14.9%
Grades 7-8	497	517	492	470	476	15.3%	15.8%	14.9%	14.4%	14.8%
Grades 9-12	1,032	1,018	982	1,017	958	31.8%	31.1%	29.7%	31.1%	29.7%
Ungraded	26	35	48	38	38	0.8%	1.1%	1.5%	1.2%	1.2%









District Report for: HUMPHREYS COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	9	10	12	12	4.7%	4.5%	5.0%	5.7%	5.6%
White - Females	3	4	5	6	6	33.3%	44.4%	50.0%	50.0%	50.0%
White - Males	5	4	4	5	5	55.6%	44.4%	40.0%	41.7%	41.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	11.1%	11.1%	10.0%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	21	22	19	8.9%	9.6%	10.4%	10.4%	8.9%
White - Females	12	14	15	16	13	70.6%	73.7%	71.4%	72.7%	68.4%
White - Males	4	4	5	5	5	23.5%	21.1%	23.8%	22.7%	26.3%
Black - Females	1	1	1	1	1	5.9%	5.3%	4.8%	4.5%	5.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	166	170	170	178	183	86.5%	85.9%	84.6%	84.0%	85.5%
White - Females	129	129	131	139	149	77.7%	75.9%	77.1%	78.1%	81.4%
White - Males	35	39	36	36	32	21.1%	22.9%	21.2%	20.2%	17.5%
Black - Females	2	2	2	2	2	1.2%	1.2%	1.2%	1.1%	1.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	0	0.0%	0.0%	0.6%	0.6%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	6	2	20	24	3.7%	3.8%	1.2%	10.7%	12.5%
25-29	28	27	28	24	26	17.4%	17.0%	17.4%	12.8%	13.5%
30-34	19	22	21	29	31	11.8%	13.8%	13.0%	15.5%	16.1%
35-39	20	17	18	19	21	12.4%	10.7%	11.2%	10.2%	10.9%
40-45	24	26	25	24	16	14.9%	16.4%	15.5%	12.8%	8.3%
45-49	32	29	32	28	28	19.9%	18.2%	19.9%	15.0%	14.6%
50-54	19	22	19	23	22	11.8%	13.8%	11.8%	12.3%	11.5%
55+	13	10	16	20	24	8.1%	6.3%	9.9%	10.7%	12.5%
Average Age	40.6	40.3	41.0	37.6	36.8					

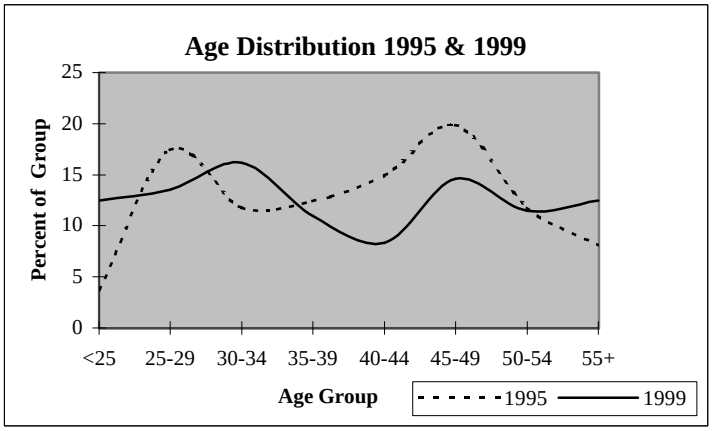
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	40	48	42	52	47	23.4%	27.3%	23.6%	27.8%	24.5%
4-7 Years	28	23	30	24	32	16.4%	13.1%	16.9%	12.8%	16.7%
8-11 Years	21	19	20	21	23	12.3%	10.8%	11.2%	11.2%	12.0%
12-15 Years	13	15	12	17	21	7.6%	8.5%	6.7%	9.1%	10.9%
16-19 Years	22	24	26	25	14	12.9%	13.6%	14.6%	13.4%	7.3%
20+ Years	47	47	48	48	55	27.5%	26.7%	27.0%	25.7%	28.6%
Average Experience	12.3	12.1	12.7	12.4	12.5					

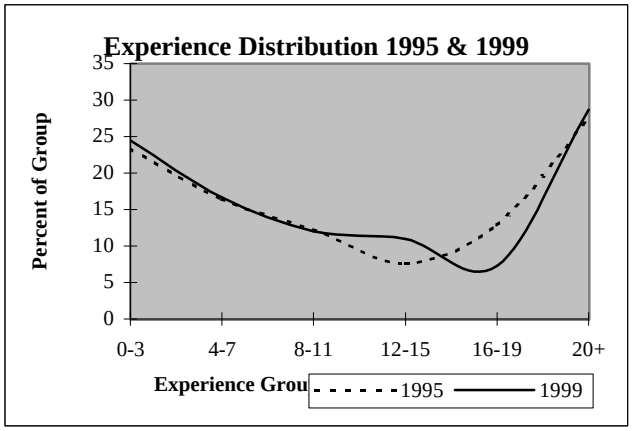
District Report for: HUMPHREYS COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	22	11	13	21	-	11.2%	5.4%	6.2%	9.5%	-
Attrition from Transfers	7	4	3	14	-	3.6%	2.0%	1.4%	6.3%	-
Attrition from Exits	15	7	10	7	-	7.6%	3.4%	4.8%	3.2%	-
Teacher Attrition	19	9	13	17	-	11.1%	5.1%	7.3%	9.1%	-
Attrition from Transfers	7	3	3	13	-	4.1%	1.7%	1.7%	7.0%	-
Attrition from Exits	12	6	10	4	-	7.0%	3.4%	5.6%	2.1%	-
District Retention										
Educator Retention	175	193	196	200	-	88.8%	94.6%	93.8%	90.5%	-
Teacher Retention	152	167	165	170	-	88.9%	94.9%	92.7%	90.9%	-

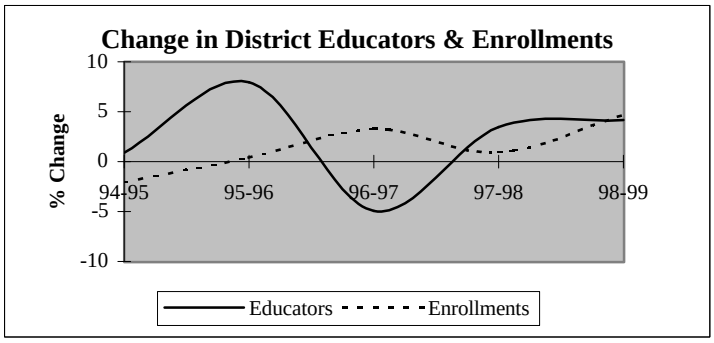
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.7%	6.7%	11.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.4%	6.8%	6.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.8%	6.1%	6.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	84.8%	10.9%	4.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	76.9%	10.3%	12.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	96.8%	0.0%	3.2%	89.7%	2.1%	91.8%	8.2%

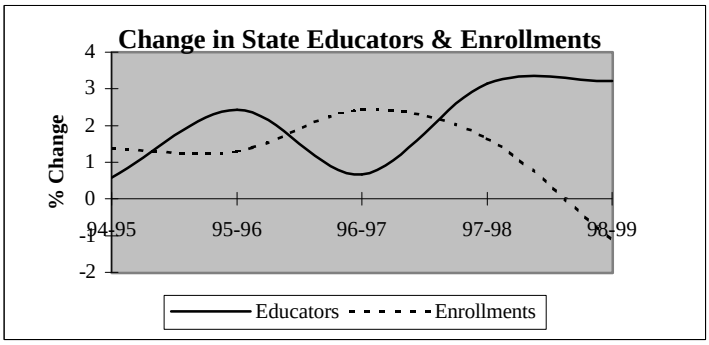
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.7%	13.7%	16.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.4%	10.4%	12.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.1%	9.3%	2.9%	6.3%	4.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.8%	88.7%	93.8%	92.8%	91.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.5%	0.5%	0.0%	0.9%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.6%	1.5%	2.9%	0.9%	2.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: JACKSON COUNTY





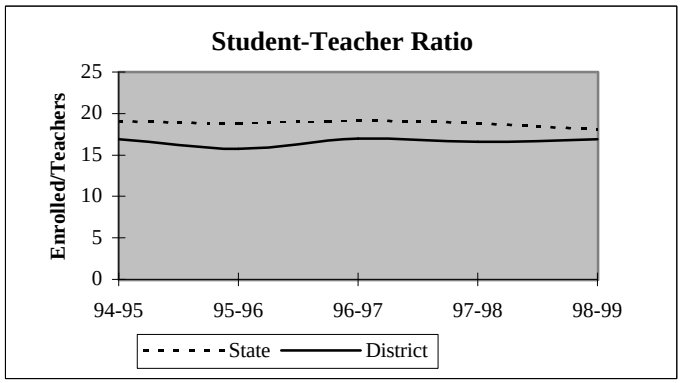
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.9	12.9	14.0	13.7	13.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.9	15.8	17.0	16.6	16.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	9	-6	4	5	-	-	-	-	-
% Change in Educators	0.9%	8.0%	-4.9%	3.4%	4.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-33	6	52	15	77	-	-	-	-	-
% Change in Enrollment	-2.1%	0.4%	3.3%	0.9%	4.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.7%	3.3%	2.6%	1.7%	1.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	4.1%	4.3%	4.2%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.3%	13.9%	12.9%	13.3%	14.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	40.0%	40.0%	40.0%	40.0%	40.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.1	39.9	41.2	38.7	39.9	42.7	43.1	43.3	37.1	36.4
Average Experience	12.3	12.4	14.0	14.3	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	25,567	27,691	30,254	30,666	31,607	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.7%	83.0%	82.3%	80.8%	78.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.6%	10.0%	10.4%	10.1%	10.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.2%	na	0.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

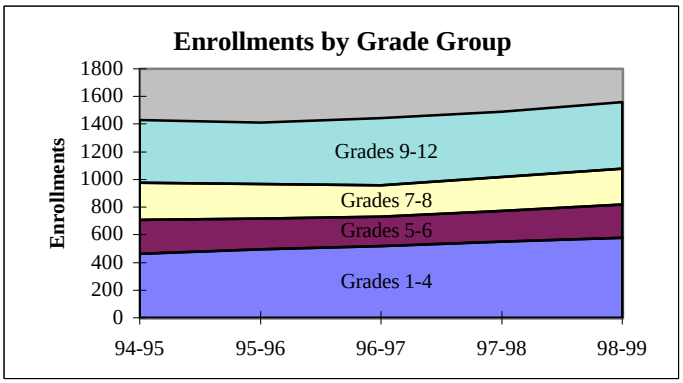
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	113	122	116	120	125	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	97	105	113	110	118	85.8%	86.1%	97.4%	91.7%	94.4%
Newly Hired	16	17	3	10	7	14.2%	13.9%	2.6%	8.3%	5.6%
Transfers In	4	2	1	1	0	25.0%	11.8%	33.3%	10.0%	0.0%
Reentrants	8	6	1	5	5	50.0%	35.3%	33.3%	50.0%	71.4%
First Time Educators	4	9	1	4	2	25.0%	52.9%	33.3%	40.0%	28.6%
Total Exiting Next Year	8	9	6	2	-	7.1%	7.4%	5.2%	1.7%	-
Transfers Out	2	4	0	1	-	25.0%	44.4%	0.0%	50.0%	-
Leave Tennessee Educ.	6	5	6	1	-	75.0%	55.6%	100.0%	50.0%	-

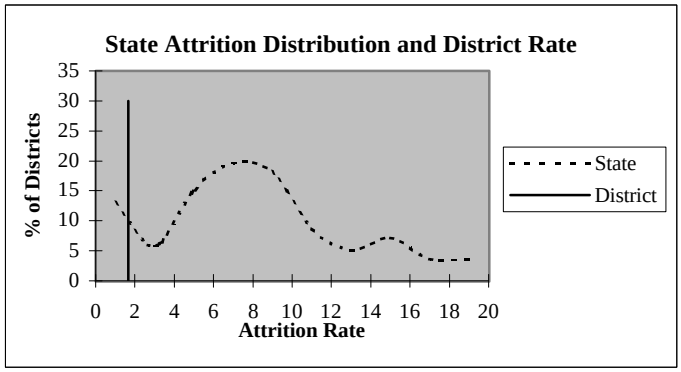
Dynamics Rates	District Rates				
District Attrition	7.1%	7.4%	5.2%	1.7%	-
Transfers In/Out	2.00	0.50	nc	1.00	-

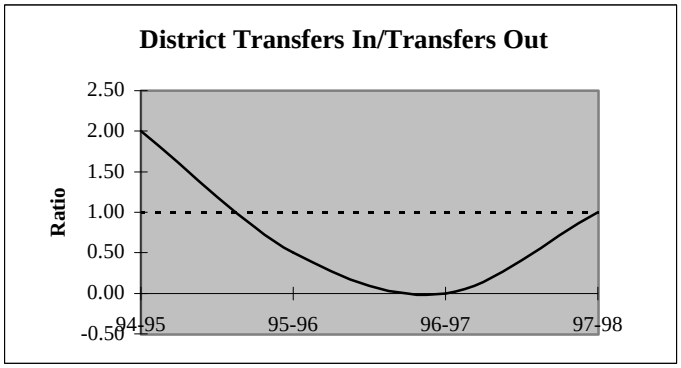
District Report for: JACKSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	113	122	116	120	125	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	5	4.4%	4.1%	4.3%	4.2%	4.0%
Professional Staff	15	17	15	16	18	13.3%	13.9%	12.9%	13.3%	14.4%
Total Teachers	93	100	96	99	102	82.3%	82.0%	82.8%	82.5%	81.6%
Special Education	8	10	10	10	11	8.6%	10.0%	10.4%	10.1%	10.8%
Pre-K & Kindergarten	8	8	7	9	8	8.6%	8.0%	7.3%	9.1%	7.8%
Elementary (1-4)	38	38	37	33	35	40.9%	38.0%	38.5%	33.3%	34.3%
Middle School (5-6)	9	9	10	11	11	9.7%	9.0%	10.4%	11.1%	10.8%
Jr. High (7-8)	9	10	10	11	11	9.7%	10.0%	10.4%	11.1%	10.8%
High School (9-12)	21	25	22	25	26	22.6%	25.0%	22.9%	25.3%	25.5%
Business	1	1	1	2	2	4.8%	4.0%	4.5%	8.0%	7.7%
Language Arts	2	3	3	3	3	9.5%	12.0%	13.6%	12.0%	11.5%
Social Studies	2	4	3	5	5	9.5%	16.0%	13.6%	20.0%	19.2%
Foreign Language	1	1	1	1	1	4.8%	4.0%	4.5%	4.0%	3.8%
Mathematics	2	2	3	2	3	9.5%	8.0%	13.6%	8.0%	11.5%
Science	2	2	3	3	3	9.5%	8.0%	13.6%	12.0%	11.5%
Vocational Education	5	5	4	4	4	23.8%	20.0%	18.2%	16.0%	15.4%
Other High School	6	7	4	5	5	28.6%	28.0%	18.2%	20.0%	19.2%
Total Enrollments	1,571	1,577	1,629	1,644	1,721	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	116	135	143	129	132	7.4%	8.6%	8.8%	7.8%	7.7%
Grades 1-4	465	493	518	549	577	29.6%	31.3%	31.8%	33.4%	33.5%
Grades 5-6	245	225	214	226	242	15.6%	14.3%	13.1%	13.7%	14.1%
Grades 7-8	267	249	228	242	257	17.0%	15.8%	14.0%	14.7%	14.9%
Grades 9-12	451	446	483	471	482	28.7%	28.3%	29.7%	28.6%	28.0%
Ungraded	27	29	43	27	31	1.7%	1.8%	2.6%	1.6%	1.8%









District Report for: JACKSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	5	5	5	5	4.6%	4.2%	4.4%	4.3%	4.1%
White - Females	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	40.0%
White - Males	3	3	3	3	3	60.0%	60.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	16	14	15	17	12.8%	13.4%	12.4%	12.9%	14.0%
White - Females	10	12	11	11	12	71.4%	75.0%	78.6%	73.3%	70.6%
White - Males	4	4	3	4	5	28.6%	25.0%	21.4%	26.7%	29.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	90	98	94	96	99	82.6%	82.4%	83.2%	82.8%	81.8%
White - Females	75	82	78	79	79	83.3%	83.7%	83.0%	82.3%	79.8%
White - Males	15	16	16	17	20	16.7%	16.3%	17.0%	17.7%	20.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	2	1	10	6	3.5%	2.2%	1.1%	10.1%	5.9%
25-29	12	12	12	8	10	14.0%	13.0%	13.2%	8.1%	9.8%
30-34	9	16	9	15	16	10.5%	17.4%	9.9%	15.2%	15.7%
35-39	17	11	14	10	12	19.8%	12.0%	15.4%	10.1%	11.8%
40-45	17	22	19	16	17	19.8%	23.9%	20.9%	16.2%	16.7%
45-49	18	16	20	22	19	20.9%	17.4%	22.0%	22.2%	18.6%
50-54	4	6	8	10	14	4.7%	6.5%	8.8%	10.1%	13.7%
55+	6	7	8	8	8	7.0%	7.6%	8.8%	8.1%	7.8%
Average Age	40.1	39.9	41.2	38.7	39.9					

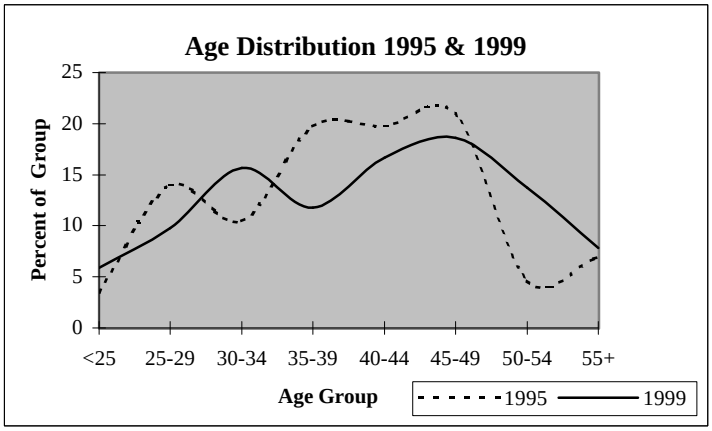
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	21	23	13	13	14	22.6%	23.0%	13.5%	13.1%	13.7%
4-7 Years	16	16	18	19	19	17.2%	16.0%	18.8%	19.2%	18.6%
8-11 Years	10	14	12	10	12	10.8%	14.0%	12.5%	10.1%	11.8%
12-15 Years	9	5	11	14	11	9.7%	5.0%	11.5%	14.1%	10.8%
16-19 Years	9	10	9	9	9	9.7%	10.0%	9.4%	9.1%	8.8%
20+ Years	28	32	33	34	37	30.1%	32.0%	34.4%	34.3%	36.3%
Average Experience	12.3	12.4	14.0	14.3	14.7					

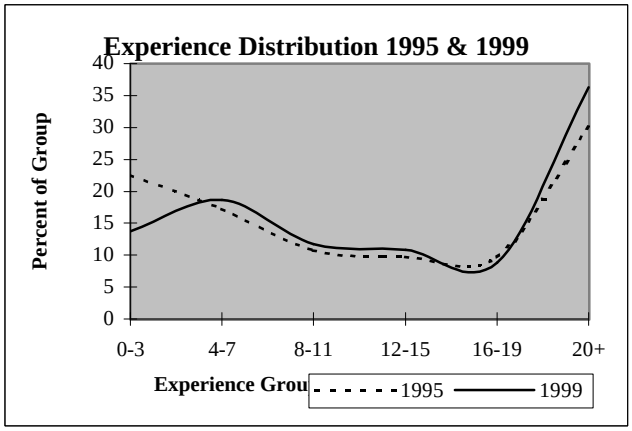
District Report for: JACKSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	9	6	2	-	7.1%	7.4%	5.2%	1.7%	-
Attrition from Transfers	2	4	0	1	-	1.8%	3.3%	0.0%	0.8%	-
Attrition from Exits	6	5	6	1	-	5.3%	4.1%	5.2%	0.8%	-
Teacher Attrition	8	8	5	1	-	8.6%	8.0%	5.2%	1.0%	-
Attrition from Transfers	2	4	0	0	-	2.2%	4.0%	0.0%	0.0%	-
Attrition from Exits	6	4	5	1	-	6.5%	4.0%	5.2%	1.0%	-
District Retention										
Educator Retention	105	113	110	118	-	92.9%	92.6%	94.8%	98.3%	-
Teacher Retention	85	92	91	98	-	91.4%	92.0%	94.8%	99.0%	-

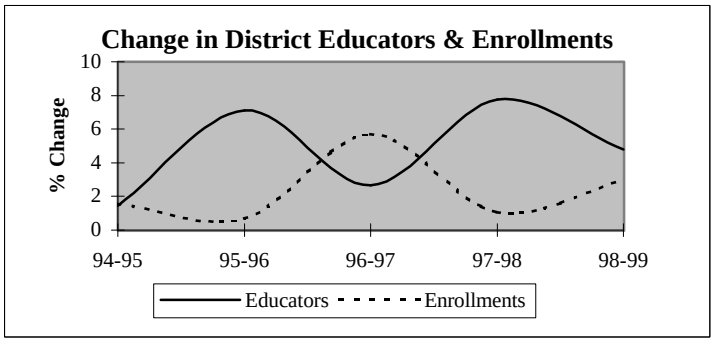
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	71.4%	10.7%	17.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	76.2%	9.5%	14.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.9%	0.0%	11.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.3%	0.0%	8.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.3%	3.8%	3.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.5%	0.0%	9.5%	89.7%	2.1%	91.8%	8.2%

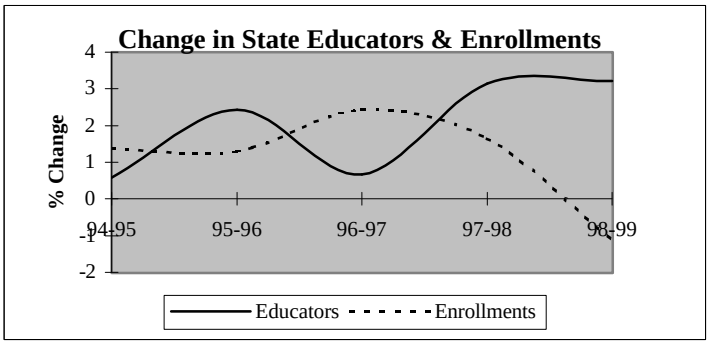
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.8%	12.1%	16.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.9%	5.7%	6.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.3%	9.0%	5.2%	5.8%	1.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.5%	86.1%	94.0%	91.7%	95.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	1.6%	0.0%	0.0%	0.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.3%	3.3%	0.9%	2.5%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: JEFFERSON COUNTY





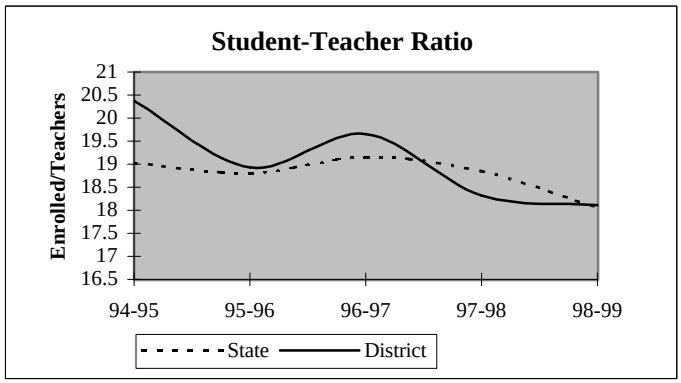
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	16.4	16.9	15.9	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	18.9	19.7	18.3	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	25	10	30	20	-	-	-	-	-
% Change in Educators	1.4%	7.1%	2.7%	7.8%	4.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	95	42	353	70	196	-	-	-	-	-
% Change in Enrollment	1.6%	0.7%	5.7%	1.1%	3.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.6%	0.3%	1.3%	1.7%	2.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.7%	3.5%	3.6%	3.8%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	9.8%	10.4%	9.6%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.9%	1.4%	1.1%	1.3%	1.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	15.4%	15.4%	21.4%	18.8%	29.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.0	44.2	44.2	34.5	33.2	42.7	43.1	43.3	37.1	36.4
Average Experience	14.6	13.8	13.3	13.0	13.2	13.9	13.9	13.8	13.7	13.7
Average Salary	30,241	29,738	30,749	30,818	32,049	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.7%	1.3%	0.9%	1.2%	1.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.1%	77.3%	76.2%	75.3%	76.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.0%	6.7%	5.7%	5.8%	5.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.6%	na	3.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

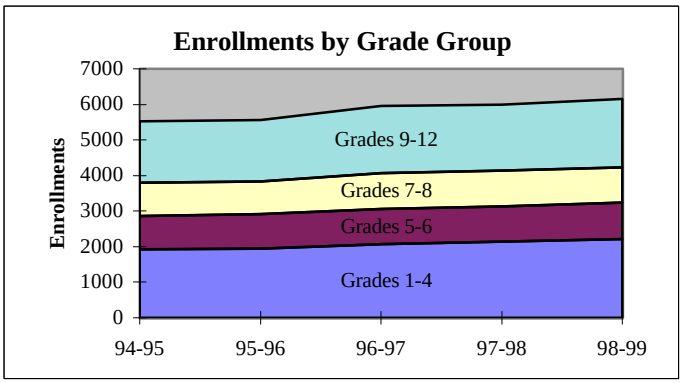
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	351	376	386	416	436	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	320	323	347	357	392	91.2%	85.9%	89.9%	85.8%	89.9%
Newly Hired	31	53	39	59	44	8.8%	14.1%	10.1%	14.2%	10.1%
Transfers In	3	10	1	2	7	9.7%	18.9%	2.6%	3.4%	15.9%
Reentrants	15	19	17	30	21	48.4%	35.8%	43.6%	50.8%	47.7%
First Time Educators	13	24	21	27	16	41.9%	45.3%	53.8%	45.8%	36.4%
Total Exiting Next Year	28	29	29	24	-	8.0%	7.7%	7.5%	5.8%	-
Transfers Out	7	1	6	1	-	25.0%	3.4%	20.7%	4.2%	-
Leave Tennessee Educ.	21	28	23	23	-	75.0%	96.6%	79.3%	95.8%	-

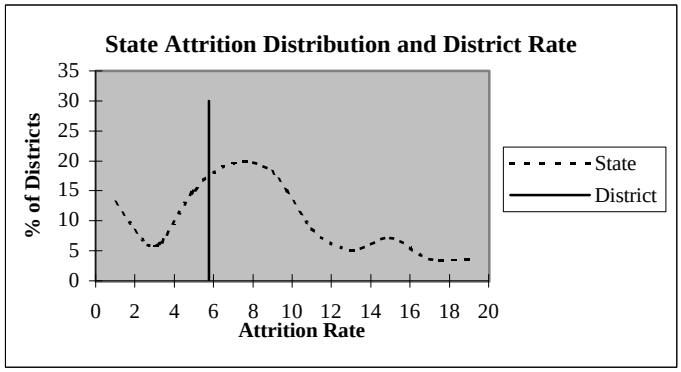
Dynamics Rates	District Rates				
District Attrition	8.0%	7.7%	7.5%	5.8%	-
Transfers In/Out	0.43	10.00	0.17	2.00	-

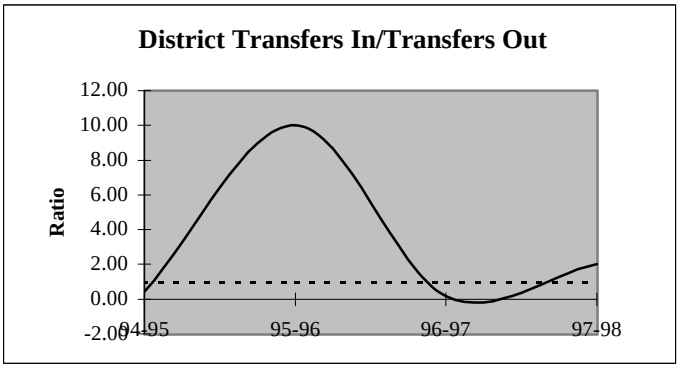
District Report for: JEFFERSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	351	376	386	416	436	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	14	16	17	3.7%	3.5%	3.6%	3.8%	3.9%
Professional Staff	37	37	40	40	44	10.5%	9.8%	10.4%	9.6%	10.1%
Total Teachers	301	326	332	360	375	85.8%	86.7%	86.0%	86.5%	86.0%
Special Education	21	22	19	21	21	7.0%	6.7%	5.7%	5.8%	5.6%
Pre-K & Kindergarten	20	25	26	30	38	6.6%	7.7%	7.8%	8.3%	10.1%
Elementary (1-4)	109	119	124	136	138	36.2%	36.5%	37.3%	37.8%	36.8%
Middle School (5-6)	35	37	41	40	42	11.6%	11.3%	12.3%	11.1%	11.2%
Jr. High (7-8)	34	38	40	42	40	11.3%	11.7%	12.0%	11.7%	10.7%
High School (9-12)	82	85	82	91	96	27.2%	26.1%	24.7%	25.3%	25.6%
Business	6	6	4	5	4	7.3%	7.1%	4.9%	5.5%	4.2%
Language Arts	11	10	8	13	13	13.4%	11.8%	9.8%	14.3%	13.5%
Social Studies	8	9	9	11	11	9.8%	10.6%	11.0%	12.1%	11.5%
Foreign Language	3	3	3	2	3	3.7%	3.5%	3.7%	2.2%	3.1%
Mathematics	11	11	8	13	14	13.4%	12.9%	9.8%	14.3%	14.6%
Science	10	9	9	9	10	12.2%	10.6%	11.0%	9.9%	10.4%
Vocational Education	14	16	15	17	18	17.1%	18.8%	18.3%	18.7%	18.8%
Other High School	19	21	26	21	23	23.2%	24.7%	31.7%	23.1%	24.0%
Total Enrollments	6,131	6,173	6,526	6,596	6,792	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	501	537	516	541	575	8.2%	8.7%	7.9%	8.2%	8.5%
Grades 1-4	1,921	1,943	2,071	2,147	2,217	31.3%	31.5%	31.7%	32.6%	32.6%
Grades 5-6	945	971	989	985	1,014	15.4%	15.7%	15.2%	14.9%	14.9%
Grades 7-8	933	927	999	1,012	999	15.2%	15.0%	15.3%	15.3%	14.7%
Grades 9-12	1,729	1,719	1,891	1,845	1,927	28.2%	27.8%	29.0%	28.0%	28.4%
Ungraded	102	76	60	66	60	1.7%	1.2%	0.9%	1.0%	0.9%









District Report for: JEFFERSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	13	13	14	16	17	3.7%	3.5%	3.7%	4.0%	4.1%
White - Females	2	2	3	3	5	15.4%	15.4%	21.4%	18.8%	29.4%
White - Males	11	11	11	13	12	84.6%	84.6%	78.6%	81.3%	70.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	36	37	40	40	43	10.4%	10.0%	10.6%	10.0%	10.3%
White - Females	23	24	26	27	28	63.9%	64.9%	65.0%	67.5%	65.1%
White - Males	12	12	13	12	14	33.3%	32.4%	32.5%	30.0%	32.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	2.8%	2.7%	2.5%	2.5%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	298	319	322	344	358	85.9%	86.4%	85.6%	86.0%	85.6%
White - Females	233	248	249	263	277	78.2%	77.7%	77.3%	76.5%	77.4%
White - Males	63	67	70	77	77	21.1%	21.0%	21.7%	22.4%	21.5%
Black - Females	1	2	1	3	3	0.3%	0.6%	0.3%	0.9%	0.8%
Black - Males	1	2	2	1	1	0.3%	0.6%	0.6%	0.3%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	81	102	0.4%	0.4%	0.4%	22.5%	27.2%
25-29	27	25	25	25	24	9.6%	8.9%	9.2%	6.9%	6.4%
30-34	32	35	29	32	28	11.4%	12.5%	10.6%	8.9%	7.5%
35-39	34	30	28	33	32	12.1%	10.7%	10.3%	9.2%	8.5%
40-45	49	47	51	44	44	17.5%	16.7%	18.7%	12.2%	11.7%
45-49	47	52	49	48	46	16.8%	18.5%	17.9%	13.3%	12.3%
50-54	45	37	39	45	47	16.1%	13.2%	14.3%	12.5%	12.5%
55+	45	54	51	52	52	16.1%	19.2%	18.7%	14.4%	13.9%
Average Age	44.0	44.2	44.2	34.5	33.2					

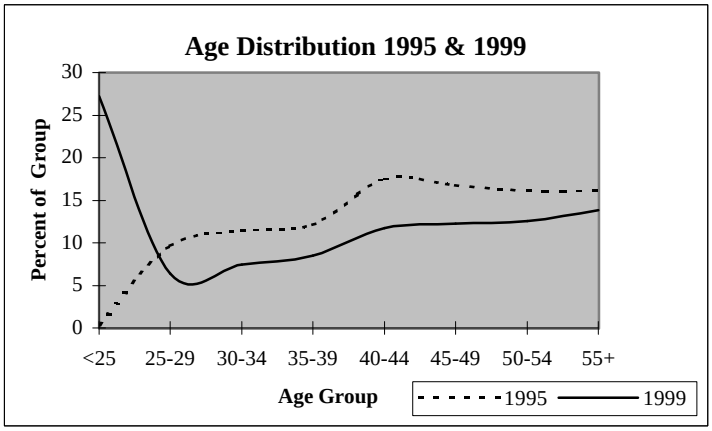
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	52	71	77	91	95	17.3%	21.8%	23.2%	25.3%	25.3%
4-7 Years	32	32	39	48	56	10.6%	9.8%	11.7%	13.3%	14.9%
8-11 Years	36	38	40	34	34	12.0%	11.7%	12.0%	9.4%	9.1%
12-15 Years	40	42	38	43	39	13.3%	12.9%	11.4%	11.9%	10.4%
16-19 Years	42	42	37	40	36	14.0%	12.9%	11.1%	11.1%	9.6%
20+ Years	99	101	101	104	115	32.9%	31.0%	30.4%	28.9%	30.7%
Average Experience	14.6	13.8	13.3	13.0	13.2					

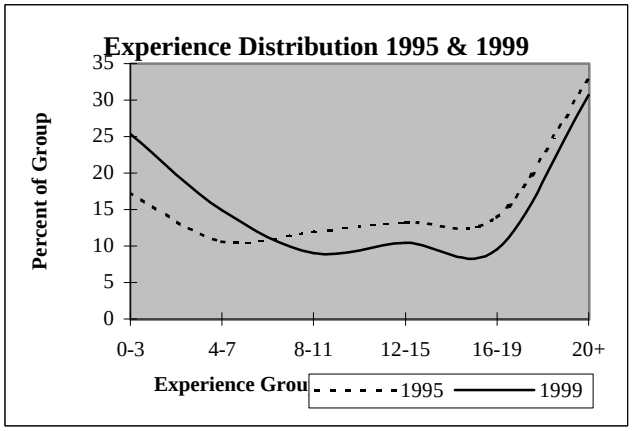
District Report for: JEFFERSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	28	29	29	24	-	8.0%	7.7%	7.5%	5.8%	-
Attrition from Transfers	7	1	6	1	-	2.0%	0.3%	1.6%	0.2%	-
Attrition from Exits	21	28	23	23	-	6.0%	7.4%	6.0%	5.5%	-
Teacher Attrition	26	28	27	21	-	8.6%	8.6%	8.1%	5.8%	-
Attrition from Transfers	6	1	5	1	-	2.0%	0.3%	1.5%	0.3%	-
Attrition from Exits	20	27	22	20	-	6.6%	8.3%	6.6%	5.6%	-
District Retention										
Educator Retention	323	347	357	392	-	92.0%	92.3%	92.5%	94.2%	-
Teacher Retention	275	298	305	339	-	91.4%	91.4%	91.9%	94.2%	-

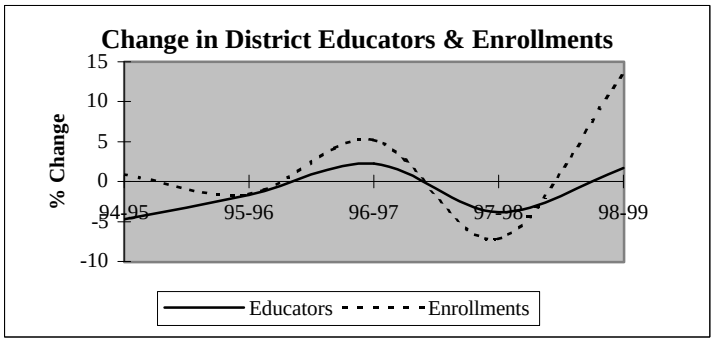
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.2%	6.9%	11.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	93.4%	1.1%	5.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.0%	0.0%	12.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.1%	1.6%	6.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	83.3%	3.3%	13.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	82.2%	4.4%	13.3%	89.7%	2.1%	91.8%	8.2%

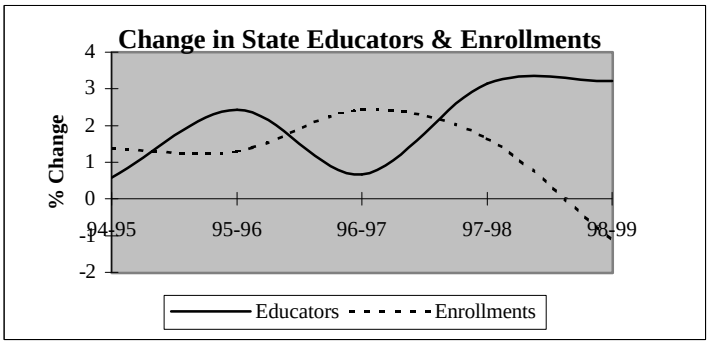
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.3%	15.6%	17.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.5%	12.1%	13.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.3%	7.4%	6.7%	8.4%	5.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.3%	88.6%	90.4%	85.3%	91.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.3%	0.3%	1.0%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.1%	3.7%	2.6%	5.3%	3.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: JOHNSON COUNTY





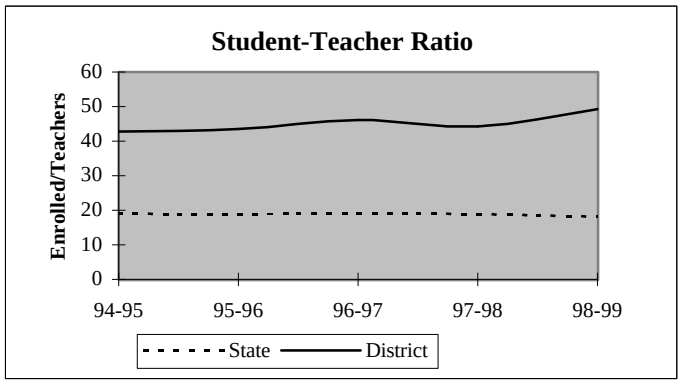
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	36.4	36.4	37.5	36.2	40.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	42.7	43.5	46.1	44.2	49.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-9	-3	4	-7	3	-	-	-	-	-
% Change in Educators	-4.7%	-1.6%	2.2%	-3.8%	1.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	58	-103	342	-492	859	-	-	-	-	-
% Change in Enrollment	0.9%	-1.6%	5.2%	-7.2%	13.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	1.1%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.0%	6.1%	7.7%	6.8%	7.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.8%	10.1%	10.9%	11.4%	10.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	45.5%	45.5%	50.0%	41.7%	38.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.6	39.5	39.9	37.7	38.0	42.7	43.1	43.3	37.1	36.4
Average Experience	10.7	11.0	11.1	11.8	12.5	13.9	13.9	13.8	13.7	13.7
Average Salary	25,539	27,618	29,563	30,161	31,404	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.4%	77.3%	79.2%	79.2%	78.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.3%	10.7%	10.1%	9.0%	9.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.1%	na	1.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	2.4%	-	1.7%	1.7%	1.6%	1.8%

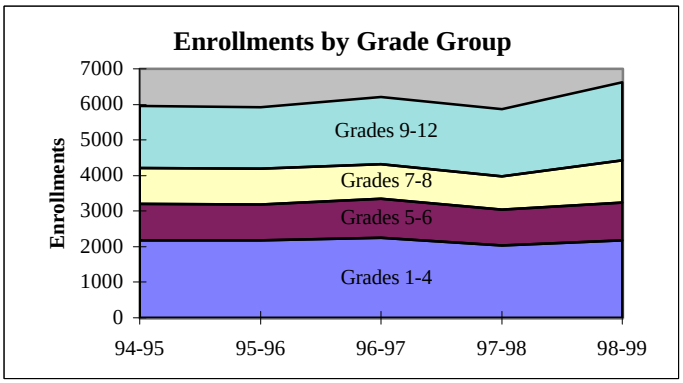
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	182	179	183	176	179	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	166	168	169	171	173	91.2%	93.9%	92.3%	97.2%	96.6%
Newly Hired	16	11	14	5	6	8.8%	6.1%	7.7%	2.8%	3.4%
Transfers In	0	0	1	0	0	0.0%	0.0%	7.1%	0.0%	0.0%
Reentrants	5	5	5	1	3	31.3%	45.5%	35.7%	20.0%	50.0%
First Time Educators	11	6	8	4	3	68.8%	54.5%	57.1%	80.0%	50.0%
Total Exiting Next Year	14	10	12	3	-	7.7%	5.6%	6.6%	1.7%	-
Transfers Out	4	2	2	0	-	28.6%	20.0%	16.7%	0.0%	-
Leave Tennessee Educ.	10	8	10	3	-	71.4%	80.0%	83.3%	100.0%	-

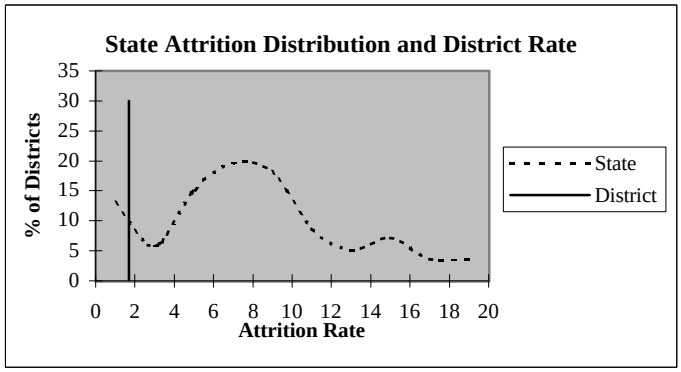
Dynamics Rates	District Rates				
District Attrition	7.7%	5.6%	6.6%	1.7%	-
Transfers In/Out	0.00	0.00	0.50	nc	-

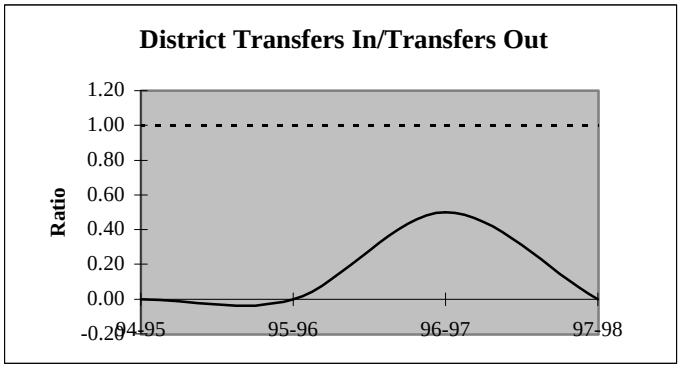
District Report for: JOHNSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	182	179	183	176	179	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	14	12	13	6.0%	6.1%	7.7%	6.8%	7.3%
Professional Staff	16	18	20	20	19	8.8%	10.1%	10.9%	11.4%	10.6%
Total Teachers	155	150	149	144	147	85.2%	83.8%	81.4%	81.8%	82.1%
Special Education	16	16	15	13	14	10.3%	10.7%	10.1%	9.0%	9.5%
Pre-K & Kindergarten	17	15	16	17	18	11.0%	10.0%	10.7%	11.8%	12.2%
Elementary (1-4)	57	55	54	48	46	36.8%	36.7%	36.2%	33.3%	31.3%
Middle School (5-6)	10	11	13	16	17	6.5%	7.3%	8.7%	11.1%	11.6%
Jr. High (7-8)	14	13	12	12	12	9.0%	8.7%	8.1%	8.3%	8.2%
High School (9-12)	41	40	39	38	40	26.5%	26.7%	26.2%	26.4%	27.2%
Business	1	1	1	1	1	2.4%	2.5%	2.6%	2.6%	2.5%
Language Arts	6	5	6	5	5	14.6%	12.5%	15.4%	13.2%	12.5%
Social Studies	4	4	4	4	4	9.8%	10.0%	10.3%	10.5%	10.0%
Foreign Language	1	1	1	1	1	2.4%	2.5%	2.6%	2.6%	2.5%
Mathematics	5	5	4	5	5	12.2%	12.5%	10.3%	13.2%	12.5%
Science	3	3	2	2	3	7.3%	7.5%	5.1%	5.3%	7.5%
Vocational Education	10	12	12	12	13	24.4%	30.0%	30.8%	31.6%	32.5%
Other High School	11	9	9	8	8	26.8%	22.5%	23.1%	21.1%	20.0%
Total Enrollments	6,624	6,521	6,863	6,371	7,230	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	582	554	603	505	532	8.8%	8.5%	8.8%	7.9%	7.4%
Grades 1-4	2,174	2,170	2,254	2,027	2,182	32.8%	33.3%	32.8%	31.8%	30.2%
Grades 5-6	1,034	1,021	1,088	1,012	1,050	15.6%	15.7%	15.9%	15.9%	14.5%
Grades 7-8	1,002	1,004	985	939	1,199	15.1%	15.4%	14.4%	14.7%	16.6%
Grades 9-12	1,755	1,720	1,890	1,888	2,197	26.5%	26.4%	27.5%	29.6%	30.4%
Ungraded	77	52	43	0	70	1.2%	0.8%	0.6%	0.0%	1.0%









District Report for: JOHNSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	14	12	13	6.1%	6.2%	7.8%	7.0%	7.6%
White - Females	5	5	7	5	5	45.5%	45.5%	50.0%	41.7%	38.5%
White - Males	6	6	7	7	8	54.5%	54.5%	50.0%	58.3%	61.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	18	20	20	19	8.9%	10.2%	11.2%	11.7%	11.0%
White - Females	15	17	19	19	18	93.8%	94.4%	95.0%	95.0%	94.7%
White - Males	1	1	1	1	1	6.3%	5.6%	5.0%	5.0%	5.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	153	148	145	139	140	85.0%	83.6%	81.0%	81.3%	81.4%
White - Females	118	114	114	109	109	77.1%	77.0%	78.6%	78.4%	77.9%
White - Males	35	34	31	30	31	22.9%	23.0%	21.4%	21.6%	22.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	3	2	10	12	1.4%	2.1%	1.4%	6.9%	8.2%
25-29	31	31	26	24	15	21.1%	21.5%	18.6%	16.7%	10.2%
30-34	23	19	20	21	29	15.6%	13.2%	14.3%	14.6%	19.7%
35-39	13	18	19	17	16	8.8%	12.5%	13.6%	11.8%	10.9%
40-45	35	28	24	21	19	23.8%	19.4%	17.1%	14.6%	12.9%
45-49	17	20	24	26	30	11.6%	13.9%	17.1%	18.1%	20.4%
50-54	11	12	12	13	12	7.5%	8.3%	8.6%	9.0%	8.2%
55+	15	13	13	12	14	10.2%	9.0%	9.3%	8.3%	9.5%
Average Age	39.6	39.5	39.9	37.7	38.0					

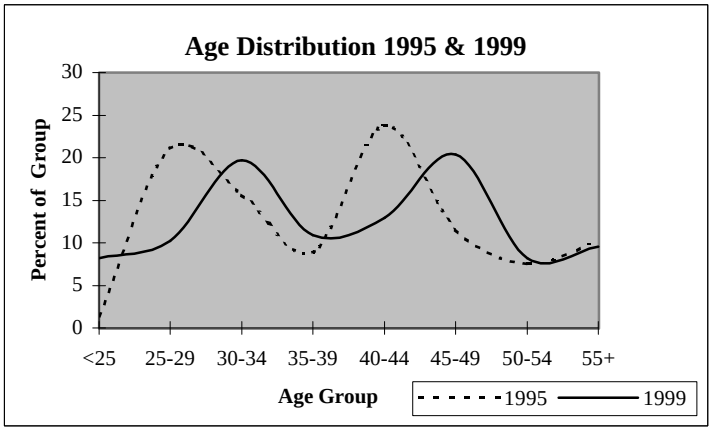
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	50	42	33	23	18	32.3%	28.0%	22.1%	16.0%	12.2%
4-7 Years	26	34	39	42	43	16.8%	22.7%	26.2%	29.2%	29.3%
8-11 Years	16	14	19	17	19	10.3%	9.3%	12.8%	11.8%	12.9%
12-15 Years	16	14	14	13	14	10.3%	9.3%	9.4%	9.0%	9.5%
16-19 Years	17	14	11	15	18	11.0%	9.3%	7.4%	10.4%	12.2%
20+ Years	30	32	33	34	35	19.4%	21.3%	22.1%	23.6%	23.8%
Average Experience	10.7	11.0	11.1	11.8	12.5					

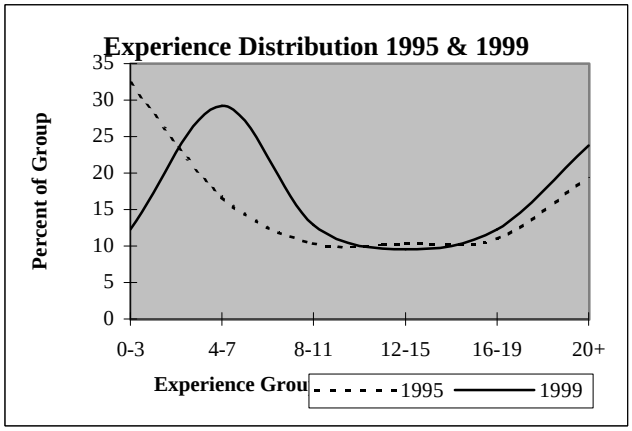
District Report for: JOHNSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	14	10	12	3	-	7.7%	5.6%	6.6%	1.7%	-
Attrition from Transfers	4	2	2	0	-	2.2%	1.1%	1.1%	0.0%	-
Attrition from Exits	10	8	10	3	-	5.5%	4.5%	5.5%	1.7%	-
Teacher Attrition	14	10	9	2	-	9.0%	6.7%	6.0%	1.4%	-
Attrition from Transfers	4	2	2	0	-	2.6%	1.3%	1.3%	0.0%	-
Attrition from Exits	10	8	7	2	-	6.5%	5.3%	4.7%	1.4%	-
District Retention										
Educator Retention	168	169	171	173	-	92.3%	94.4%	93.4%	98.3%	-
Teacher Retention	141	140	140	142	-	91.0%	93.3%	94.0%	98.6%	-

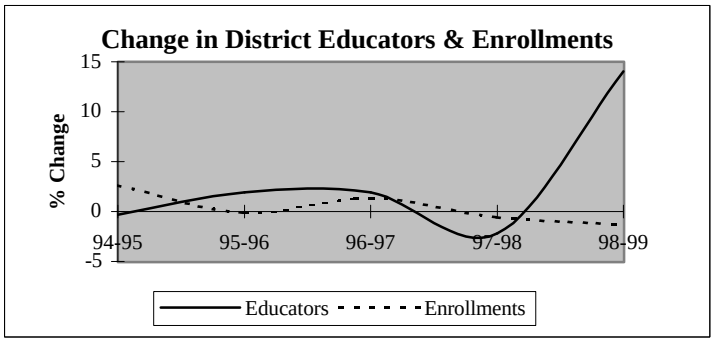
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.0%	7.3%	14.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.3%	3.9%	9.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	94.3%	1.9%	3.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.9%	1.8%	5.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.3%	0.0%	7.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.1%	3.9%	2.0%	89.7%	2.1%	91.8%	8.2%

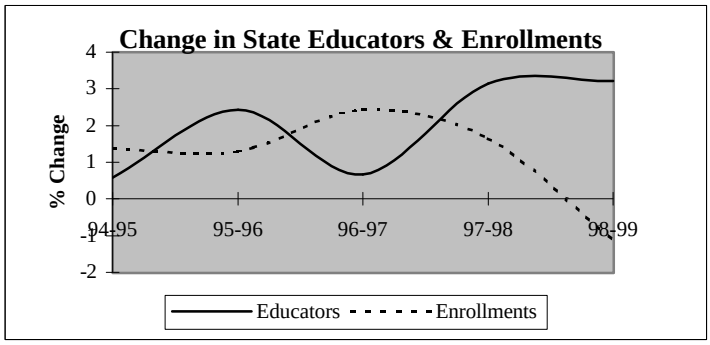
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.7%	8.8%	11.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.6%	4.1%	4.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.8%	4.5%	6.0%	2.8%	3.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.0%	93.9%	91.3%	95.5%	95.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.6%	1.6%	1.1%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	1.1%	1.1%	0.6%	1.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: KNOX COUNTY





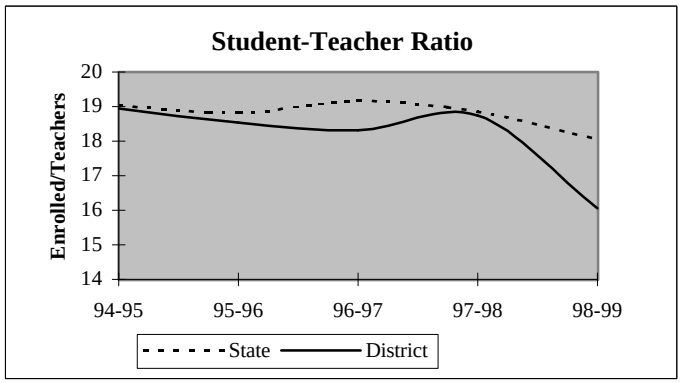
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	15.6	15.5	15.7	13.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.9	18.5	18.3	18.7	16.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-12	70	70	-81	512	-	-	-	-	-
% Change in Educators	-0.3%	1.9%	1.9%	-2.2%	14.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	1,453	-81	758	-323	-780	-	-	-	-	-
% Change in Enrollment	2.6%	-0.1%	1.3%	-0.6%	-1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.5%	0.3%	0.2%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.2%	4.1%	4.3%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.9%	11.9%	11.4%	11.8%	11.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.0%	7.9%	7.9%	7.4%	7.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	16.4%	16.3%	16.3%	15.4%	16.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	47.1%	46.1%	46.1%	46.8%	46.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.1	43.5	43.1	38.6	37.1	42.7	43.1	43.3	37.1	36.4
Average Experience	13.7	13.9	13.5	14.1	13.3	13.9	13.9	13.8	13.7	13.7
Average Salary	31,423	32,856	33,557	34,335	34,650	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	7.5%	7.4%	7.5%	7.1%	7.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.8%	79.5%	79.2%	78.5%	78.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	11.9%	12.0%	11.3%	11.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	15.5%	na	16.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.3%	na	2.4%	-	1.7%	1.7%	1.6%	1.8%

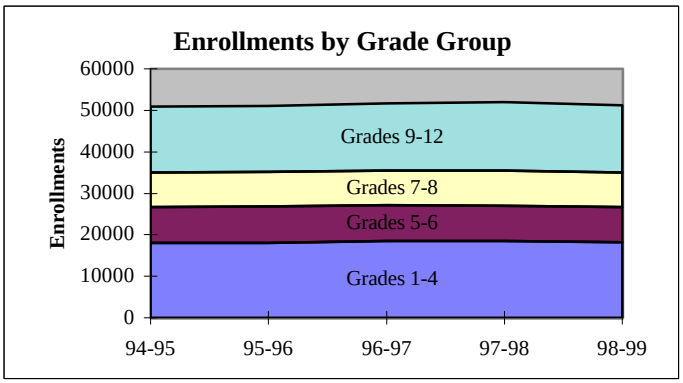
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	3,590	3,660	3,730	3,649	4,161	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	3,274	3,361	3,325	3,386	3,619	91.2%	91.8%	89.1%	92.8%	87.0%
Newly Hired	316	299	405	263	542	8.8%	8.2%	10.9%	7.2%	13.0%
Transfers In	30	20	27	27	38	9.5%	6.7%	6.7%	10.3%	7.0%
Reentrants	212	194	190	149	226	67.1%	64.9%	46.9%	56.7%	41.7%
First Time Educators	74	85	188	87	278	23.4%	28.4%	46.4%	33.1%	51.3%
Total Exiting Next Year	229	335	344	30	-	6.4%	9.2%	9.2%	0.8%	-
Transfers Out	28	22	53	6	-	12.2%	6.6%	15.4%	20.0%	-
Leave Tennessee Educ.	201	313	291	24	-	87.8%	93.4%	84.6%	80.0%	-

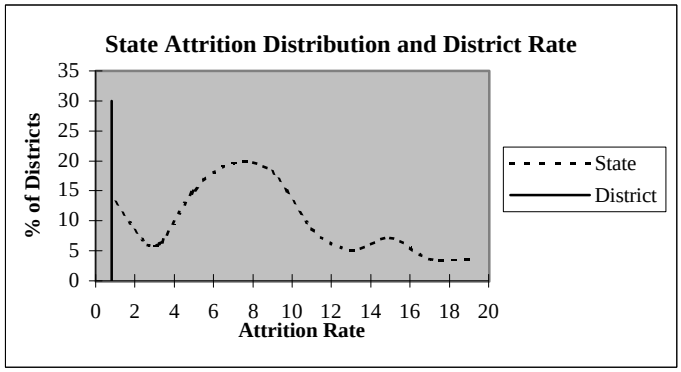
Dynamics Rates	District Rates				
District Attrition	6.4%	9.2%	9.2%	0.8%	-
Transfers In/Out	1.07	0.91	0.51	4.50	-

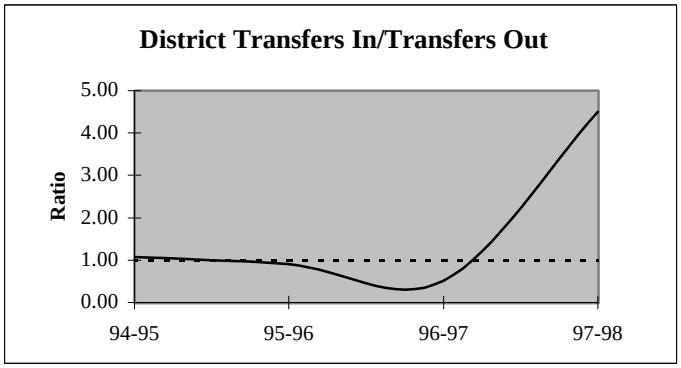
District Report for: KNOX COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	3,590	3,660	3,730	3,649	4,161	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	153	154	154	158	165	4.3%	4.2%	4.1%	4.3%	4.0%
Professional Staff	428	434	427	430	473	11.9%	11.9%	11.4%	11.8%	11.4%
Total Teachers	3,009	3,072	3,149	3,061	3,523	83.8%	83.9%	84.4%	83.9%	84.7%
Special Education	345	367	378	347	393	11.5%	11.9%	12.0%	11.3%	11.2%
Pre-K & Kindergarten	207	221	224	212	239	6.9%	7.2%	7.1%	6.9%	6.8%
Elementary (1-4)	1,047	1,047	1,058	1,047	1,234	34.8%	34.1%	33.6%	34.2%	35.0%
Middle School (5-6)	322	338	339	330	369	10.7%	11.0%	10.8%	10.8%	10.5%
Jr. High (7-8)	284	289	293	296	334	9.4%	9.4%	9.3%	9.7%	9.5%
High School (9-12)	804	810	857	829	954	26.7%	26.4%	27.2%	27.1%	27.1%
Business	32	35	36	39	40	4.0%	4.3%	4.2%	4.7%	4.2%
Language Arts	122	123	116	111	119	15.2%	15.2%	13.5%	13.4%	12.5%
Social Studies	87	90	92	87	90	10.8%	11.1%	10.7%	10.5%	9.4%
Foreign Language	49	48	51	47	51	6.1%	5.9%	6.0%	5.7%	5.3%
Mathematics	103	101	110	103	109	12.8%	12.5%	12.8%	12.4%	11.4%
Science	90	88	95	89	98	11.2%	10.9%	11.1%	10.7%	10.3%
Vocational Education	158	159	158	156	169	19.7%	19.6%	18.4%	18.8%	17.7%
Other High School	163	166	199	197	278	20.3%	20.5%	23.2%	23.8%	29.1%
Total Enrollments	57,016	56,935	57,693	57,370	56,590	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	4,588	4,616	4,706	4,161	4,108	8.0%	8.1%	8.2%	7.3%	7.3%
Grades 1-4	18,093	18,087	18,482	18,457	18,125	31.7%	31.8%	32.0%	32.2%	32.0%
Grades 5-6	8,556	8,704	8,670	8,541	8,618	15.0%	15.3%	15.0%	14.9%	15.2%
Grades 7-8	8,402	8,337	8,373	8,504	8,233	14.7%	14.6%	14.5%	14.8%	14.5%
Grades 9-12	15,837	15,882	16,129	16,467	16,232	27.8%	27.9%	28.0%	28.7%	28.7%
Ungraded	1,540	1,309	1,333	1,240	1,274	2.7%	2.3%	2.3%	2.2%	2.3%









District Report for: KNOX COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	152	153	153	156	163	4.4%	4.3%	4.3%	4.5%	4.1%
White - Females	56	56	56	57	60	36.8%	36.6%	36.6%	36.5%	36.8%
White - Males	71	72	72	75	76	46.7%	47.1%	47.1%	48.1%	46.6%
Black - Females	14	13	13	14	14	9.2%	8.5%	8.5%	9.0%	8.6%
Black - Males	8	9	9	8	11	5.3%	5.9%	5.9%	5.1%	6.7%
Other - Females	1	1	1	1	1	0.7%	0.7%	0.7%	0.6%	0.6%
Other - Males	2	2	2	1	1	1.3%	1.3%	1.3%	0.6%	0.6%
Professional Staff	419	423	415	416	455	12.0%	12.0%	11.5%	11.9%	11.5%
White - Females	315	320	318	325	358	75.2%	75.7%	76.6%	78.1%	78.7%
White - Males	70	69	65	62	67	16.7%	16.3%	15.7%	14.9%	14.7%
Black - Females	28	29	27	25	25	6.7%	6.9%	6.5%	6.0%	5.5%
Black - Males	6	5	5	4	5	1.4%	1.2%	1.2%	1.0%	1.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	2,909	2,963	3,026	2,910	3,339	83.6%	83.7%	84.2%	83.6%	84.4%
White - Females	2,146	2,186	2,228	2,145	2,466	73.8%	73.8%	73.6%	73.7%	73.9%
White - Males	545	557	570	559	639	18.7%	18.8%	18.8%	19.2%	19.1%
Black - Females	167	168	174	156	179	5.7%	5.7%	5.8%	5.4%	5.4%
Black - Males	35	36	38	35	37	1.2%	1.2%	1.3%	1.2%	1.1%
Other - Females	13	13	12	11	15	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Males	3	3	4	4	3	0.1%	0.1%	0.1%	0.1%	0.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	29	20	64	401	611	1.0%	0.7%	2.3%	13.1%	17.3%
25-29	262	268	291	247	316	9.3%	9.6%	10.3%	8.1%	9.0%
30-34	314	310	291	260	318	11.2%	11.0%	10.3%	8.5%	9.0%
35-39	317	293	317	300	316	11.3%	10.4%	11.2%	9.8%	9.0%
40-45	560	514	465	413	396	19.9%	18.3%	16.4%	13.5%	11.2%
45-49	659	669	629	577	566	23.4%	23.8%	22.2%	18.9%	16.1%
50-54	347	385	449	513	581	12.3%	13.7%	15.8%	16.8%	16.5%
55+	328	347	328	350	419	11.6%	12.4%	11.6%	11.4%	11.9%
Average Age	43.1	43.5	43.1	38.6	37.1					

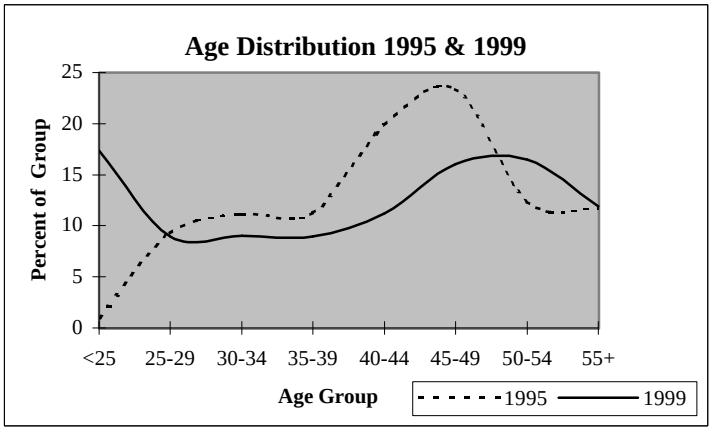
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	458	495	577	514	786	15.2%	16.1%	18.3%	16.8%	22.3%
4-7 Years	450	423	442	419	469	15.0%	13.8%	14.0%	13.7%	13.3%
8-11 Years	446	454	433	401	430	14.8%	14.8%	13.8%	13.1%	12.2%
12-15 Years	398	372	378	393	421	13.2%	12.1%	12.0%	12.8%	12.0%
16-19 Years	409	414	372	361	371	13.6%	13.5%	11.8%	11.8%	10.5%
20+ Years	848	914	947	973	1,046	28.2%	29.8%	30.1%	31.8%	29.7%
Average Experience	13.7	13.9	13.5	14.1	13.3					

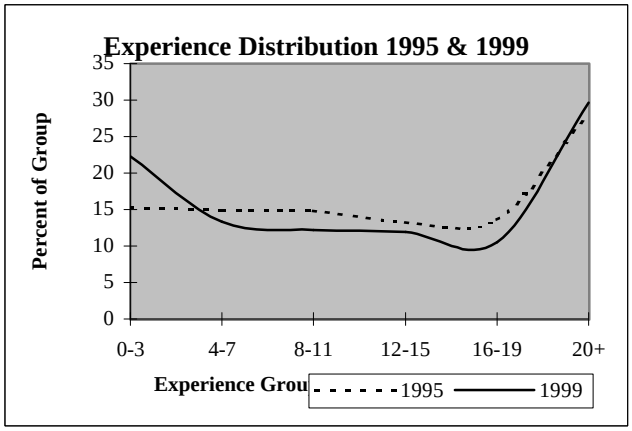
District Report for: KNOX COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	229	335	344	30	-	6.4%	9.2%	9.2%	0.8%	-
Attrition from Transfers	28	22	53	6	-	0.8%	0.6%	1.4%	0.2%	-
Attrition from Exits	201	313	291	24	-	5.6%	8.6%	7.8%	0.7%	-
Teacher Attrition	195	290	308	27	-	6.5%	9.4%	9.8%	0.9%	-
Attrition from Transfers	24	20	52	5	-	0.8%	0.7%	1.7%	0.2%	-
Attrition from Exits	171	270	256	22	-	5.7%	8.8%	8.1%	0.7%	-
District Retention										
Educator Retention	3,361	3,325	3,386	3,619	-	93.6%	90.8%	90.8%	99.2%	-
Teacher Retention	2,814	2,782	2,841	3,034	-	93.5%	90.6%	90.2%	99.1%	-

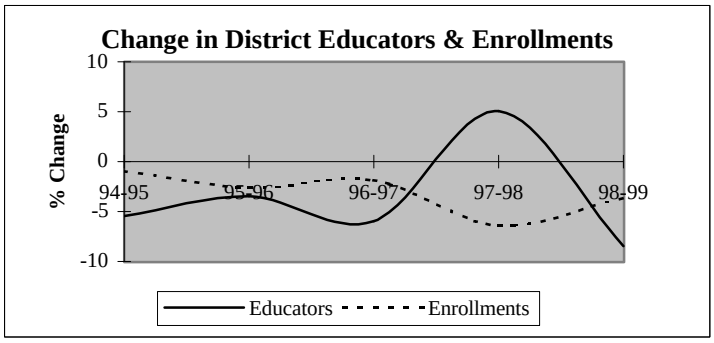
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	72.9%	8.5%	18.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.4%	1.9%	11.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.2%	1.2%	9.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.1%	1.7%	10.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.7%	1.9%	9.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.5%	1.3%	8.2%	89.7%	2.1%	91.8%	8.2%

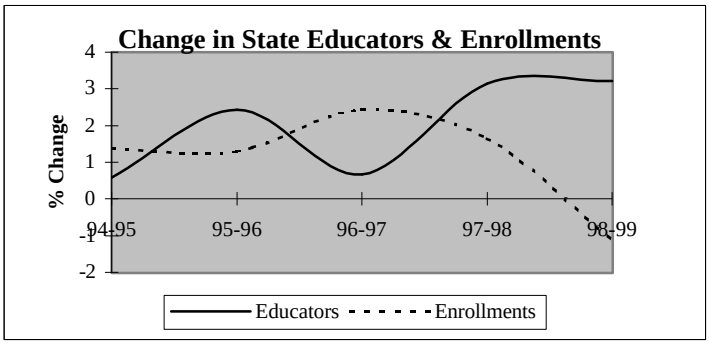
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.7%	7.9%	10.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.1%	3.8%	5.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.9%	3.5%	6.1%	3.6%	7.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.3%	93.4%	91.0%	93.8%	88.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.5%	0.4%	0.5%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.8%	2.6%	2.5%	2.1%	2.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LAKE COUNTY





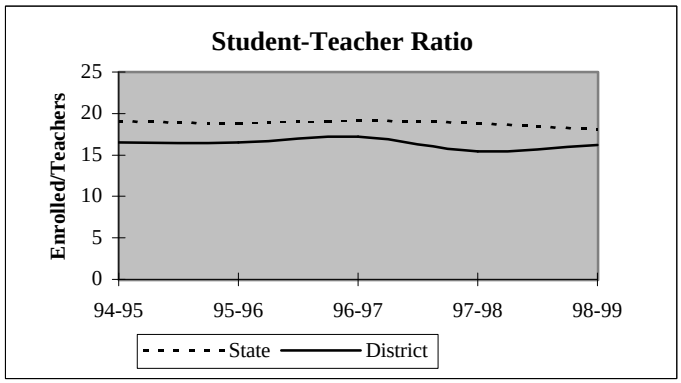
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.0	14.2	14.8	13.2	13.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.5	16.5	17.2	15.4	16.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-5	-3	-5	4	-7	-	-	-	-	-
% Change in Educators	-5.4%	-3.4%	-6.0%	5.1%	-8.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-12	-32	-22	-75	-40	-	-	-	-	-
% Change in Enrollment	-1.0%	-2.6%	-1.8%	-6.4%	-3.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.3%	2.4%	2.5%	2.4%	2.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.8%	3.8%	4.8%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.3%	9.5%	10.1%	9.6%	9.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	7.1%	6.2%	6.6%	6.3%	5.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.0	41.5	42.3	39.4	38.6	42.7	43.1	43.3	37.1	36.4
Average Experience	12.6	12.4	13.0	13.5	14.1	13.9	13.9	13.8	13.7	13.7
Average Salary	27,718	28,627	30,371	30,384	31,931	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.6%	5.8%	6.2%	6.0%	4.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	83.8%	83.3%	83.8%	83.1%	83.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.4%	5.6%	5.9%	5.6%	7.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	28.6%	na	27.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.5%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

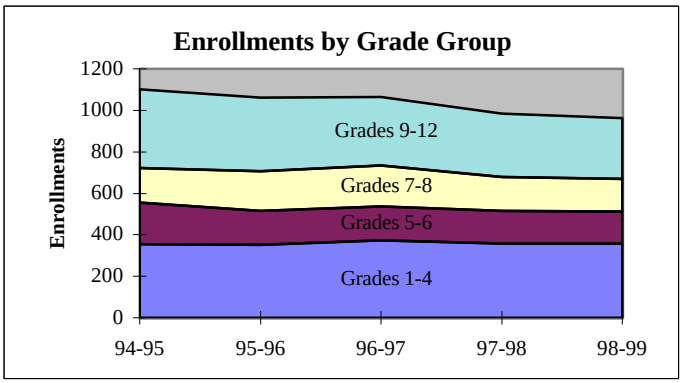
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	87	84	79	83	76	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	77	77	78	73	88.5%	91.7%	97.5%	94.0%	96.1%
Newly Hired	10	7	2	5	3	11.5%	8.3%	2.5%	6.0%	3.9%
Transfers In	1	1	0	2	2	10.0%	14.3%	0.0%	40.0%	66.7%
Reentrants	4	1	1	1	1	40.0%	14.3%	50.0%	20.0%	33.3%
First Time Educators	5	5	1	2	0	50.0%	71.4%	50.0%	40.0%	0.0%
Total Exiting Next Year	10	7	1	10	-	11.5%	8.3%	1.3%	12.0%	-
Transfers Out	1	1	1	2	-	10.0%	14.3%	100.0%	20.0%	-
Leave Tennessee Educ.	9	6	0	8	-	90.0%	85.7%	0.0%	80.0%	-

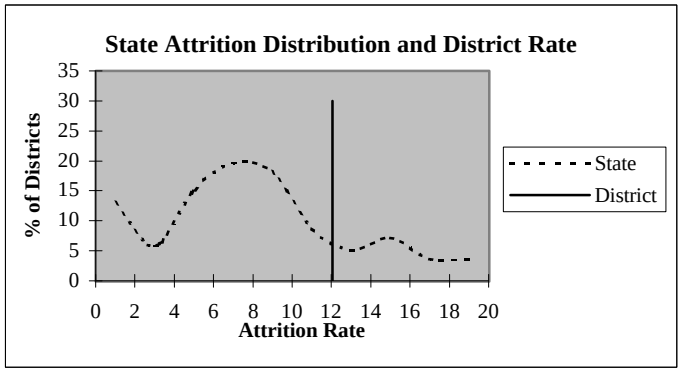
Dynamics Rates	District Rates				
District Attrition	11.5%	8.3%	1.3%	12.0%	-
Transfers In/Out	1.00	1.00	0.00	1.00	-

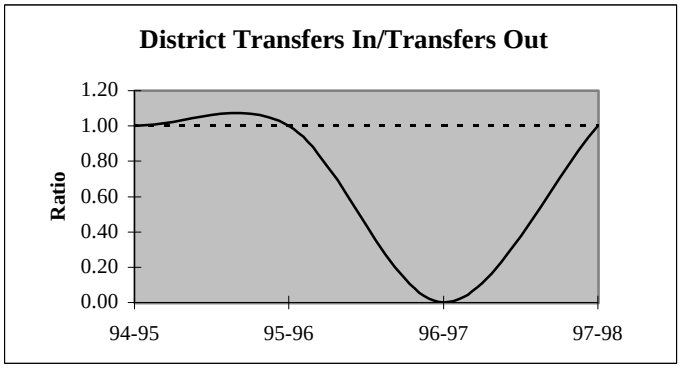
District Report for: LAKE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	87	84	79	83	76	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	3	4	4	4.6%	4.8%	3.8%	4.8%	5.3%
Professional Staff	9	8	8	8	7	10.3%	9.5%	10.1%	9.6%	9.2%
Total Teachers	74	72	68	71	65	85.1%	85.7%	86.1%	85.5%	85.5%
Special Education	4	4	4	4	5	5.4%	5.6%	5.9%	5.6%	7.7%
Pre-K & Kindergarten	5	5	6	6	6	6.8%	6.9%	8.8%	8.5%	9.2%
Elementary (1-4)	31	28	28	28	27	41.9%	38.9%	41.2%	39.4%	41.5%
Middle School (5-6)	9	10	8	9	7	12.2%	13.9%	11.8%	12.7%	10.8%
Jr. High (7-8)	8	8	8	8	6	10.8%	11.1%	11.8%	11.3%	9.2%
High School (9-12)	17	17	14	16	14	23.0%	23.6%	20.6%	22.5%	21.5%
Business	1	1	1	1	1	5.9%	5.9%	7.1%	6.3%	7.1%
Language Arts	4	4	3	3	3	23.5%	23.5%	21.4%	18.8%	21.4%
Social Studies	1	1	1	1	0	5.9%	5.9%	7.1%	6.3%	0.0%
Foreign Language	1	1	1	1	1	5.9%	5.9%	7.1%	6.3%	7.1%
Mathematics	3	2	2	2	2	17.6%	11.8%	14.3%	12.5%	14.3%
Science	2	3	2	3	2	11.8%	17.6%	14.3%	18.8%	14.3%
Vocational Education	4	4	3	3	3	23.5%	23.5%	21.4%	18.8%	21.4%
Other High School	1	1	1	2	2	5.9%	5.9%	7.1%	12.5%	14.3%
Total Enrollments	1,222	1,190	1,168	1,093	1,053	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	103	109	88	93	75	8.4%	9.2%	7.5%	8.5%	7.1%
Grades 1-4	356	353	374	358	359	29.1%	29.7%	32.0%	32.8%	34.1%
Grades 5-6	199	161	164	156	153	16.3%	13.5%	14.0%	14.3%	14.5%
Grades 7-8	168	192	196	166	156	13.7%	16.1%	16.8%	15.2%	14.8%
Grades 9-12	379	356	329	304	294	31.0%	29.9%	28.2%	27.8%	27.9%
Ungraded	17	19	17	16	16	1.4%	1.6%	1.5%	1.5%	1.5%









District Report for: LAKE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	3	4	4	4.8%	4.9%	3.9%	5.1%	5.6%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
White - Males	4	4	3	3	3	100.0%	100.0%	100.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	8	8	7	10.7%	9.9%	10.5%	10.1%	9.7%
White - Females	5	5	5	5	4	55.6%	62.5%	62.5%	62.5%	57.1%
White - Males	2	2	2	2	2	22.2%	25.0%	25.0%	25.0%	28.6%
Black - Females	2	1	1	1	1	22.2%	12.5%	12.5%	12.5%	14.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	71	69	65	67	61	84.5%	85.2%	85.5%	84.8%	84.7%
White - Females	56	54	51	53	49	78.9%	78.3%	78.5%	79.1%	80.3%
White - Males	11	11	10	10	9	15.5%	15.9%	15.4%	14.9%	14.8%
Black - Females	4	4	4	4	3	5.6%	5.8%	6.2%	6.0%	4.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	2	0	7	7	1.5%	3.0%	0.0%	9.9%	10.8%
25-29	10	8	9	9	5	14.7%	12.1%	14.1%	12.7%	7.7%
30-34	10	7	6	5	6	14.7%	10.6%	9.4%	7.0%	9.2%
35-39	11	12	10	9	10	16.2%	18.2%	15.6%	12.7%	15.4%
40-45	8	7	10	12	11	11.8%	10.6%	15.6%	16.9%	16.9%
45-49	15	16	12	10	11	22.1%	24.2%	18.8%	14.1%	16.9%
50-54	5	6	10	12	11	7.4%	9.1%	15.6%	16.9%	16.9%
55+	8	8	7	7	4	11.8%	12.1%	10.9%	9.9%	6.2%
Average Age	41.0	41.5	42.3	39.4	38.6					

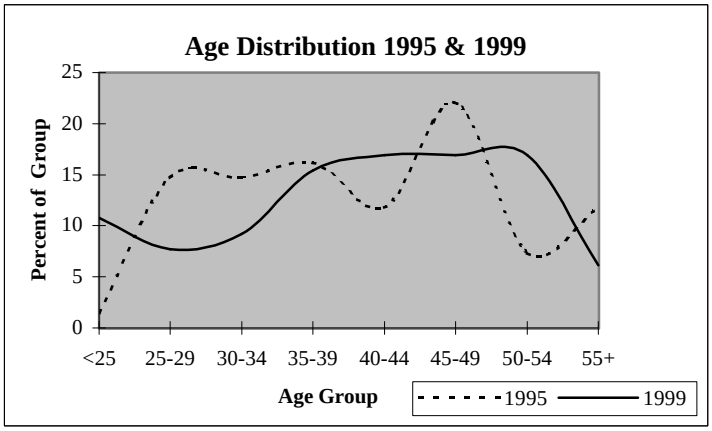
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	17	18	13	13	9	23.0%	25.0%	19.1%	18.3%	13.8%
4-7 Years	13	10	10	10	10	17.6%	13.9%	14.7%	14.1%	15.4%
8-11 Years	13	11	14	13	10	17.6%	15.3%	20.6%	18.3%	15.4%
12-15 Years	5	6	6	10	12	6.8%	8.3%	8.8%	14.1%	18.5%
16-19 Years	6	8	6	4	6	8.1%	11.1%	8.8%	5.6%	9.2%
20+ Years	20	19	19	21	18	27.0%	26.4%	27.9%	29.6%	27.7%
Average Experience	12.6	12.4	13.0	13.5	14.1					

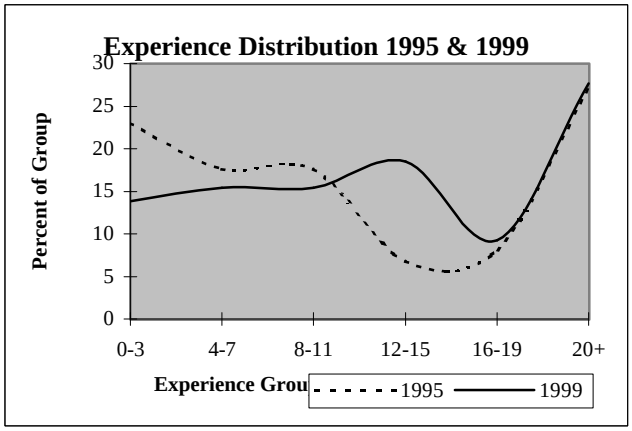
District Report for: LAKE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	10	7	1	10	-	11.5%	8.3%	1.3%	12.0%	-
Attrition from Transfers	1	1	1	2	-	1.1%	1.2%	1.3%	2.4%	-
Attrition from Exits	9	6	0	8	-	10.3%	7.1%	0.0%	9.6%	-
Teacher Attrition	9	5	1	9	-	12.2%	6.9%	1.5%	12.7%	-
Attrition from Transfers	1	1	1	2	-	1.4%	1.4%	1.5%	2.8%	-
Attrition from Exits	8	4	0	7	-	10.8%	5.6%	0.0%	9.9%	-
District Retention										
Educator Retention	77	77	78	73	-	88.5%	91.7%	98.7%	88.0%	-
Teacher Retention	65	67	67	62	-	87.8%	93.1%	98.5%	87.3%	-

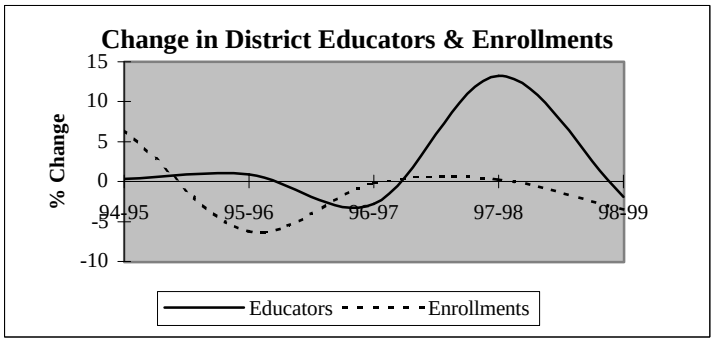
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	72.7%	18.2%	9.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.7%	4.8%	9.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.5%	0.0%	9.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.7%	6.7%	6.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	78.6%	0.0%	21.4%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	77.8%	0.0%	22.2%	89.7%	2.1%	91.8%	8.2%

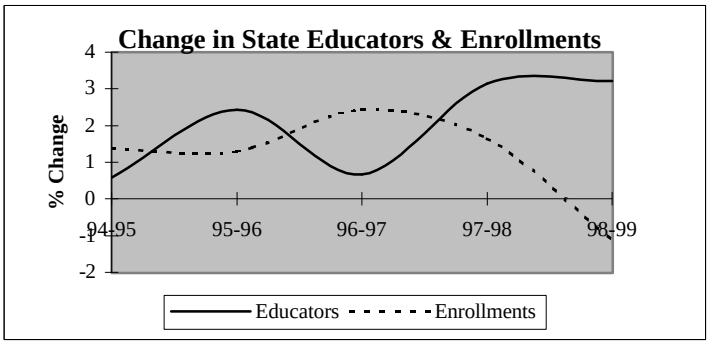
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.0%	11.6%	13.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	5.8%	7.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.9%	8.3%	1.3%	3.6%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.5%	90.5%	97.5%	95.2%	98.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.4%	1.2%	1.3%	1.2%	1.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LAUDERDALE COUNTY





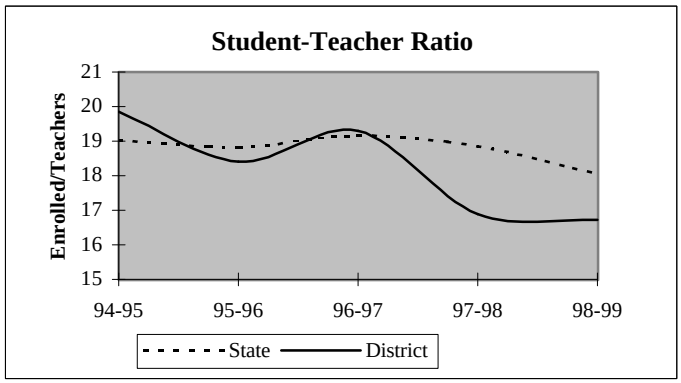
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	16.3	16.7	14.8	14.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.9	18.4	19.3	16.9	16.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	3	-9	42	-7	-	-	-	-	-
% Change in Educators	0.3%	0.9%	-2.8%	13.2%	-1.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	343	-356	-14	12	-185	-	-	-	-	-
% Change in Enrollment	6.4%	-6.3%	-0.3%	0.2%	-3.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.0%	4.0%	5.3%	5.0%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.7%	7.6%	8.2%	7.5%	7.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	12.3%	12.8%	13.2%	11.7%	10.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	9.1%	9.1%	12.5%	11.8%	17.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	15.4%	15.4%	41.2%	38.9%	38.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.0	41.1	41.8	32.6	31.4	42.7	43.1	43.3	37.1	36.4
Average Experience	11.9	12.0	12.2	11.6	11.5	13.9	13.9	13.8	13.7	13.7
Average Salary	27,415	28,841	29,965	29,733	30,740	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	11.7%	12.3%	12.5%	11.0%	9.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.8%	82.7%	81.5%	79.4%	78.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.2%	11.8%	10.2%	11.4%	11.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	40.2%	na	43.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.3%	na	1.9%	-	1.7%	1.7%	1.6%	1.8%

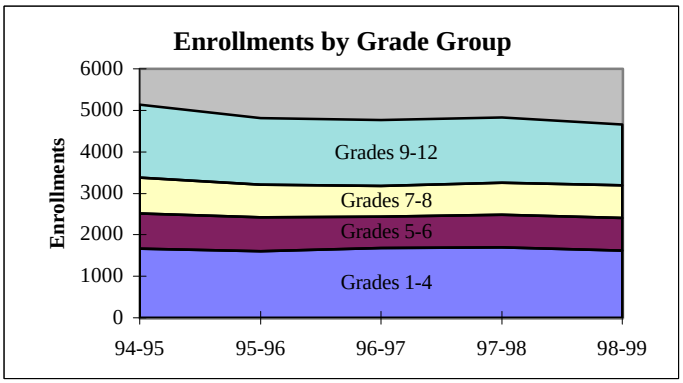
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	324	327	318	360	353	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	276	274	282	289	308	85.2%	83.8%	88.7%	80.3%	87.3%
Newly Hired	48	53	36	71	45	14.8%	16.2%	11.3%	19.7%	12.7%
Transfers In	6	13	6	10	5	12.5%	24.5%	16.7%	14.1%	11.1%
Reentrants	13	12	8	16	12	27.1%	22.6%	22.2%	22.5%	26.7%
First Time Educators	29	28	22	45	28	60.4%	52.8%	61.1%	63.4%	62.2%
Total Exiting Next Year	50	45	29	52	-	15.4%	13.8%	9.1%	14.4%	-
Transfers Out	22	10	21	21	-	44.0%	22.2%	72.4%	40.4%	-
Leave Tennessee Educ.	28	35	8	31	-	56.0%	77.8%	27.6%	59.6%	-

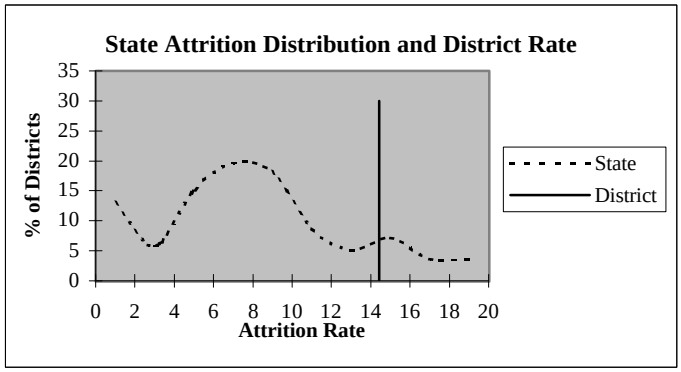
Dynamics Rates	District Rates				
District Attrition	15.4%	13.8%	9.1%	14.4%	-
Transfers In/Out	0.27	1.30	0.29	0.48	-

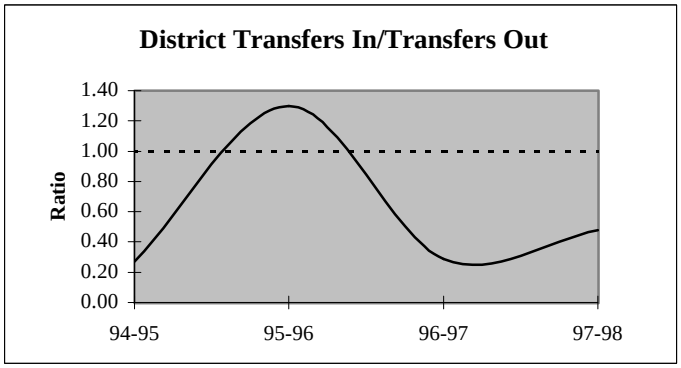
District Report for: LAUDERDALE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	324	327	318	360	353	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	17	18	18	4.0%	4.0%	5.3%	5.0%	5.1%
Professional Staff	25	25	26	27	28	7.7%	7.6%	8.2%	7.5%	7.9%
Total Teachers	286	289	275	315	307	88.3%	88.4%	86.5%	87.5%	87.0%
Special Education	35	34	28	36	36	12.2%	11.8%	10.2%	11.4%	11.7%
Pre-K & Kindergarten	17	16	19	21	18	5.9%	5.5%	6.9%	6.7%	5.9%
Elementary (1-4)	99	101	97	117	116	34.6%	34.9%	35.3%	37.1%	37.8%
Middle School (5-6)	33	32	29	33	31	11.5%	11.1%	10.5%	10.5%	10.1%
Jr. High (7-8)	27	28	27	27	28	9.4%	9.7%	9.8%	8.6%	9.1%
High School (9-12)	75	78	75	81	78	26.2%	27.0%	27.3%	25.7%	25.4%
Business	1	5	3	2	2	1.3%	6.4%	4.0%	2.5%	2.6%
Language Arts	9	11	11	9	10	12.0%	14.1%	14.7%	11.1%	12.8%
Social Studies	8	9	8	7	6	10.7%	11.5%	10.7%	8.6%	7.7%
Foreign Language	4	2	3	2	2	5.3%	2.6%	4.0%	2.5%	2.6%
Mathematics	7	11	9	6	8	9.3%	14.1%	12.0%	7.4%	10.3%
Science	8	7	9	7	8	10.7%	9.0%	12.0%	8.6%	10.3%
Vocational Education	17	15	14	20	18	22.7%	19.2%	18.7%	24.7%	23.1%
Other High School	21	18	18	28	24	28.0%	23.1%	24.0%	34.6%	30.8%
Total Enrollments	5,678	5,322	5,308	5,320	5,135	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	415	432	441	368	373	7.3%	8.1%	8.3%	6.9%	7.3%
Grades 1-4	1,664	1,605	1,681	1,701	1,614	29.3%	30.2%	31.7%	32.0%	31.4%
Grades 5-6	848	812	755	776	788	14.9%	15.3%	14.2%	14.6%	15.3%
Grades 7-8	861	789	745	784	797	15.2%	14.8%	14.0%	14.7%	15.5%
Grades 9-12	1,756	1,603	1,581	1,570	1,462	30.9%	30.1%	29.8%	29.5%	28.5%
Ungraded	134	81	105	121	101	2.4%	1.5%	2.0%	2.3%	2.0%









District Report for: LAUDERDALE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	16	17	17	3.6%	3.5%	5.3%	5.1%	5.2%
White - Females	1	1	5	5	5	9.1%	9.1%	31.3%	29.4%	29.4%
White - Males	9	9	9	10	9	81.8%	81.8%	56.3%	58.8%	52.9%
Black - Females	1	1	2	2	2	9.1%	9.1%	12.5%	11.8%	11.8%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	24	24	26	27	7.8%	7.7%	7.9%	7.8%	8.3%
White - Females	16	17	17	18	20	66.7%	70.8%	70.8%	69.2%	74.1%
White - Males	3	2	2	3	3	12.5%	8.3%	8.3%	11.5%	11.1%
Black - Females	5	5	5	5	4	20.8%	20.8%	20.8%	19.2%	14.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	274	277	264	290	283	88.7%	88.8%	86.8%	87.1%	86.5%
White - Females	201	202	188	209	201	73.4%	72.9%	71.2%	72.1%	71.0%
White - Males	41	41	43	49	54	15.0%	14.8%	16.3%	16.9%	19.1%
Black - Females	24	25	24	24	22	8.8%	9.0%	9.1%	8.3%	7.8%
Black - Males	8	8	8	8	6	2.9%	2.9%	3.0%	2.8%	2.1%
Other - Females	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	8	7	4	77	86	3.1%	2.8%	1.7%	24.4%	28.0%
25-29	38	37	31	34	31	14.7%	14.7%	13.5%	10.8%	10.1%
30-34	32	30	27	26	25	12.4%	11.9%	11.7%	8.3%	8.1%
35-39	30	27	28	28	26	11.6%	10.7%	12.2%	8.9%	8.5%
40-45	46	45	42	40	35	17.8%	17.9%	18.3%	12.7%	11.4%
45-49	57	54	40	41	37	22.0%	21.4%	17.4%	13.0%	12.1%
50-54	23	30	37	44	44	8.9%	11.9%	16.1%	14.0%	14.3%
55+	25	22	21	25	23	9.7%	8.7%	9.1%	7.9%	7.5%
Average Age	41.0	41.1	41.8	32.6	31.4					

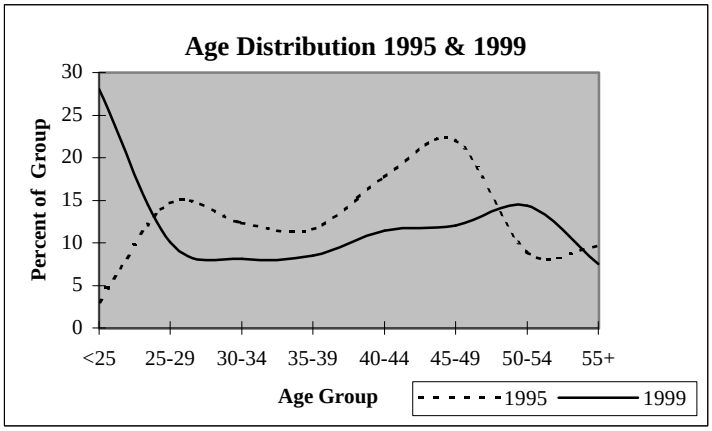
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	83	83	73	100	92	29.0%	28.7%	26.5%	31.7%	30.0%
4-7 Years	29	36	41	49	57	10.1%	12.5%	14.9%	15.6%	18.6%
8-11 Years	39	33	24	24	23	13.6%	11.4%	8.7%	7.6%	7.5%
12-15 Years	24	31	36	34	29	8.4%	10.7%	13.1%	10.8%	9.4%
16-19 Years	34	28	26	22	21	11.9%	9.7%	9.5%	7.0%	6.8%
20+ Years	77	78	75	86	85	26.9%	27.0%	27.3%	27.3%	27.7%
Average Experience	11.9	12.0	12.2	11.6	11.5					

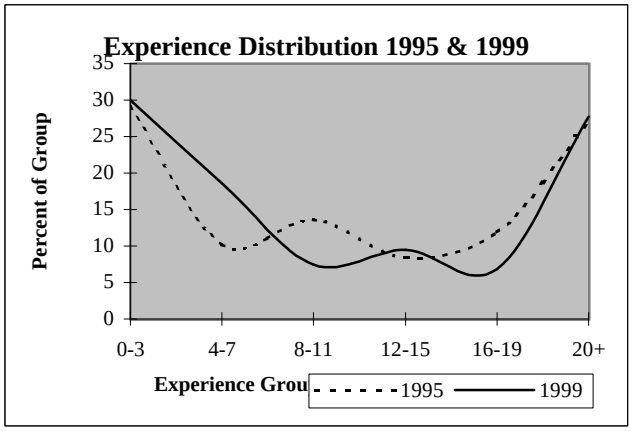
District Report for: LAUDERDALE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	50	45	29	52	-	15.4%	13.8%	9.1%	14.4%	-
Attrition from Transfers	22	10	21	21	-	6.8%	3.1%	6.6%	5.8%	-
Attrition from Exits	28	35	8	31	-	8.6%	10.7%	2.5%	8.6%	-
Teacher Attrition	48	43	28	48	-	16.8%	14.9%	10.2%	15.2%	-
Attrition from Transfers	21	10	20	21	-	7.3%	3.5%	7.3%	6.7%	-
Attrition from Exits	27	33	8	27	-	9.4%	11.4%	2.9%	8.6%	-
District Retention										
Educator Retention	274	282	289	308	-	84.6%	86.2%	90.9%	85.6%	-
Teacher Retention	238	246	247	267	-	83.2%	85.1%	89.8%	84.8%	-

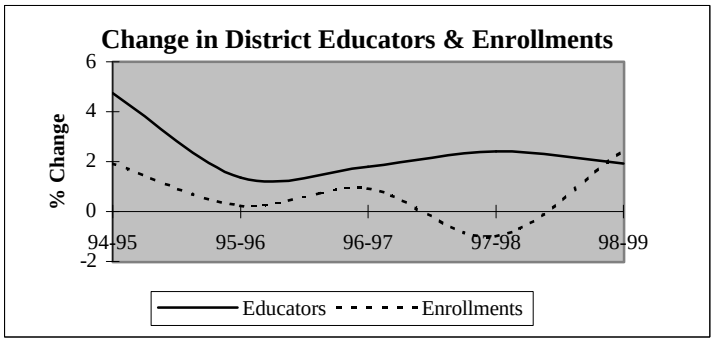
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	64.5%	18.1%	17.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	75.7%	12.6%	11.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	75.3%	10.6%	14.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	85.1%	4.1%	10.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	77.0%	9.8%	13.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.0%	2.0%	10.0%	89.7%	2.1%	91.8%	8.2%

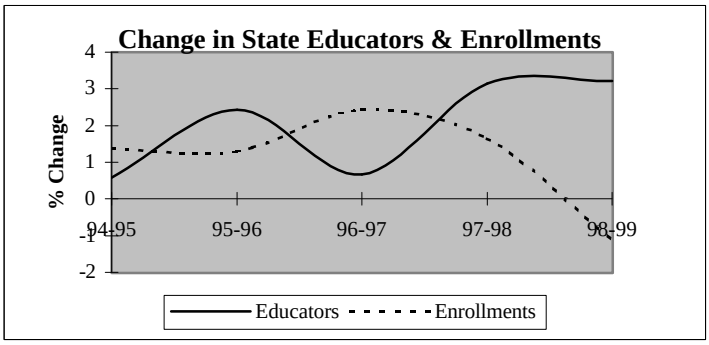
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	13.4%	21.2%	23.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.2%	14.6%	17.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.6%	9.5%	7.2%	12.8%	9.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.4%	88.1%	89.6%	83.1%	87.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.0%	1.3%	0.3%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.1%	2.4%	1.9%	3.9%	2.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LAWRENCE COUNTY





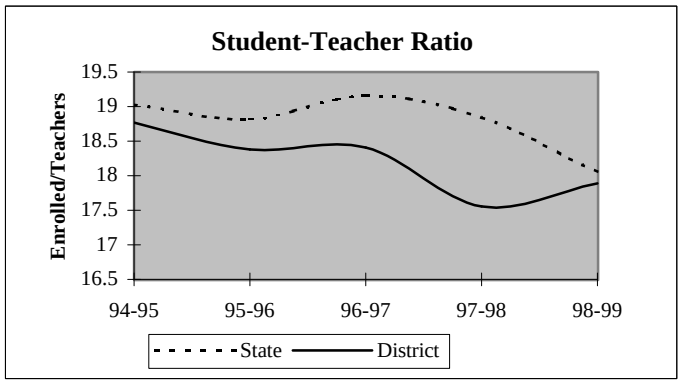
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	16.0	15.9	15.4	15.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.8	18.4	18.4	17.6	17.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	20	6	8	11	9	-	-	-	-	-
% Change in Educators	4.7%	1.4%	1.8%	2.4%	1.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	135	16	67	-73	174	-	-	-	-	-
% Change in Enrollment	1.9%	0.2%	0.9%	-1.0%	2.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.2%	4.6%	4.1%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.3%	8.5%	9.0%	8.4%	9.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.9%	0.9%	0.9%	1.1%	1.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.3%	5.3%	4.8%	5.3%	5.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	10.5%	10.5%	9.5%	5.3%	5.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	42.6	43.1	37.5	36.7	42.7	43.1	43.3	37.1	36.4
Average Experience	14.9	14.6	14.6	14.6	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	29,549	29,685	30,222	30,305	31,260	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.8%	0.8%	0.8%	1.1%	1.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.8%	73.9%	74.6%	74.6%	76.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.9%	9.0%	7.9%	7.6%	8.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.6%	na	2.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

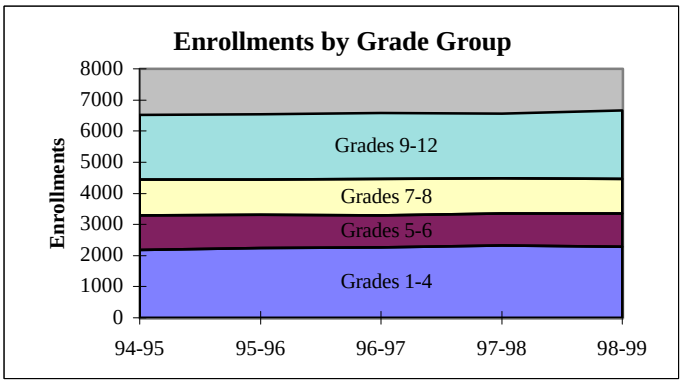
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	442	448	456	467	476	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	406	418	424	436	441	91.9%	93.3%	93.0%	93.4%	92.6%
Newly Hired	36	30	32	31	35	8.1%	6.7%	7.0%	6.6%	7.4%
Transfers In	6	2	4	6	2	16.7%	6.7%	12.5%	19.4%	5.7%
Reentrants	16	5	8	6	9	44.4%	16.7%	25.0%	19.4%	25.7%
First Time Educators	14	23	20	19	24	38.9%	76.7%	62.5%	61.3%	68.6%
Total Exiting Next Year	24	24	20	26	-	5.4%	5.4%	4.4%	5.6%	-
Transfers Out	3	5	6	1	-	12.5%	20.8%	30.0%	3.8%	-
Leave Tennessee Educ.	21	19	14	25	-	87.5%	79.2%	70.0%	96.2%	-

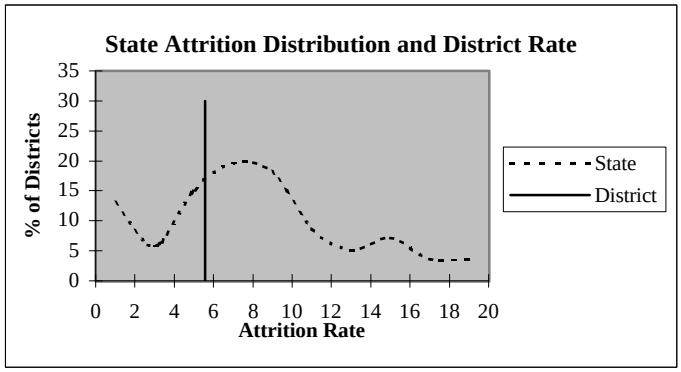
Dynamics Rates	District Rates				
District Attrition	5.4%	5.4%	4.4%	5.6%	-
Transfers In/Out	2.00	0.40	0.67	6.00	-

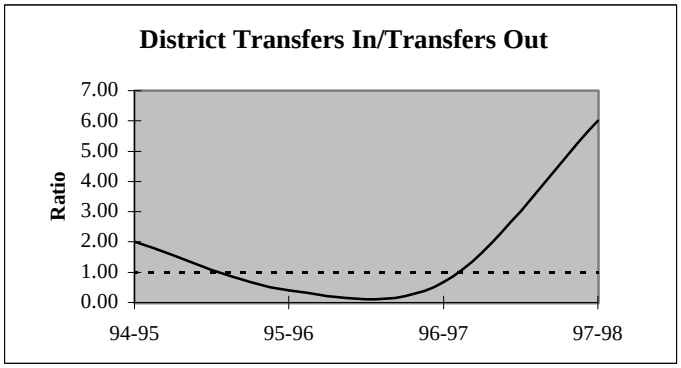
District Report for: LAWRENCE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	442	448	456	467	476	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	19	21	19	19	4.3%	4.2%	4.6%	4.1%	4.0%
Professional Staff	41	38	41	39	46	9.3%	8.5%	9.0%	8.4%	9.7%
Total Teachers	382	391	394	409	411	86.4%	87.3%	86.4%	87.6%	86.3%
Special Education	34	35	31	31	33	8.9%	9.0%	7.9%	7.6%	8.0%
Pre-K & Kindergarten	26	26	27	29	31	6.8%	6.6%	6.9%	7.1%	7.5%
Elementary (1-4)	126	135	130	137	139	33.0%	34.5%	33.0%	33.5%	33.8%
Middle School (5-6)	47	46	48	53	51	12.3%	11.8%	12.2%	13.0%	12.4%
Jr. High (7-8)	41	42	44	40	42	10.7%	10.7%	11.2%	9.8%	10.2%
High School (9-12)	108	107	114	119	115	28.3%	27.4%	28.9%	29.1%	28.0%
Business	4	5	3	3	3	3.7%	4.7%	2.6%	2.5%	2.6%
Language Arts	16	14	13	15	16	14.8%	13.1%	11.4%	12.6%	13.9%
Social Studies	12	14	10	12	11	11.1%	13.1%	8.8%	10.1%	9.6%
Foreign Language	5	5	6	6	6	4.6%	4.7%	5.3%	5.0%	5.2%
Mathematics	13	12	11	13	15	12.0%	11.2%	9.6%	10.9%	13.0%
Science	12	12	11	11	12	11.1%	11.2%	9.6%	9.2%	10.4%
Vocational Education	27	26	27	30	30	25.0%	24.3%	23.7%	25.2%	26.1%
Other High School	19	19	33	29	22	17.6%	17.8%	28.9%	24.4%	19.1%
Total Enrollments	7,170	7,186	7,253	7,180	7,354	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	600	591	599	545	606	8.4%	8.2%	8.3%	7.6%	8.2%
Grades 1-4	2,182	2,243	2,265	2,316	2,288	30.4%	31.2%	31.2%	32.3%	31.1%
Grades 5-6	1,115	1,068	1,033	1,037	1,066	15.6%	14.9%	14.2%	14.4%	14.5%
Grades 7-8	1,141	1,136	1,173	1,121	1,107	15.9%	15.8%	16.2%	15.6%	15.1%
Grades 9-12	2,086	2,098	2,119	2,085	2,208	29.1%	29.2%	29.2%	29.0%	30.0%
Ungraded	46	50	64	76	79	0.6%	0.7%	0.9%	1.1%	1.1%









District Report for: LAWRENCE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	19	19	21	19	19	4.5%	4.4%	4.8%	4.4%	4.2%
White - Females	2	2	2	1	1	10.5%	10.5%	9.5%	5.3%	5.3%
White - Males	16	16	18	17	17	84.2%	84.2%	85.7%	89.5%	89.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.3%	5.3%	4.8%	5.3%	5.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	37	40	38	45	9.4%	8.6%	9.2%	8.7%	10.0%
White - Females	31	29	32	32	37	77.5%	78.4%	80.0%	84.2%	82.2%
White - Males	9	8	8	6	8	22.5%	21.6%	20.0%	15.8%	17.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	367	373	374	378	384	86.2%	86.9%	86.0%	86.9%	85.7%
White - Females	271	277	281	288	300	73.8%	74.3%	75.1%	76.2%	78.1%
White - Males	93	93	90	86	80	25.3%	24.9%	24.1%	22.8%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Other - Females	2	2	2	3	3	0.5%	0.5%	0.5%	0.8%	0.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	8	3	62	70	1.7%	2.2%	0.9%	15.2%	17.0%
25-29	43	34	36	36	29	11.9%	9.5%	10.3%	8.8%	7.1%
30-34	35	36	41	41	44	9.7%	10.1%	11.7%	10.0%	10.7%
35-39	41	40	35	31	34	11.3%	11.2%	10.0%	7.6%	8.3%
40-45	89	82	58	53	46	24.6%	23.0%	16.6%	13.0%	11.2%
45-49	74	79	81	82	83	20.4%	22.1%	23.2%	20.0%	20.2%
50-54	34	45	58	61	63	9.4%	12.6%	16.6%	14.9%	15.3%
55+	40	33	37	43	42	11.0%	9.2%	10.6%	10.5%	10.2%
Average Age	42.3	42.6	43.1	37.5	36.7					

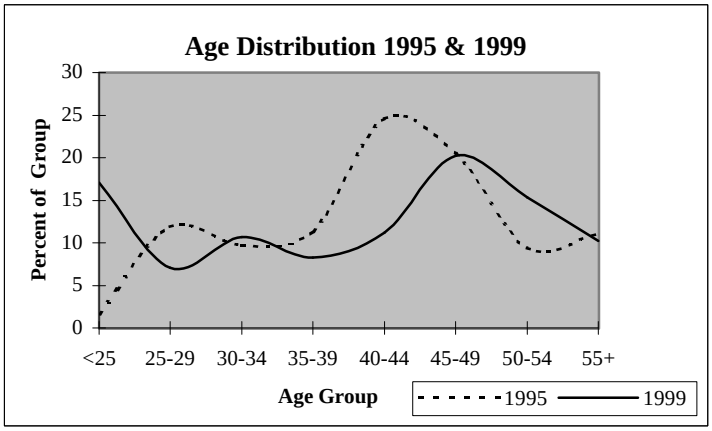
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	60	75	73	80	85	15.7%	19.2%	18.5%	19.6%	20.7%
4-7 Years	45	42	56	60	53	11.8%	10.7%	14.2%	14.7%	12.9%
8-11 Years	32	29	35	37	45	8.4%	7.4%	8.9%	9.0%	10.9%
12-15 Years	40	35	30	30	27	10.5%	9.0%	7.6%	7.3%	6.6%
16-19 Years	75	65	46	44	34	19.6%	16.6%	11.7%	10.8%	8.3%
20+ Years	130	145	154	158	167	34.0%	37.1%	39.1%	38.6%	40.6%
Average Experience	14.9	14.6	14.6	14.6	14.7					

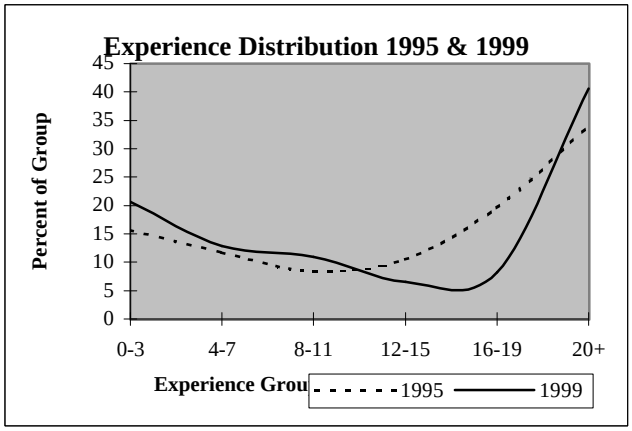
District Report for: LAWRENCE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	24	20	26	-	5.4%	5.4%	4.4%	5.6%	-
Attrition from Transfers	3	5	6	1	-	0.7%	1.1%	1.3%	0.2%	-
Attrition from Exits	21	19	14	25	-	4.8%	4.2%	3.1%	5.4%	-
Teacher Attrition	19	21	15	22	-	5.0%	5.4%	3.8%	5.4%	-
Attrition from Transfers	2	3	5	0	-	0.5%	0.8%	1.3%	0.0%	-
Attrition from Exits	17	18	10	22	-	4.5%	4.6%	2.5%	5.4%	-
District Retention										
Educator Retention	418	424	436	441	-	94.6%	94.6%	95.6%	94.4%	-
Teacher Retention	363	370	379	387	-	95.0%	94.6%	96.2%	94.6%	-

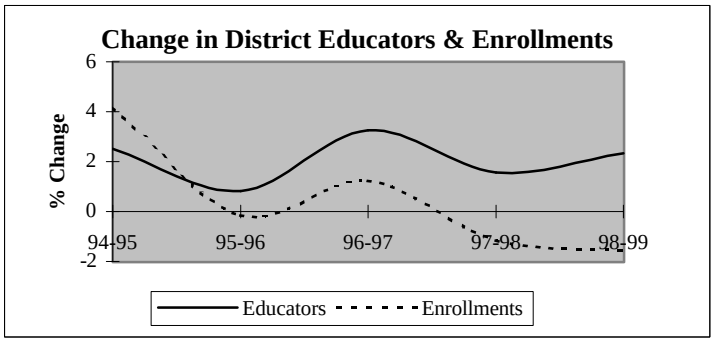
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	94.0%	1.0%	5.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	94.7%	0.0%	5.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.5%	2.4%	7.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	98.6%	0.0%	1.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.5%	0.0%	6.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.2%	0.0%	4.8%	89.7%	2.1%	91.8%	8.2%

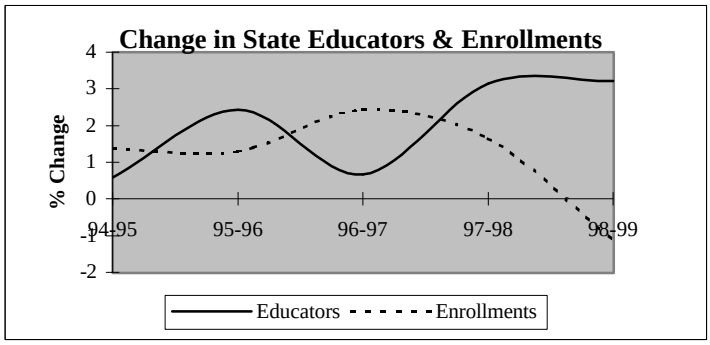
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.9%	11.5%	13.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.8%	6.7%	8.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.3%	8.0%	5.0%	5.4%	6.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.9%	90.8%	93.6%	92.9%	91.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.2%	0.7%	0.2%	0.9%	0.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.6%	0.4%	1.1%	0.9%	1.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LEWIS COUNTY





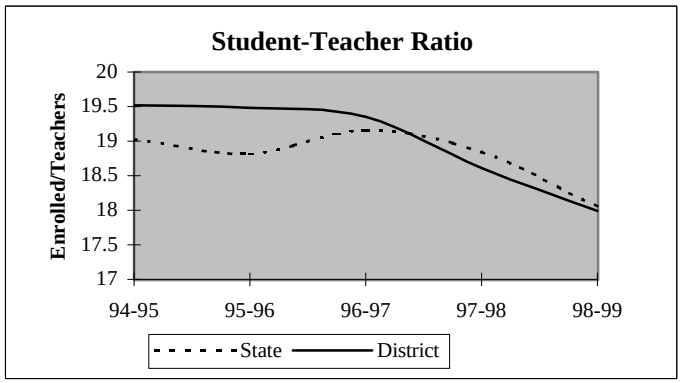
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	16.6	16.3	15.9	15.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.5	19.5	19.4	18.6	18.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	1	4	2	3	-	-	-	-	-
% Change in Educators	2.5%	0.8%	3.3%	1.6%	2.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	82	-3	25	-24	-32	-	-	-	-	-
% Change in Enrollment	4.2%	-0.1%	1.2%	-1.2%	-1.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.6%	0.8%	0.8%	0.8%	0.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.9%	5.7%	5.5%	5.4%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.0%	8.9%	10.2%	9.3%	9.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.5%	2.5%	2.4%	2.4%	2.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	16.7%	28.6%	28.6%	14.3%	14.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.2	39.8	40.5	36.2	35.3	42.7	43.1	43.3	37.1	36.4
Average Experience	10.6	11.2	11.7	11.6	11.0	13.9	13.9	13.8	13.7	13.7
Average Salary	25,758	27,460	29,260	28,779	30,019	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.9%	1.9%	1.9%	1.9%	1.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.3%	75.2%	73.8%	75.5%	72.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.4%	12.4%	13.1%	11.8%	12.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.8%	na	2.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

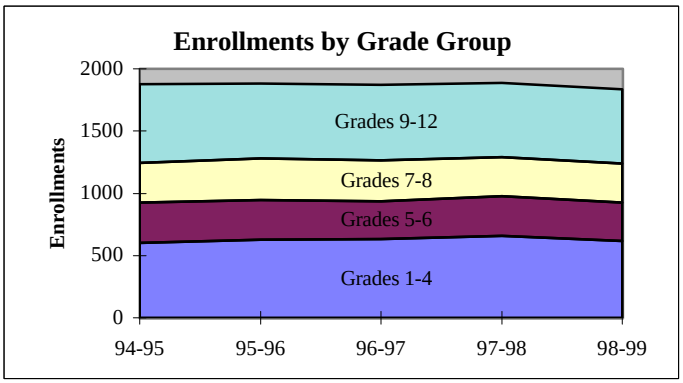
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	122	123	127	129	132	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	103	113	118	118	115	84.4%	91.9%	92.9%	91.5%	87.1%
Newly Hired	19	10	9	11	17	15.6%	8.1%	7.1%	8.5%	12.9%
Transfers In	0	1	1	2	0	0.0%	10.0%	11.1%	18.2%	0.0%
Reentrants	8	5	2	2	3	42.1%	50.0%	22.2%	18.2%	17.6%
First Time Educators	11	4	6	7	14	57.9%	40.0%	66.7%	63.6%	82.4%
Total Exiting Next Year	9	5	9	14	-	7.4%	4.1%	7.1%	10.9%	-
Transfers Out	2	2	4	7	-	22.2%	40.0%	44.4%	50.0%	-
Leave Tennessee Educ.	7	3	5	7	-	77.8%	60.0%	55.6%	50.0%	-

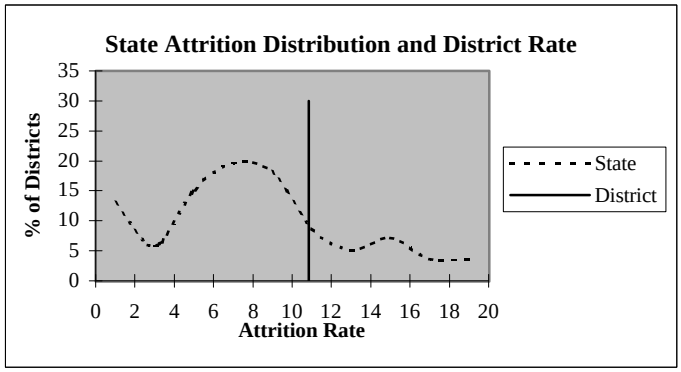
Dynamics Rates	District Rates				
District Attrition	7.4%	4.1%	7.1%	10.9%	-
Transfers In/Out	0.00	0.50	0.25	0.29	-

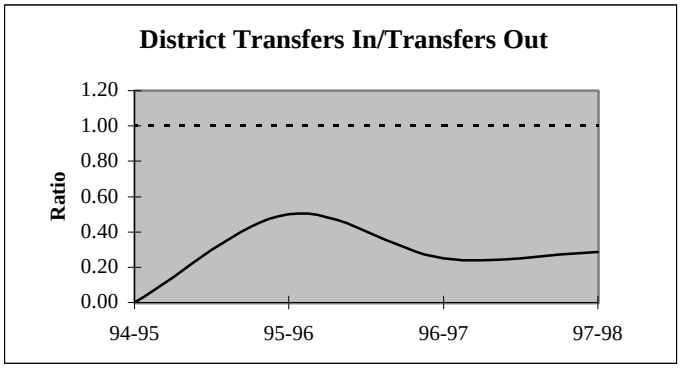
District Report for: LEWIS COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	122	123	127	129	132	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	7	7	7	7	4.9%	5.7%	5.5%	5.4%	5.3%
Professional Staff	11	11	13	12	13	9.0%	8.9%	10.2%	9.3%	9.8%
Total Teachers	105	105	107	110	112	86.1%	85.4%	84.3%	85.3%	84.8%
Special Education	13	13	14	13	14	12.4%	12.4%	13.1%	11.8%	12.5%
Pre-K & Kindergarten	7	7	8	8	8	6.7%	6.7%	7.5%	7.3%	7.1%
Elementary (1-4)	36	35	34	36	37	34.3%	33.3%	31.8%	32.7%	33.0%
Middle School (5-6)	12	12	11	12	11	11.4%	11.4%	10.3%	10.9%	9.8%
Jr. High (7-8)	11	12	12	12	12	10.5%	11.4%	11.2%	10.9%	10.7%
High School (9-12)	26	26	28	29	30	24.8%	24.8%	26.2%	26.4%	26.8%
Business	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.3%
Language Arts	3	4	4	3	4	11.5%	15.4%	14.3%	10.3%	13.3%
Social Studies	4	3	5	2	2	15.4%	11.5%	17.9%	6.9%	6.7%
Foreign Language	1	1	1	1	1	3.8%	3.8%	3.6%	3.4%	3.3%
Mathematics	3	4	4	3	3	11.5%	15.4%	14.3%	10.3%	10.0%
Science	3	3	3	2	3	11.5%	11.5%	10.7%	6.9%	10.0%
Vocational Education	4	4	4	2	2	15.4%	15.4%	14.3%	6.9%	6.7%
Other High School	7	6	6	15	14	26.9%	23.1%	21.4%	51.7%	46.7%
Total Enrollments	2,049	2,046	2,071	2,047	2,015	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	159	146	184	142	159	7.8%	7.1%	8.9%	6.9%	7.9%
Grades 1-4	602	628	633	657	618	29.4%	30.7%	30.6%	32.1%	30.7%
Grades 5-6	326	316	305	322	305	15.9%	15.4%	14.7%	15.7%	15.1%
Grades 7-8	314	335	329	311	318	15.3%	16.4%	15.9%	15.2%	15.8%
Grades 9-12	633	601	605	596	596	30.9%	29.4%	29.2%	29.1%	29.6%
Ungraded	15	20	15	19	19	0.7%	1.0%	0.7%	0.9%	0.9%









District Report for: LEWIS COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	7	7	7	7	5.0%	5.8%	5.6%	5.5%	5.5%
White - Females	1	2	2	1	1	16.7%	28.6%	28.6%	14.3%	14.3%
White - Males	5	5	5	6	6	83.3%	71.4%	71.4%	85.7%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	10	12	12	12	8.4%	8.3%	9.7%	9.4%	9.4%
White - Females	6	6	7	7	7	60.0%	60.0%	58.3%	58.3%	58.3%
White - Males	3	3	4	4	4	30.0%	30.0%	33.3%	33.3%	33.3%
Black - Females	1	1	1	1	1	10.0%	10.0%	8.3%	8.3%	8.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	103	104	105	108	108	86.6%	86.0%	84.7%	85.0%	85.0%
White - Females	74	76	75	79	76	71.8%	73.1%	71.4%	73.1%	70.4%
White - Males	27	26	28	27	30	26.2%	25.0%	26.7%	25.0%	27.8%
Black - Females	2	2	2	2	2	1.9%	1.9%	1.9%	1.9%	1.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	3	0	13	15	3.2%	3.2%	0.0%	11.8%	13.4%
25-29	18	17	18	17	17	18.9%	18.1%	18.4%	15.5%	15.2%
30-34	15	14	16	15	15	15.8%	14.9%	16.3%	13.6%	13.4%
35-39	12	11	11	13	16	12.6%	11.7%	11.2%	11.8%	14.3%
40-45	20	19	16	13	12	21.1%	20.2%	16.3%	11.8%	10.7%
45-49	11	15	20	20	21	11.6%	16.0%	20.4%	18.2%	18.8%
50-54	10	8	8	9	8	10.5%	8.5%	8.2%	8.2%	7.1%
55+	6	7	9	10	8	6.3%	7.4%	9.2%	9.1%	7.1%
Average Age	39.2	39.8	40.5	36.2	35.3					

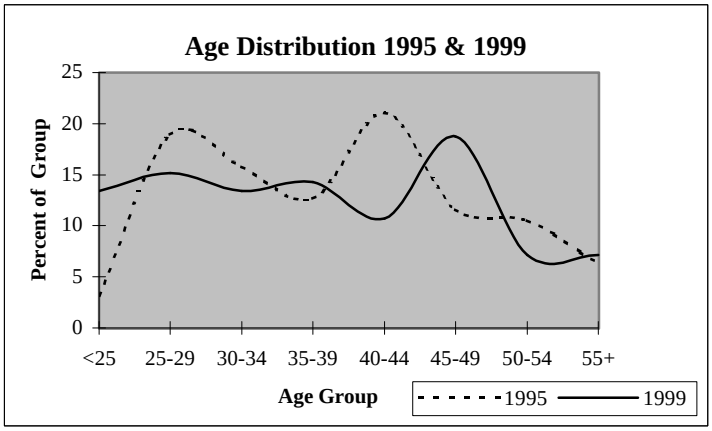
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	29	28	28	24	24	27.6%	26.7%	26.2%	21.8%	21.4%
4-7 Years	24	20	19	22	24	22.9%	19.0%	17.8%	20.0%	21.4%
8-11 Years	11	14	16	20	23	10.5%	13.3%	15.0%	18.2%	20.5%
12-15 Years	7	7	6	8	9	6.7%	6.7%	5.6%	7.3%	8.0%
16-19 Years	11	12	13	10	5	10.5%	11.4%	12.1%	9.1%	4.5%
20+ Years	23	24	25	26	27	21.9%	22.9%	23.4%	23.6%	24.1%
Average Experience	10.6	11.2	11.7	11.6	11.0					

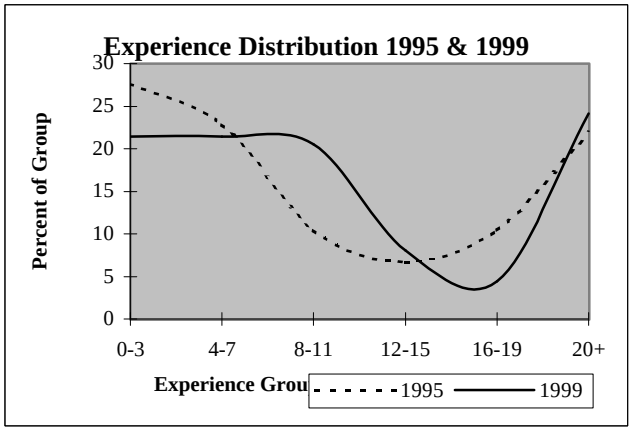
District Report for: LEWIS COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	5	9	14	-	7.4%	4.1%	7.1%	10.9%	-
Attrition from Transfers	2	2	4	7	-	1.6%	1.6%	3.1%	5.4%	-
Attrition from Exits	7	3	5	7	-	5.7%	2.4%	3.9%	5.4%	-
Teacher Attrition	9	5	7	12	-	8.6%	4.8%	6.5%	10.9%	-
Attrition from Transfers	2	2	3	7	-	1.9%	1.9%	2.8%	6.4%	-
Attrition from Exits	7	3	4	5	-	6.7%	2.9%	3.7%	4.5%	-
District Retention										
Educator Retention	113	118	118	115	-	92.6%	95.9%	92.9%	89.1%	-
Teacher Retention	96	100	100	98	-	91.4%	95.2%	93.5%	89.1%	-

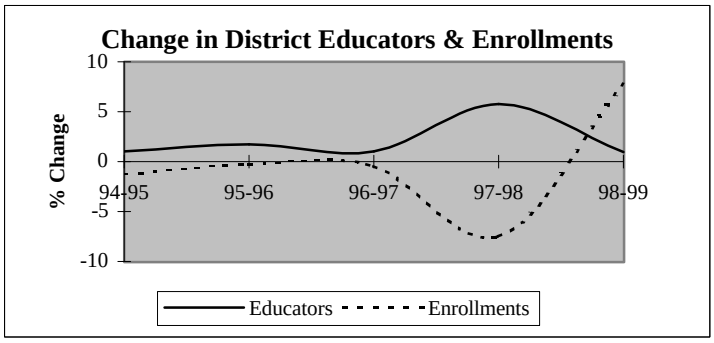
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.3%	13.2%	10.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	88.6%	2.9%	8.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.3%	3.3%	3.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.9%	3.0%	3.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.3%	3.3%	3.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.5%	7.7%	3.8%	89.7%	2.1%	91.8%	8.2%

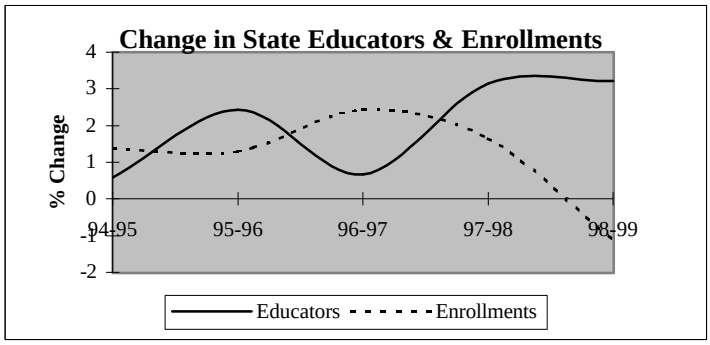
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.8%	8.4%	17.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	6.3%	13.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.0%	4.9%	5.5%	7.0%	12.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.2%	91.9%	92.9%	92.2%	85.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.8%	0.0%	0.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	5.7%	3.3%	0.8%	0.8%	1.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LINCOLN COUNTY





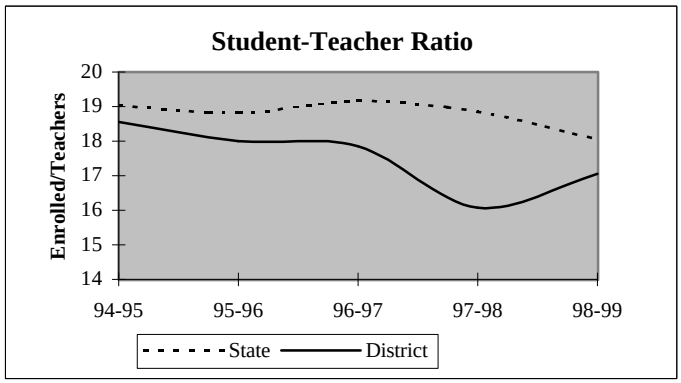
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.0	15.7	15.4	13.5	14.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.6	18.0	17.9	16.1	17.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	5	3	17	3	-	-	-	-	-
% Change in Educators	1.1%	1.7%	1.0%	5.7%	1.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-60	-12	-21	-343	326	-	-	-	-	-
% Change in Enrollment	-1.3%	-0.3%	-0.5%	-7.5%	7.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.1%	4.1%	5.4%	5.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.7%	8.9%	9.5%	10.5%	9.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.7%	4.3%	3.2%	2.4%	2.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	12.5%	11.8%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	16.7%	47.1%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.2	42.6	43.5	38.5	37.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.9	13.8	14.4	14.4	14.3	13.9	13.9	13.8	13.7	13.7
Average Salary	28,761	28,856	29,868	29,897	31,201	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.4%	4.1%	2.9%	1.6%	1.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.6%	80.4%	80.9%	79.5%	78.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.3%	12.5%	11.3%	10.6%	10.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	5.9%	na	6.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

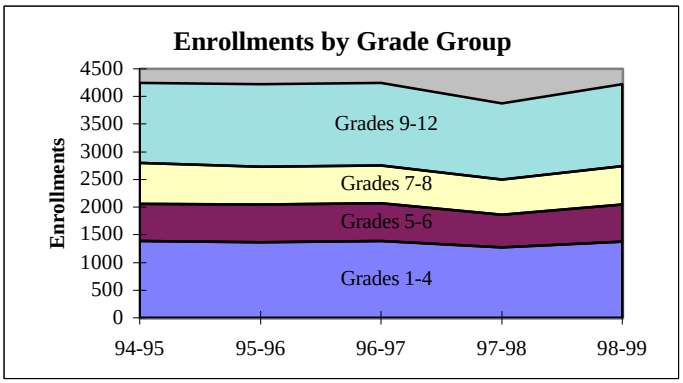
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	288	293	296	313	316	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	256	263	277	280	276	88.9%	89.8%	93.6%	89.5%	87.3%
Newly Hired	32	30	19	33	40	11.1%	10.2%	6.4%	10.5%	12.7%
Transfers In	3	3	5	3	3	9.4%	10.0%	26.3%	9.1%	7.5%
Reentrants	14	12	6	13	14	43.8%	40.0%	31.6%	39.4%	35.0%
First Time Educators	15	15	8	17	23	46.9%	50.0%	42.1%	51.5%	57.5%
Total Exiting Next Year	25	16	16	37	-	8.7%	5.5%	5.4%	11.8%	-
Transfers Out	6	2	2	9	-	24.0%	12.5%	12.5%	24.3%	-
Leave Tennessee Educ.	19	14	14	28	-	76.0%	87.5%	87.5%	75.7%	-

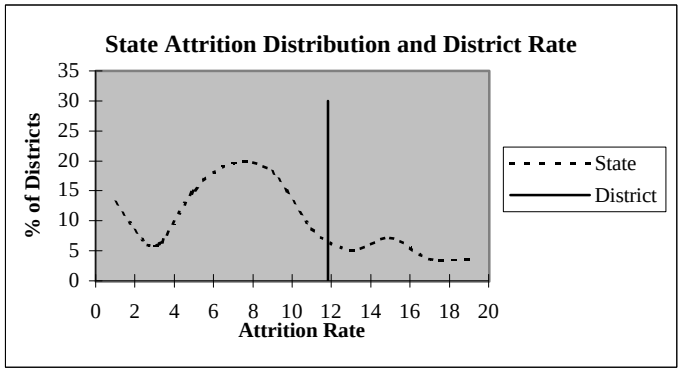
Dynamics Rates	District Rates				
District Attrition	8.7%	5.5%	5.4%	11.8%	-
Transfers In/Out	0.50	1.50	2.50	0.33	-

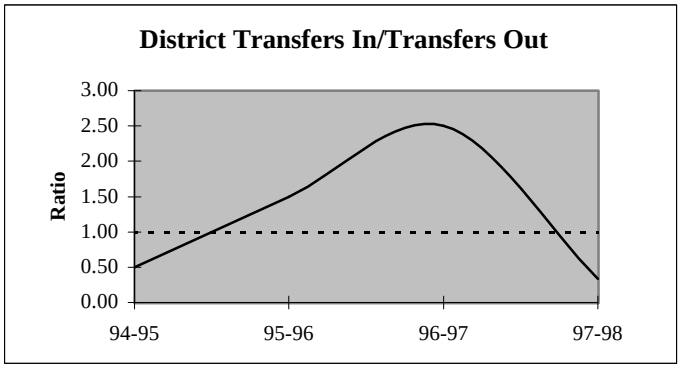
District Report for: LINCOLN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	288	293	296	313	316	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	12	17	18	4.2%	4.1%	4.1%	5.4%	5.7%
Professional Staff	28	26	28	33	31	9.7%	8.9%	9.5%	10.5%	9.8%
Total Teachers	248	255	256	263	267	86.1%	87.0%	86.5%	84.0%	84.5%
Special Education	28	32	29	28	27	11.3%	12.5%	11.3%	10.6%	10.1%
Pre-K & Kindergarten	16	18	18	21	20	6.5%	7.1%	7.0%	8.0%	7.5%
Elementary (1-4)	81	80	80	83	84	32.7%	31.4%	31.3%	31.6%	31.5%
Middle School (5-6)	28	29	29	32	31	11.3%	11.4%	11.3%	12.2%	11.6%
Jr. High (7-8)	37	40	43	34	36	14.9%	15.7%	16.8%	12.9%	13.5%
High School (9-12)	58	56	57	65	69	23.4%	22.0%	22.3%	24.7%	25.8%
Business	2	2	2	0	2	3.4%	3.6%	3.5%	0.0%	2.9%
Language Arts	7	8	8	6	8	12.1%	14.3%	14.0%	9.2%	11.6%
Social Studies	6	4	6	6	7	10.3%	7.1%	10.5%	9.2%	10.1%
Foreign Language	4	2	2	2	3	6.9%	3.6%	3.5%	3.1%	4.3%
Mathematics	8	6	8	8	8	13.8%	10.7%	14.0%	12.3%	11.6%
Science	7	6	6	7	9	12.1%	10.7%	10.5%	10.8%	13.0%
Vocational Education	14	14	13	14	16	24.1%	25.0%	22.8%	21.5%	23.2%
Other High School	10	14	12	22	16	17.2%	25.0%	21.1%	33.8%	23.2%
Total Enrollments	4,603	4,591	4,570	4,227	4,553	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	336	344	306	318	296	7.3%	7.5%	6.7%	7.5%	6.5%
Grades 1-4	1,389	1,361	1,387	1,270	1,378	30.2%	29.6%	30.4%	30.0%	30.3%
Grades 5-6	666	691	685	594	664	14.5%	15.1%	15.0%	14.1%	14.6%
Grades 7-8	740	682	678	631	697	16.1%	14.9%	14.8%	14.9%	15.3%
Grades 9-12	1,450	1,484	1,500	1,385	1,483	31.5%	32.3%	32.8%	32.8%	32.6%
Ungraded	22	29	14	29	35	0.5%	0.6%	0.3%	0.7%	0.8%









District Report for: LINCOLN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	12	12	16	17	4.4%	4.3%	4.3%	5.5%	5.8%
White - Females	3	3	2	6	7	25.0%	25.0%	16.7%	37.5%	41.2%
White - Males	9	9	10	8	8	75.0%	75.0%	83.3%	50.0%	47.1%
Black - Females	0	0	0	2	2	0.0%	0.0%	0.0%	12.5%	11.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	23	27	28	27	9.2%	8.3%	9.6%	9.6%	9.2%
White - Females	19	17	21	22	19	76.0%	73.9%	77.8%	78.6%	70.4%
White - Males	4	4	4	5	6	16.0%	17.4%	14.8%	17.9%	22.2%
Black - Females	2	2	2	1	1	8.0%	8.7%	7.4%	3.6%	3.7%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	236	241	241	248	250	86.4%	87.3%	86.1%	84.9%	85.0%
White - Females	185	189	194	199	197	78.4%	78.4%	80.5%	80.2%	78.8%
White - Males	43	42	40	45	50	18.2%	17.4%	16.6%	18.1%	20.0%
Black - Females	5	6	4	2	2	2.1%	2.5%	1.7%	0.8%	0.8%
Black - Males	1	2	2	1	0	0.4%	0.8%	0.8%	0.4%	0.0%
Other - Females	1	1	0	0	0	0.4%	0.4%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	4	3	33	42	2.2%	1.7%	1.3%	12.5%	15.7%
25-29	26	29	25	27	22	11.3%	12.6%	10.8%	10.3%	8.2%
30-34	17	17	19	21	23	7.4%	7.4%	8.2%	8.0%	8.6%
35-39	35	27	27	22	24	15.2%	11.7%	11.6%	8.4%	9.0%
40-45	45	47	42	43	34	19.6%	20.3%	18.1%	16.3%	12.7%
45-49	57	54	43	39	44	24.8%	23.4%	18.5%	14.8%	16.5%
50-54	26	33	48	52	50	11.3%	14.3%	20.7%	19.8%	18.7%
55+	19	20	25	26	28	8.3%	8.7%	10.8%	9.9%	10.5%
Average Age	42.2	42.6	43.5	38.5	37.4					

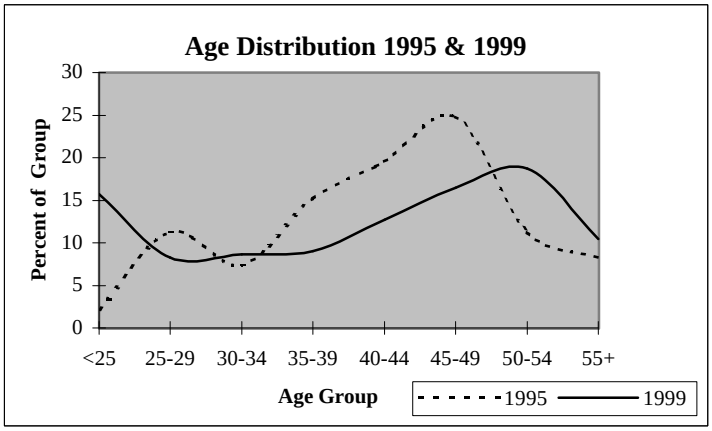
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	55	58	49	54	51	22.2%	22.7%	19.1%	20.5%	19.1%
4-7 Years	25	32	39	45	50	10.1%	12.5%	15.2%	17.1%	18.7%
8-11 Years	24	25	23	22	24	9.7%	9.8%	9.0%	8.4%	9.0%
12-15 Years	22	16	16	13	18	8.9%	6.3%	6.3%	4.9%	6.7%
16-19 Years	52	47	43	35	21	21.0%	18.4%	16.8%	13.3%	7.9%
20+ Years	70	77	86	94	103	28.2%	30.2%	33.6%	35.7%	38.6%
Average Experience	13.9	13.8	14.4	14.4	14.3					

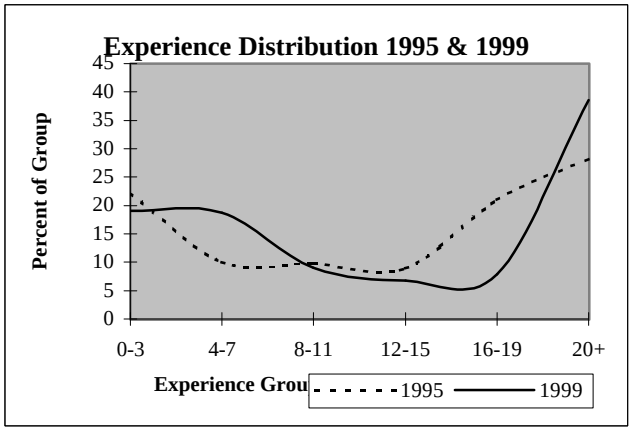
District Report for: LINCOLN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	25	16	16	37	-	8.7%	5.5%	5.4%	11.8%	-
Attrition from Transfers	6	2	2	9	-	2.1%	0.7%	0.7%	2.9%	-
Attrition from Exits	19	14	14	28	-	6.6%	4.8%	4.7%	8.9%	-
Teacher Attrition	21	11	12	31	-	8.5%	4.3%	4.7%	11.8%	-
Attrition from Transfers	6	1	0	8	-	2.4%	0.4%	0.0%	3.0%	-
Attrition from Exits	15	10	12	23	-	6.0%	3.9%	4.7%	8.7%	-
District Retention										
Educator Retention	263	277	280	276	-	91.3%	94.5%	94.6%	88.2%	-
Teacher Retention	227	244	244	232	-	91.5%	95.7%	95.3%	88.2%	-

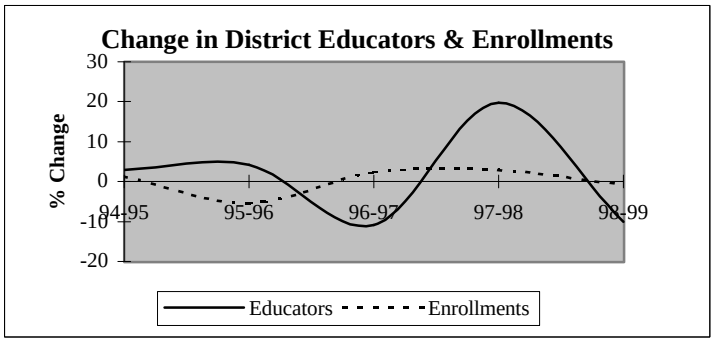
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.3%	2.9%	18.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.5%	2.8%	12.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	94.1%	1.5%	4.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.7%	1.6%	4.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.3%	2.0%	11.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.9%	0.0%	11.1%	89.7%	2.1%	91.8%	8.2%

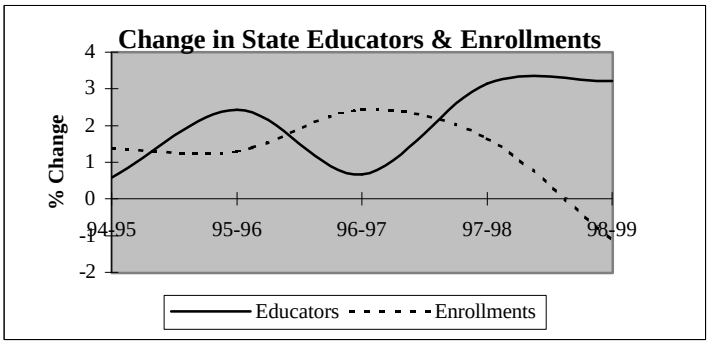
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.9%	13.0%	16.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	7.1%	10.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.6%	6.8%	3.4%	6.1%	7.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.2%	89.8%	94.6%	91.1%	88.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.2%	3.4%	2.0%	2.9%	3.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: FAYETTEVILLE





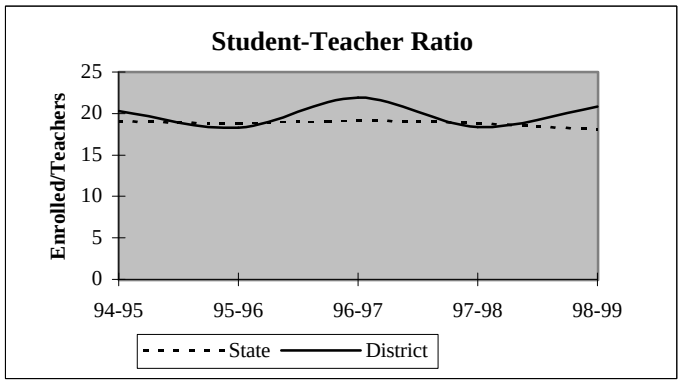
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.6	15.1	17.3	14.9	16.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.3	18.3	21.9	18.4	20.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	3	-8	13	-8	-	-	-	-	-
% Change in Educators	2.9%	4.2%	-10.8%	19.7%	-10.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	15	-64	26	34	-9	-	-	-	-	-
% Change in Enrollment	1.3%	-5.4%	2.3%	3.0%	-0.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	1.4%	3.0%	1.3%	1.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.4%	7.6%	7.6%	8.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.7%	12.2%	13.6%	11.4%	12.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	13.4%	12.9%	12.9%	12.2%	11.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	40.0%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	46.5	44.4	43.8	37.4	37.1	42.7	43.1	43.3	37.1	36.4
Average Experience	16.8	14.7	15.2	13.4	13.8	13.9	13.9	13.8	13.7	13.7
Average Salary	30,120	30,248	31,483	30,499	32,615	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	16.7%	15.8%	16.3%	15.0%	13.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	86.2%	86.9%	88.5%	84.4%	82.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.6%	8.2%	9.6%	10.9%	8.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	29.9%	na	29.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

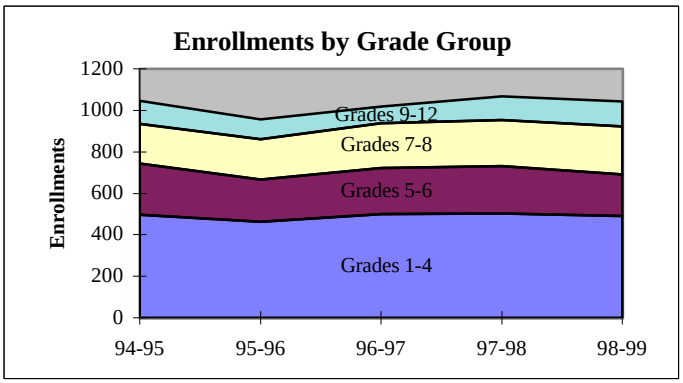
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	71	74	66	79	71	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	62	64	63	64	65	87.3%	86.5%	95.5%	81.0%	91.5%
Newly Hired	9	10	3	15	6	12.7%	13.5%	4.5%	19.0%	8.5%
Transfers In	5	2	0	3	3	55.6%	20.0%	0.0%	20.0%	50.0%
Reentrants	2	3	2	3	3	22.2%	30.0%	66.7%	20.0%	50.0%
First Time Educators	2	5	1	9	0	22.2%	50.0%	33.3%	60.0%	0.0%
Total Exiting Next Year	7	11	2	14	-	9.9%	14.9%	3.0%	17.7%	-
Transfers Out	0	1	1	0	-	0.0%	9.1%	50.0%	0.0%	-
Leave Tennessee Educ.	7	10	1	14	-	100.0%	90.9%	50.0%	100.0%	-

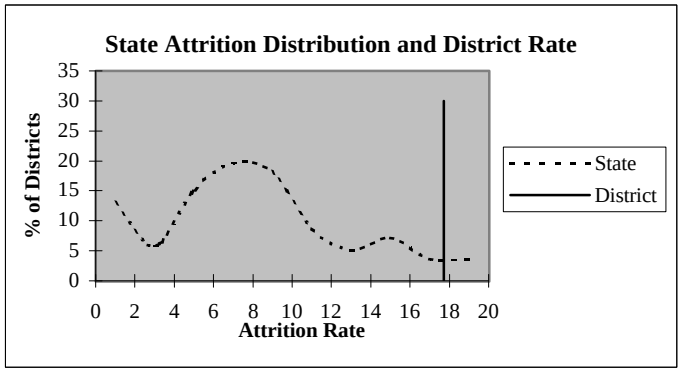
Dynamics Rates	District Rates				
District Attrition	9.9%	14.9%	3.0%	17.7%	-
Transfers In/Out	nc	2.00	0.00	nc	-

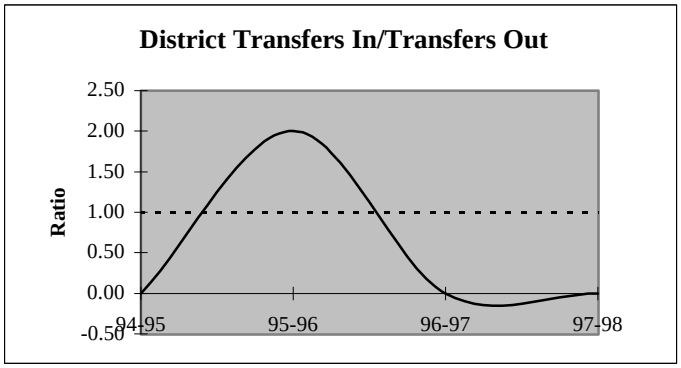
District Report for: FAYETTEVILLE

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	71	74	66	79	71	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	6	6	5.6%	5.4%	7.6%	7.6%	8.5%
Professional Staff	9	9	9	9	9	12.7%	12.2%	13.6%	11.4%	12.7%
Total Teachers	58	61	52	64	56	81.7%	82.4%	78.8%	81.0%	78.9%
Special Education	5	5	5	7	5	8.6%	8.2%	9.6%	10.9%	8.9%
Pre-K & Kindergarten	5	7	3	4	5	8.6%	11.5%	5.8%	6.3%	8.9%
Elementary (1-4)	29	29	26	33	28	50.0%	47.5%	50.0%	51.6%	50.0%
Middle School (5-6)	9	9	7	9	6	15.5%	14.8%	13.5%	14.1%	10.7%
Jr. High (7-8)	7	9	8	9	10	12.1%	14.8%	15.4%	14.1%	17.9%
High School (9-12)	3	2	3	2	2	5.2%	3.3%	5.8%	3.1%	3.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	1	0	1	1	0.0%	50.0%	0.0%	50.0%	50.0%
Vocational Education	1	1	1	1	1	33.3%	50.0%	33.3%	50.0%	50.0%
Other High School	2	0	2	0	0	66.7%	0.0%	66.7%	0.0%	0.0%
Total Enrollments	1,179	1,115	1,141	1,175	1,166	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	121	147	114	98	112	10.3%	13.2%	10.0%	8.3%	9.6%
Grades 1-4	497	464	501	503	492	42.2%	41.6%	43.9%	42.8%	42.2%
Grades 5-6	245	203	220	227	200	20.8%	18.2%	19.3%	19.3%	17.2%
Grades 7-8	192	194	216	222	231	16.3%	17.4%	18.9%	18.9%	19.8%
Grades 9-12	111	95	82	116	121	9.4%	8.5%	7.2%	9.9%	10.4%
Ungraded	13	12	8	9	10	1.1%	1.1%	0.7%	0.8%	0.9%









District Report for: FAYETTEVILLE

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	5	5	6.0%	5.7%	6.5%	6.8%	7.5%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	20.0%	20.0%
White - Males	3	3	3	4	4	75.0%	75.0%	75.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	13.4%	12.9%	14.5%	12.2%	13.4%
White - Females	7	7	7	7	6	77.8%	77.8%	77.8%	77.8%	66.7%
White - Males	2	2	2	2	2	22.2%	22.2%	22.2%	22.2%	22.2%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	54	57	49	60	53	80.6%	81.4%	79.0%	81.1%	79.1%
White - Females	38	40	35	42	37	70.4%	70.2%	71.4%	70.0%	69.8%
White - Males	7	8	6	9	9	13.0%	14.0%	12.2%	15.0%	17.0%
Black - Females	8	9	8	9	7	14.8%	15.8%	16.3%	15.0%	13.2%
Black - Males	1	0	0	0	0	1.9%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	3	2	11	9	3.5%	5.4%	4.0%	17.2%	16.1%
25-29	4	5	7	9	7	7.0%	8.9%	14.0%	14.1%	12.5%
30-34	3	5	4	6	5	5.3%	8.9%	8.0%	9.4%	8.9%
35-39	6	5	4	6	4	10.5%	8.9%	8.0%	9.4%	7.1%
40-45	8	8	7	5	6	14.0%	14.3%	14.0%	7.8%	10.7%
45-49	11	9	7	6	8	19.3%	16.1%	14.0%	9.4%	14.3%
50-54	6	9	9	10	11	10.5%	16.1%	18.0%	15.6%	19.6%
55+	17	12	10	11	6	29.8%	21.4%	20.0%	17.2%	10.7%
Average Age	46.5	44.4	43.8	37.4	37.1					

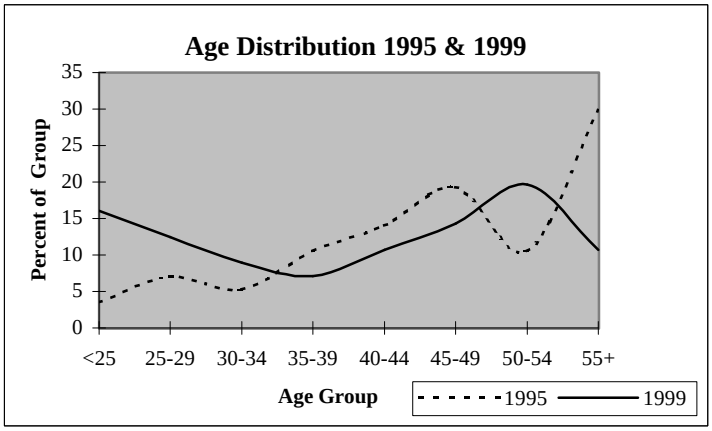
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	8	13	10	17	12	13.8%	21.3%	19.2%	26.6%	21.4%
4-7 Years	7	7	6	7	7	12.1%	11.5%	11.5%	10.9%	12.5%
8-11 Years	6	6	6	8	10	10.3%	9.8%	11.5%	12.5%	17.9%
12-15 Years	8	7	6	6	4	13.8%	11.5%	11.5%	9.4%	7.1%
16-19 Years	5	4	4	5	4	8.6%	6.6%	7.7%	7.8%	7.1%
20+ Years	24	24	20	21	19	41.4%	39.3%	38.5%	32.8%	33.9%
Average Experience	16.8	14.7	15.2	13.4	13.8					

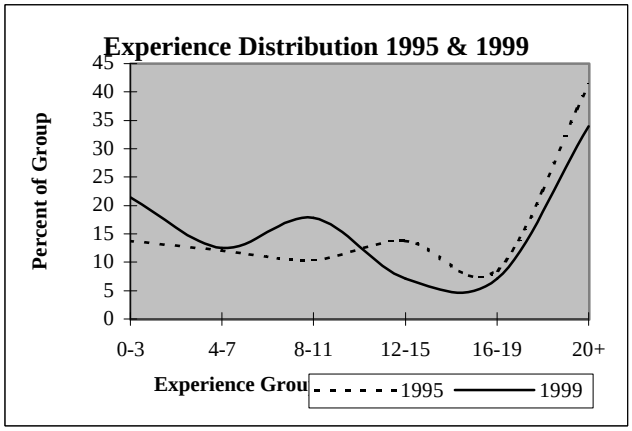
District Report for: FAYETTEVILLE

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	7	11	2	14	-	9.9%	14.9%	3.0%	17.7%	-
Attrition from Transfers	0	1	1	0	-	0.0%	1.4%	1.5%	0.0%	-
Attrition from Exits	7	10	1	14	-	9.9%	13.5%	1.5%	17.7%	-
Teacher Attrition	7	11	2	13	-	12.1%	18.0%	3.8%	20.3%	-
Attrition from Transfers	0	1	1	0	-	0.0%	1.6%	1.9%	0.0%	-
Attrition from Exits	7	10	1	13	-	12.1%	16.4%	1.9%	20.3%	-
District Retention										
Educator Retention	64	63	64	65	-	90.1%	85.1%	97.0%	82.3%	-
Teacher Retention	51	50	50	51	-	87.9%	82.0%	96.2%	79.7%	-

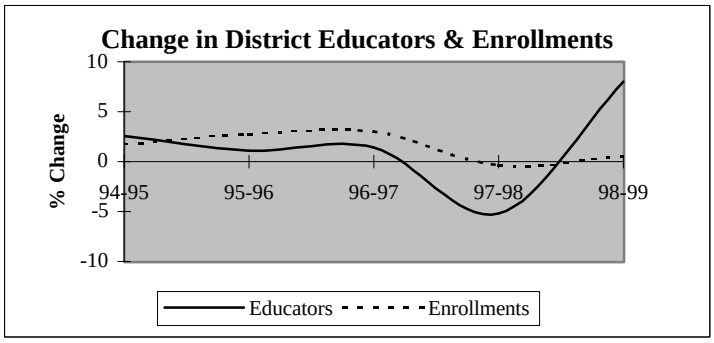
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	68.2%	4.5%	27.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.7%	0.0%	14.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	84.6%	7.7%	7.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	75.0%	0.0%	25.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.9%	0.0%	11.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

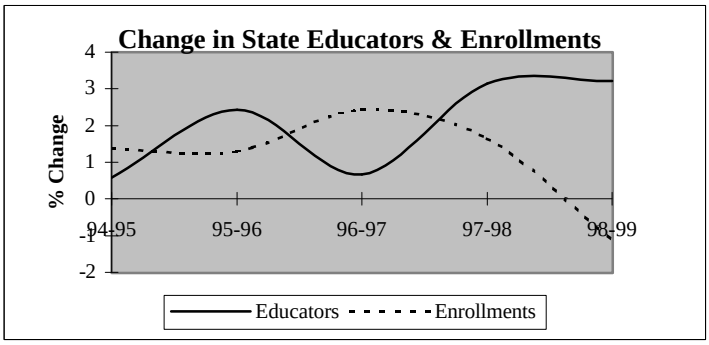
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.9%	15.1%	12.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.3%	9.3%	7.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.2%	6.8%	1.5%	12.7%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.0%	90.5%	97.0%	83.5%	95.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	1.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.7%	1.5%	2.5%	4.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LOUDON COUNTY





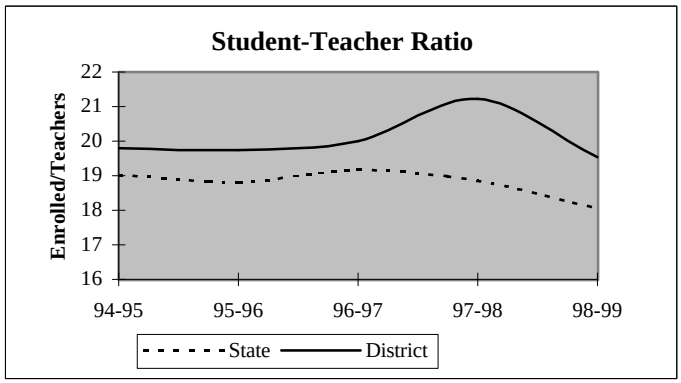
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	16.6	16.9	17.7	16.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.8	19.7	20.0	21.2	19.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	3	4	-15	22	-	-	-	-	-
% Change in Educators	2.5%	1.1%	1.4%	-5.2%	8.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	79	127	142	-19	24	-	-	-	-	-
% Change in Enrollment	1.7%	2.8%	3.0%	-0.4%	0.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.0%	1.0%	0.4%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.0%	5.6%	5.9%	6.6%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.3%	10.2%	9.7%	9.9%	9.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.1%	1.1%	1.1%	0.8%	1.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	29.4%	25.0%	29.4%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.7	41.6	42.5	36.2	35.0	42.7	43.1	43.3	37.1	36.4
Average Experience	12.9	12.6	13.2	12.8	12.9	13.9	13.9	13.8	13.7	13.7
Average Salary	31,368	32,038	33,149	33,424	35,803	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.3%	1.3%	1.3%	0.9%	1.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.5%	78.8%	79.1%	79.0%	78.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	6.4%	6.7%	7.0%	6.6%	7.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.9%	na	2.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	0.6%	-	1.7%	1.7%	1.6%	1.8%

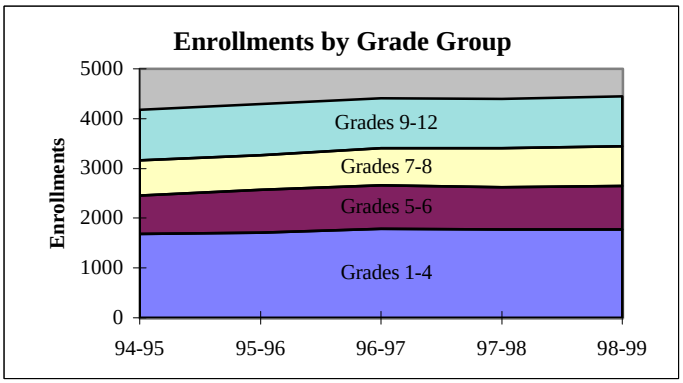
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	282	285	289	274	296	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	250	258	263	246	267	88.7%	90.5%	91.0%	89.8%	90.2%
Newly Hired	32	27	26	28	29	11.3%	9.5%	9.0%	10.2%	9.8%
Transfers In	4	0	6	0	4	12.5%	0.0%	23.1%	0.0%	13.8%
Reentrants	14	14	10	11	12	43.8%	51.9%	38.5%	39.3%	41.4%
First Time Educators	14	13	10	17	13	43.8%	48.1%	38.5%	60.7%	44.8%
Total Exiting Next Year	24	22	43	7	-	8.5%	7.7%	14.9%	2.6%	-
Transfers Out	5	8	8	1	-	20.8%	36.4%	18.6%	14.3%	-
Leave Tennessee Educ.	19	14	35	6	-	79.2%	63.6%	81.4%	85.7%	-

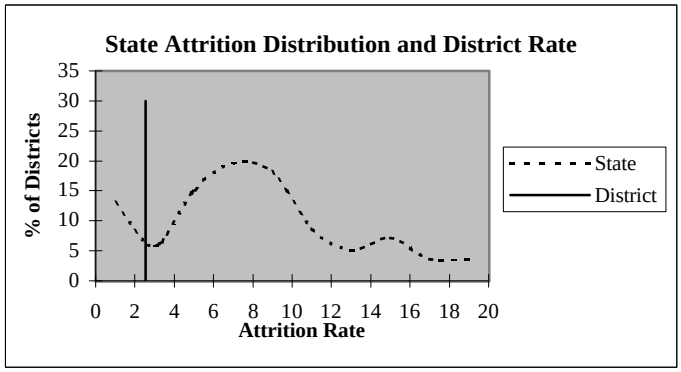
Dynamics Rates	District Rates				
District Attrition	8.5%	7.7%	14.9%	2.6%	-
Transfers In/Out	0.80	0.00	0.75	0.00	-

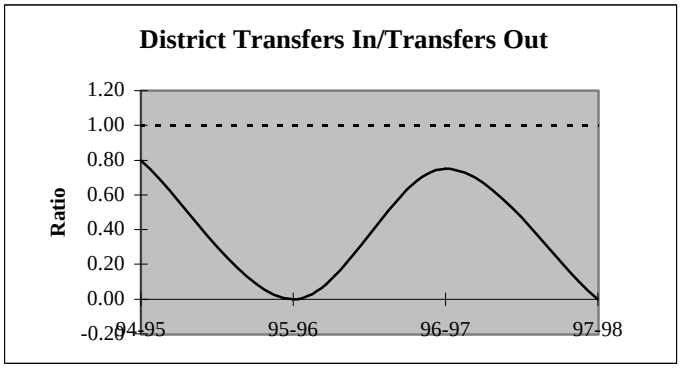
District Report for: LOUDON COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	282	285	289	274	296	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	16	17	18	18	6.0%	5.6%	5.9%	6.6%	6.1%
Professional Staff	32	29	28	27	28	11.3%	10.2%	9.7%	9.9%	9.5%
Total Teachers	233	240	244	229	250	82.6%	84.2%	84.4%	83.6%	84.5%
Special Education	15	16	17	15	19	6.4%	6.7%	7.0%	6.6%	7.6%
Pre-K & Kindergarten	17	17	16	19	19	7.3%	7.1%	6.6%	8.3%	7.6%
Elementary (1-4)	83	85	87	87	96	35.6%	35.4%	35.7%	38.0%	38.4%
Middle School (5-6)	34	38	40	33	36	14.6%	15.8%	16.4%	14.4%	14.4%
Jr. High (7-8)	29	29	29	24	26	12.4%	12.1%	11.9%	10.5%	10.4%
High School (9-12)	55	55	55	51	54	23.6%	22.9%	22.5%	22.3%	21.6%
Business	2	2	2	1	1	3.6%	3.6%	3.6%	2.0%	1.9%
Language Arts	7	7	8	8	8	12.7%	12.7%	14.5%	15.7%	14.8%
Social Studies	6	7	8	7	8	10.9%	12.7%	14.5%	13.7%	14.8%
Foreign Language	2	2	2	2	2	3.6%	3.6%	3.6%	3.9%	3.7%
Mathematics	7	6	5	5	5	12.7%	10.9%	9.1%	9.8%	9.3%
Science	5	6	4	4	5	9.1%	10.9%	7.3%	7.8%	9.3%
Vocational Education	15	16	17	13	13	27.3%	29.1%	30.9%	25.5%	24.1%
Other High School	11	9	9	11	12	20.0%	16.4%	16.4%	21.6%	22.2%
Total Enrollments	4,612	4,739	4,881	4,862	4,886	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	403	417	442	424	401	8.7%	8.8%	9.1%	8.7%	8.2%
Grades 1-4	1,679	1,708	1,781	1,770	1,774	36.4%	36.0%	36.5%	36.4%	36.3%
Grades 5-6	779	862	876	850	874	16.9%	18.2%	17.9%	17.5%	17.9%
Grades 7-8	700	692	755	791	793	15.2%	14.6%	15.5%	16.3%	16.2%
Grades 9-12	1,019	1,034	999	987	1,004	22.1%	21.8%	20.5%	20.3%	20.5%
Ungraded	32	26	28	40	40	0.7%	0.5%	0.6%	0.8%	0.8%









District Report for: LOUDON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	17	16	17	18	18	6.2%	5.8%	6.1%	6.9%	6.4%
White - Females	5	4	5	6	6	29.4%	25.0%	29.4%	33.3%	33.3%
White - Males	12	12	12	12	12	70.6%	75.0%	70.6%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	29	28	27	28	11.7%	10.5%	10.1%	10.4%	9.9%
White - Females	27	25	24	24	25	84.4%	86.2%	85.7%	88.9%	89.3%
White - Males	5	4	4	3	3	15.6%	13.8%	14.3%	11.1%	10.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	225	231	232	214	236	82.1%	83.7%	83.8%	82.6%	83.7%
White - Females	177	181	183	169	183	78.7%	78.4%	78.9%	79.0%	77.5%
White - Males	45	47	46	43	50	20.0%	20.3%	19.8%	20.1%	21.2%
Black - Females	3	3	3	2	3	1.3%	1.3%	1.3%	0.9%	1.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	6	1	37	47	0.5%	2.8%	0.5%	16.2%	18.8%
25-29	24	28	25	20	20	11.2%	12.8%	11.6%	8.7%	8.0%
30-34	33	23	24	19	25	15.3%	10.6%	11.1%	8.3%	10.0%
35-39	31	31	31	28	27	14.4%	14.2%	14.4%	12.2%	10.8%
40-45	49	41	35	38	37	22.8%	18.8%	16.2%	16.6%	14.8%
45-49	32	44	49	44	45	14.9%	20.2%	22.7%	19.2%	18.0%
50-54	27	25	24	23	22	12.6%	11.5%	11.1%	10.0%	8.8%
55+	18	20	27	20	27	8.4%	9.2%	12.5%	8.7%	10.8%
Average Age	41.7	41.6	42.5	36.2	35.0					

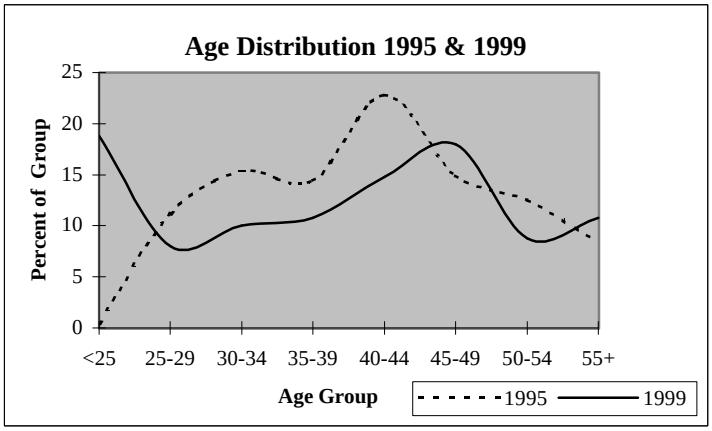
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	38	45	41	49	54	16.3%	18.8%	16.8%	21.4%	21.6%
4-7 Years	41	42	45	32	35	17.6%	17.5%	18.4%	14.0%	14.0%
8-11 Years	30	26	27	28	30	12.9%	10.8%	11.1%	12.2%	12.0%
12-15 Years	29	31	32	30	31	12.4%	12.9%	13.1%	13.1%	12.4%
16-19 Years	39	37	34	29	26	16.7%	15.4%	13.9%	12.7%	10.4%
20+ Years	56	59	65	61	74	24.0%	24.6%	26.6%	26.6%	29.6%
Average Experience	12.9	12.6	13.2	12.8	12.9					

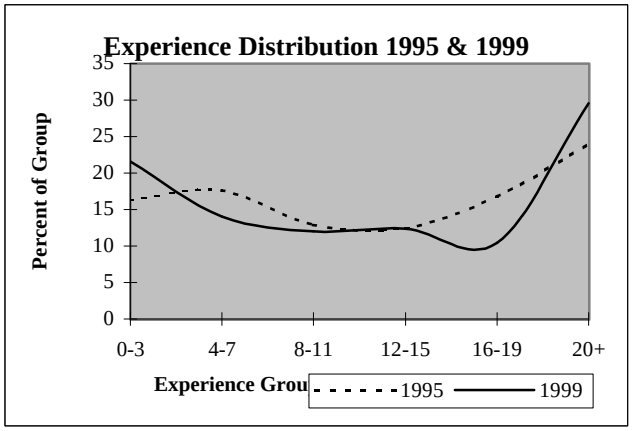
District Report for: LOUDON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	22	43	7	-	8.5%	7.7%	14.9%	2.6%	-
Attrition from Transfers	5	8	8	1	-	1.8%	2.8%	2.8%	0.4%	-
Attrition from Exits	19	14	35	6	-	6.7%	4.9%	12.1%	2.2%	-
Teacher Attrition	18	18	37	7	-	7.7%	7.5%	15.2%	3.1%	-
Attrition from Transfers	3	7	8	1	-	1.3%	2.9%	3.3%	0.4%	-
Attrition from Exits	15	11	29	6	-	6.4%	4.6%	11.9%	2.6%	-
District Retention										
Educator Retention	258	263	246	267	-	91.5%	92.3%	85.1%	97.4%	-
Teacher Retention	215	222	207	222	-	92.3%	92.5%	84.8%	96.9%	-

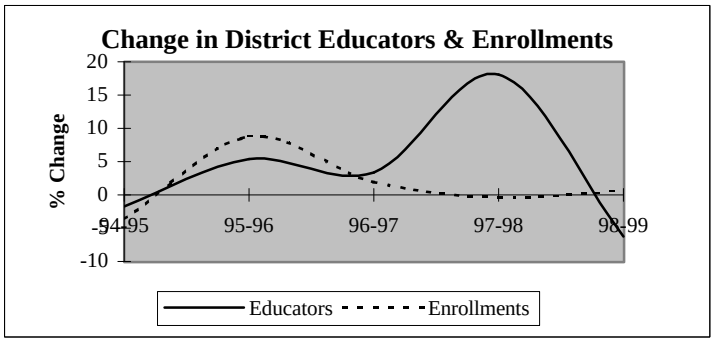
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.0%	8.2%	14.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.0%	6.0%	10.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.7%	4.1%	10.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.0%	3.8%	13.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	83.3%	1.9%	14.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.3%	3.8%	3.8%	89.7%	2.1%	91.8%	8.2%

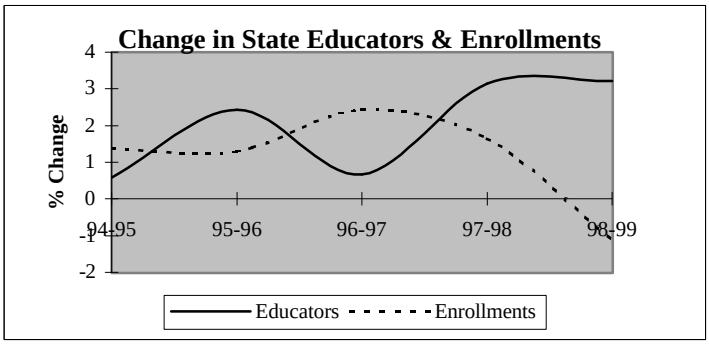
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.0%	14.0%	16.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	7.2%	8.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.4%	6.0%	4.5%	6.6%	5.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.0%	90.9%	92.0%	90.5%	90.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.7%	0.7%	0.3%	1.8%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.9%	2.5%	3.1%	1.1%	3.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LENOIR CITY





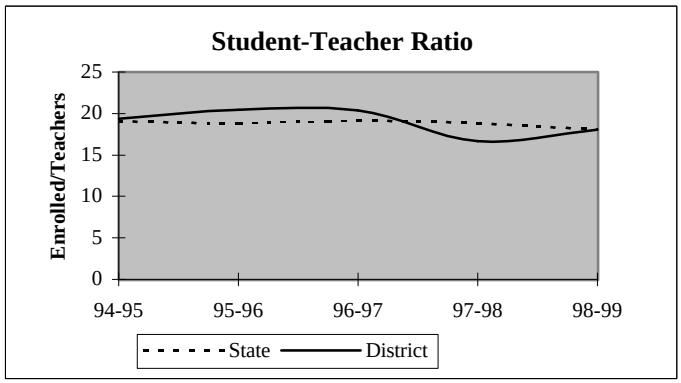
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.3	16.8	16.5	14.0	15.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.4	20.4	20.4	16.6	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	6	4	22	-9	-	-	-	-	-
% Change in Educators	-1.8%	5.4%	3.4%	18.0%	-6.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-70	159	38	-7	14	-	-	-	-	-
% Change in Enrollment	-3.7%	8.7%	1.9%	-0.3%	0.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.8%	0.7%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.5%	5.1%	4.9%	4.9%	5.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.6%	12.7%	13.9%	11.1%	11.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.7%	0.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	40.0%	33.3%	33.3%	42.9%	42.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.4	43.2	42.9	35.8	34.0	42.7	43.1	43.3	37.1	36.4
Average Experience	14.4	14.5	13.8	11.7	12.3	13.9	13.9	13.8	13.7	13.7
Average Salary	33,023	33,402	34,089	33,164	35,458	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.4%	76.3%	75.8%	76.9%	75.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.3%	6.2%	7.1%	6.6%	8.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.7%	na	5.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.2%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

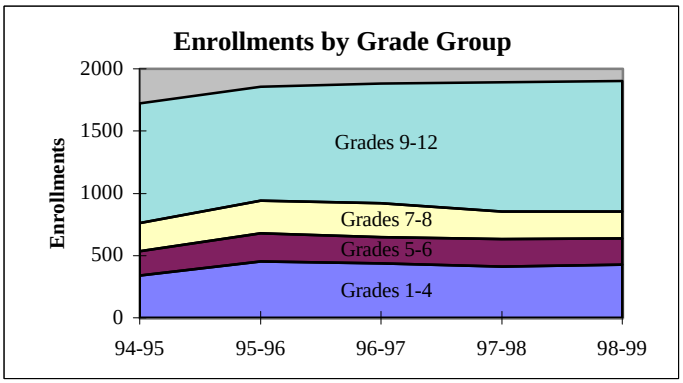
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	112	118	122	144	135	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	105	105	107	112	113	93.8%	89.0%	87.7%	77.8%	83.7%
Newly Hired	7	13	15	32	22	6.3%	11.0%	12.3%	22.2%	16.3%
Transfers In	3	3	2	3	4	42.9%	23.1%	13.3%	9.4%	18.2%
Reentrants	1	9	8	13	14	14.3%	69.2%	53.3%	40.6%	63.6%
First Time Educators	3	1	5	16	4	42.9%	7.7%	33.3%	50.0%	18.2%
Total Exiting Next Year	7	11	10	31	-	6.3%	9.3%	8.2%	21.5%	-
Transfers Out	2	1	1	8	-	28.6%	9.1%	10.0%	25.8%	-
Leave Tennessee Educ.	5	10	9	23	-	71.4%	90.9%	90.0%	74.2%	-

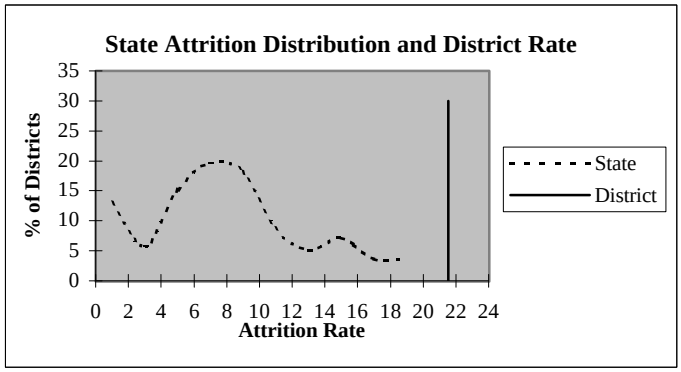
Dynamics Rates	District Rates				
District Attrition	6.3%	9.3%	8.2%	21.5%	-
Transfers In/Out	1.50	3.00	2.00	0.38	-

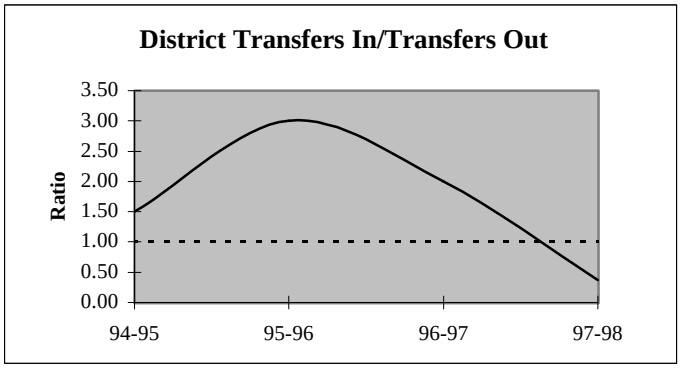
District Report for: LENOIR CITY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	112	118	122	144	135	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	6	6	7	7	4.5%	5.1%	4.9%	4.9%	5.2%
Professional Staff	13	15	17	16	16	11.6%	12.7%	13.9%	11.1%	11.9%
Total Teachers	94	97	99	121	112	83.9%	82.2%	81.1%	84.0%	83.0%
Special Education	5	6	7	8	9	5.3%	6.2%	7.1%	6.6%	8.0%
Pre-K & Kindergarten	5	6	6	6	8	5.3%	6.2%	6.1%	5.0%	7.1%
Elementary (1-4)	26	29	29	41	31	27.7%	29.9%	29.3%	33.9%	27.7%
Middle School (5-6)	8	8	7	10	10	8.5%	8.2%	7.1%	8.3%	8.9%
Jr. High (7-8)	9	9	10	10	8	9.6%	9.3%	10.1%	8.3%	7.1%
High School (9-12)	41	39	40	46	46	43.6%	40.2%	40.4%	38.0%	41.1%
Business	3	3	3	3	4	7.3%	7.7%	7.5%	6.5%	8.7%
Language Arts	8	7	6	5	7	19.5%	17.9%	15.0%	10.9%	15.2%
Social Studies	5	5	6	6	7	12.2%	12.8%	15.0%	13.0%	15.2%
Foreign Language	1	2	1	1	2	2.4%	5.1%	2.5%	2.2%	4.3%
Mathematics	6	6	6	7	8	14.6%	15.4%	15.0%	15.2%	17.4%
Science	5	4	4	3	5	12.2%	10.3%	10.0%	6.5%	10.9%
Vocational Education	4	4	4	4	5	9.8%	10.3%	10.0%	8.7%	10.9%
Other High School	9	8	10	17	8	22.0%	20.5%	25.0%	37.0%	17.4%
Total Enrollments	1,822	1,981	2,019	2,012	2,026	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	79	98	106	92	99	4.3%	4.9%	5.3%	4.6%	4.9%
Grades 1-4	338	454	438	410	426	18.6%	22.9%	21.7%	20.4%	21.0%
Grades 5-6	197	224	208	220	209	10.8%	11.3%	10.3%	10.9%	10.3%
Grades 7-8	226	261	273	222	221	12.4%	13.2%	13.5%	11.0%	10.9%
Grades 9-12	962	915	961	1,040	1,048	52.8%	46.2%	47.6%	51.7%	51.7%
Ungraded	20	29	33	28	23	1.1%	1.5%	1.6%	1.4%	1.1%









District Report for: LENOIR CITY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	6	6	7	7	4.5%	5.2%	5.0%	5.0%	5.3%
White - Females	2	2	2	3	3	40.0%	33.3%	33.3%	42.9%	42.9%
White - Males	3	4	4	4	4	60.0%	66.7%	66.7%	57.1%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	14	15	14	14	10.9%	12.1%	12.5%	10.0%	10.7%
White - Females	7	9	10	9	10	58.3%	64.3%	66.7%	64.3%	71.4%
White - Males	5	5	5	4	3	41.7%	35.7%	33.3%	28.6%	21.4%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	7.1%	7.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	93	96	99	119	110	84.5%	82.8%	82.5%	85.0%	84.0%
White - Females	68	73	75	91	82	73.1%	76.0%	75.8%	76.5%	74.5%
White - Males	25	23	24	28	28	26.9%	24.0%	24.2%	23.5%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	1	23	23	0.0%	1.1%	1.1%	19.0%	20.5%
25-29	13	11	11	14	7	14.4%	12.2%	12.2%	11.6%	6.3%
30-34	9	10	12	15	16	10.0%	11.1%	13.3%	12.4%	14.3%
35-39	14	12	12	14	12	15.6%	13.3%	13.3%	11.6%	10.7%
40-45	13	16	9	10	14	14.4%	17.8%	10.0%	8.3%	12.5%
45-49	18	15	20	18	16	20.0%	16.7%	22.2%	14.9%	14.3%
50-54	11	9	9	11	13	12.2%	10.0%	10.0%	9.1%	11.6%
55+	12	16	16	16	11	13.3%	17.8%	17.8%	13.2%	9.8%
Average Age	42.4	43.2	42.9	35.8	34.0					

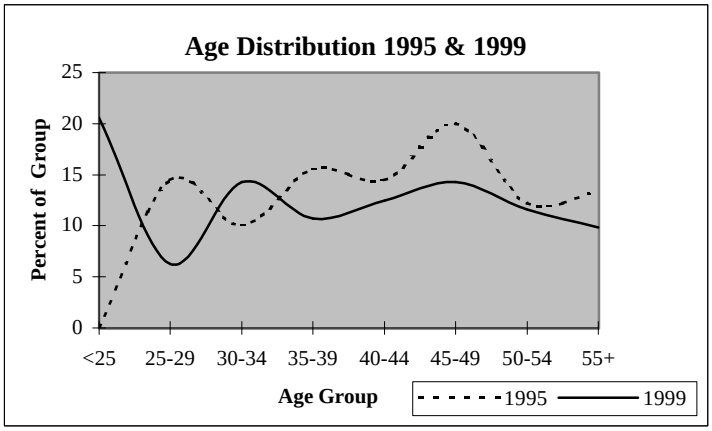
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	20	19	18	34	24	21.3%	19.6%	18.2%	28.1%	21.4%
4-7 Years	11	14	20	19	22	11.7%	14.4%	20.2%	15.7%	19.6%
8-11 Years	9	12	12	18	12	9.6%	12.4%	12.1%	14.9%	10.7%
12-15 Years	12	11	8	8	14	12.8%	11.3%	8.1%	6.6%	12.5%
16-19 Years	11	8	9	11	12	11.7%	8.2%	9.1%	9.1%	10.7%
20+ Years	31	33	32	31	28	33.0%	34.0%	32.3%	25.6%	25.0%
Average Experience	14.4	14.5	13.8	11.7	12.3					

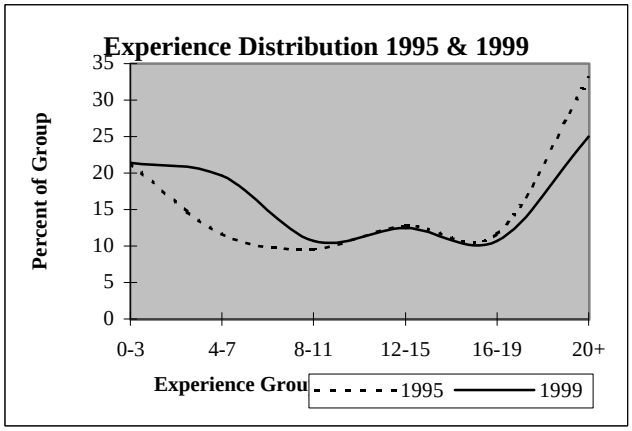
District Report for: LENOIR CITY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	7	11	10	31	-	6.3%	9.3%	8.2%	21.5%	-
Attrition from Transfers	2	1	1	8	-	1.8%	0.8%	0.8%	5.6%	-
Attrition from Exits	5	10	9	23	-	4.5%	8.5%	7.4%	16.0%	-
Teacher Attrition	5	10	8	29	-	5.3%	10.3%	8.1%	24.0%	-
Attrition from Transfers	2	0	1	8	-	2.1%	0.0%	1.0%	6.6%	-
Attrition from Exits	3	10	7	21	-	3.2%	10.3%	7.1%	17.4%	-
District Retention										
Educator Retention	105	107	112	113	-	93.8%	90.7%	91.8%	78.5%	-
Teacher Retention	89	87	91	92	-	94.7%	89.7%	91.9%	76.0%	-

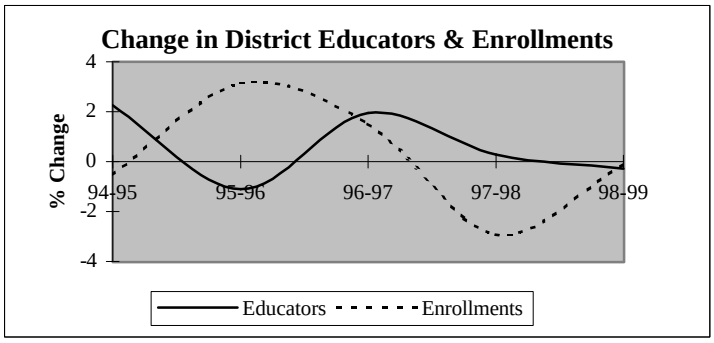
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	46.4%	17.9%	35.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.8%	12.1%	6.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.3%	0.0%	10.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.4%	0.0%	13.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.8%	0.0%	4.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.0%	0.0%	13.0%	89.7%	2.1%	91.8%	8.2%

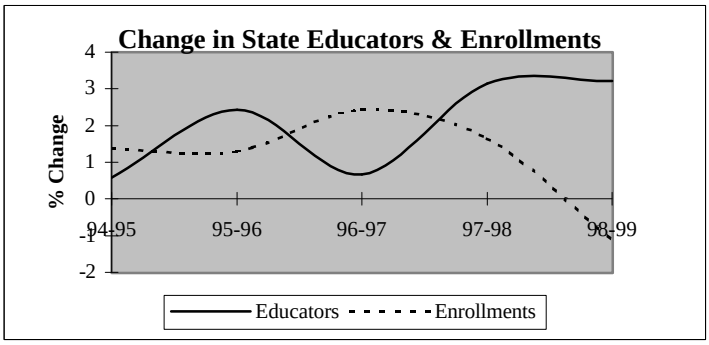
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.8%	12.3%	12.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	5.8%	5.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.5%	1.7%	4.1%	11.1%	3.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.9%	93.2%	93.4%	82.6%	87.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.0%	0.0%	1.4%	3.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.8%	5.1%	2.5%	4.9%	6.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MCMINN COUNTY





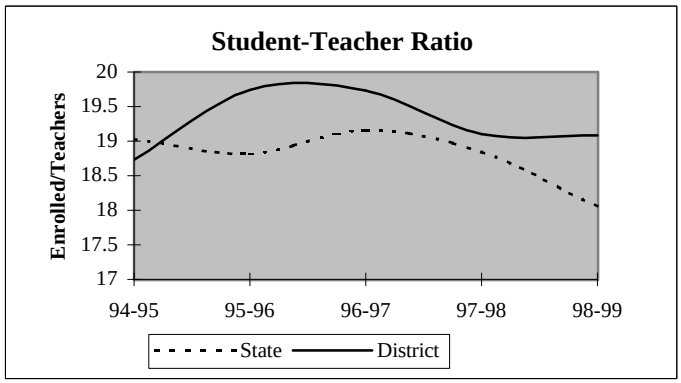
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	17.5	17.4	16.9	16.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	19.7	19.7	19.1	19.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	8	-4	7	1	-1	-	-	-	-	-
% Change in Educators	2.3%	-1.1%	1.9%	0.3%	-0.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-31	190	95	-186	-6	-	-	-	-	-
% Change in Enrollment	-0.5%	3.1%	1.5%	-2.9%	-0.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.3%	0.3%	0.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.6%	3.9%	4.4%	4.4%	3.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	6.9%	7.5%	7.4%	7.4%	7.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.3%	2.3%	2.3%	1.7%	1.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	7.7%	7.1%	12.5%	12.5%	7.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.0	43.5	43.8	40.3	38.6	42.7	43.1	43.3	37.1	36.4
Average Experience	14.8	15.2	15.2	15.3	15.1	13.9	13.9	13.8	13.7	13.7
Average Salary	31,512	32,161	33,234	33,479	34,687	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.5%	2.6%	2.6%	1.9%	1.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.1%	74.8%	75.2%	75.0%	76.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.3%	8.5%	8.4%	8.3%	9.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.4%	na	5.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.3%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

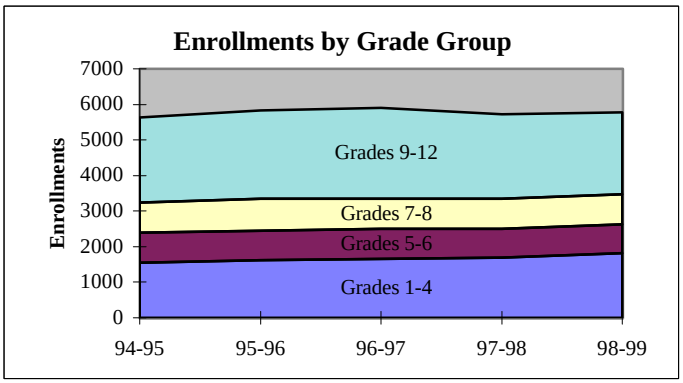
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	363	359	366	367	366	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	328	339	342	336	336	90.4%	94.4%	93.4%	91.6%	91.8%
Newly Hired	35	20	24	31	30	9.6%	5.6%	6.6%	8.4%	8.2%
Transfers In	9	9	6	8	5	25.7%	45.0%	25.0%	25.8%	16.7%
Reentrants	13	3	10	9	10	37.1%	15.0%	41.7%	29.0%	33.3%
First Time Educators	13	8	8	14	15	37.1%	40.0%	33.3%	45.2%	50.0%
Total Exiting Next Year	24	17	30	31	-	6.6%	4.7%	8.2%	8.4%	-
Transfers Out	5	1	7	3	-	20.8%	5.9%	23.3%	9.7%	-
Leave Tennessee Educ.	19	16	23	28	-	79.2%	94.1%	76.7%	90.3%	-

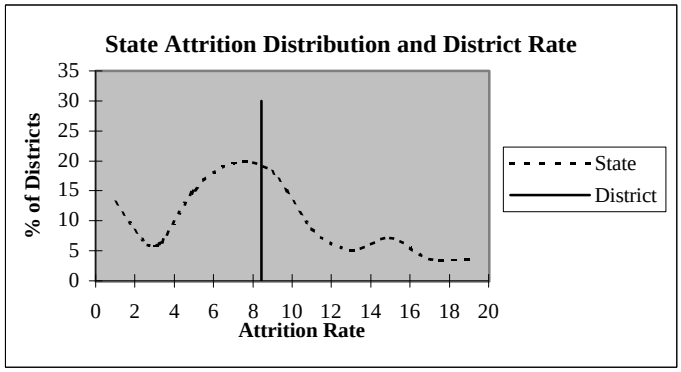
Dynamics Rates	District Rates				
District Attrition	6.6%	4.7%	8.2%	8.4%	-
Transfers In/Out	1.80	9.00	0.86	2.67	-

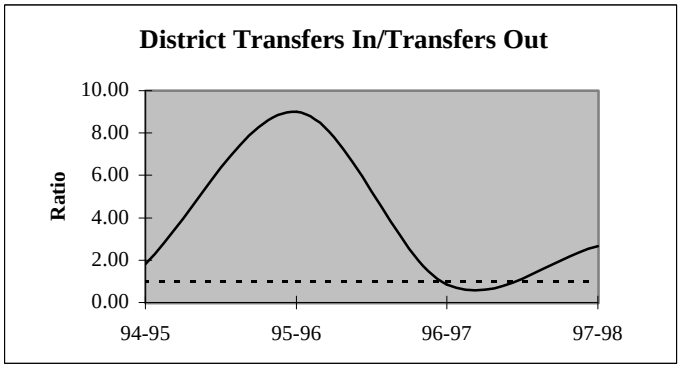
District Report for: MCMINN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	363	359	366	367	366	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	14	16	16	13	3.6%	3.9%	4.4%	4.4%	3.6%
Professional Staff	25	27	27	27	29	6.9%	7.5%	7.4%	7.4%	7.9%
Total Teachers	325	318	323	324	324	89.5%	88.6%	88.3%	88.3%	88.5%
Special Education	27	27	27	27	30	8.3%	8.5%	8.4%	8.3%	9.3%
Pre-K & Kindergarten	22	22	24	24	26	6.8%	6.9%	7.4%	7.4%	8.0%
Elementary (1-4)	99	96	99	102	100	30.5%	30.2%	30.7%	31.5%	30.9%
Middle School (5-6)	30	28	29	32	33	9.2%	8.8%	9.0%	9.9%	10.2%
Jr. High (7-8)	32	32	32	31	28	9.8%	10.1%	9.9%	9.6%	8.6%
High School (9-12)	115	113	112	108	107	35.4%	35.5%	34.7%	33.3%	33.0%
Business	6	6	7	7	7	5.2%	5.3%	6.3%	6.5%	6.5%
Language Arts	13	12	14	13	14	11.3%	10.6%	12.5%	12.0%	13.1%
Social Studies	13	13	13	13	14	11.3%	11.5%	11.6%	12.0%	13.1%
Foreign Language	4	5	5	3	2	3.5%	4.4%	4.5%	2.8%	1.9%
Mathematics	14	15	13	14	14	12.2%	13.3%	11.6%	13.0%	13.1%
Science	14	14	13	11	12	12.2%	12.4%	11.6%	10.2%	11.2%
Vocational Education	28	27	26	27	24	24.3%	23.9%	23.2%	25.0%	22.4%
Other High School	23	21	21	20	20	20.0%	18.6%	18.8%	18.5%	18.7%
Total Enrollments	6,089	6,279	6,374	6,188	6,182	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	426	422	460	443	387	7.0%	6.7%	7.2%	7.2%	6.3%
Grades 1-4	1,552	1,617	1,664	1,683	1,810	25.5%	25.8%	26.1%	27.2%	29.3%
Grades 5-6	833	833	829	816	818	13.7%	13.3%	13.0%	13.2%	13.2%
Grades 7-8	858	889	857	846	849	14.1%	14.2%	13.4%	13.7%	13.7%
Grades 9-12	2,394	2,495	2,546	2,373	2,297	39.3%	39.7%	39.9%	38.3%	37.2%
Ungraded	26	23	18	27	21	0.4%	0.4%	0.3%	0.4%	0.3%









District Report for: MCMINN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	13	14	16	16	13	3.7%	4.0%	4.5%	4.5%	3.7%
White - Females	1	1	2	2	1	7.7%	7.1%	12.5%	12.5%	7.7%
White - Males	12	13	14	14	12	92.3%	92.9%	87.5%	87.5%	92.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	26	26	26	28	6.8%	7.5%	7.3%	7.3%	8.0%
White - Females	18	20	20	19	22	75.0%	76.9%	76.9%	73.1%	78.6%
White - Males	6	6	6	7	6	25.0%	23.1%	23.1%	26.9%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	315	308	313	313	310	89.5%	88.5%	88.2%	88.2%	88.3%
White - Females	231	225	230	232	234	73.3%	73.1%	73.5%	74.1%	75.5%
White - Males	76	75	75	75	70	24.1%	24.4%	24.0%	24.0%	22.6%
Black - Females	5	5	5	4	4	1.6%	1.6%	1.6%	1.3%	1.3%
Black - Males	2	2	2	2	2	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	1	1	1	0	0	0.3%	0.3%	0.3%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	4	2	31	42	1.0%	1.3%	0.7%	9.6%	13.0%
25-29	28	27	31	27	18	9.1%	9.0%	10.4%	8.3%	5.6%
30-34	28	23	18	22	30	9.1%	7.7%	6.0%	6.8%	9.3%
35-39	45	39	33	33	32	14.6%	13.0%	11.1%	10.2%	9.9%
40-45	70	66	62	58	47	22.7%	22.1%	20.8%	17.9%	14.5%
45-49	64	64	71	67	68	20.8%	21.4%	23.8%	20.7%	21.0%
50-54	32	40	46	53	56	10.4%	13.4%	15.4%	16.4%	17.3%
55+	38	36	35	33	31	12.3%	12.0%	11.7%	10.2%	9.6%
Average Age	43.0	43.5	43.8	40.3	38.6					

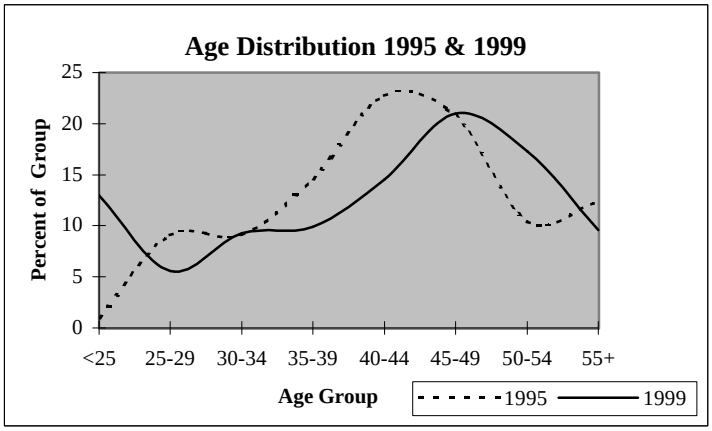
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	44	45	42	45	48	13.5%	14.2%	13.0%	13.9%	14.8%
4-7 Years	42	40	42	40	45	12.9%	12.6%	13.0%	12.3%	13.9%
8-11 Years	41	38	42	43	36	12.6%	11.9%	13.0%	13.3%	11.1%
12-15 Years	33	24	26	35	40	10.2%	7.5%	8.0%	10.8%	12.3%
16-19 Years	61	56	47	35	29	18.8%	17.6%	14.6%	10.8%	9.0%
20+ Years	104	115	124	126	126	32.0%	36.2%	38.4%	38.9%	38.9%
Average Experience	14.8	15.2	15.2	15.3	15.1					

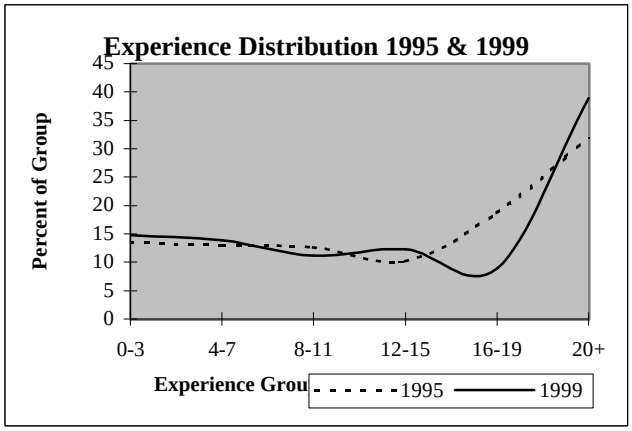
District Report for: MCMINN COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	17	30	31	-	6.6%	4.7%	8.2%	8.4%	-
Attrition from Transfers	5	1	7	3	-	1.4%	0.3%	1.9%	0.8%	-
Attrition from Exits	19	16	23	28	-	5.2%	4.5%	6.3%	7.6%	-
Teacher Attrition	23	16	26	26	-	7.1%	5.0%	8.0%	8.0%	-
Attrition from Transfers	5	1	6	3	-	1.5%	0.3%	1.9%	0.9%	-
Attrition from Exits	18	15	20	23	-	5.5%	4.7%	6.2%	7.1%	-
District Retention										
Educator Retention	339	342	336	336	-	93.4%	95.3%	91.8%	91.6%	-
Teacher Retention	302	302	297	298	-	92.9%	95.0%	92.0%	92.0%	-

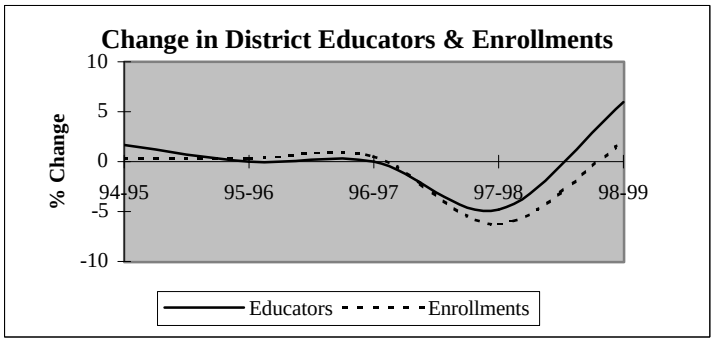
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.9%	1.8%	14.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.9%	0.0%	7.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.2%	3.7%	11.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.0%	4.0%	6.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.0%	7.4%	5.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.6%	1.9%	5.6%	89.7%	2.1%	91.8%	8.2%

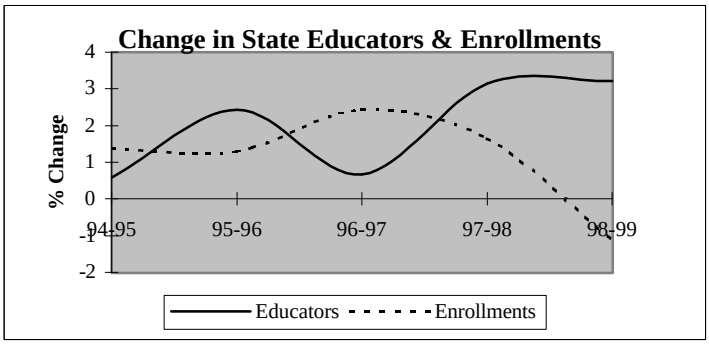
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.9%	9.3%	13.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.8%	5.8%	8.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.4%	4.7%	2.5%	4.1%	4.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.2%	94.4%	94.8%	94.3%	92.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.7%	0.0%	0.3%	0.3%	0.3%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	0.8%	2.5%	1.4%	1.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ATHENS





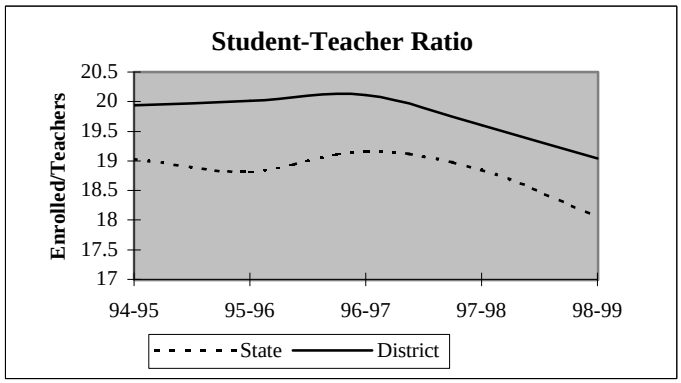
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.7	16.8	16.9	16.6	16.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.9	20.0	20.1	19.6	19.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	0	0	-6	7	-	-	-	-	-
% Change in Educators	1.6%	0.0%	0.0%	-4.8%	5.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	7	7	11	-132	39	-	-	-	-	-
% Change in Enrollment	0.3%	0.3%	0.5%	-6.3%	2.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.6%	5.6%	5.1%	6.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	10.5%	10.5%	10.2%	9.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.2%	4.1%	4.1%	4.3%	4.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	14.3%	14.3%	14.3%	16.7%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.5	43.5	44.2	39.5	39.1	42.7	43.1	43.3	37.1	36.4
Average Experience	15.4	15.4	15.9	15.9	16.2	13.9	13.9	13.8	13.7	13.7
Average Salary	36,175	36,480	37,292	37,437	39,176	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.0%	3.9%	3.9%	4.1%	3.9%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	83.7%	85.6%	84.6%	85.0%	84.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	10.6%	10.6%	11.0%	10.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	17.4%	na	19.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.4%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

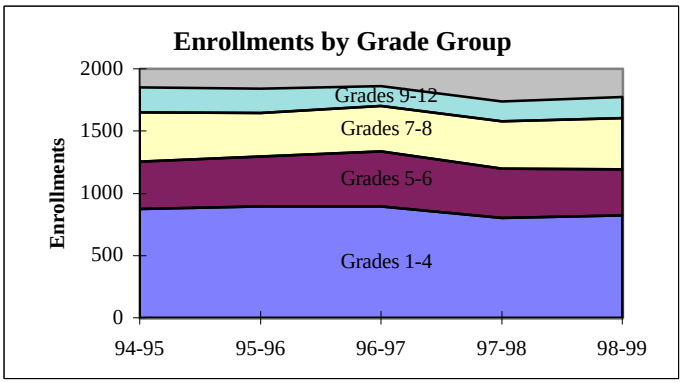
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	124	124	124	118	125	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	114	114	116	104	116	91.9%	91.9%	93.5%	88.1%	92.8%
Newly Hired	10	10	8	14	9	8.1%	8.1%	6.5%	11.9%	7.2%
Transfers In	1	2	1	2	1	10.0%	20.0%	12.5%	14.3%	11.1%
Reentrants	6	5	6	7	3	60.0%	50.0%	75.0%	50.0%	33.3%
First Time Educators	3	3	1	5	5	30.0%	30.0%	12.5%	35.7%	55.6%
Total Exiting Next Year	10	8	20	2	-	8.1%	6.5%	16.1%	1.7%	-
Transfers Out	2	2	2	0	-	20.0%	25.0%	10.0%	0.0%	-
Leave Tennessee Educ.	8	6	18	2	-	80.0%	75.0%	90.0%	100.0%	-

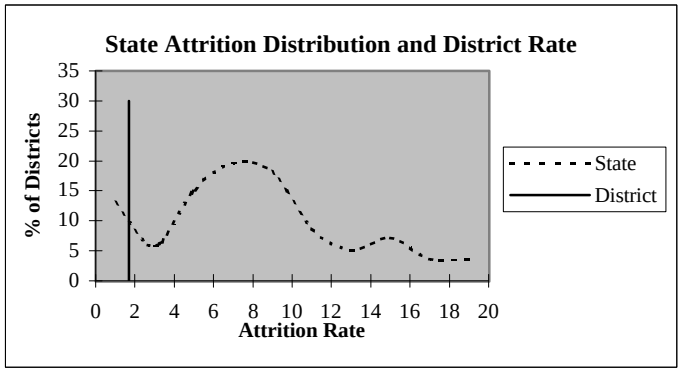
Dynamics Rates	District Rates				
District Attrition	8.1%	6.5%	16.1%	1.7%	-
Transfers In/Out	0.50	1.00	0.50	nc	-

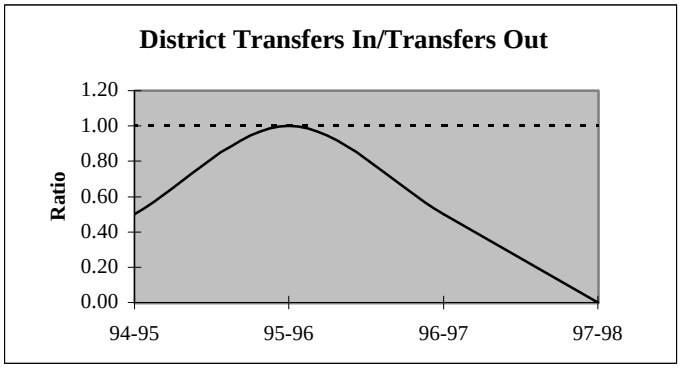
District Report for: ATHENS

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	124	124	124	118	125	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	6	8	5.6%	5.6%	5.6%	5.1%	6.4%
Professional Staff	13	13	13	12	12	10.5%	10.5%	10.5%	10.2%	9.6%
Total Teachers	104	104	104	100	105	83.9%	83.9%	83.9%	84.7%	84.0%
Special Education	12	11	11	11	11	11.5%	10.6%	10.6%	11.0%	10.5%
Pre-K & Kindergarten	9	8	8	9	9	8.7%	7.7%	7.7%	9.0%	8.6%
Elementary (1-4)	50	54	52	49	54	48.1%	51.9%	50.0%	49.0%	51.4%
Middle School (5-6)	14	13	16	15	14	13.5%	12.5%	15.4%	15.0%	13.3%
Jr. High (7-8)	15	14	13	12	13	14.4%	13.5%	12.5%	12.0%	12.4%
High School (9-12)	4	4	4	4	4	3.8%	3.8%	3.8%	4.0%	3.8%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	2	2	2	2	2	50.0%	50.0%	50.0%	50.0%	50.0%
Total Enrollments	2,074	2,081	2,092	1,960	1,999	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	199	215	210	202	210	9.6%	10.3%	10.0%	10.3%	10.5%
Grades 1-4	876	895	895	804	823	42.2%	43.0%	42.8%	41.0%	41.2%
Grades 5-6	378	403	444	395	369	18.2%	19.4%	21.2%	20.2%	18.5%
Grades 7-8	398	347	365	380	412	19.2%	16.7%	17.4%	19.4%	20.6%
Grades 9-12	197	195	157	160	171	9.5%	9.4%	7.5%	8.2%	8.6%
Ungraded	26	26	21	19	14	1.3%	1.2%	1.0%	1.0%	0.7%









District Report for: ATHENS

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	7	7	6	8	5.8%	5.7%	5.7%	5.2%	6.6%
White - Females	1	1	1	1	2	14.3%	14.3%	14.3%	16.7%	25.0%
White - Males	6	6	6	5	6	85.7%	85.7%	85.7%	83.3%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	13	13	11	11	10.8%	10.7%	10.7%	9.6%	9.0%
White - Females	10	10	10	9	9	76.9%	76.9%	76.9%	81.8%	81.8%
White - Males	2	2	2	1	1	15.4%	15.4%	15.4%	9.1%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	7.7%	7.7%	9.1%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	100	102	102	98	103	83.3%	83.6%	83.6%	85.2%	84.4%
White - Females	80	83	82	79	83	80.0%	81.4%	80.4%	80.6%	80.6%
White - Males	16	15	16	15	16	16.0%	14.7%	15.7%	15.3%	15.5%
Black - Females	4	4	4	4	4	4.0%	3.9%	3.9%	4.1%	3.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	1	2	13	16	2.0%	1.0%	2.1%	13.0%	15.2%
25-29	12	11	9	9	8	12.1%	11.5%	9.6%	9.0%	7.6%
30-34	8	11	13	8	7	8.1%	11.5%	13.8%	8.0%	6.7%
35-39	7	6	3	6	7	7.1%	6.3%	3.2%	6.0%	6.7%
40-45	20	16	15	11	11	20.2%	16.7%	16.0%	11.0%	10.5%
45-49	22	20	20	20	18	22.2%	20.8%	21.3%	20.0%	17.1%
50-54	14	20	19	19	23	14.1%	20.8%	20.2%	19.0%	21.9%
55+	14	11	13	14	15	14.1%	11.5%	13.8%	14.0%	14.3%
Average Age	43.5	43.5	44.2	39.5	39.1					

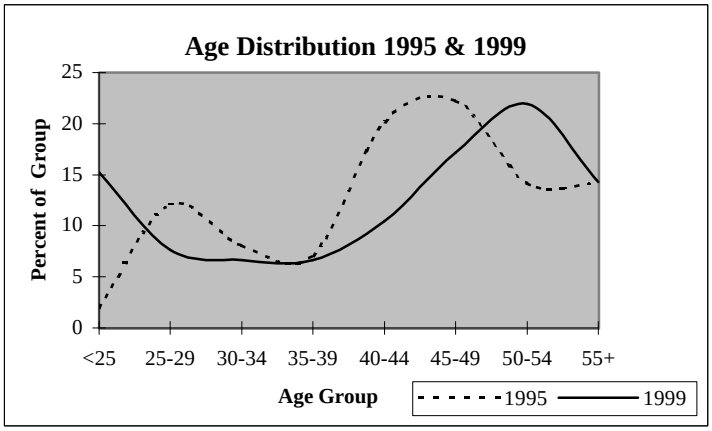
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	17	15	14	12	14	16.3%	14.4%	13.5%	12.0%	13.3%
4-7 Years	11	13	14	14	14	10.6%	12.5%	13.5%	14.0%	13.3%
8-11 Years	6	9	9	12	12	5.8%	8.7%	8.7%	12.0%	11.4%
12-15 Years	15	10	9	6	6	14.4%	9.6%	8.7%	6.0%	5.7%
16-19 Years	17	16	12	13	15	16.3%	15.4%	11.5%	13.0%	14.3%
20+ Years	38	41	46	43	44	36.5%	39.4%	44.2%	43.0%	41.9%
Average Experience	15.4	15.4	15.9	15.9	16.2					

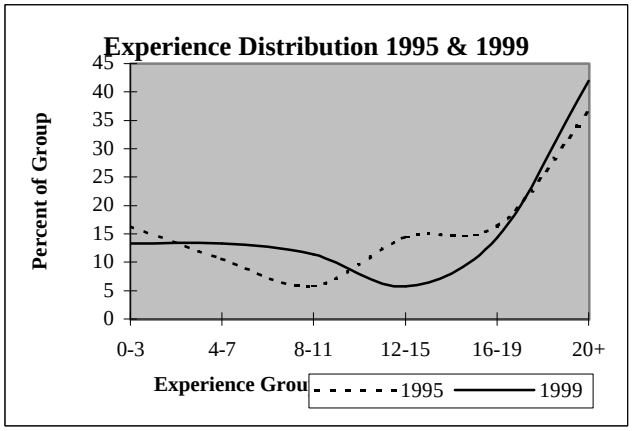
District Report for: ATHENS

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	10	8	20	2	-	8.1%	6.5%	16.1%	1.7%	-
Attrition from Transfers	2	2	2	0	-	1.6%	1.6%	1.6%	0.0%	-
Attrition from Exits	8	6	18	2	-	6.5%	4.8%	14.5%	1.7%	-
Teacher Attrition	10	8	16	2	-	9.6%	7.7%	15.4%	2.0%	-
Attrition from Transfers	2	2	1	0	-	1.9%	1.9%	1.0%	0.0%	-
Attrition from Exits	8	6	15	2	-	7.7%	5.8%	14.4%	2.0%	-
District Retention										
Educator Retention	114	116	104	116	-	91.9%	93.5%	83.9%	98.3%	-
Teacher Retention	94	96	88	98	-	90.4%	92.3%	84.6%	98.0%	-

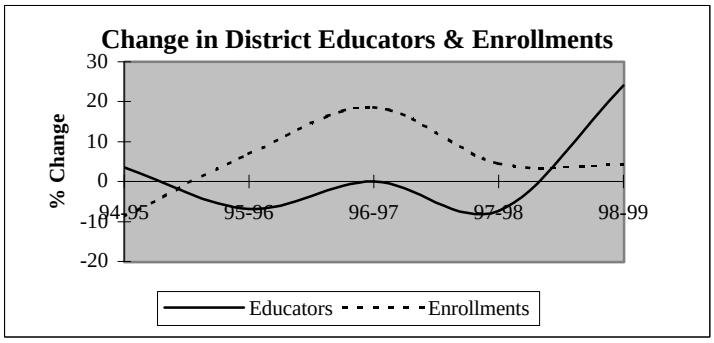
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	81.3%	12.5%	6.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	63.6%	0.0%	36.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	5.0%	15.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	77.8%	0.0%	22.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.2%	5.9%	5.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.1%	0.0%	5.9%	89.7%	2.1%	91.8%	8.2%

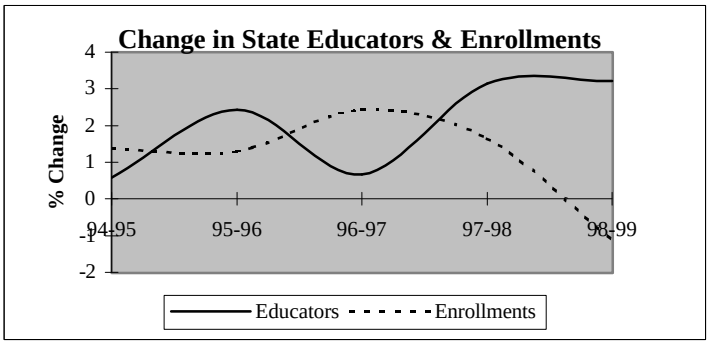
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	4.6%	8.6%	11.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.5%	6.4%	9.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	2.4%	3.2%	1.6%	4.2%	4.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.4%	93.5%	96.0%	89.8%	92.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.8%	0.0%	1.7%	0.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.2%	2.4%	2.4%	4.2%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ETOWAH





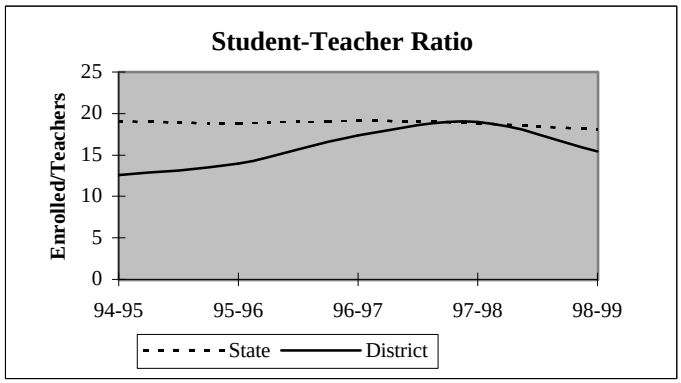
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	10.4	11.9	14.1	16.0	13.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	12.5	14.0	17.4	19.0	15.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	-2	0	-2	6	-	-	-	-	-
% Change in Educators	3.6%	-6.9%	0.0%	-7.4%	24.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-29	21	60	17	17	-	-	-	-	-
% Change in Enrollment	-8.8%	7.0%	18.6%	4.5%	4.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.9%	7.4%	11.1%	12.0%	9.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.3%	7.4%	7.4%	4.0%	3.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.4%	3.7%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	66.7%	66.7%	66.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.3	40.6	40.6	39.6	35.3	42.7	43.1	43.3	37.1	36.4
Average Experience	10.6	11.3	10.5	11.0	9.5	13.9	13.9	13.8	13.7	13.7
Average Salary	30,497	30,646	31,409	31,686	31,880	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.2%	4.3%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	91.7%	91.3%	86.4%	81.0%	85.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.5%	13.0%	13.6%	14.3%	14.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.2%	na	3.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

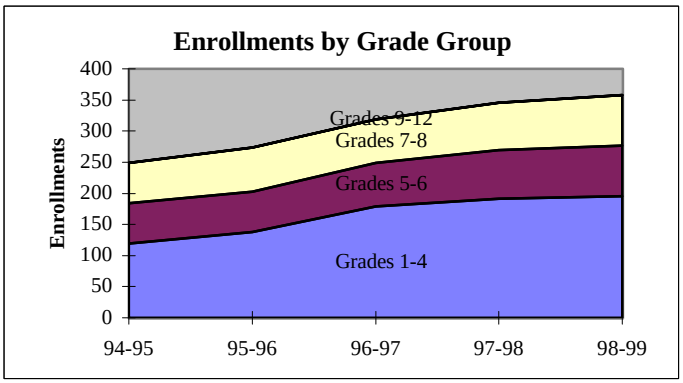
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	29	27	27	25	31	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	26	24	23	25	93.1%	96.3%	88.9%	92.0%	80.6%
Newly Hired	2	1	3	2	6	6.9%	3.7%	11.1%	8.0%	19.4%
Transfers In	0	0	1	1	1	0.0%	0.0%	33.3%	50.0%	16.7%
Reentrants	1	0	1	0	2	50.0%	0.0%	33.3%	0.0%	33.3%
First Time Educators	1	1	1	1	3	50.0%	100.0%	33.3%	50.0%	50.0%
Total Exiting Next Year	3	3	4	0	-	10.3%	11.1%	14.8%	0.0%	-
Transfers Out	3	2	1	0	-	100.0%	66.7%	25.0%	0.0%	-
Leave Tennessee Educ.	0	1	3	0	-	0.0%	33.3%	75.0%	0.0%	-

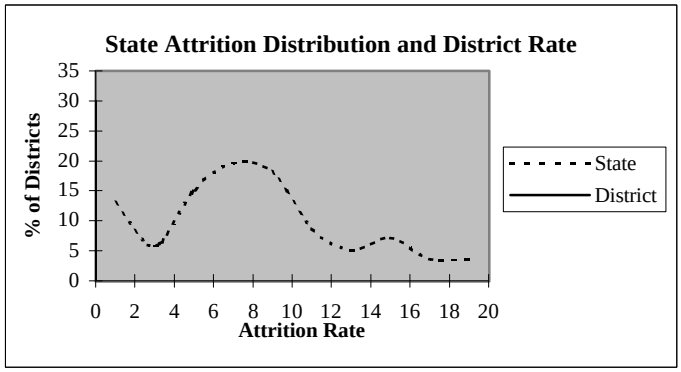
Dynamics Rates	District Rates				
District Attrition	10.3%	11.1%	14.8%	0.0%	-
Transfers In/Out	0.00	0.00	1.00	nc	-

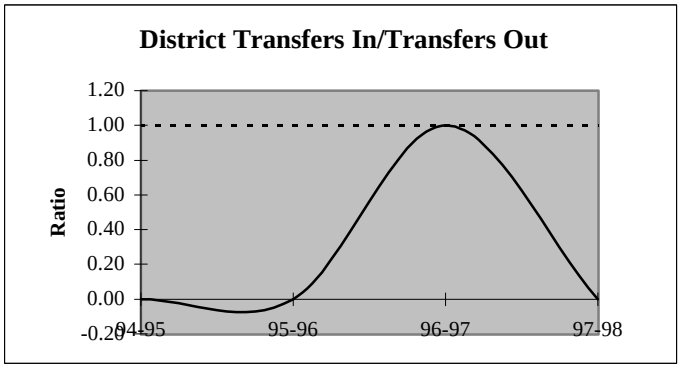
District Report for: ETOWAH

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	29	27	27	25	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	3	3	3	6.9%	7.4%	11.1%	12.0%	9.7%
Professional Staff	3	2	2	1	1	10.3%	7.4%	7.4%	4.0%	3.2%
Total Teachers	24	23	22	21	27	82.8%	85.2%	81.5%	84.0%	87.1%
Special Education	3	3	3	3	4	12.5%	13.0%	13.6%	14.3%	14.8%
Pre-K & Kindergarten	2	2	3	1	3	8.3%	8.7%	13.6%	4.8%	11.1%
Elementary (1-4)	11	11	10	9	12	45.8%	47.8%	45.5%	42.9%	44.4%
Middle School (5-6)	4	3	3	4	4	16.7%	13.0%	13.6%	19.0%	14.8%
Jr. High (7-8)	4	4	3	4	4	16.7%	17.4%	13.6%	19.0%	14.8%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	301	322	382	399	416	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	48	44	63	53	57	15.9%	13.7%	16.5%	13.3%	13.7%
Grades 1-4	119	138	179	191	195	39.5%	42.9%	46.9%	47.9%	46.9%
Grades 5-6	65	65	70	78	82	21.6%	20.2%	18.3%	19.5%	19.7%
Grades 7-8	65	71	70	76	81	21.6%	22.0%	18.3%	19.0%	19.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	4	4	0	1	1	1.3%	1.2%	0.0%	0.3%	0.2%









District Report for: ETOWAH

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	3	3	3	6.9%	7.4%	11.1%	12.0%	9.7%
White - Females	0	0	2	2	2	0.0%	0.0%	66.7%	66.7%	66.7%
White - Males	2	2	1	1	1	100.0%	100.0%	33.3%	33.3%	33.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	2	2	1	1	10.3%	7.4%	7.4%	4.0%	3.2%
White - Females	3	2	2	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	24	23	22	21	27	82.8%	85.2%	81.5%	84.0%	87.1%
White - Females	21	20	19	17	23	87.5%	87.0%	86.4%	81.0%	85.2%
White - Males	2	2	3	4	4	8.3%	8.7%	13.6%	19.0%	14.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	4.2%	4.3%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	0	2	3	4.2%	4.3%	0.0%	9.5%	11.1%
25-29	5	5	3	2	7	20.8%	21.7%	14.3%	9.5%	25.9%
30-34	2	3	6	4	4	8.3%	13.0%	28.6%	19.0%	14.8%
35-39	4	3	1	3	2	16.7%	13.0%	4.8%	14.3%	7.4%
40-45	3	2	3	2	2	12.5%	8.7%	14.3%	9.5%	7.4%
45-49	3	3	3	3	3	12.5%	13.0%	14.3%	14.3%	11.1%
50-54	4	3	2	2	3	16.7%	13.0%	9.5%	9.5%	11.1%
55+	2	3	3	3	3	8.3%	13.0%	14.3%	14.3%	11.1%
Average Age	40.3	40.6	40.6	39.6	35.3					

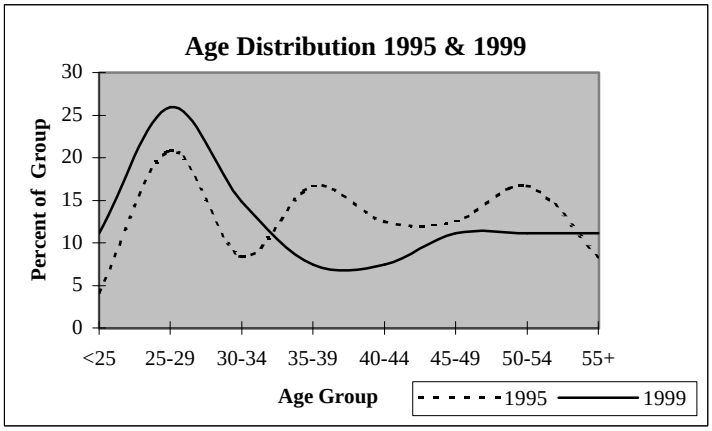
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	4	3	2	2	8	16.7%	13.0%	9.1%	9.5%	29.6%
4-7 Years	5	6	8	7	5	20.8%	26.1%	36.4%	33.3%	18.5%
8-11 Years	2	2	2	2	3	8.3%	8.7%	9.1%	9.5%	11.1%
12-15 Years	8	5	5	4	2	33.3%	21.7%	22.7%	19.0%	7.4%
16-19 Years	3	5	4	4	6	12.5%	21.7%	18.2%	19.0%	22.2%
20+ Years	2	2	1	2	3	8.3%	8.7%	4.5%	9.5%	11.1%
Average Experience	10.6	11.3	10.5	11.0	9.5					

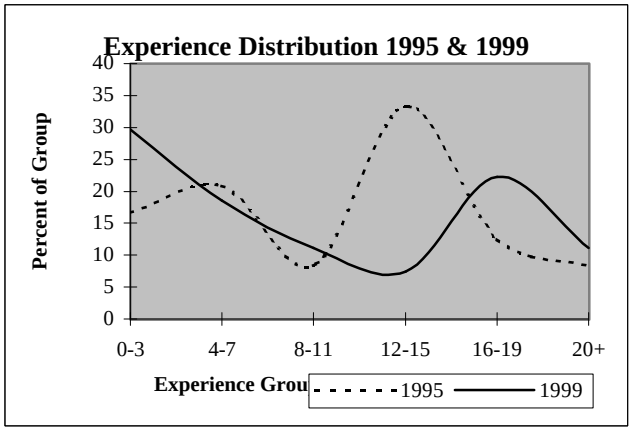
District Report for: ETOWAH

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	3	3	4	0	-	10.3%	11.1%	14.8%	0.0%	-
Attrition from Transfers	3	2	1	0	-	10.3%	7.4%	3.7%	0.0%	-
Attrition from Exits	0	1	3	0	-	0.0%	3.7%	11.1%	0.0%	-
Teacher Attrition	2	2	3	0	-	8.3%	8.7%	13.6%	0.0%	-
Attrition from Transfers	2	1	1	0	-	8.3%	4.3%	4.5%	0.0%	-
Attrition from Exits	0	1	2	0	-	0.0%	4.3%	9.1%	0.0%	-
District Retention										
Educator Retention	26	24	23	25	-	89.7%	88.9%	85.2%	100.0%	-
Teacher Retention	22	21	19	21	-	91.7%	91.3%	86.4%	100.0%	-

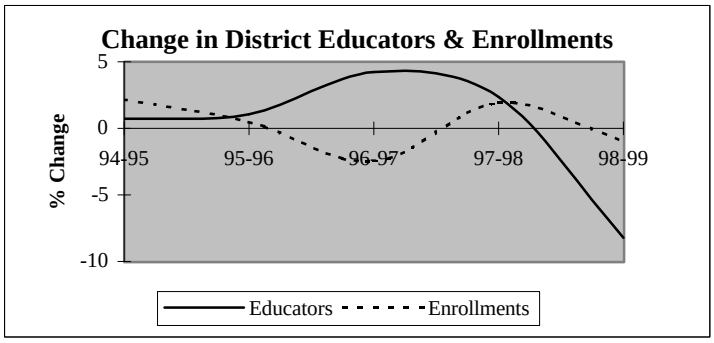
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.0%	25.0%	0.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	77.8%	22.2%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

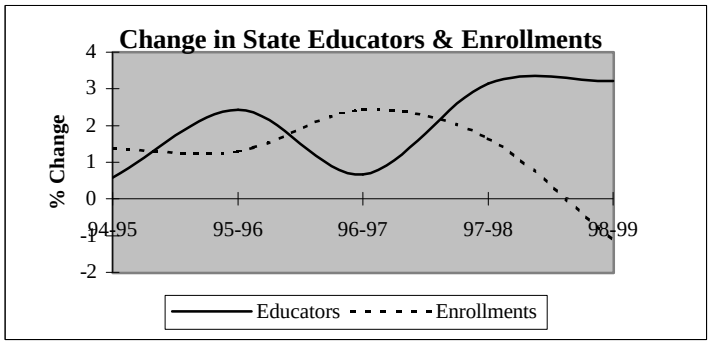
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.9%	17.2%	25.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.9%	10.3%	22.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.9%	3.7%	7.4%	4.0%	12.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.7%	96.3%	88.9%	96.0%	80.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	3.4%	0.0%	0.0%	0.0%	6.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	3.7%	0.0%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MCNAIRY COUNTY





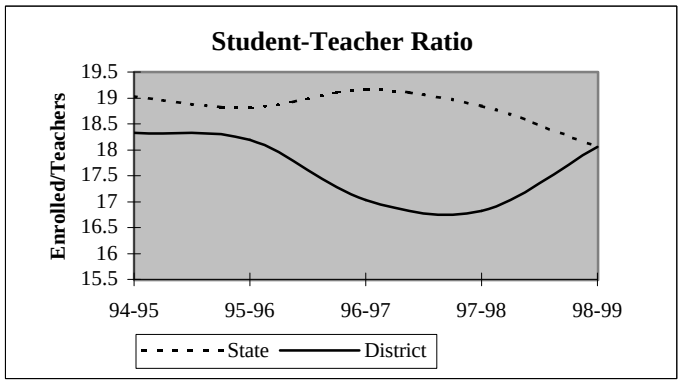
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.5	15.4	14.4	14.3	15.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.3	18.2	17.0	16.8	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	3	12	7	-25	-	-	-	-	-
% Change in Educators	0.7%	1.1%	4.2%	2.4%	-8.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	93	22	-109	83	-42	-	-	-	-	-
% Change in Enrollment	2.2%	0.5%	-2.5%	1.9%	-1.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.1%	1.4%	1.3%	1.0%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.0%	6.0%	6.1%	4.9%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.6%	9.5%	9.4%	9.9%	8.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.7%	3.3%	3.2%	2.8%	3.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.9%	5.9%	5.6%	6.7%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	58.8%	58.8%	61.1%	66.7%	52.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.0	41.9	42.5	36.3	35.8	42.7	43.1	43.3	37.1	36.4
Average Experience	12.3	12.5	12.7	13.2	13.1	13.9	13.9	13.8	13.7	13.7
Average Salary	28,114	28,833	29,813	29,883	30,874	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.5%	3.1%	3.0%	2.5%	3.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.9%	75.9%	76.9%	75.3%	78.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.1%	6.6%	7.2%	6.2%	6.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	9.8%	na	9.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	1.4%	-	1.7%	1.7%	1.6%	1.8%

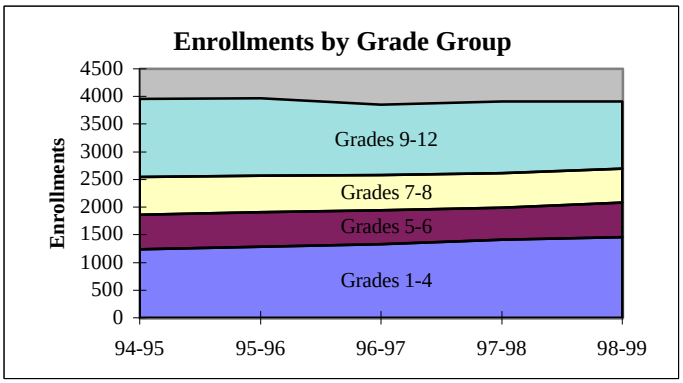
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	282	285	297	304	279	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	258	261	271	278	255	91.5%	91.6%	91.2%	91.4%	91.4%
Newly Hired	24	24	26	26	24	8.5%	8.4%	8.8%	8.6%	8.6%
Transfers In	7	4	2	4	3	29.2%	16.7%	7.7%	15.4%	12.5%
Reentrants	7	6	11	10	12	29.2%	25.0%	42.3%	38.5%	50.0%
First Time Educators	10	14	13	12	9	41.7%	58.3%	50.0%	46.2%	37.5%
Total Exiting Next Year	21	14	19	49	-	7.4%	4.9%	6.4%	16.1%	-
Transfers Out	4	4	4	5	-	19.0%	28.6%	21.1%	10.2%	-
Leave Tennessee Educ.	17	10	15	44	-	81.0%	71.4%	78.9%	89.8%	-

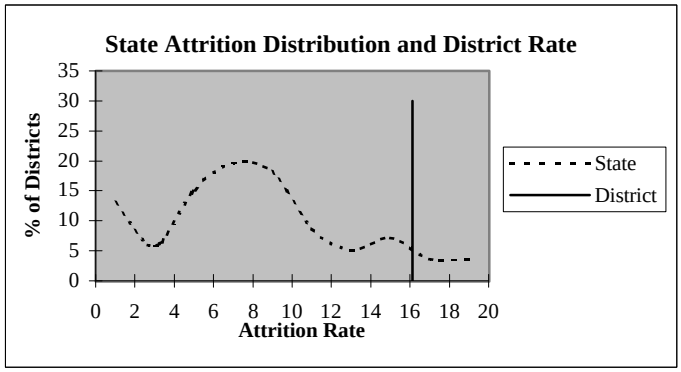
Dynamics Rates	District Rates				
District Attrition	7.4%	4.9%	6.4%	16.1%	-
Transfers In/Out	1.75	1.00	0.50	0.80	-

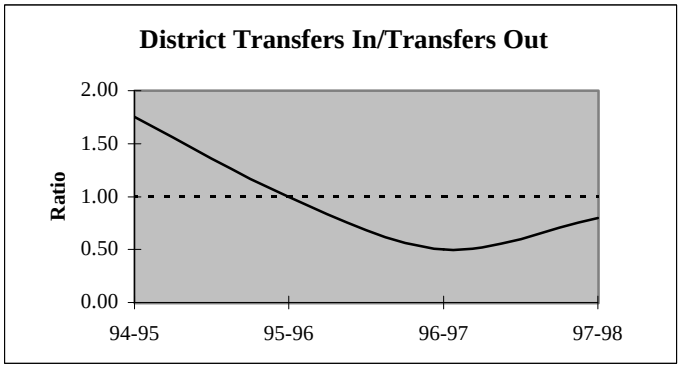
District Report for: MCNAIRY COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	282	285	297	304	279	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	18	15	17	6.0%	6.0%	6.1%	4.9%	6.1%
Professional Staff	27	27	28	30	23	9.6%	9.5%	9.4%	9.9%	8.2%
Total Teachers	238	241	251	259	239	84.4%	84.6%	84.5%	85.2%	85.7%
Special Education	17	16	18	16	15	7.1%	6.6%	7.2%	6.2%	6.3%
Pre-K & Kindergarten	13	15	14	15	16	5.5%	6.2%	5.6%	5.8%	6.7%
Elementary (1-4)	77	77	88	91	84	32.4%	32.0%	35.1%	35.1%	35.1%
Middle School (5-6)	27	27	26	29	28	11.3%	11.2%	10.4%	11.2%	11.7%
Jr. High (7-8)	22	23	24	24	26	9.2%	9.5%	9.6%	9.3%	10.9%
High School (9-12)	82	83	81	84	70	34.5%	34.4%	32.3%	32.4%	29.3%
Business	4	4	3	0	0	4.9%	4.8%	3.7%	0.0%	0.0%
Language Arts	10	9	10	11	11	12.2%	10.8%	12.3%	13.1%	15.7%
Social Studies	9	9	8	6	5	11.0%	10.8%	9.9%	7.1%	7.1%
Foreign Language	3	3	3	3	3	3.7%	3.6%	3.7%	3.6%	4.3%
Mathematics	9	8	11	9	8	11.0%	9.6%	13.6%	10.7%	11.4%
Science	8	8	7	8	8	9.8%	9.6%	8.6%	9.5%	11.4%
Vocational Education	15	17	16	21	17	18.3%	20.5%	19.8%	25.0%	24.3%
Other High School	24	25	23	26	18	29.3%	30.1%	28.4%	31.0%	25.7%
Total Enrollments	4,361	4,383	4,274	4,357	4,315	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	341	347	364	396	362	7.8%	7.9%	8.5%	9.1%	8.4%
Grades 1-4	1,235	1,285	1,336	1,417	1,459	28.3%	29.3%	31.3%	32.5%	33.8%
Grades 5-6	622	628	604	567	629	14.3%	14.3%	14.1%	13.0%	14.6%
Grades 7-8	685	660	634	630	609	15.7%	15.1%	14.8%	14.5%	14.1%
Grades 9-12	1,417	1,399	1,277	1,296	1,218	32.5%	31.9%	29.9%	29.7%	28.2%
Ungraded	61	64	59	51	38	1.4%	1.5%	1.4%	1.2%	0.9%









District Report for: MCNAIRY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	17	17	18	15	17	6.3%	6.3%	6.4%	5.2%	6.4%
White - Females	10	10	11	10	9	58.8%	58.8%	61.1%	66.7%	52.9%
White - Males	6	6	6	4	8	35.3%	35.3%	33.3%	26.7%	47.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	5.9%	5.9%	5.6%	6.7%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	27	27	28	30	23	10.0%	9.9%	9.9%	10.4%	8.7%
White - Females	21	21	22	24	17	77.8%	77.8%	78.6%	80.0%	73.9%
White - Males	5	5	5	5	4	18.5%	18.5%	17.9%	16.7%	17.4%
Black - Females	1	1	1	1	2	3.7%	3.7%	3.6%	3.3%	8.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	227	228	236	244	225	83.8%	83.8%	83.7%	84.4%	84.9%
White - Females	170	171	180	183	173	74.9%	75.0%	76.3%	75.0%	76.9%
White - Males	49	50	49	55	44	21.6%	21.9%	20.8%	22.5%	19.6%
Black - Females	8	7	7	6	8	3.5%	3.1%	3.0%	2.5%	3.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	1	1	43	43	3.1%	0.5%	0.5%	16.6%	18.0%
25-29	25	24	23	22	16	11.1%	11.2%	10.7%	8.5%	6.7%
30-34	32	30	28	23	24	14.2%	14.0%	13.1%	8.9%	10.0%
35-39	38	37	35	39	31	16.8%	17.2%	16.4%	15.1%	13.0%
40-45	32	25	27	29	28	14.2%	11.6%	12.6%	11.2%	11.7%
45-49	44	49	46	43	31	19.5%	22.8%	21.5%	16.6%	13.0%
50-54	31	29	32	31	37	13.7%	13.5%	15.0%	12.0%	15.5%
55+	17	20	22	29	29	7.5%	9.3%	10.3%	11.2%	12.1%
Average Age	41.0	41.9	42.5	36.3	35.8					

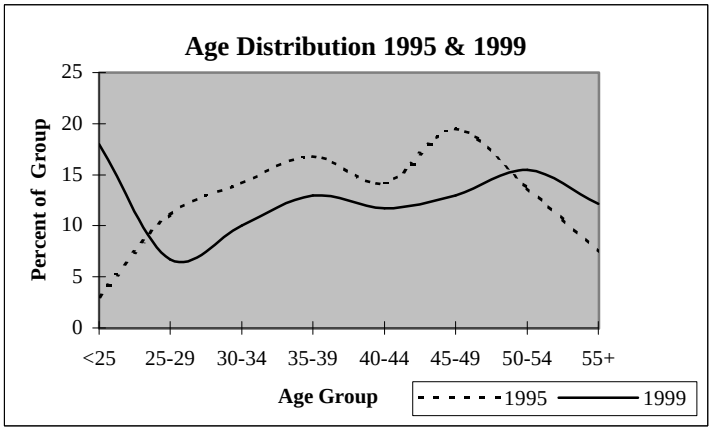
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	52	56	53	54	46	21.8%	23.2%	21.1%	20.8%	19.2%
4-7 Years	33	34	41	37	40	13.9%	14.1%	16.3%	14.3%	16.7%
8-11 Years	32	28	30	38	30	13.4%	11.6%	12.0%	14.7%	12.6%
12-15 Years	33	29	27	23	25	13.9%	12.0%	10.8%	8.9%	10.5%
16-19 Years	27	31	31	35	29	11.3%	12.9%	12.4%	13.5%	12.1%
20+ Years	61	63	69	72	69	25.6%	26.1%	27.5%	27.8%	28.9%
Average Experience	12.3	12.5	12.7	13.2	13.1					

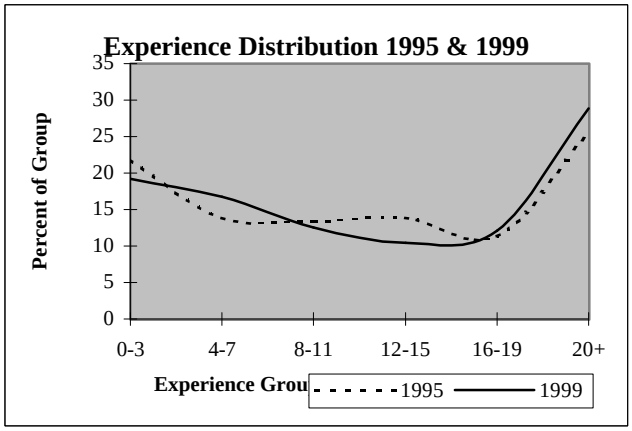
District Report for: MCNAIRY COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	21	14	19	49	-	7.4%	4.9%	6.4%	16.1%	-
Attrition from Transfers	4	4	4	5	-	1.4%	1.4%	1.3%	1.6%	-
Attrition from Exits	17	10	15	44	-	6.0%	3.5%	5.1%	14.5%	-
Teacher Attrition	20	12	15	37	-	8.4%	5.0%	6.0%	14.3%	-
Attrition from Transfers	4	3	4	3	-	1.7%	1.2%	1.6%	1.2%	-
Attrition from Exits	16	9	11	34	-	6.7%	3.7%	4.4%	13.1%	-
District Retention										
Educator Retention	261	271	278	255	-	92.6%	95.1%	93.6%	83.9%	-
Teacher Retention	218	229	236	222	-	91.6%	95.0%	94.0%	85.7%	-

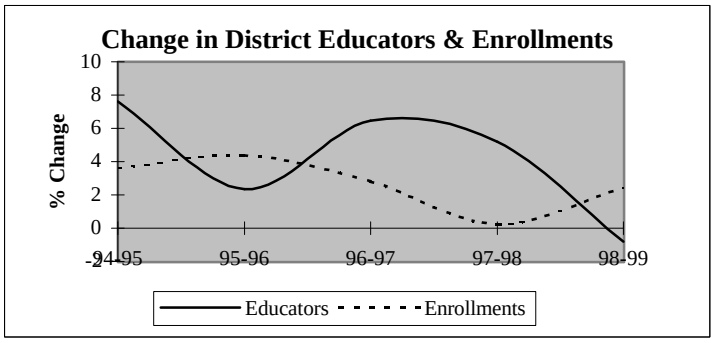
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	87.7%	1.4%	11.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.5%	2.8%	12.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.6%	1.6%	7.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.7%	1.9%	7.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.0%	0.0%	10.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.5%	4.3%	2.2%	89.7%	2.1%	91.8%	8.2%

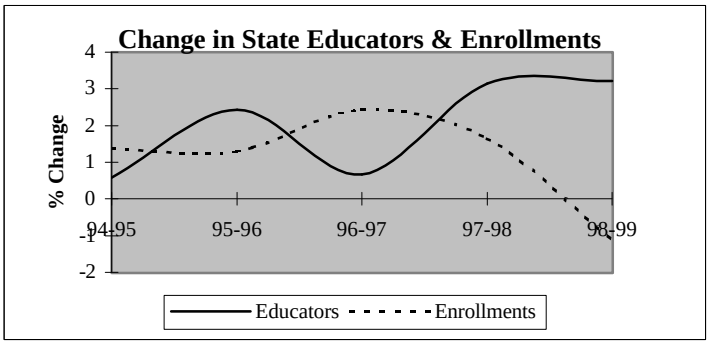
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.0%	11.9%	13.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.8%	7.3%	7.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.7%	5.6%	6.4%	6.3%	5.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.5%	92.6%	90.6%	90.8%	90.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.7%	0.3%	0.0%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.5%	1.1%	2.7%	3.0%	3.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MACON COUNTY





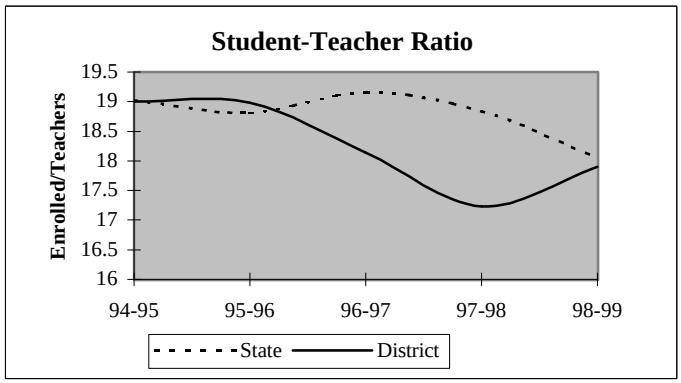
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	16.2	15.6	14.9	15.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.0	19.0	18.1	17.2	17.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	15	5	14	12	-2	-	-	-	-	-
% Change in Educators	7.6%	2.4%	6.5%	5.2%	-0.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	117	147	98	9	87	-	-	-	-	-
% Change in Enrollment	3.6%	4.4%	2.8%	0.2%	2.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.9%	0.8%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.1%	3.9%	3.7%	5.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.3%	10.6%	10.0%	9.9%	9.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.5%	0.5%	0.9%	1.3%	1.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	22.2%	33.3%	33.3%	33.3%	16.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.3	38.6	39.3	34.8	33.3	42.7	43.1	43.3	37.1	36.4
Average Experience	11.3	10.5	11.0	10.6	10.7	13.9	13.9	13.8	13.7	13.7
Average Salary	26,153	27,686	29,370	29,679	31,737	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.6%	0.6%	1.1%	1.5%	1.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.2%	72.4%	70.9%	72.9%	74.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.5%	8.1%	8.0%	9.5%	10.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.7%	na	1.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

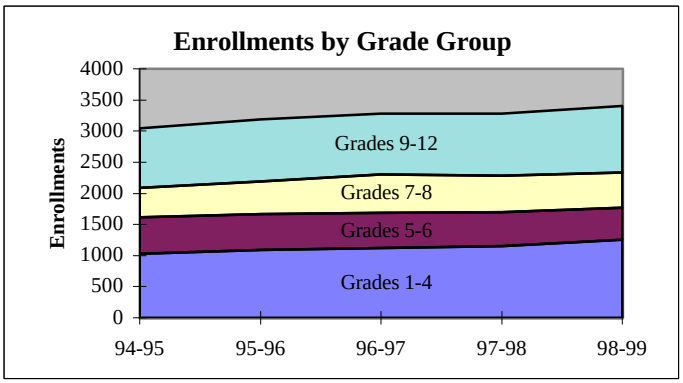
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	212	217	231	243	241	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	173	191	206	209	214	81.6%	88.0%	89.2%	86.0%	88.8%
Newly Hired	39	26	25	34	27	18.4%	12.0%	10.8%	14.0%	11.2%
Transfers In	3	5	11	9	1	7.7%	19.2%	44.0%	26.5%	3.7%
Reentrants	17	8	2	6	4	43.6%	30.8%	8.0%	17.6%	14.8%
First Time Educators	19	13	12	19	22	48.7%	50.0%	48.0%	55.9%	81.5%
Total Exiting Next Year	21	11	22	29	-	9.9%	5.1%	9.5%	11.9%	-
Transfers Out	5	3	8	8	-	23.8%	27.3%	36.4%	27.6%	-
Leave Tennessee Educ.	16	8	14	21	-	76.2%	72.7%	63.6%	72.4%	-

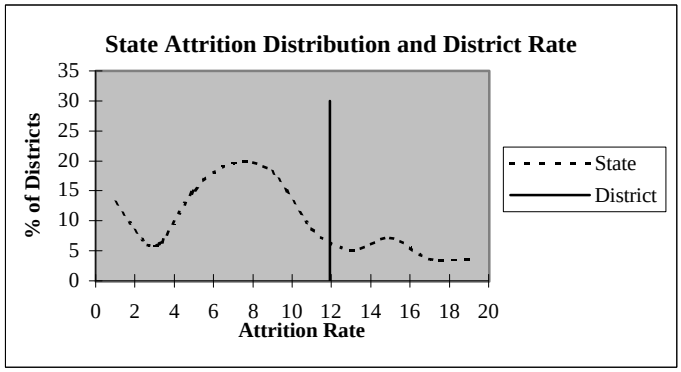
Dynamics Rates	District Rates				
District Attrition	9.9%	5.1%	9.5%	11.9%	-
Transfers In/Out	0.60	1.67	1.38	1.13	-

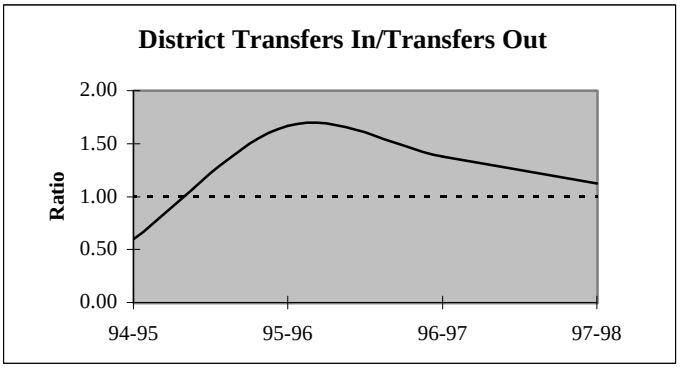
District Report for: MACON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	212	217	231	243	241	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	12	4.2%	4.1%	3.9%	3.7%	5.0%
Professional Staff	26	23	23	24	22	12.3%	10.6%	10.0%	9.9%	9.1%
Total Teachers	177	185	199	210	207	83.5%	85.3%	86.1%	86.4%	85.9%
Special Education	15	15	16	20	22	8.5%	8.1%	8.0%	9.5%	10.6%
Pre-K & Kindergarten	15	17	16	15	19	8.5%	9.2%	8.0%	7.1%	9.2%
Elementary (1-4)	63	63	67	74	69	35.6%	34.1%	33.7%	35.2%	33.3%
Middle School (5-6)	25	22	23	23	21	14.1%	11.9%	11.6%	11.0%	10.1%
Jr. High (7-8)	21	22	24	23	28	11.9%	11.9%	12.1%	11.0%	13.5%
High School (9-12)	38	46	53	55	48	21.5%	24.9%	26.6%	26.2%	23.2%
Business	3	3	3	2	3	7.9%	6.5%	5.7%	3.6%	6.3%
Language Arts	4	6	6	4	5	10.5%	13.0%	11.3%	7.3%	10.4%
Social Studies	5	5	4	4	4	13.2%	10.9%	7.5%	7.3%	8.3%
Foreign Language	2	2	2	2	1	5.3%	4.3%	3.8%	3.6%	2.1%
Mathematics	4	6	6	6	7	10.5%	13.0%	11.3%	10.9%	14.6%
Science	6	5	5	5	4	15.8%	10.9%	9.4%	9.1%	8.3%
Vocational Education	6	9	18	17	14	15.8%	19.6%	34.0%	30.9%	29.2%
Other High School	8	10	9	15	10	21.1%	21.7%	17.0%	27.3%	20.8%
Total Enrollments	3,364	3,511	3,609	3,618	3,705	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	272	290	293	286	297	8.1%	8.3%	8.1%	7.9%	8.0%
Grades 1-4	1,028	1,092	1,125	1,150	1,257	30.6%	31.1%	31.2%	31.8%	33.9%
Grades 5-6	585	574	562	545	512	17.4%	16.3%	15.6%	15.1%	13.8%
Grades 7-8	473	523	614	591	570	14.1%	14.9%	17.0%	16.3%	15.4%
Grades 9-12	962	994	981	992	1,061	28.6%	28.3%	27.2%	27.4%	28.6%
Ungraded	44	38	34	54	8	1.3%	1.1%	0.9%	1.5%	0.2%









District Report for: MACON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	8	9	9	9	12	3.9%	4.3%	4.1%	3.9%	5.3%
White - Females	2	3	3	3	2	25.0%	33.3%	33.3%	33.3%	16.7%
White - Males	6	6	6	6	10	75.0%	66.7%	66.7%	66.7%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	23	23	24	22	12.7%	11.0%	10.4%	10.3%	9.8%
White - Females	22	20	20	20	19	84.6%	87.0%	87.0%	83.3%	86.4%
White - Males	4	3	3	4	3	15.4%	13.0%	13.0%	16.7%	13.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	171	178	189	200	191	83.4%	84.8%	85.5%	85.8%	84.9%
White - Females	124	131	136	147	146	72.5%	73.6%	72.0%	73.5%	76.4%
White - Males	46	46	51	50	42	26.9%	25.8%	27.0%	25.0%	22.0%
Black - Females	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.5%	0.5%
Other - Males	1	1	1	1	1	0.6%	0.6%	0.5%	0.5%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	7	11	36	41	1.2%	4.1%	6.1%	17.1%	19.8%
25-29	36	36	34	36	29	22.0%	21.3%	18.8%	17.1%	14.0%
30-34	25	25	25	25	27	15.2%	14.8%	13.8%	11.9%	13.0%
35-39	15	18	21	25	28	9.1%	10.7%	11.6%	11.9%	13.5%
40-45	32	27	26	18	16	19.5%	16.0%	14.4%	8.6%	7.7%
45-49	29	36	38	37	30	17.7%	21.3%	21.0%	17.6%	14.5%
50-54	12	10	13	19	20	7.3%	5.9%	7.2%	9.0%	9.7%
55+	13	10	13	14	16	7.9%	5.9%	7.2%	6.7%	7.7%
Average Age	39.3	38.6	39.3	34.8	33.3					

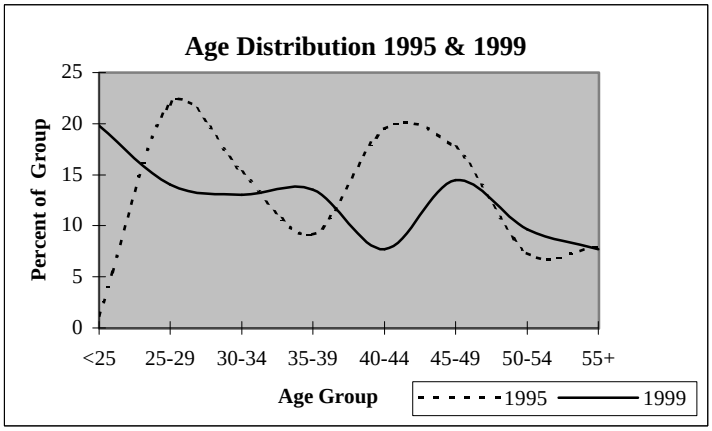
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	65	66	60	62	54	36.7%	35.7%	30.2%	29.5%	26.1%
4-7 Years	16	28	37	49	60	9.0%	15.1%	18.6%	23.3%	29.0%
8-11 Years	20	19	21	20	15	11.3%	10.3%	10.6%	9.5%	7.2%
12-15 Years	17	15	14	14	15	9.6%	8.1%	7.0%	6.7%	7.2%
16-19 Years	13	16	22	17	15	7.3%	8.6%	11.1%	8.1%	7.2%
20+ Years	46	41	45	48	48	26.0%	22.2%	22.6%	22.9%	23.2%
Average Experience	11.3	10.5	11.0	10.6	10.7					

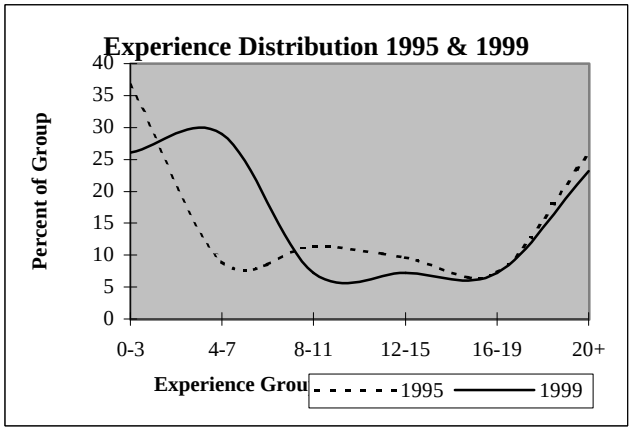
District Report for: MACON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	21	11	22	29	-	9.9%	5.1%	9.5%	11.9%	-
Attrition from Transfers	5	3	8	8	-	2.4%	1.4%	3.5%	3.3%	-
Attrition from Exits	16	8	14	21	-	7.5%	3.7%	6.1%	8.6%	-
Teacher Attrition	17	11	21	24	-	9.6%	5.9%	10.6%	11.4%	-
Attrition from Transfers	5	3	8	7	-	2.8%	1.6%	4.0%	3.3%	-
Attrition from Exits	12	8	13	17	-	6.8%	4.3%	6.5%	8.1%	-
District Retention										
Educator Retention	191	206	209	214	-	90.1%	94.9%	90.5%	88.1%	-
Teacher Retention	160	174	178	186	-	90.4%	94.1%	89.4%	88.6%	-

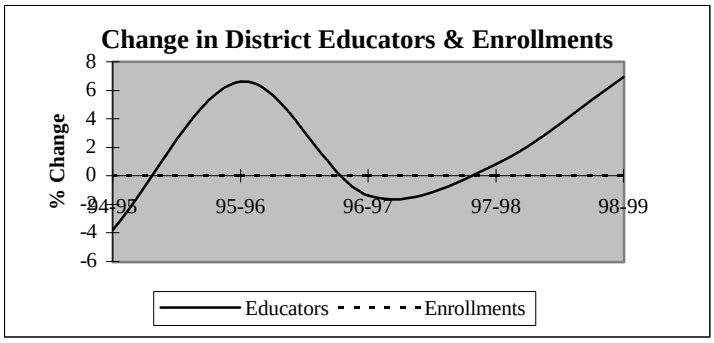
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	74.4%	13.3%	12.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.9%	6.9%	11.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.3%	5.2%	6.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	91.3%	1.4%	7.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.3%	0.0%	5.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	97.7%	2.3%	0.0%	89.7%	2.1%	91.8%	8.2%

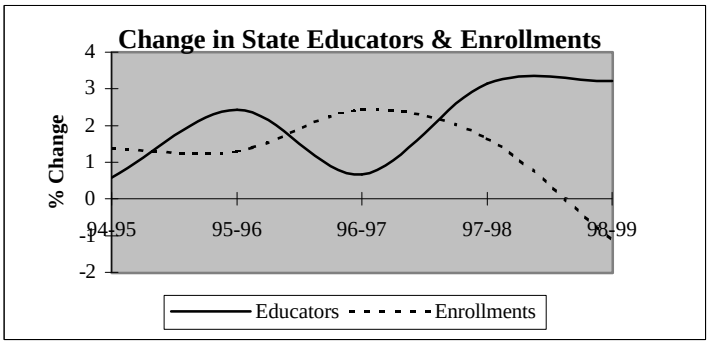
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	15.4%	21.4%	26.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	9.1%	13.7%	16.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.9%	7.8%	6.1%	9.1%	10.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	82.1%	88.9%	93.5%	89.3%	88.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.4%	0.5%	0.4%	0.4%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	6.6%	2.8%	0.0%	1.2%	1.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: JACKSON-MADISON CO





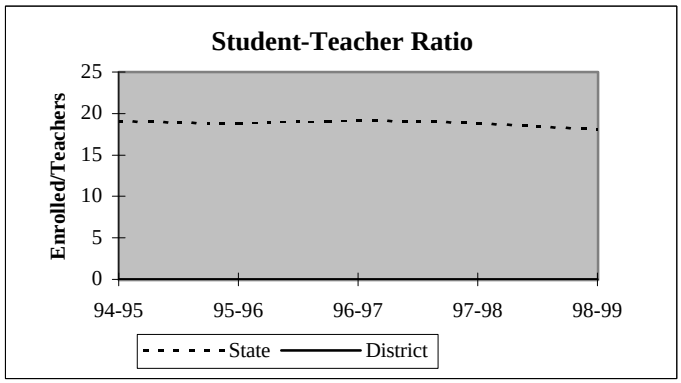
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	0.0	0.0	0.0	0.0	0.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	0.0	0.0	0.0	0.0	0.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	-37	62	-14	8	69	-	-	-	-	-
% Change in Educators	-3.8%	6.6%	-1.4%	0.8%	6.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	0	0	0	0	0	-	-	-	-	-
% Change in Enrollment	#######	#######	#######	#######	#######	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.5%	0.4%	0.2%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.1%	4.2%	4.2%	4.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.2%	9.7%	10.0%	11.0%	10.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	22.0%	22.1%	22.3%	23.1%	23.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	33.3%	33.3%	33.3%	35.9%	36.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	17.5%	19.5%	26.8%	31.0%	29.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.3	44.0	44.2	38.3	37.5	42.7	43.1	43.3	37.1	36.4
Average Experience	15.1	15.1	15.2	15.6	15.8	13.9	13.9	13.8	13.7	13.7
Average Salary	35,637	35,888	26,504	37,567	39,089	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	22.2%	22.2%	22.3%	23.3%	23.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	82.6%	82.2%	82.2%	81.8%	80.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.3%	12.5%	12.4%	12.8%	13.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	49.7%	na	52.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.9%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

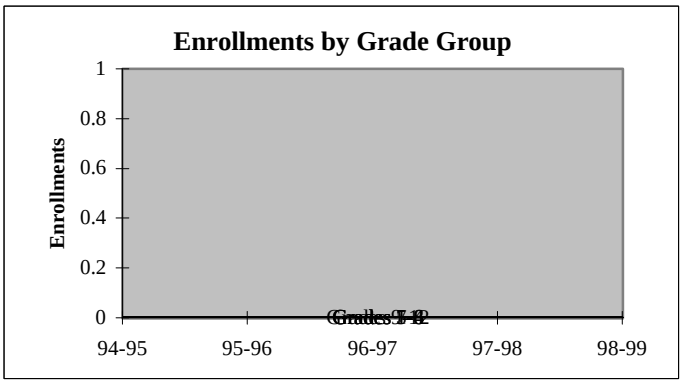
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	939	1,001	987	995	1,064	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	861	915	921	923	979	91.7%	91.4%	93.3%	92.8%	92.0%
Newly Hired	78	86	66	72	85	8.3%	8.6%	6.7%	7.2%	8.0%
Transfers In	17	24	24	19	26	21.8%	27.9%	36.4%	26.4%	30.6%
Reentrants	34	29	18	26	32	43.6%	33.7%	27.3%	36.1%	37.6%
First Time Educators	27	33	24	27	27	34.6%	38.4%	36.4%	37.5%	31.8%
Total Exiting Next Year	24	80	64	16	-	2.6%	8.0%	6.5%	1.6%	-
Transfers Out	3	7	10	4	-	12.5%	8.8%	15.6%	25.0%	-
Leave Tennessee Educ.	21	73	54	12	-	87.5%	91.3%	84.4%	75.0%	-

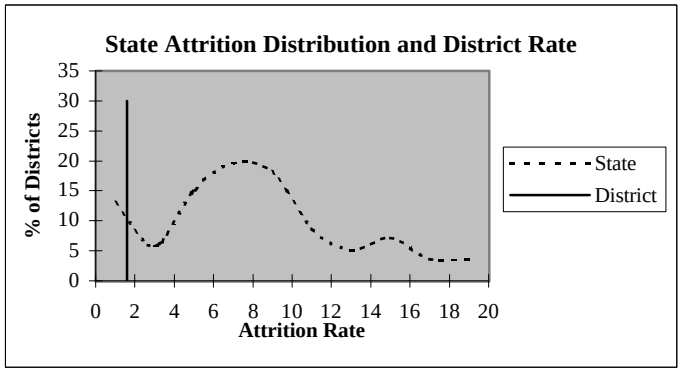
Dynamics Rates	District Rates				
District Attrition	2.6%	8.0%	6.5%	1.6%	-
Transfers In/Out	5.67	3.43	2.40	4.75	-

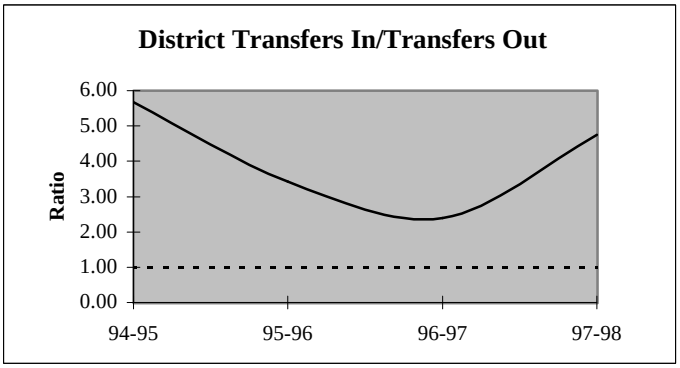
District Report for: JACKSON-MADISON CO

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	939	1,001	987	995	1,064	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	40	41	41	42	44	4.3%	4.1%	4.2%	4.2%	4.1%
Professional Staff	96	97	99	109	116	10.2%	9.7%	10.0%	11.0%	10.9%
Total Teachers	803	863	847	844	904	85.5%	86.2%	85.8%	84.8%	85.0%
Special Education	99	108	105	108	123	12.3%	12.5%	12.4%	12.8%	13.6%
Pre-K & Kindergarten	49	59	61	58	62	6.1%	6.8%	7.2%	6.9%	6.9%
Elementary (1-4)	282	297	298	295	306	35.1%	34.4%	35.2%	35.0%	33.8%
Middle School (5-6)	80	89	86	84	96	10.0%	10.3%	10.2%	10.0%	10.6%
Jr. High (7-8)	94	101	92	94	95	11.7%	11.7%	10.9%	11.1%	10.5%
High School (9-12)	199	209	205	205	222	24.8%	24.2%	24.2%	24.3%	24.6%
Business	4	6	6	8	10	2.0%	2.9%	2.9%	3.9%	4.5%
Language Arts	29	25	28	30	31	14.6%	12.0%	13.7%	14.6%	14.0%
Social Studies	26	25	26	26	27	13.1%	12.0%	12.7%	12.7%	12.2%
Foreign Language	13	12	11	10	10	6.5%	5.7%	5.4%	4.9%	4.5%
Mathematics	24	24	25	24	28	12.1%	11.5%	12.2%	11.7%	12.6%
Science	19	19	18	18	20	9.5%	9.1%	8.8%	8.8%	9.0%
Vocational Education	37	40	38	37	38	18.6%	19.1%	18.5%	18.0%	17.1%
Other High School	47	58	53	52	58	23.6%	27.8%	25.9%	25.4%	26.1%
Total Enrollments	0	0	0	0	0	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 5-6	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%









District Report for: JACKSON-MADISON CO

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	39	39	39	39	41	4.4%	4.2%	4.3%	4.3%	4.2%
White - Females	5	6	9	8	8	12.8%	15.4%	23.1%	20.5%	19.5%
White - Males	21	20	17	17	18	53.8%	51.3%	43.6%	43.6%	43.9%
Black - Females	2	2	2	4	4	5.1%	5.1%	5.1%	10.3%	9.8%
Black - Males	11	11	11	10	11	28.2%	28.2%	28.2%	25.6%	26.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	90	91	93	102	108	10.3%	9.8%	10.2%	11.1%	11.1%
White - Females	67	67	66	74	79	74.4%	73.6%	71.0%	72.5%	73.1%
White - Males	9	9	11	11	9	10.0%	9.9%	11.8%	10.8%	8.3%
Black - Females	12	12	14	16	19	13.3%	13.2%	15.1%	15.7%	17.6%
Black - Males	2	3	2	1	1	2.2%	3.3%	2.2%	1.0%	0.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	749	801	783	776	824	85.3%	86.0%	85.6%	84.6%	84.7%
White - Females	480	511	498	492	516	64.1%	63.8%	63.6%	63.4%	62.6%
White - Males	103	112	110	103	113	13.8%	14.0%	14.0%	13.3%	13.7%
Black - Females	140	152	152	154	165	18.7%	19.0%	19.4%	19.8%	20.0%
Black - Males	26	26	22	26	29	3.5%	3.2%	2.8%	3.4%	3.5%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.1%	0.1%	0.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	0	1	127	163	0.7%	0.0%	0.1%	15.0%	18.0%
25-29	41	44	41	31	26	5.5%	5.7%	5.5%	3.7%	2.9%
30-34	84	76	66	57	55	11.3%	9.9%	8.9%	6.8%	6.1%
35-39	107	111	96	100	103	14.4%	14.5%	12.9%	11.8%	11.4%
40-45	159	148	156	136	126	21.3%	19.3%	21.0%	16.1%	13.9%
45-49	185	196	173	165	165	24.8%	25.6%	23.3%	19.5%	18.3%
50-54	90	110	137	146	161	12.1%	14.4%	18.4%	17.3%	17.8%
55+	74	81	73	82	105	9.9%	10.6%	9.8%	9.7%	11.6%
Average Age	43.3	44.0	44.2	38.3	37.5					

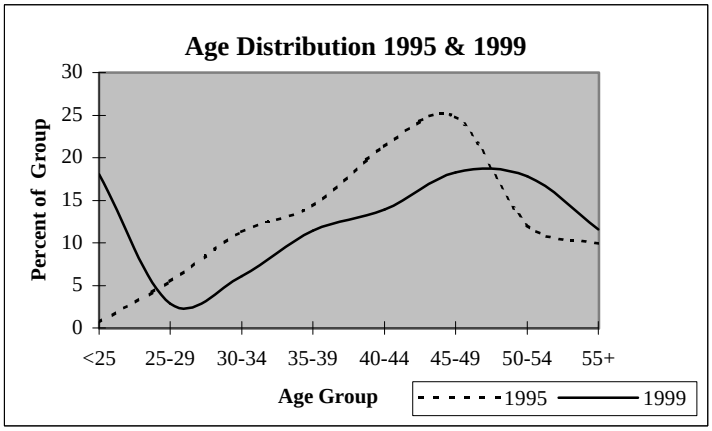
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	91	122	111	108	117	11.3%	14.1%	13.1%	12.8%	12.9%
4-7 Years	87	89	96	86	97	10.8%	10.3%	11.3%	10.2%	10.7%
8-11 Years	133	121	116	100	103	16.6%	14.0%	13.7%	11.8%	11.4%
12-15 Years	106	107	105	122	132	13.2%	12.4%	12.4%	14.5%	14.6%
16-19 Years	122	126	125	123	109	15.2%	14.6%	14.8%	14.6%	12.1%
20+ Years	264	298	294	305	346	32.9%	34.5%	34.7%	36.1%	38.3%
Average Experience	15.1	15.1	15.2	15.6	15.8					

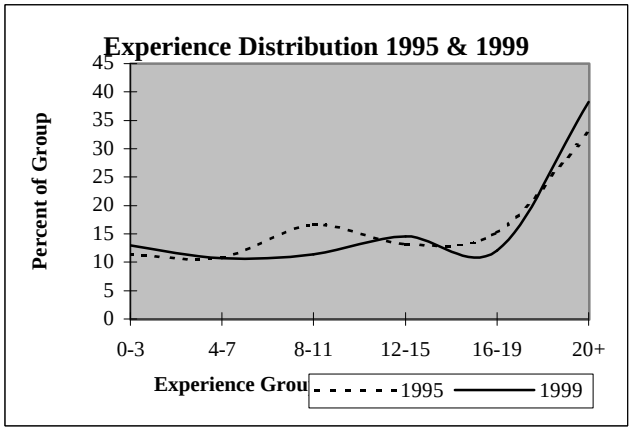
District Report for: JACKSON-MADISON CO

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	80	64	16	-	2.6%	8.0%	6.5%	1.6%	-
Attrition from Transfers	3	7	10	4	-	0.3%	0.7%	1.0%	0.4%	-
Attrition from Exits	21	73	54	12	-	2.2%	7.3%	5.5%	1.2%	-
Teacher Attrition	19	70	60	14	-	2.4%	8.1%	7.1%	1.7%	-
Attrition from Transfers	2	7	9	4	-	0.2%	0.8%	1.1%	0.5%	-
Attrition from Exits	17	63	51	10	-	2.1%	7.3%	6.0%	1.2%	-
District Retention										
Educator Retention	915	921	923	979	-	97.4%	92.0%	93.5%	98.4%	-
Teacher Retention	784	793	787	830	-	97.6%	91.9%	92.9%	98.3%	-

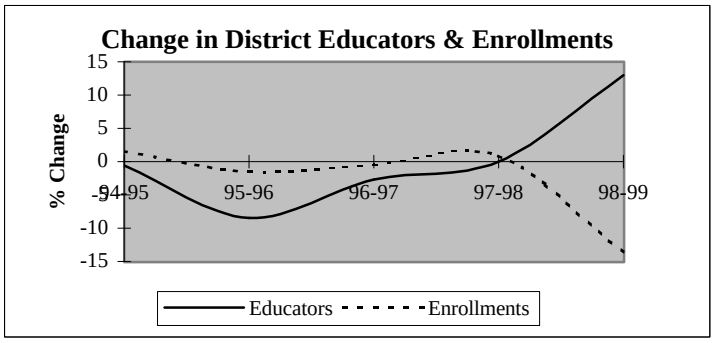
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.8%	1.4%	13.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.2%	3.4%	12.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	91.0%	2.5%	6.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.1%	0.9%	10.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.2%	0.9%	6.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.2%	1.7%	5.1%	89.7%	2.1%	91.8%	8.2%

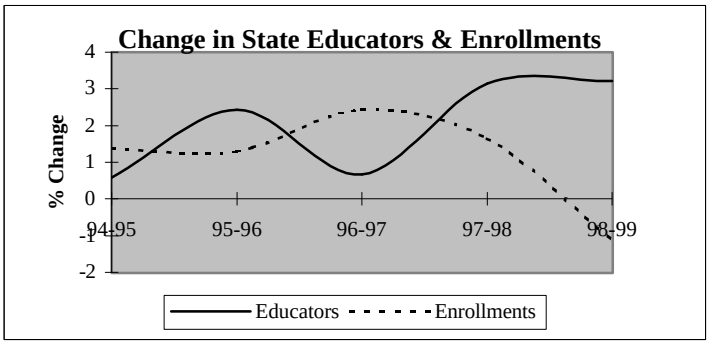
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.2%	9.9%	12.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	5.9%	6.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.7%	3.7%	3.7%	3.5%	3.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	93.2%	93.7%	94.5%	94.2%	93.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.3%	0.2%	0.0%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.3%	1.5%	2.3%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MARION COUNTY





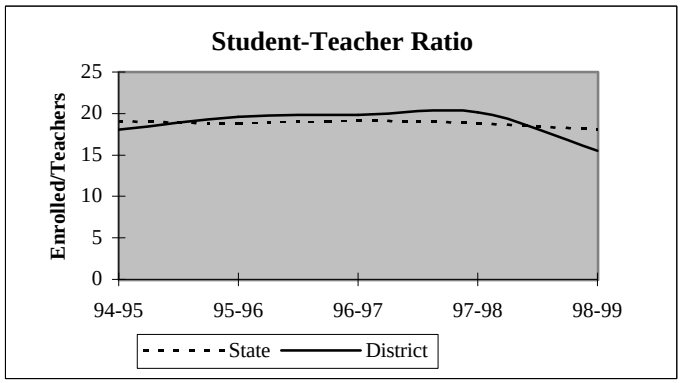
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.5	16.6	17.0	17.2	13.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.1	19.6	19.8	20.1	15.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	-27	-8	0	37	-	-	-	-	-
% Change in Educators	-0.6%	-8.4%	-2.7%	0.0%	13.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	76	-78	-22	42	-662	-	-	-	-	-
% Change in Enrollment	1.6%	-1.6%	-0.5%	0.9%	-13.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.0%	0.4%	0.4%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	3.4%	3.2%	3.5%	3.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.7%	11.6%	10.9%	11.2%	12.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.9%	3.5%	4.0%	4.0%	3.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	6.7%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	26.7%	30.0%	44.4%	50.0%	54.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.0	43.4	43.5	41.3	40.0	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	14.5	14.6	14.9	14.9	13.9	13.9	13.8	13.7	13.7
Average Salary	29,065	29,644	30,407	31,292	32,746	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.0%	3.3%	3.8%	3.8%	3.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.6%	76.7%	78.0%	78.2%	77.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.1%	9.2%	9.8%	9.9%	10.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.7%	na	5.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

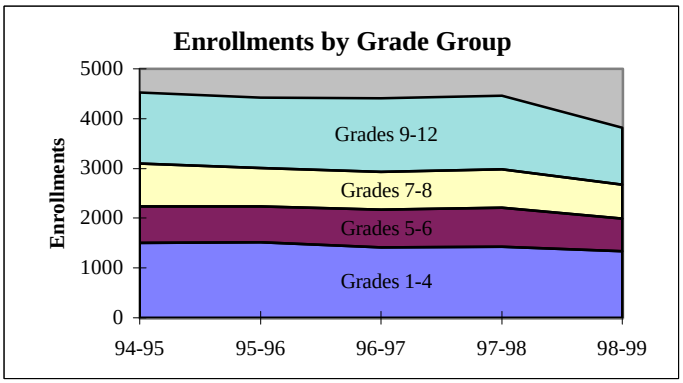
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	320	293	285	285	322	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	283	276	263	260	282	88.4%	94.2%	92.3%	91.2%	87.6%
Newly Hired	37	17	22	25	40	11.6%	5.8%	7.7%	8.8%	12.4%
Transfers In	5	3	2	5	7	13.5%	17.6%	9.1%	20.0%	17.5%
Reentrants	12	5	9	9	15	32.4%	29.4%	40.9%	36.0%	37.5%
First Time Educators	20	9	11	11	18	54.1%	52.9%	50.0%	44.0%	45.0%
Total Exiting Next Year	44	30	25	3	-	13.8%	10.2%	8.8%	1.1%	-
Transfers Out	12	4	4	0	-	27.3%	13.3%	16.0%	0.0%	-
Leave Tennessee Educ.	32	26	21	3	-	72.7%	86.7%	84.0%	100.0%	-

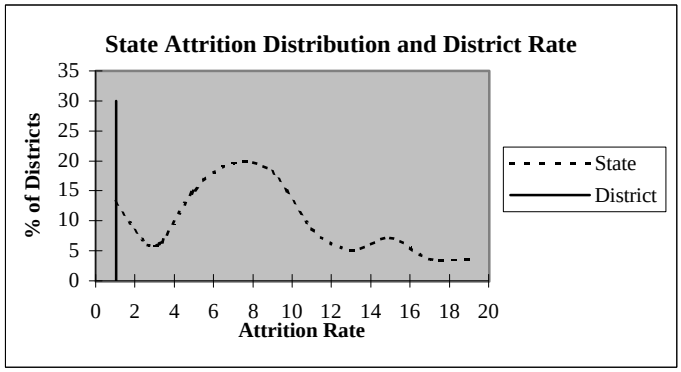
Dynamics Rates	District Rates				
District Attrition	13.8%	10.2%	8.8%	1.1%	-
Transfers In/Out	0.42	0.75	0.50	nc	-

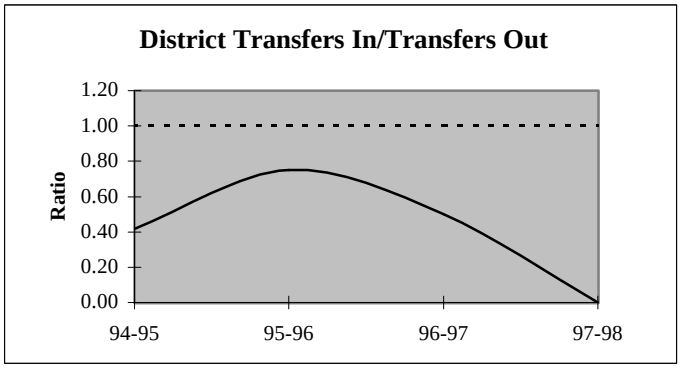
District Report for: MARION COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	320	293	285	285	322	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	10	9	10	11	4.7%	3.4%	3.2%	3.5%	3.4%
Professional Staff	31	34	31	32	39	9.7%	11.6%	10.9%	11.2%	12.1%
Total Teachers	274	249	245	243	272	85.6%	85.0%	86.0%	85.3%	84.5%
Special Education	25	23	24	24	28	9.1%	9.2%	9.8%	9.9%	10.3%
Pre-K & Kindergarten	19	18	18	19	18	6.9%	7.2%	7.3%	7.8%	6.6%
Elementary (1-4)	98	92	92	82	93	35.8%	36.9%	37.6%	33.7%	34.2%
Middle School (5-6)	28	25	23	27	29	10.2%	10.0%	9.4%	11.1%	10.7%
Jr. High (7-8)	37	25	25	23	25	13.5%	10.0%	10.2%	9.5%	9.2%
High School (9-12)	67	66	63	68	79	24.5%	26.5%	25.7%	28.0%	29.0%
Business	3	2	1	2	2	4.5%	3.0%	1.6%	2.9%	2.5%
Language Arts	11	12	12	8	8	16.4%	18.2%	19.0%	11.8%	10.1%
Social Studies	8	8	6	7	8	11.9%	12.1%	9.5%	10.3%	10.1%
Foreign Language	3	3	3	1	1	4.5%	4.5%	4.8%	1.5%	1.3%
Mathematics	8	7	7	9	10	11.9%	10.6%	11.1%	13.2%	12.7%
Science	8	8	6	7	8	11.9%	12.1%	9.5%	10.3%	10.1%
Vocational Education	15	13	12	15	17	22.4%	19.7%	19.0%	22.1%	21.5%
Other High School	11	13	16	19	25	16.4%	19.7%	25.4%	27.9%	31.6%
Total Enrollments	4,949	4,871	4,849	4,891	4,229	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	407	401	400	390	365	8.2%	8.2%	8.2%	8.0%	8.6%
Grades 1-4	1,499	1,515	1,415	1,432	1,342	30.3%	31.1%	29.2%	29.3%	31.7%
Grades 5-6	736	724	756	775	649	14.9%	14.9%	15.6%	15.8%	15.3%
Grades 7-8	857	771	754	775	687	17.3%	15.8%	15.5%	15.8%	16.2%
Grades 9-12	1,434	1,417	1,479	1,474	1,136	29.0%	29.1%	30.5%	30.1%	26.9%
Ungraded	16	43	45	45	50	0.3%	0.9%	0.9%	0.9%	1.2%









District Report for: MARION COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	15	10	9	10	11	4.9%	3.5%	3.3%	3.6%	3.6%
White - Females	4	3	4	5	6	26.7%	30.0%	44.4%	50.0%	54.5%
White - Males	10	7	5	5	5	66.7%	70.0%	55.6%	50.0%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	0	0	0	0	6.7%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	33	30	31	37	10.0%	11.7%	10.9%	11.2%	12.1%
White - Females	24	28	24	25	30	77.4%	84.8%	80.0%	80.6%	81.1%
White - Males	4	3	4	4	5	12.9%	9.1%	13.3%	12.9%	13.5%
Black - Females	3	2	2	2	2	9.7%	6.1%	6.7%	6.5%	5.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	263	240	237	236	259	85.1%	84.8%	85.9%	85.2%	84.4%
White - Females	199	181	182	182	197	75.7%	75.4%	76.8%	77.1%	76.1%
White - Males	56	51	46	45	53	21.3%	21.3%	19.4%	19.1%	20.5%
Black - Females	5	5	6	6	6	1.9%	2.1%	2.5%	2.5%	2.3%
Black - Males	3	3	3	3	3	1.1%	1.3%	1.3%	1.3%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	1	1	14	28	1.5%	0.4%	0.4%	5.8%	10.3%
25-29	34	28	24	31	27	13.1%	11.7%	10.4%	12.8%	9.9%
30-34	23	19	25	21	27	8.9%	7.9%	10.8%	8.6%	9.9%
35-39	33	31	21	18	21	12.7%	13.0%	9.1%	7.4%	7.7%
40-45	65	56	54	48	39	25.1%	23.4%	23.4%	19.8%	14.3%
45-49	48	39	43	46	52	18.5%	16.3%	18.6%	18.9%	19.1%
50-54	24	35	36	37	39	9.3%	14.6%	15.6%	15.2%	14.3%
55+	28	30	27	28	39	10.8%	12.6%	11.7%	11.5%	14.3%
Average Age	42.0	43.4	43.5	41.3	40.0					

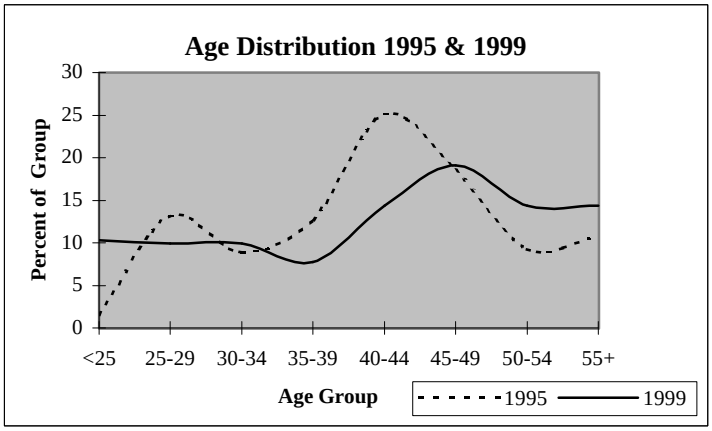
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	67	52	44	41	48	24.5%	20.9%	18.0%	16.9%	17.6%
4-7 Years	33	28	35	37	46	12.0%	11.2%	14.3%	15.2%	16.9%
8-11 Years	18	20	25	23	26	6.6%	8.0%	10.2%	9.5%	9.6%
12-15 Years	32	23	17	17	18	11.7%	9.2%	6.9%	7.0%	6.6%
16-19 Years	46	43	37	38	29	16.8%	17.3%	15.1%	15.6%	10.7%
20+ Years	78	83	87	87	105	28.5%	33.3%	35.5%	35.8%	38.6%
Average Experience	13.3	14.5	14.6	14.9	14.9					

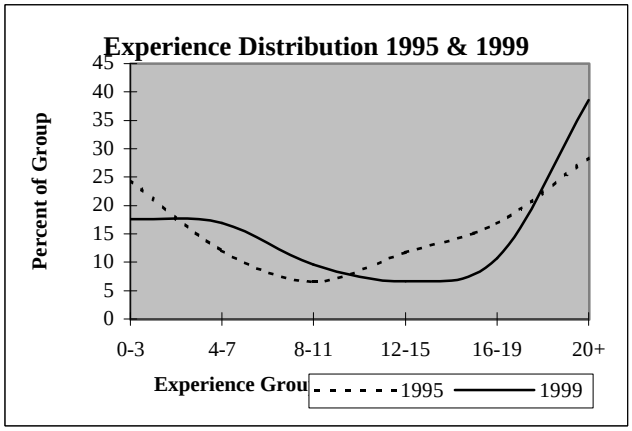
District Report for: MARION COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	44	30	25	3	-	13.8%	10.2%	8.8%	1.1%	-
Attrition from Transfers	12	4	4	0	-	3.8%	1.4%	1.4%	0.0%	-
Attrition from Exits	32	26	21	3	-	10.0%	8.9%	7.4%	1.1%	-
Teacher Attrition	41	21	22	3	-	15.0%	8.4%	9.0%	1.2%	-
Attrition from Transfers	12	3	4	0	-	4.4%	1.2%	1.6%	0.0%	-
Attrition from Exits	29	18	18	3	-	10.6%	7.2%	7.3%	1.2%	-
District Retention										
Educator Retention	276	263	260	282	-	86.3%	89.8%	91.2%	98.9%	-
Teacher Retention	233	228	223	240	-	85.0%	91.6%	91.0%	98.8%	-

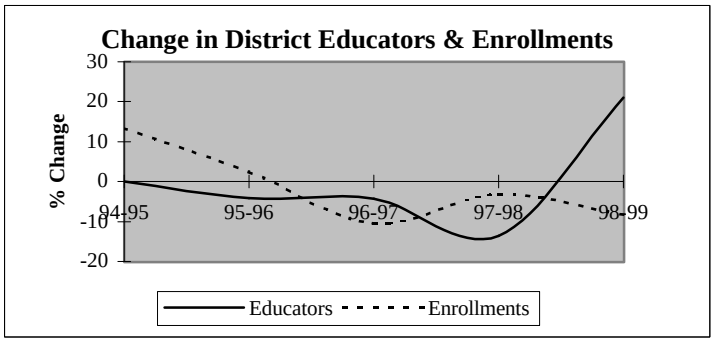
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.4%	2.9%	21.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.8%	5.9%	10.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.6%	1.5%	14.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	85.2%	4.9%	9.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.8%	3.8%	9.4%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	82.6%	4.3%	13.0%	89.7%	2.1%	91.8%	8.2%

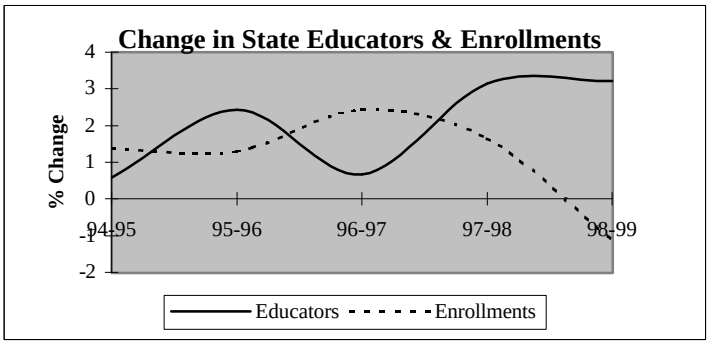
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.8%	12.6%	18.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	7.4%	11.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.1%	3.8%	4.9%	4.2%	6.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.1%	94.5%	92.3%	93.0%	86.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.0%	0.4%	0.4%	2.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	1.7%	2.5%	2.5%	4.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: RICHARD CITY





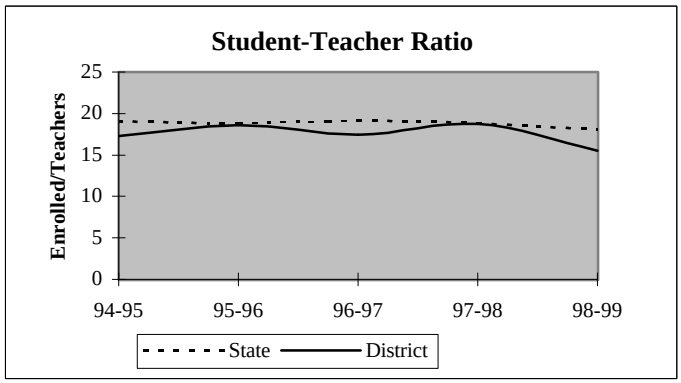
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	17.0	15.9	17.8	13.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	18.6	17.5	18.8	15.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	0	-1	-1	-3	4	-	-	-	-	-
% Change in Educators	0.0%	-4.2%	-4.3%	-13.6%	21.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	45	9	-41	-11	-28	-	-	-	-	-
% Change in Enrollment	13.4%	2.4%	-10.5%	-3.2%	-8.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	4.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	8.3%	8.7%	9.1%	5.3%	8.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	0.0%	0.0%	0.0%	0.0%	4.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.2%	4.5%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	37.1	38.8	38.8	34.1	31.8	42.7	43.1	43.3	37.1	36.4
Average Experience	8.1	9.2	8.7	6.6	7.1	13.9	13.9	13.8	13.7	13.7
Average Salary	27,343	28,389	29,431	28,155	30,210	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.5%	5.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	86.4%	85.7%	90.0%	88.9%	90.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	4.5%	4.8%	5.0%	5.6%	5.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.6%	na	0.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.3%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

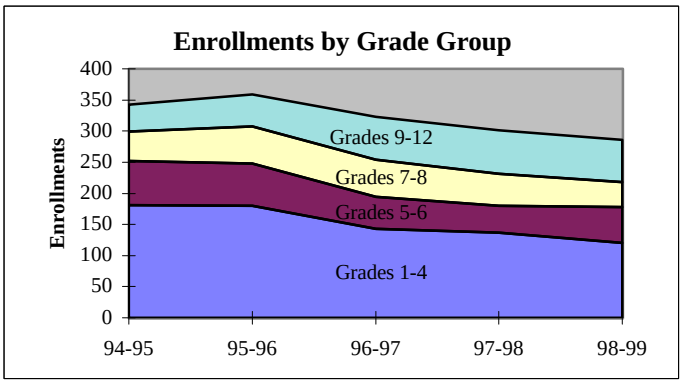
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	24	23	22	19	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	16	20	17	13	19	66.7%	87.0%	77.3%	68.4%	82.6%
Newly Hired	8	3	5	6	4	33.3%	13.0%	22.7%	31.6%	17.4%
Transfers In	1	2	0	0	0	12.5%	66.7%	0.0%	0.0%	0.0%
Reentrants	3	0	1	1	1	37.5%	0.0%	20.0%	16.7%	25.0%
First Time Educators	4	1	4	5	3	50.0%	33.3%	80.0%	83.3%	75.0%
Total Exiting Next Year	4	6	9	0	-	16.7%	26.1%	40.9%	0.0%	-
Transfers Out	3	1	2	0	-	75.0%	16.7%	22.2%	0.0%	-
Leave Tennessee Educ.	1	5	7	0	-	25.0%	83.3%	77.8%	0.0%	-

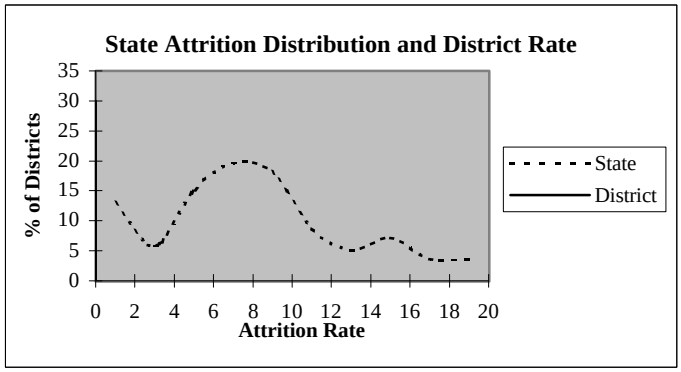
Dynamics Rates	District Rates				
District Attrition	16.7%	26.1%	40.9%	0.0%	-
Transfers In/Out	0.33	2.00	0.00	nc	-

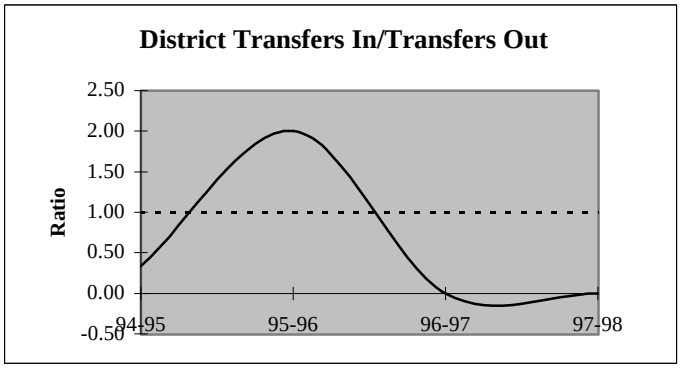
District Report for: RICHARD CITY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	24	23	22	19	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	1	2	8.3%	8.7%	9.1%	5.3%	8.7%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.3%
Total Teachers	22	21	20	18	20	91.7%	91.3%	90.9%	94.7%	87.0%
Special Education	1	1	1	1	1	4.5%	4.8%	5.0%	5.6%	5.0%
Pre-K & Kindergarten	2	2	1	2	2	9.1%	9.5%	5.0%	11.1%	10.0%
Elementary (1-4)	11	9	8	5	8	50.0%	42.9%	40.0%	27.8%	40.0%
Middle School (5-6)	2	2	3	3	2	9.1%	9.5%	15.0%	16.7%	10.0%
Jr. High (7-8)	3	2	3	4	3	13.6%	9.5%	15.0%	22.2%	15.0%
High School (9-12)	3	5	4	3	4	13.6%	23.8%	20.0%	16.7%	20.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	25.0%
Social Studies	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	1	0	0	0	0.0%	20.0%	0.0%	0.0%	0.0%
Mathematics	1	0	0	0	1	33.3%	0.0%	0.0%	0.0%	25.0%
Science	0	1	0	1	1	0.0%	20.0%	0.0%	33.3%	25.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	1	3	4	1	1	33.3%	60.0%	100.0%	33.3%	25.0%
Total Enrollments	381	390	349	338	310	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	39	29	25	37	24	10.2%	7.4%	7.2%	10.9%	7.7%
Grades 1-4	181	180	143	137	120	47.5%	46.2%	41.0%	40.5%	38.7%
Grades 5-6	71	68	51	43	58	18.6%	17.4%	14.6%	12.7%	18.7%
Grades 7-8	47	59	60	51	40	12.3%	15.1%	17.2%	15.1%	12.9%
Grades 9-12	43	52	69	70	68	11.3%	13.3%	19.8%	20.7%	21.9%
Ungraded	0	2	1	0	0	0.0%	0.5%	0.3%	0.0%	0.0%









District Report for: RICHARD CITY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	2	1	2	8.3%	9.1%	9.5%	5.3%	9.1%
White - Females	2	2	2	1	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	22	20	19	18	19	91.7%	90.9%	90.5%	94.7%	86.4%
White - Females	18	17	17	16	17	81.8%	85.0%	89.5%	88.9%	89.5%
White - Males	3	2	2	2	2	13.6%	10.0%	10.5%	11.1%	10.5%
Black - Females	1	1	0	0	0	4.5%	5.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	0	3	5	5.3%	0.0%	0.0%	16.7%	25.0%
25-29	2	3	3	4	3	10.5%	16.7%	18.8%	22.2%	15.0%
30-34	4	2	3	2	2	21.1%	11.1%	18.8%	11.1%	10.0%
35-39	7	8	4	3	2	36.8%	44.4%	25.0%	16.7%	10.0%
40-45	0	0	1	2	4	0.0%	0.0%	6.3%	11.1%	20.0%
45-49	3	2	3	2	2	15.8%	11.1%	18.8%	11.1%	10.0%
50-54	1	1	0	1	1	5.3%	5.6%	0.0%	5.6%	5.0%
55+	1	2	2	1	1	5.3%	11.1%	12.5%	5.6%	5.0%
Average Age	37.1	38.8	38.8	34.1	31.8					

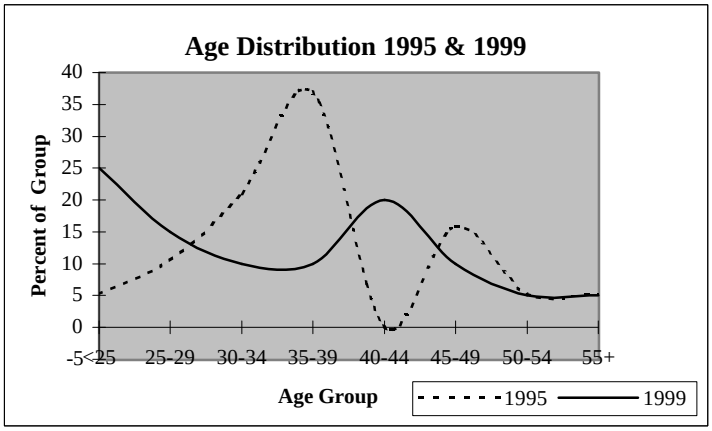
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	9	7	6	8	8	40.9%	33.3%	30.0%	44.4%	40.0%
4-7 Years	5	4	6	3	5	22.7%	19.0%	30.0%	16.7%	25.0%
8-11 Years	2	4	2	3	2	9.1%	19.0%	10.0%	16.7%	10.0%
12-15 Years	2	1	1	1	1	9.1%	4.8%	5.0%	5.6%	5.0%
16-19 Years	1	3	4	2	2	4.5%	14.3%	20.0%	11.1%	10.0%
20+ Years	3	2	1	1	2	13.6%	9.5%	5.0%	5.6%	10.0%
Average Experience	8.1	9.2	8.7	6.6	7.1					

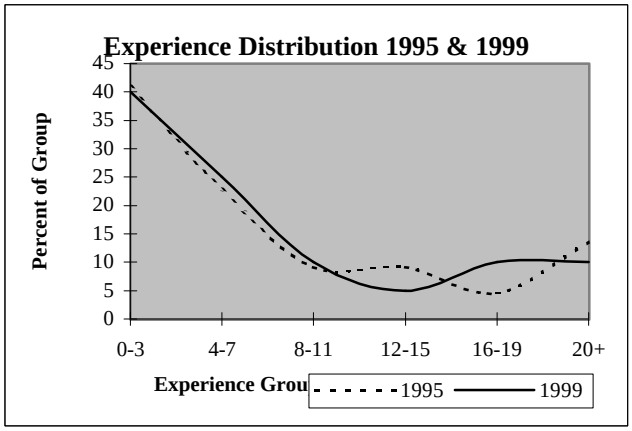
District Report for: RICHARD CITY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	6	9	0	-	16.7%	26.1%	40.9%	0.0%	-
Attrition from Transfers	3	1	2	0	-	12.5%	4.3%	9.1%	0.0%	-
Attrition from Exits	1	5	7	0	-	4.2%	21.7%	31.8%	0.0%	-
Teacher Attrition	4	6	8	0	-	18.2%	28.6%	40.0%	0.0%	-
Attrition from Transfers	3	1	1	0	-	13.6%	4.8%	5.0%	0.0%	-
Attrition from Exits	1	5	7	0	-	4.5%	23.8%	35.0%	0.0%	-
District Retention										
Educator Retention	20	17	13	19	-	83.3%	73.9%	59.1%	100.0%	-
Teacher Retention	18	15	12	18	-	81.8%	71.4%	60.0%	100.0%	-

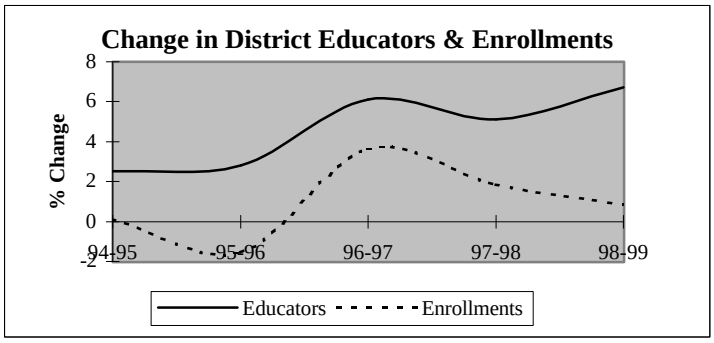
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	60.0%	6.7%	33.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	77.8%	0.0%	22.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	50.0%	33.3%	16.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	85.7%	0.0%	14.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	60.0%	10.0%	30.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

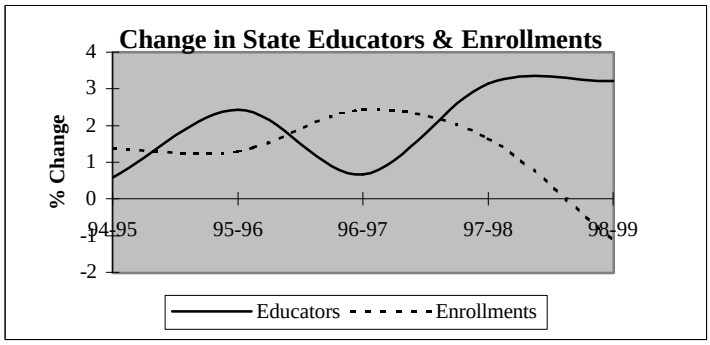
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.5%	22.6%	32.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	16.1%	21.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	25.0%	8.7%	18.2%	26.3%	13.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	58.3%	91.3%	77.3%	68.4%	82.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	4.2%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	12.5%	0.0%	4.5%	5.3%	4.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MARSHALL COUNTY





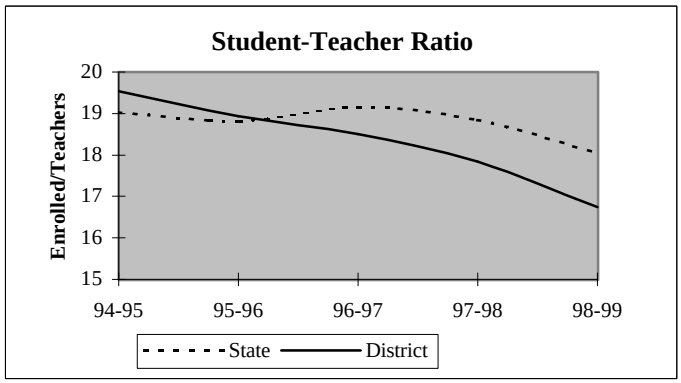
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	16.1	15.7	15.2	14.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.5	18.9	18.5	17.8	16.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	8	18	16	22	-	-	-	-	-
% Change in Educators	2.5%	2.8%	6.1%	5.1%	6.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	6	-74	172	91	42	-	-	-	-	-
% Change in Enrollment	0.1%	-1.5%	3.6%	1.9%	0.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.7%	0.7%	1.0%	0.6%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.9%	4.4%	4.8%	4.3%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.1%	10.5%	10.3%	10.4%	9.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	5.3%	4.6%	5.3%	3.8%	5.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	13.3%	7.1%	6.7%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	35.7%	38.5%	40.0%	35.7%	40.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.8	41.2	41.1	36.1	35.0	42.7	43.1	43.3	37.1	36.4
Average Experience	12.8	12.6	12.2	12.7	12.5	13.9	13.9	13.8	13.7	13.7
Average Salary	29,877	30,104	31,085	32,098	33,265	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.0%	4.1%	4.3%	3.0%	4.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.7%	78.4%	77.4%	78.6%	79.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.8%	10.0%	10.2%	11.4%	11.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	10.5%	na	10.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

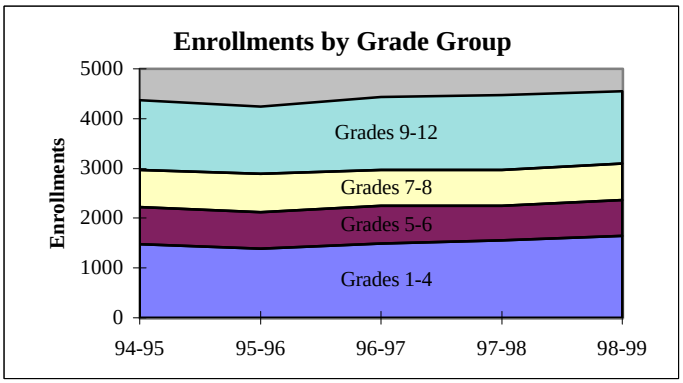
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	286	294	312	328	350	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	250	266	267	288	309	87.4%	90.5%	85.6%	87.8%	88.3%
Newly Hired	36	28	45	40	41	12.6%	9.5%	14.4%	12.2%	11.7%
Transfers In	6	1	3	7	4	16.7%	3.6%	6.7%	17.5%	9.8%
Reentrants	15	8	9	16	15	41.7%	28.6%	20.0%	40.0%	36.6%
First Time Educators	15	19	33	17	22	41.7%	67.9%	73.3%	42.5%	53.7%
Total Exiting Next Year	20	27	24	19	-	7.0%	9.2%	7.7%	5.8%	-
Transfers Out	7	9	9	9	-	35.0%	33.3%	37.5%	47.4%	-
Leave Tennessee Educ.	13	18	15	10	-	65.0%	66.7%	62.5%	52.6%	-

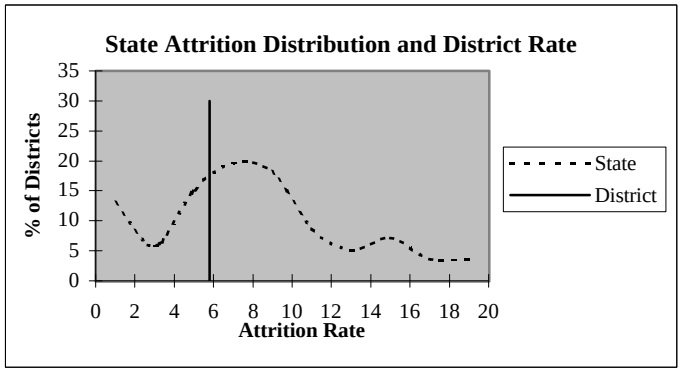
Dynamics Rates	District Rates				
District Attrition	7.0%	9.2%	7.7%	5.8%	-
Transfers In/Out	0.86	0.11	0.33	0.78	-

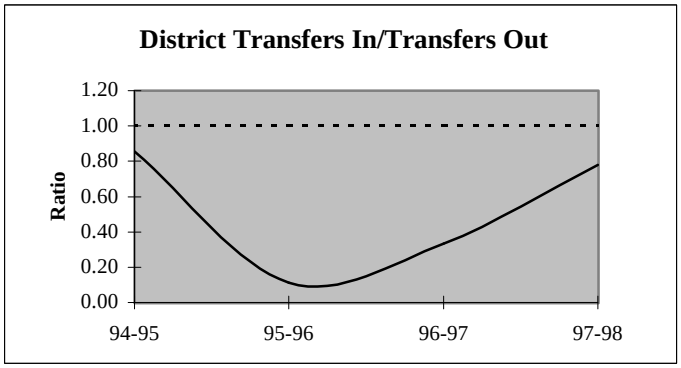
District Report for: MARSHALL COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	286	294	312	328	350	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	13	15	14	15	4.9%	4.4%	4.8%	4.3%	4.3%
Professional Staff	26	31	32	34	34	9.1%	10.5%	10.3%	10.4%	9.7%
Total Teachers	246	250	265	280	301	86.0%	85.0%	84.9%	85.4%	86.0%
Special Education	24	25	27	32	33	9.8%	10.0%	10.2%	11.4%	11.0%
Pre-K & Kindergarten	16	18	16	20	22	6.5%	7.2%	6.0%	7.1%	7.3%
Elementary (1-4)	82	83	91	94	103	33.3%	33.2%	34.3%	33.6%	34.2%
Middle School (5-6)	29	31	33	30	30	11.8%	12.4%	12.5%	10.7%	10.0%
Jr. High (7-8)	25	26	28	28	30	10.2%	10.4%	10.6%	10.0%	10.0%
High School (9-12)	70	67	70	76	83	28.5%	26.8%	26.4%	27.1%	27.6%
Business	3	3	3	4	5	4.3%	4.5%	4.3%	5.3%	6.0%
Language Arts	7	9	11	8	10	10.0%	13.4%	15.7%	10.5%	12.0%
Social Studies	8	6	9	8	8	11.4%	9.0%	12.9%	10.5%	9.6%
Foreign Language	4	2	2	3	4	5.7%	3.0%	2.9%	3.9%	4.8%
Mathematics	9	9	9	11	11	12.9%	13.4%	12.9%	14.5%	13.3%
Science	6	6	4	7	7	8.6%	9.0%	5.7%	9.2%	8.4%
Vocational Education	15	17	16	17	18	21.4%	25.4%	22.9%	22.4%	21.7%
Other High School	18	15	16	18	20	25.7%	22.4%	22.9%	23.7%	24.1%
Total Enrollments	4,807	4,733	4,905	4,996	5,038	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	361	416	389	424	378	7.5%	8.8%	7.9%	8.5%	7.5%
Grades 1-4	1,482	1,392	1,497	1,552	1,641	30.8%	29.4%	30.5%	31.1%	32.6%
Grades 5-6	744	734	749	702	722	15.5%	15.5%	15.3%	14.1%	14.3%
Grades 7-8	738	766	721	712	733	15.4%	16.2%	14.7%	14.3%	14.5%
Grades 9-12	1,408	1,350	1,462	1,512	1,460	29.3%	28.5%	29.8%	30.3%	29.0%
Ungraded	74	75	87	94	104	1.5%	1.6%	1.8%	1.9%	2.1%









District Report for: MARSHALL COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	14	13	15	14	15	5.0%	4.6%	5.0%	4.4%	4.4%
White - Females	5	5	4	4	5	35.7%	38.5%	26.7%	28.6%	33.3%
White - Males	9	8	9	9	9	64.3%	61.5%	60.0%	64.3%	60.0%
Black - Females	0	0	2	1	1	0.0%	0.0%	13.3%	7.1%	6.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	30	32	34	33	9.2%	10.5%	10.6%	10.7%	9.8%
White - Females	21	24	27	28	27	80.8%	80.0%	84.4%	82.4%	81.8%
White - Males	2	3	2	3	3	7.7%	10.0%	6.3%	8.8%	9.1%
Black - Females	2	2	2	2	2	7.7%	6.7%	6.3%	5.9%	6.1%
Black - Males	1	1	1	1	1	3.8%	3.3%	3.1%	2.9%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	242	242	255	270	290	85.8%	84.9%	84.4%	84.9%	85.8%
White - Females	183	185	192	210	222	75.6%	76.4%	75.3%	77.8%	76.6%
White - Males	47	47	52	52	54	19.4%	19.4%	20.4%	19.3%	18.6%
Black - Females	9	6	7	6	12	3.7%	2.5%	2.7%	2.2%	4.1%
Black - Males	2	3	3	2	2	0.8%	1.2%	1.2%	0.7%	0.7%
Other - Females	1	1	1	0	0	0.4%	0.4%	0.4%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	6	12	45	59	2.1%	2.6%	5.1%	16.1%	19.6%
25-29	44	44	40	40	39	18.7%	19.1%	17.1%	14.3%	13.0%
30-34	21	22	28	32	36	8.9%	9.6%	12.0%	11.4%	12.0%
35-39	23	14	12	17	17	9.8%	6.1%	5.1%	6.1%	5.6%
40-45	49	41	35	29	25	20.9%	17.8%	15.0%	10.4%	8.3%
45-49	49	54	54	57	53	20.9%	23.5%	23.1%	20.4%	17.6%
50-54	27	29	32	32	39	11.5%	12.6%	13.7%	11.4%	13.0%
55+	17	20	21	28	33	7.2%	8.7%	9.0%	10.0%	11.0%
Average Age	40.8	41.2	41.1	36.1	35.0					

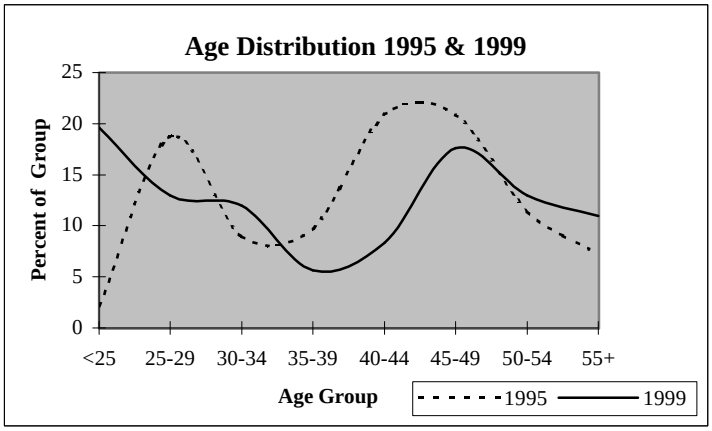
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	54	58	74	67	78	22.0%	23.2%	27.9%	23.9%	25.9%
4-7 Years	36	40	40	47	49	14.6%	16.0%	15.1%	16.8%	16.3%
8-11 Years	26	28	25	30	36	10.6%	11.2%	9.4%	10.7%	12.0%
12-15 Years	22	18	16	23	23	8.9%	7.2%	6.0%	8.2%	7.6%
16-19 Years	39	33	31	27	21	15.9%	13.2%	11.7%	9.6%	7.0%
20+ Years	69	73	79	86	94	28.0%	29.2%	29.8%	30.7%	31.2%
Average Experience	12.8	12.6	12.2	12.7	12.5					

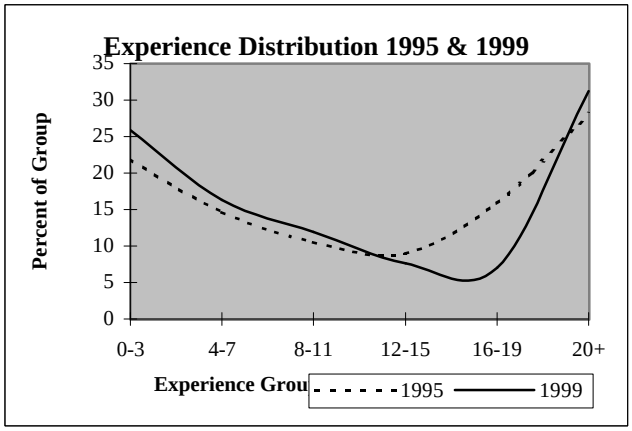
District Report for: MARSHALL COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	20	27	24	19	-	7.0%	9.2%	7.7%	5.8%	-
Attrition from Transfers	7	9	9	9	-	2.4%	3.1%	2.9%	2.7%	-
Attrition from Exits	13	18	15	10	-	4.5%	6.1%	4.8%	3.0%	-
Teacher Attrition	19	23	23	18	-	7.7%	9.2%	8.7%	6.4%	-
Attrition from Transfers	7	8	8	9	-	2.8%	3.2%	3.0%	3.2%	-
Attrition from Exits	12	15	15	9	-	4.9%	6.0%	5.7%	3.2%	-
District Retention										
Educator Retention	266	267	288	309	-	93.0%	90.8%	92.3%	94.2%	-
Teacher Retention	227	227	242	262	-	92.3%	90.8%	91.3%	93.6%	-

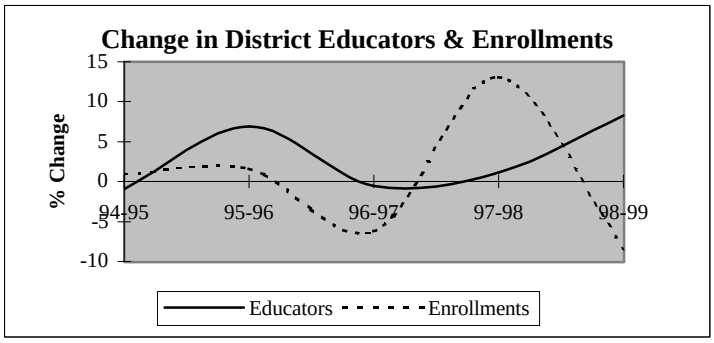
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.7%	14.6%	8.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.0%	6.2%	9.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.2%	3.3%	6.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	82.5%	7.9%	9.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.9%	0.0%	5.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.4%	5.8%	3.8%	89.7%	2.1%	91.8%	8.2%

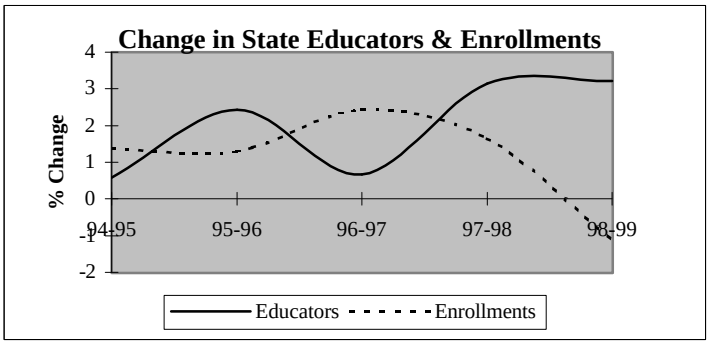
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	14.0%	16.1%	18.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	10.4%	11.9%	13.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.9%	6.8%	11.9%	6.1%	7.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.5%	89.1%	86.5%	89.3%	87.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.7%	2.0%	0.3%	0.6%	2.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.9%	2.0%	1.3%	4.0%	2.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MAURY COUNTY





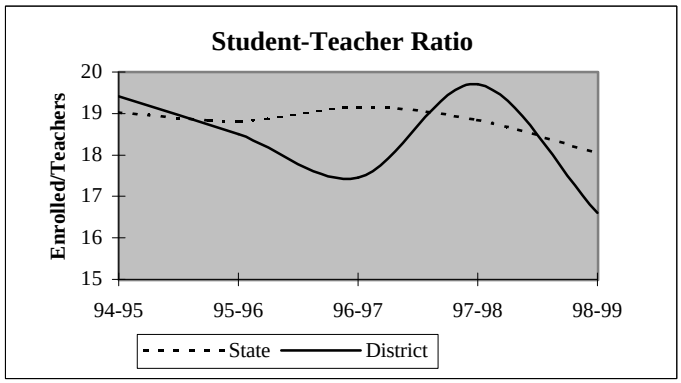
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	16.0	15.0	16.8	14.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.4	18.5	17.5	19.7	16.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	-7	50	-4	9	64	-	-	-	-	-
% Change in Educators	-1.0%	6.9%	-0.5%	1.2%	8.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	106	197	-771	1,504	-1,090	-	-	-	-	-
% Change in Enrollment	0.9%	1.6%	-6.3%	13.1%	-8.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.4%	1.2%	1.4%	1.0%	0.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.2%	3.8%	4.0%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.2%	9.6%	10.1%	10.7%	10.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.9%	8.6%	8.1%	7.4%	7.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	12.9%	9.4%	13.8%	16.1%	15.2%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	35.5%	34.4%	37.9%	48.4%	51.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.7	42.5	42.5	37.8	37.2	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	12.9	12.8	13.0	13.0	13.9	13.9	13.8	13.7	13.7
Average Salary	32,655	32,635	33,854	33,898	35,096	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.8%	8.6%	8.2%	7.2%	7.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.7%	75.8%	76.5%	76.9%	75.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.7%	11.7%	12.0%	11.0%	12.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	24.1%	na	23.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

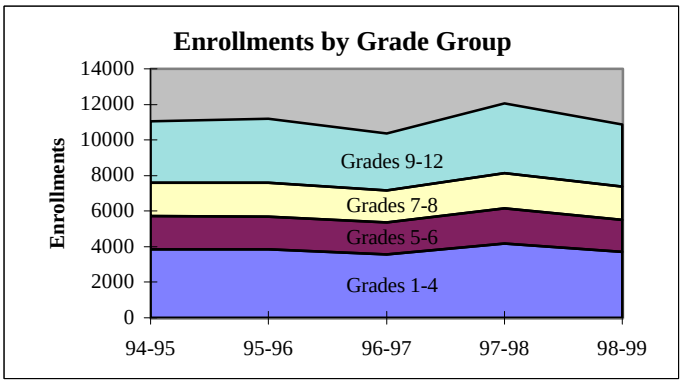
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	720	770	766	775	839	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	652	662	687	681	740	90.6%	86.0%	89.7%	87.9%	88.2%
Newly Hired	68	108	79	94	99	9.4%	14.0%	10.3%	12.1%	11.8%
Transfers In	7	20	8	21	15	10.3%	18.5%	10.1%	22.3%	15.2%
Reentrants	26	38	33	33	36	38.2%	35.2%	41.8%	35.1%	36.4%
First Time Educators	35	50	38	40	48	51.5%	46.3%	48.1%	42.6%	48.5%
Total Exiting Next Year	58	83	85	35	-	8.1%	10.8%	11.1%	4.5%	-
Transfers Out	14	13	18	6	-	24.1%	15.7%	21.2%	17.1%	-
Leave Tennessee Educ.	44	70	67	29	-	75.9%	84.3%	78.8%	82.9%	-

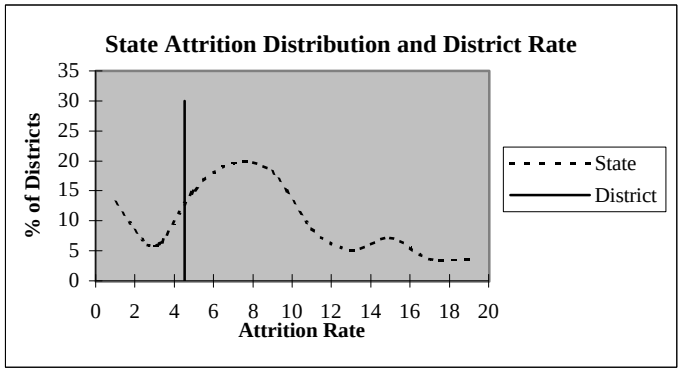
Dynamics Rates	District Rates				
District Attrition	8.1%	10.8%	11.1%	4.5%	-
Transfers In/Out	0.50	1.54	0.44	3.50	-

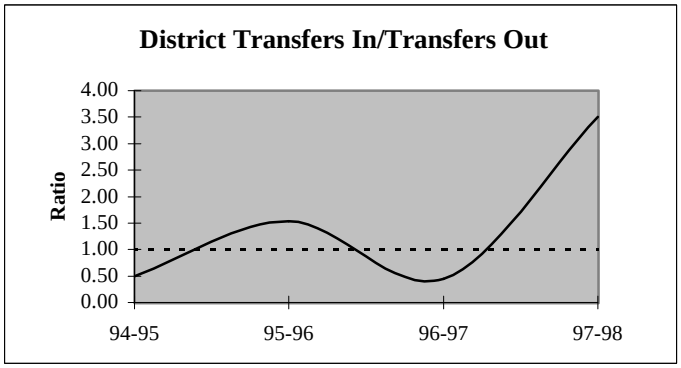
District Report for: MAURY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	720	770	766	775	839	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	31	32	29	31	33	4.3%	4.2%	3.8%	4.0%	3.9%
Professional Staff	66	74	77	83	87	9.2%	9.6%	10.1%	10.7%	10.4%
Total Teachers	623	664	660	661	719	86.5%	86.2%	86.2%	85.3%	85.7%
Special Education	73	78	79	73	86	11.7%	11.7%	12.0%	11.0%	12.0%
Pre-K & Kindergarten	39	45	43	45	47	6.3%	6.8%	6.5%	6.8%	6.5%
Elementary (1-4)	192	197	206	206	225	30.8%	29.7%	31.2%	31.2%	31.3%
Middle School (5-6)	71	74	77	80	84	11.4%	11.1%	11.7%	12.1%	11.7%
Jr. High (7-8)	58	57	58	64	72	9.3%	8.6%	8.8%	9.7%	10.0%
High School (9-12)	190	213	197	193	205	30.5%	32.1%	29.8%	29.2%	28.5%
Business	10	12	12	6	7	5.3%	5.6%	6.1%	3.1%	3.4%
Language Arts	27	30	25	26	25	14.2%	14.1%	12.7%	13.5%	12.2%
Social Studies	16	22	19	20	23	8.4%	10.3%	9.6%	10.4%	11.2%
Foreign Language	8	8	8	7	8	4.2%	3.8%	4.1%	3.6%	3.9%
Mathematics	15	20	22	25	26	7.9%	9.4%	11.2%	13.0%	12.7%
Science	18	20	20	19	21	9.5%	9.4%	10.2%	9.8%	10.2%
Vocational Education	29	32	31	37	36	15.3%	15.0%	15.7%	19.2%	17.6%
Other High School	67	69	60	53	59	35.3%	32.4%	30.5%	27.5%	28.8%
Total Enrollments	12,094	12,291	11,520	13,024	11,934	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	923	993	1,018	977	911	7.6%	8.1%	8.8%	7.5%	7.6%
Grades 1-4	3,836	3,857	3,565	4,159	3,707	31.7%	31.4%	30.9%	31.9%	31.1%
Grades 5-6	1,872	1,823	1,801	2,006	1,809	15.5%	14.8%	15.6%	15.4%	15.2%
Grades 7-8	1,901	1,906	1,794	1,976	1,856	15.7%	15.5%	15.6%	15.2%	15.6%
Grades 9-12	3,440	3,591	3,208	3,906	3,509	28.4%	29.2%	27.8%	30.0%	29.4%
Ungraded	122	121	134	0	142	1.0%	1.0%	1.2%	0.0%	1.2%









District Report for: MAURY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	31	32	29	31	33	4.4%	4.3%	3.9%	4.2%	4.1%
White - Females	8	8	7	10	12	25.8%	25.0%	24.1%	32.3%	36.4%
White - Males	19	21	18	16	16	61.3%	65.6%	62.1%	51.6%	48.5%
Black - Females	3	3	4	5	5	9.7%	9.4%	13.8%	16.1%	15.2%
Black - Males	1	0	0	0	0	3.2%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	66	73	74	79	83	9.4%	9.8%	10.0%	10.6%	10.3%
White - Females	52	58	59	66	71	78.8%	79.5%	79.7%	83.5%	85.5%
White - Males	9	9	11	9	9	13.6%	12.3%	14.9%	11.4%	10.8%
Black - Females	5	6	4	4	3	7.6%	8.2%	5.4%	5.1%	3.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	603	638	636	635	687	86.1%	85.9%	86.1%	85.2%	85.6%
White - Females	422	444	449	455	489	70.0%	69.6%	70.6%	71.7%	71.2%
White - Males	128	139	135	134	148	21.2%	21.8%	21.2%	21.1%	21.5%
Black - Females	41	42	40	37	39	6.8%	6.6%	6.3%	5.8%	5.7%
Black - Males	11	12	11	8	10	1.8%	1.9%	1.7%	1.3%	1.5%
Other - Females	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	9	8	93	107	0.9%	1.5%	1.3%	14.1%	14.9%
25-29	66	76	69	56	65	11.3%	12.6%	11.6%	8.5%	9.0%
30-34	56	66	85	83	84	9.6%	10.9%	14.3%	12.6%	11.7%
35-39	77	67	54	52	63	13.2%	11.1%	9.1%	7.9%	8.8%
40-45	117	104	100	98	96	20.0%	17.2%	16.9%	14.8%	13.4%
45-49	123	128	112	109	111	21.0%	21.2%	18.9%	16.5%	15.4%
50-54	78	82	100	103	115	13.3%	13.6%	16.9%	15.6%	16.0%
55+	63	71	65	67	78	10.8%	11.8%	11.0%	10.1%	10.8%
Average Age	42.7	42.5	42.5	37.8	37.2					

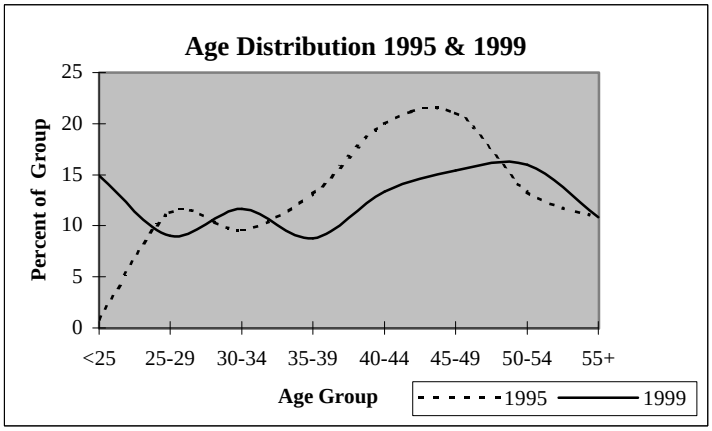
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	121	140	134	133	155	19.4%	21.1%	20.3%	20.1%	21.6%
4-7 Years	93	103	116	109	113	14.9%	15.5%	17.6%	16.5%	15.7%
8-11 Years	80	90	84	87	99	12.8%	13.6%	12.7%	13.2%	13.8%
12-15 Years	67	68	68	77	77	10.8%	10.2%	10.3%	11.6%	10.7%
16-19 Years	92	79	69	68	66	14.8%	11.9%	10.5%	10.3%	9.2%
20+ Years	170	184	189	187	209	27.3%	27.7%	28.6%	28.3%	29.1%
Average Experience	13.2	12.9	12.8	13.0	13.0					

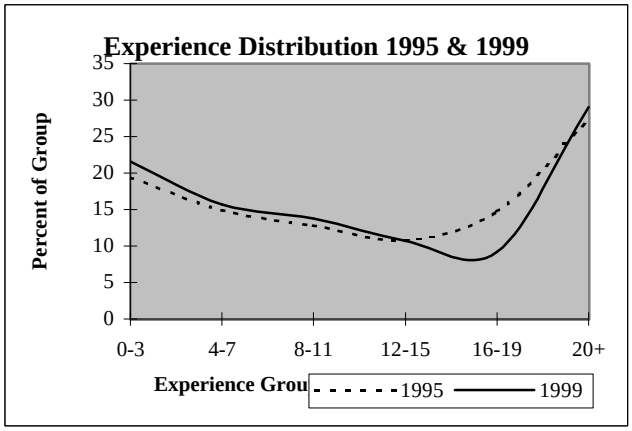
District Report for: MAURY COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	58	83	85	35	-	8.1%	10.8%	11.1%	4.5%	-
Attrition from Transfers	14	13	18	6	-	1.9%	1.7%	2.3%	0.8%	-
Attrition from Exits	44	70	67	29	-	6.1%	9.1%	8.7%	3.7%	-
Teacher Attrition	50	75	77	31	-	8.0%	11.3%	11.7%	4.7%	-
Attrition from Transfers	13	11	16	5	-	2.1%	1.7%	2.4%	0.8%	-
Attrition from Exits	37	64	61	26	-	5.9%	9.6%	9.2%	3.9%	-
District Retention										
Educator Retention	662	687	681	740	-	91.9%	89.2%	88.9%	95.5%	-
Teacher Retention	573	589	583	630	-	92.0%	88.7%	88.3%	95.3%	-

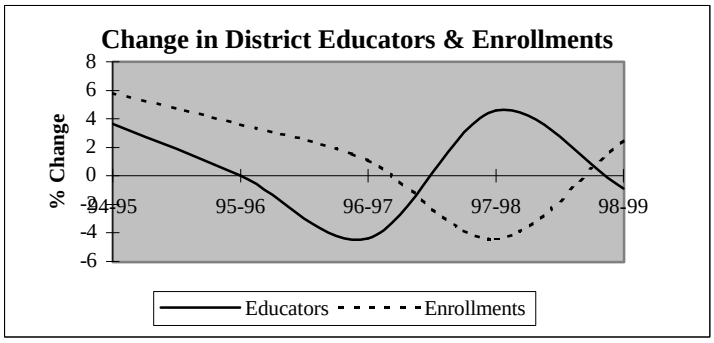
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.9%	6.6%	17.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.6%	5.2%	12.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.2%	4.1%	13.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.5%	2.2%	4.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	83.6%	3.6%	12.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.0%	2.2%	6.7%	89.7%	2.1%	91.8%	8.2%

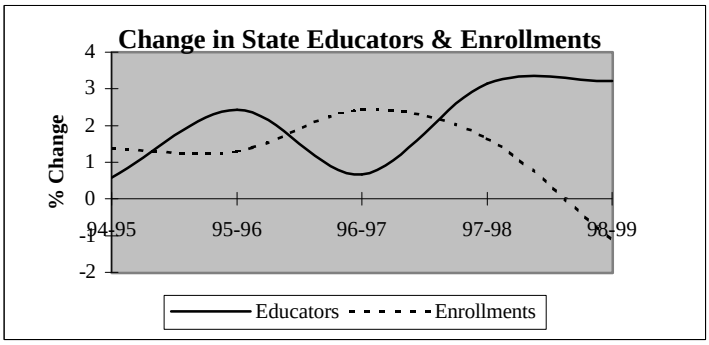
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.4%	13.9%	16.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.1%	8.3%	11.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.8%	7.7%	7.2%	7.4%	8.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.5%	88.3%	88.9%	88.8%	88.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.1%	0.6%	0.7%	0.3%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	3.4%	3.3%	3.6%	3.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MEIGS COUNTY





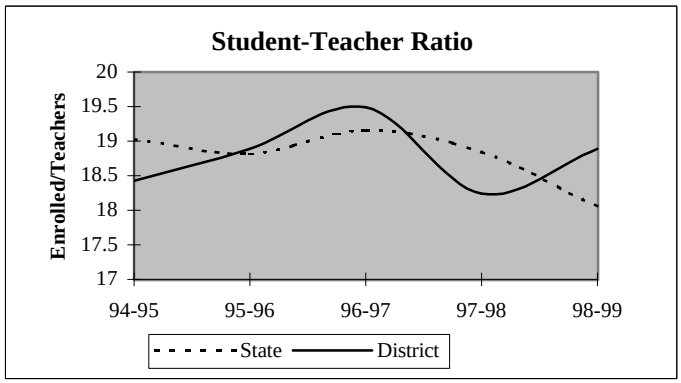
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.7	16.2	17.2	15.7	16.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.4	18.9	19.5	18.2	18.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	0	-5	5	-1	-	-	-	-	-
% Change in Educators	3.6%	0.0%	-4.4%	4.6%	-0.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	98	64	20	-83	44	-	-	-	-	-
% Change in Enrollment	5.8%	3.6%	1.1%	-4.4%	2.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.1%	6.1%	6.4%	5.3%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.8%	7.9%	5.5%	8.8%	8.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	42.9%	42.9%	42.9%	16.7%	16.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.3	41.4	42.3	37.0	36.2	42.7	43.1	43.3	37.1	36.4
Average Experience	12.3	12.9	13.6	13.7	13.9	13.9	13.9	13.8	13.7	13.7
Average Salary	29,523	29,775	31,020	31,215	32,767	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.3%	78.6%	78.1%	78.6%	77.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.4%	11.2%	10.4%	10.2%	10.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.8%	na	1.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.7%	na	0.9%	-	1.7%	1.7%	1.6%	1.8%

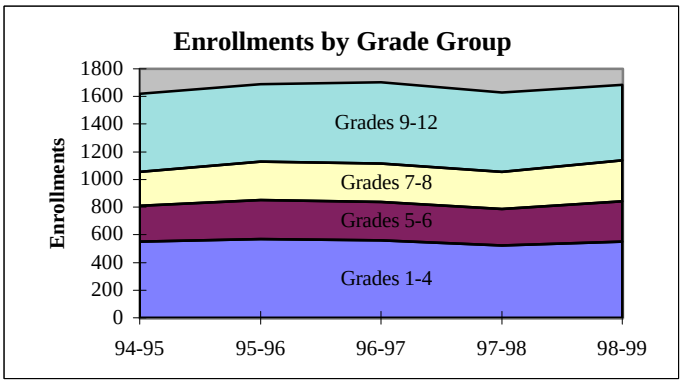
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	114	114	109	114	113	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	99	111	107	102	107	86.8%	97.4%	98.2%	89.5%	94.7%
Newly Hired	15	3	2	12	6	13.2%	2.6%	1.8%	10.5%	5.3%
Transfers In	1	0	0	1	2	6.7%	0.0%	0.0%	8.3%	33.3%
Reentrants	7	1	0	1	0	46.7%	33.3%	0.0%	8.3%	0.0%
First Time Educators	7	2	2	10	4	46.7%	66.7%	100.0%	83.3%	66.7%
Total Exiting Next Year	3	7	7	7	-	2.6%	6.1%	6.4%	6.1%	-
Transfers Out	2	1	0	0	-	66.7%	14.3%	0.0%	0.0%	-
Leave Tennessee Educ.	1	6	7	7	-	33.3%	85.7%	100.0%	100.0%	-

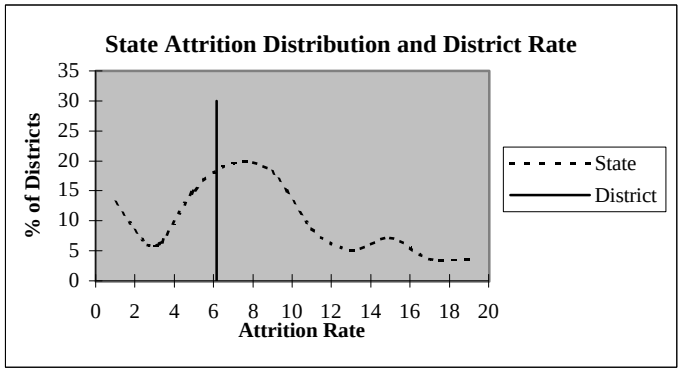
Dynamics Rates	District Rates				
District Attrition	2.6%	6.1%	6.4%	6.1%	-
Transfers In/Out	0.50	0.00	nc	nc	-

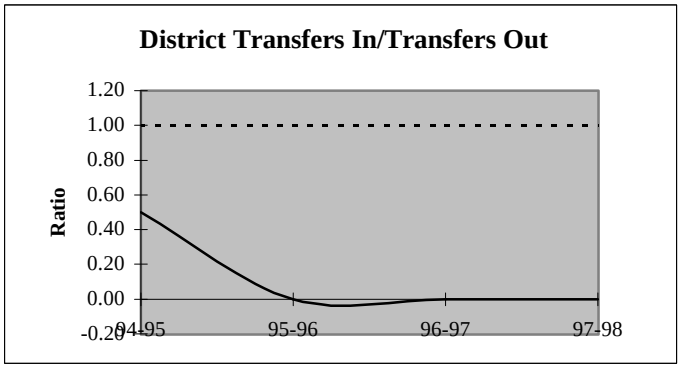
District Report for: MEIGS COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	114	114	109	114	113	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	6	6	6.1%	6.1%	6.4%	5.3%	5.3%
Professional Staff	10	9	6	10	10	8.8%	7.9%	5.5%	8.8%	8.8%
Total Teachers	97	98	96	98	97	85.1%	86.0%	88.1%	86.0%	85.8%
Special Education	12	11	10	10	10	12.4%	11.2%	10.4%	10.2%	10.3%
Pre-K & Kindergarten	8	8	8	10	7	8.2%	8.2%	8.3%	10.2%	7.2%
Elementary (1-4)	34	35	35	33	30	35.1%	35.7%	36.5%	33.7%	30.9%
Middle School (5-6)	8	11	11	13	15	8.2%	11.2%	11.5%	13.3%	15.5%
Jr. High (7-8)	10	9	8	10	12	10.3%	9.2%	8.3%	10.2%	12.4%
High School (9-12)	25	24	24	22	23	25.8%	24.5%	25.0%	22.4%	23.7%
Business	1	1	1	1	1	4.0%	4.2%	4.2%	4.5%	4.3%
Language Arts	4	4	4	4	4	16.0%	16.7%	16.7%	18.2%	17.4%
Social Studies	3	3	3	3	3	12.0%	12.5%	12.5%	13.6%	13.0%
Foreign Language	1	1	1	0	0	4.0%	4.2%	4.2%	0.0%	0.0%
Mathematics	3	3	3	3	3	12.0%	12.5%	12.5%	13.6%	13.0%
Science	3	3	3	3	3	12.0%	12.5%	12.5%	13.6%	13.0%
Vocational Education	4	4	4	4	4	16.0%	16.7%	16.7%	18.2%	17.4%
Other High School	6	5	5	4	5	24.0%	20.8%	20.8%	18.2%	21.7%
Total Enrollments	1,787	1,851	1,871	1,788	1,832	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	123	124	131	131	123	6.9%	6.7%	7.0%	7.3%	6.7%
Grades 1-4	549	567	558	523	550	30.7%	30.6%	29.8%	29.3%	30.0%
Grades 5-6	259	286	281	265	293	14.5%	15.5%	15.0%	14.8%	16.0%
Grades 7-8	247	276	278	269	297	13.8%	14.9%	14.9%	15.0%	16.2%
Grades 9-12	564	560	587	574	544	31.6%	30.3%	31.4%	32.1%	29.7%
Ungraded	45	38	36	26	25	2.5%	2.1%	1.9%	1.5%	1.4%









District Report for: MEIGS COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	7	7	6	6	6.2%	6.2%	6.5%	5.4%	5.5%
White - Females	3	3	3	1	1	42.9%	42.9%	42.9%	16.7%	16.7%
White - Males	4	4	4	5	5	57.1%	57.1%	57.1%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	6	9	9	8.0%	8.0%	5.6%	8.0%	8.2%
White - Females	6	6	3	5	5	66.7%	66.7%	50.0%	55.6%	55.6%
White - Males	3	3	3	4	4	33.3%	33.3%	50.0%	44.4%	44.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	97	97	95	97	95	85.8%	85.8%	88.0%	86.6%	86.4%
White - Females	75	76	74	77	75	77.3%	78.4%	77.9%	79.4%	78.9%
White - Males	22	21	21	20	20	22.7%	21.6%	22.1%	20.6%	21.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	0	14	16	1.1%	0.0%	0.0%	14.3%	16.5%
25-29	14	13	8	6	6	15.7%	14.8%	9.5%	6.1%	6.2%
30-34	10	9	10	13	12	11.2%	10.2%	11.9%	13.3%	12.4%
35-39	12	14	12	13	11	13.5%	15.9%	14.3%	13.3%	11.3%
40-45	21	19	20	15	10	23.6%	21.6%	23.8%	15.3%	10.3%
45-49	18	15	14	14	18	20.2%	17.0%	16.7%	14.3%	18.6%
50-54	10	13	16	18	15	11.2%	14.8%	19.0%	18.4%	15.5%
55+	3	5	4	5	9	3.4%	5.7%	4.8%	5.1%	9.3%
Average Age	40.3	41.4	42.3	37.0	36.2					

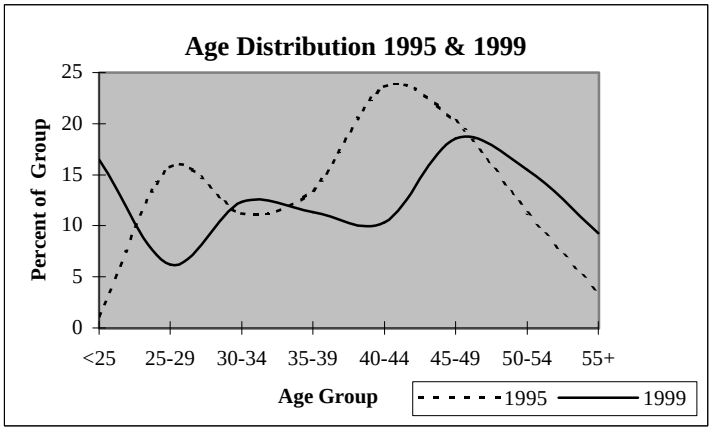
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	18	18	15	15	18	18.6%	18.4%	15.6%	15.3%	18.6%
4-7 Years	16	19	16	15	12	16.5%	19.4%	16.7%	15.3%	12.4%
8-11 Years	13	8	11	13	14	13.4%	8.2%	11.5%	13.3%	14.4%
12-15 Years	13	14	15	15	10	13.4%	14.3%	15.6%	15.3%	10.3%
16-19 Years	12	14	11	9	9	12.4%	14.3%	11.5%	9.2%	9.3%
20+ Years	25	25	28	31	34	25.8%	25.5%	29.2%	31.6%	35.1%
Average Experience	12.3	12.9	13.6	13.7	13.9					

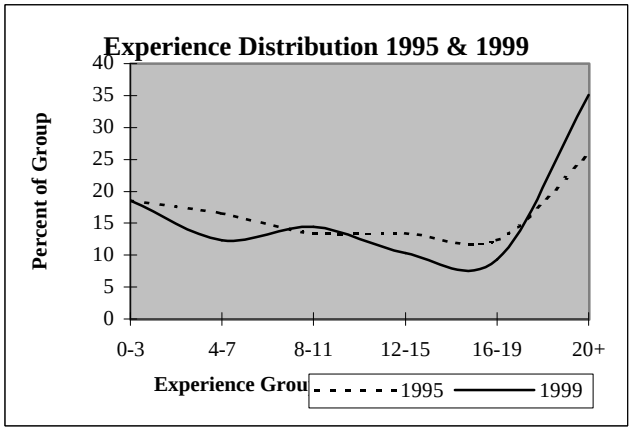
District Report for: MEIGS COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	3	7	7	7	-	2.6%	6.1%	6.4%	6.1%	-
Attrition from Transfers	2	1	0	0	-	1.8%	0.9%	0.0%	0.0%	-
Attrition from Exits	1	6	7	7	-	0.9%	5.3%	6.4%	6.1%	-
Teacher Attrition	3	3	7	7	-	3.1%	3.1%	7.3%	7.1%	-
Attrition from Transfers	2	1	0	0	-	2.1%	1.0%	0.0%	0.0%	-
Attrition from Exits	1	2	7	7	-	1.0%	2.0%	7.3%	7.1%	-
District Retention										
Educator Retention	111	107	102	107	-	97.4%	93.9%	93.6%	93.9%	-
Teacher Retention	94	95	89	91	-	96.9%	96.9%	92.7%	92.9%	-

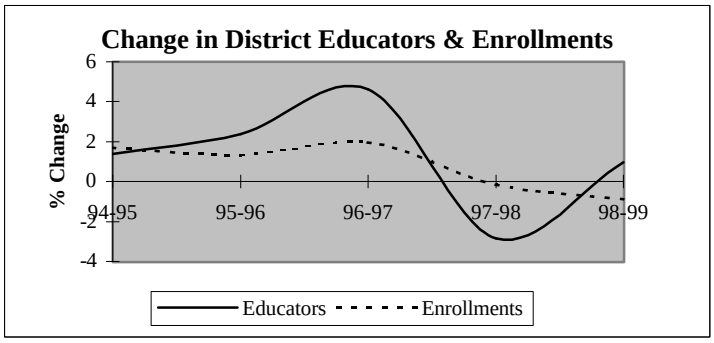
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.9%	7.4%	3.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.5%	0.0%	9.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	73.7%	10.5%	15.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	78.9%	10.5%	10.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.0%	0.0%	5.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

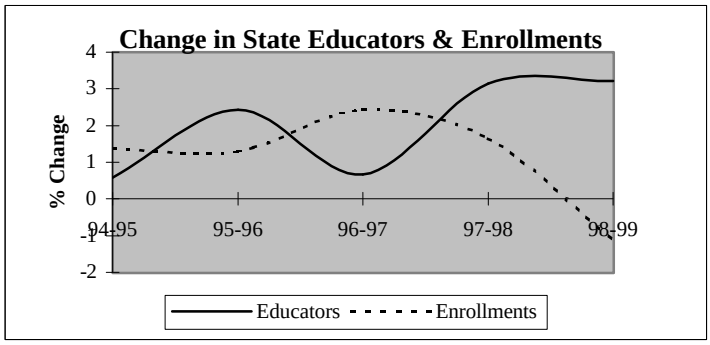
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	4.3%	10.9%	18.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.5%	10.1%	14.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.1%	1.8%	1.8%	8.8%	4.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.7%	97.4%	98.2%	90.4%	95.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.9%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	6.1%	0.0%	0.0%	0.9%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MONROE COUNTY





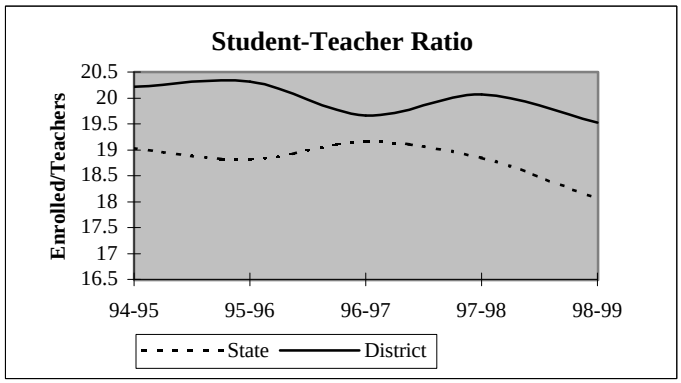
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	17.4	16.9	17.4	17.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.2	20.3	19.7	20.1	19.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	7	14	-9	3	-	-	-	-	-
% Change in Educators	1.4%	2.4%	4.6%	-2.8%	1.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	87	68	104	-8	-47	-	-	-	-	-
% Change in Enrollment	1.7%	1.3%	2.0%	-0.1%	-0.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.0%	0.3%	0.0%	0.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.7%	4.3%	4.1%	3.9%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.5%	10.2%	9.8%	9.4%	8.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.4%	1.3%	1.3%	1.4%	1.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	9.1%	7.7%	7.7%	8.3%	8.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	18.2%	15.4%	7.7%	8.3%	16.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.2	40.8	41.3	34.9	33.1	42.7	43.1	43.3	37.1	36.4
Average Experience	11.9	12.4	12.4	12.1	11.9	13.9	13.9	13.8	13.7	13.7
Average Salary	27,610	27,830	28,024	28,565	30,093	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.2%	1.2%	1.1%	1.2%	1.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	72.8%	73.0%	72.2%	74.5%	73.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.2%	7.7%	8.1%	7.9%	8.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.8%	na	3.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.2%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

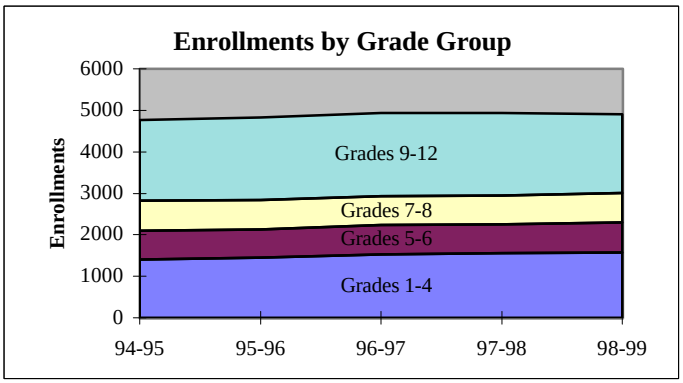
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	296	303	317	308	311	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	264	273	284	272	283	89.2%	90.1%	89.6%	88.3%	91.0%
Newly Hired	32	30	33	36	28	10.8%	9.9%	10.4%	11.7%	9.0%
Transfers In	5	7	3	6	2	15.6%	23.3%	9.1%	16.7%	7.1%
Reentrants	11	12	17	10	10	34.4%	40.0%	51.5%	27.8%	35.7%
First Time Educators	16	11	13	20	16	50.0%	36.7%	39.4%	55.6%	57.1%
Total Exiting Next Year	23	19	45	25	-	7.8%	6.3%	14.2%	8.1%	-
Transfers Out	8	8	12	1	-	34.8%	42.1%	26.7%	4.0%	-
Leave Tennessee Educ.	15	11	33	24	-	65.2%	57.9%	73.3%	96.0%	-

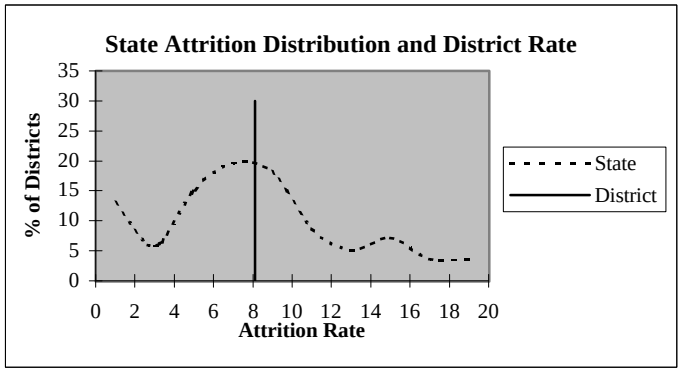
Dynamics Rates	District Rates				
District Attrition	7.8%	6.3%	14.2%	8.1%	-
Transfers In/Out	0.63	0.88	0.25	6.00	-

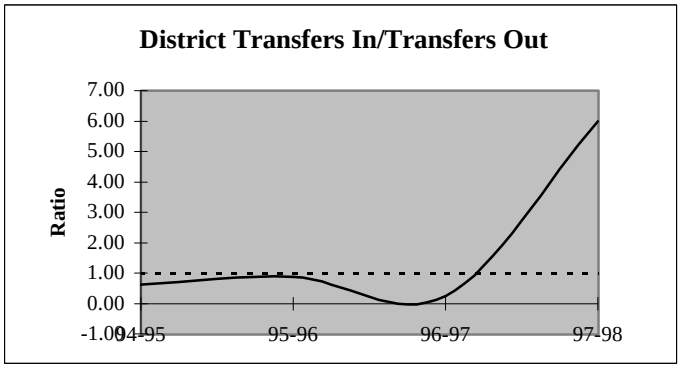
District Report for: MONROE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	296	303	317	308	311	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	13	13	12	12	3.7%	4.3%	4.1%	3.9%	3.9%
Professional Staff	28	31	31	29	27	9.5%	10.2%	9.8%	9.4%	8.7%
Total Teachers	257	259	273	267	272	86.8%	85.5%	86.1%	86.7%	87.5%
Special Education	21	20	22	21	24	8.2%	7.7%	8.1%	7.9%	8.8%
Pre-K & Kindergarten	13	13	21	22	21	5.1%	5.0%	7.7%	8.2%	7.7%
Elementary (1-4)	73	74	75	75	74	28.4%	28.6%	27.5%	28.1%	27.2%
Middle School (5-6)	26	26	26	27	27	10.1%	10.0%	9.5%	10.1%	9.9%
Jr. High (7-8)	26	27	27	26	30	10.1%	10.4%	9.9%	9.7%	11.0%
High School (9-12)	98	99	102	96	96	38.1%	38.2%	37.4%	36.0%	35.3%
Business	5	6	5	7	7	5.1%	6.1%	4.9%	7.3%	7.3%
Language Arts	16	18	19	17	17	16.3%	18.2%	18.6%	17.7%	17.7%
Social Studies	10	13	14	9	10	10.2%	13.1%	13.7%	9.4%	10.4%
Foreign Language	4	4	4	3	4	4.1%	4.0%	3.9%	3.1%	4.2%
Mathematics	11	15	15	14	12	11.2%	15.2%	14.7%	14.6%	12.5%
Science	11	12	13	13	14	11.2%	12.1%	12.7%	13.5%	14.6%
Vocational Education	16	16	17	16	15	16.3%	16.2%	16.7%	16.7%	15.6%
Other High School	25	15	15	17	17	25.5%	15.2%	14.7%	17.7%	17.7%
Total Enrollments	5,194	5,262	5,366	5,358	5,311	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	351	358	375	375	355	6.8%	6.8%	7.0%	7.0%	6.7%
Grades 1-4	1,407	1,448	1,534	1,560	1,569	27.1%	27.5%	28.6%	29.1%	29.5%
Grades 5-6	687	680	704	690	726	13.2%	12.9%	13.1%	12.9%	13.7%
Grades 7-8	723	713	689	694	708	13.9%	13.5%	12.8%	13.0%	13.3%
Grades 9-12	1,949	1,990	2,009	1,986	1,901	37.5%	37.8%	37.4%	37.1%	35.8%
Ungraded	77	73	55	53	52	1.5%	1.4%	1.0%	1.0%	1.0%









District Report for: MONROE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	13	13	12	12	3.8%	4.3%	4.2%	4.1%	4.1%
White - Females	2	2	1	1	2	18.2%	15.4%	7.7%	8.3%	16.7%
White - Males	8	10	11	10	9	72.7%	76.9%	84.6%	83.3%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	7.7%	7.7%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	31	31	28	26	9.6%	10.3%	10.1%	9.6%	8.9%
White - Females	15	18	18	15	13	53.6%	58.1%	58.1%	53.6%	50.0%
White - Males	13	13	13	13	13	46.4%	41.9%	41.9%	46.4%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	254	256	264	252	255	86.7%	85.3%	85.7%	86.3%	87.0%
White - Females	183	185	192	191	193	72.0%	72.3%	72.7%	75.8%	75.7%
White - Males	68	68	69	58	59	26.8%	26.6%	26.1%	23.0%	23.1%
Black - Females	3	3	3	3	3	1.2%	1.2%	1.1%	1.2%	1.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	4	3	46	60	2.9%	1.7%	1.2%	17.2%	22.1%
25-29	45	43	38	30	20	18.5%	17.9%	15.7%	11.2%	7.4%
30-34	28	30	38	37	39	11.5%	12.5%	15.7%	13.9%	14.3%
35-39	30	29	28	22	23	12.3%	12.1%	11.6%	8.2%	8.5%
40-45	43	39	33	35	38	17.7%	16.3%	13.6%	13.1%	14.0%
45-49	47	48	53	44	38	19.3%	20.0%	21.9%	16.5%	14.0%
50-54	22	23	24	31	33	9.1%	9.6%	9.9%	11.6%	12.1%
55+	21	24	25	22	21	8.6%	10.0%	10.3%	8.2%	7.7%
Average Age	40.2	40.8	41.3	34.9	33.1					

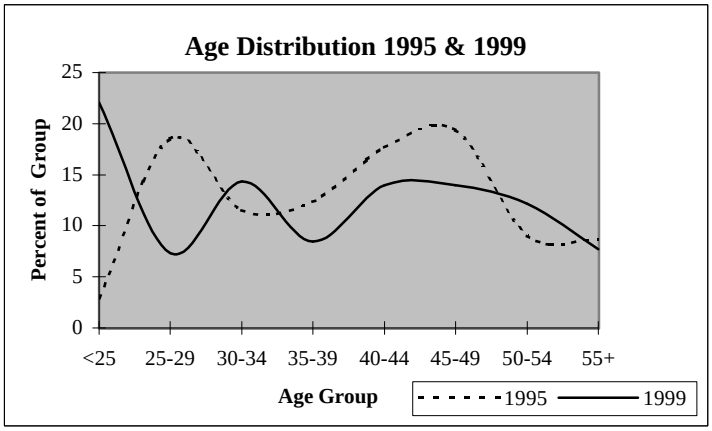
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	71	70	67	58	57	27.6%	27.0%	24.5%	21.7%	21.0%
4-7 Years	31	31	44	54	59	12.1%	12.0%	16.1%	20.2%	21.7%
8-11 Years	33	28	28	29	29	12.8%	10.8%	10.3%	10.9%	10.7%
12-15 Years	32	31	33	30	33	12.5%	12.0%	12.1%	11.2%	12.1%
16-19 Years	27	34	33	34	34	10.5%	13.1%	12.1%	12.7%	12.5%
20+ Years	63	65	68	62	60	24.5%	25.1%	24.9%	23.2%	22.1%
Average Experience	11.9	12.4	12.4	12.1	11.9					

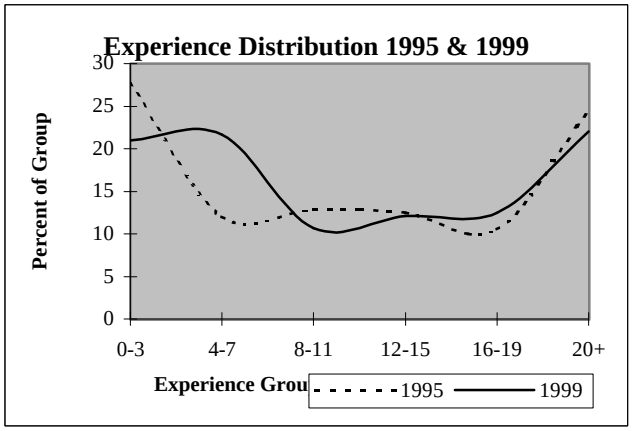
District Report for: MONROE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	23	19	45	25	-	7.8%	6.3%	14.2%	8.1%	-
Attrition from Transfers	8	8	12	1	-	2.7%	2.6%	3.8%	0.3%	-
Attrition from Exits	15	11	33	24	-	5.1%	3.6%	10.4%	7.8%	-
Teacher Attrition	21	15	39	21	-	8.2%	5.8%	14.3%	7.9%	-
Attrition from Transfers	7	6	11	1	-	2.7%	2.3%	4.0%	0.4%	-
Attrition from Exits	14	9	28	20	-	5.4%	3.5%	10.3%	7.5%	-
District Retention										
Educator Retention	273	284	272	283	-	92.2%	93.7%	85.8%	91.9%	-
Teacher Retention	236	244	234	246	-	91.8%	94.2%	85.7%	92.1%	-

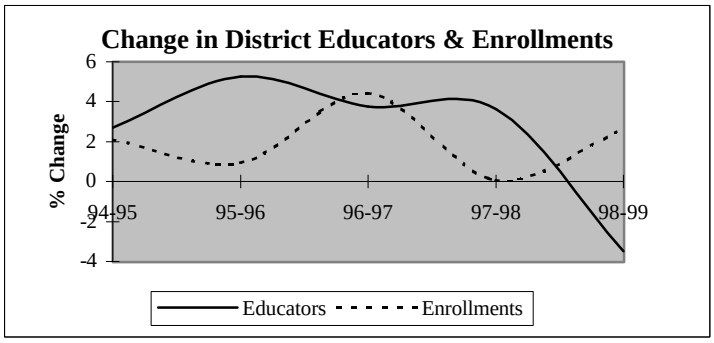
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.0%	5.1%	13.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.4%	6.7%	7.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.0%	2.5%	7.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.3%	3.8%	8.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.7%	1.7%	11.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.0%	2.0%	8.0%	89.7%	2.1%	91.8%	8.2%

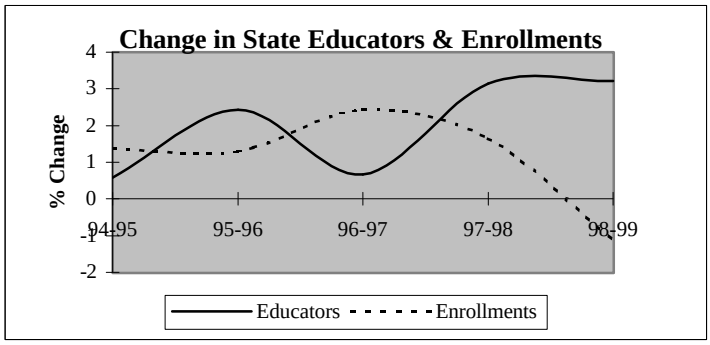
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.5%	12.6%	17.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.1%	8.5%	9.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.4%	4.0%	5.4%	7.5%	6.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.9%	92.7%	90.5%	90.9%	91.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.4%	1.0%	0.6%	0.0%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.4%	2.3%	3.5%	1.6%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SWEETWATER





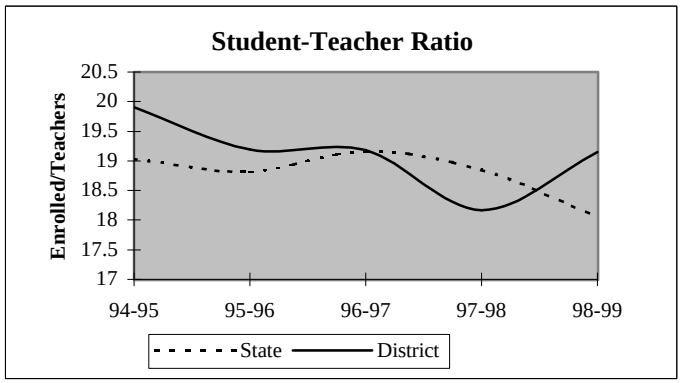
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	16.1	16.2	15.6	16.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.9	19.2	19.2	18.2	19.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	4	3	3	-3	-	-	-	-	-
% Change in Educators	2.7%	5.3%	3.8%	3.6%	-3.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	26	12	57	1	35	-	-	-	-	-
% Change in Enrollment	2.1%	0.9%	4.4%	0.1%	2.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.3%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.3%	5.0%	4.8%	4.7%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	11.3%	10.8%	9.3%	8.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.4%	1.3%	3.7%	4.8%	5.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.8	42.1	43.2	35.6	35.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.1	13.4	13.5	12.4	13.1	13.9	13.9	13.8	13.7	13.7
Average Salary	29,524	29,474	30,685	31,020	32,579	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.6%	1.5%	4.4%	5.6%	5.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	87.5%	89.6%	91.4%	91.9%	91.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.8%	7.5%	7.1%	6.8%	5.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	9.8%	na	10.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

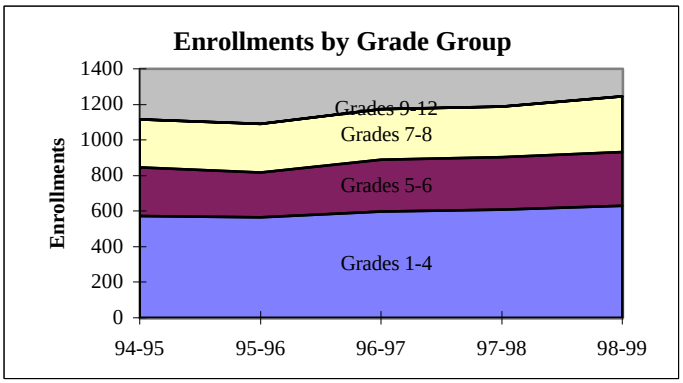
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	76	80	83	86	83	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	70	73	74	75	78	92.1%	91.3%	89.2%	87.2%	94.0%
Newly Hired	6	7	9	11	5	7.9%	8.8%	10.8%	12.8%	6.0%
Transfers In	0	3	1	2	0	0.0%	42.9%	11.1%	18.2%	0.0%
Reentrants	2	2	4	3	3	33.3%	28.6%	44.4%	27.3%	60.0%
First Time Educators	4	2	4	6	2	66.7%	28.6%	44.4%	54.5%	40.0%
Total Exiting Next Year	3	6	8	8	-	3.9%	7.5%	9.6%	9.3%	-
Transfers Out	1	3	1	0	-	33.3%	50.0%	12.5%	0.0%	-
Leave Tennessee Educ.	2	3	7	8	-	66.7%	50.0%	87.5%	100.0%	-

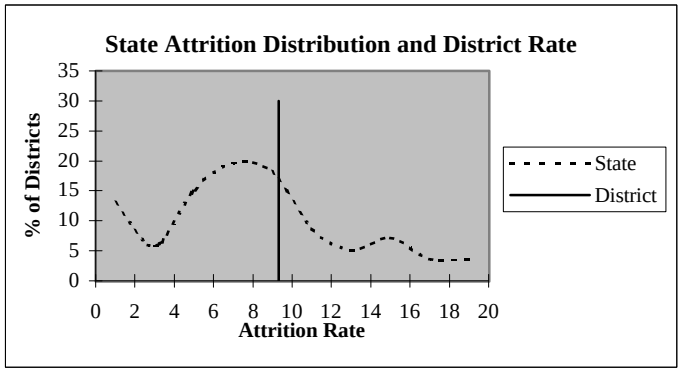
Dynamics Rates	District Rates				
District Attrition	3.9%	7.5%	9.6%	9.3%	-
Transfers In/Out	0.00	1.00	1.00	nc	-

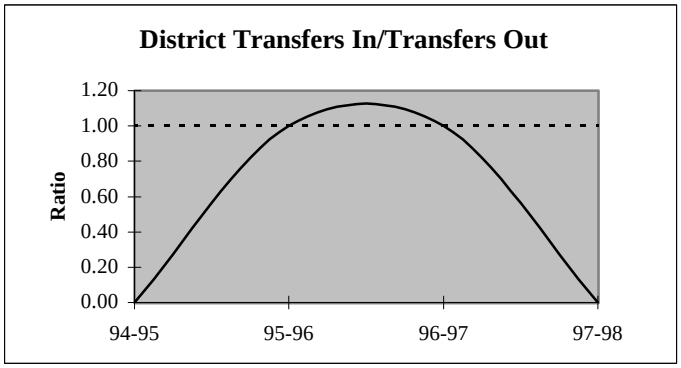
District Report for: SWEETWATER

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	76	80	83	86	83	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	5.3%	5.0%	4.8%	4.7%	4.8%
Professional Staff	8	9	9	8	7	10.5%	11.3%	10.8%	9.3%	8.4%
Total Teachers	64	67	70	74	72	84.2%	83.8%	84.3%	86.0%	86.7%
Special Education	5	5	5	5	4	7.8%	7.5%	7.1%	6.8%	5.6%
Pre-K & Kindergarten	8	9	9	10	9	12.5%	13.4%	12.9%	13.5%	12.5%
Elementary (1-4)	31	31	33	35	37	48.4%	46.3%	47.1%	47.3%	51.4%
Middle School (5-6)	9	11	12	12	10	14.1%	16.4%	17.1%	16.2%	13.9%
Jr. High (7-8)	11	11	11	12	12	17.2%	16.4%	15.7%	16.2%	16.7%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,274	1,286	1,343	1,344	1,379	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	179	157	146	117	11.0%	13.9%	11.7%	10.9%	8.5%
Grades 1-4	574	565	596	608	630	45.1%	43.9%	44.4%	45.2%	45.7%
Grades 5-6	273	251	294	296	302	21.4%	19.5%	21.9%	22.0%	21.9%
Grades 7-8	268	276	283	283	315	21.0%	21.5%	21.1%	21.1%	22.8%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	19	15	13	11	15	1.5%	1.2%	1.0%	0.8%	1.1%









District Report for: SWEETWATER

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	4	5.4%	5.1%	4.9%	4.8%	5.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	4	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	9	9	8	7	10.8%	11.5%	11.1%	9.5%	8.8%
White - Females	7	7	7	6	6	87.5%	77.8%	77.8%	75.0%	85.7%
White - Males	1	2	2	2	1	12.5%	22.2%	22.2%	25.0%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	62	65	68	72	69	83.8%	83.3%	84.0%	85.7%	86.3%
White - Females	54	58	60	63	60	87.1%	89.2%	88.2%	87.5%	87.0%
White - Males	7	6	5	5	5	11.3%	9.2%	7.4%	6.9%	7.2%
Black - Females	1	1	2	3	3	1.6%	1.5%	2.9%	4.2%	4.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	1.5%	1.4%	1.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	0	1	11	12	1.6%	0.0%	1.6%	14.9%	16.7%
25-29	3	7	5	11	7	4.9%	11.5%	8.2%	14.9%	9.7%
30-34	9	7	6	6	7	14.8%	11.5%	9.8%	8.1%	9.7%
35-39	13	10	11	8	7	21.3%	16.4%	18.0%	10.8%	9.7%
40-45	9	9	9	11	11	14.8%	14.8%	14.8%	14.9%	15.3%
45-49	15	14	14	14	14	24.6%	23.0%	23.0%	18.9%	19.4%
50-54	5	8	7	9	10	8.2%	13.1%	11.5%	12.2%	13.9%
55+	6	6	8	4	4	9.8%	9.8%	13.1%	5.4%	5.6%
Average Age	41.8	42.1	43.2	35.6	35.4					

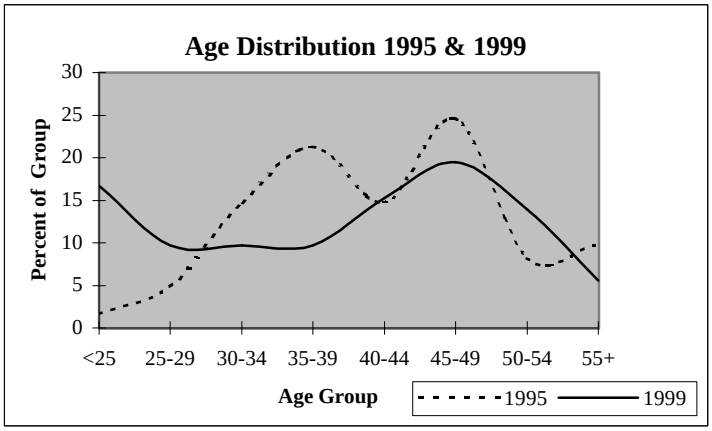
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	10	14	14	19	15	15.6%	20.9%	20.0%	25.7%	20.8%
4-7 Years	12	7	7	10	12	18.8%	10.4%	10.0%	13.5%	16.7%
8-11 Years	6	9	13	8	7	9.4%	13.4%	18.6%	10.8%	9.7%
12-15 Years	11	9	9	9	6	17.2%	13.4%	12.9%	12.2%	8.3%
16-19 Years	9	10	7	10	12	14.1%	14.9%	10.0%	13.5%	16.7%
20+ Years	16	18	20	18	20	25.0%	26.9%	28.6%	24.3%	27.8%
Average Experience	13.1	13.4	13.5	12.4	13.1					

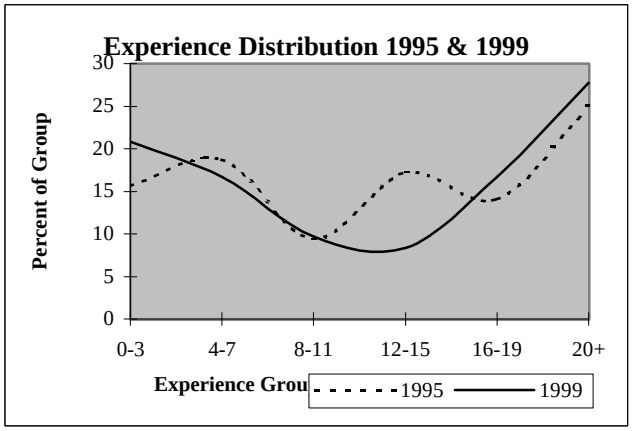
District Report for: SWEETWATER

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	3	6	8	8	-	3.9%	7.5%	9.6%	9.3%	-
Attrition from Transfers	1	3	1	0	-	1.3%	3.8%	1.2%	0.0%	-
Attrition from Exits	2	3	7	8	-	2.6%	3.8%	8.4%	9.3%	-
Teacher Attrition	3	6	6	7	-	4.7%	9.0%	8.6%	9.5%	-
Attrition from Transfers	1	3	1	0	-	1.6%	4.5%	1.4%	0.0%	-
Attrition from Exits	2	3	5	7	-	3.1%	4.5%	7.1%	9.5%	-
District Retention										
Educator Retention	73	74	75	78	-	96.1%	92.5%	90.4%	90.7%	-
Teacher Retention	61	61	64	67	-	95.3%	91.0%	91.4%	90.5%	-

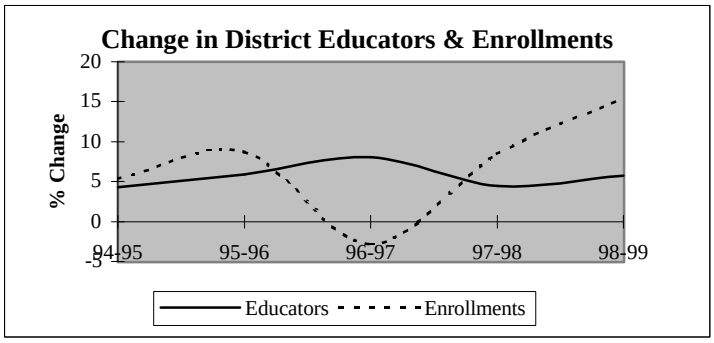
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	76.5%	5.9%	17.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.4%	5.9%	11.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.2%	0.0%	11.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.9%	7.1%	0.0%	89.7%	2.1%	91.8%	8.2%

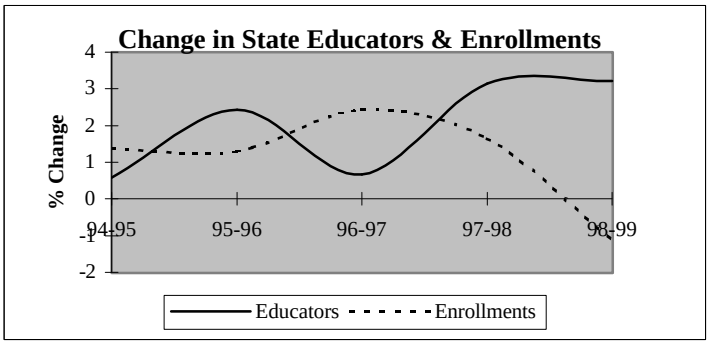
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.9%	11.3%	13.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.6%	8.2%	8.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.3%	6.3%	6.0%	7.0%	2.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.1%	91.3%	89.2%	93.0%	91.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.3%	2.4%	0.0%	4.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	1.3%	2.4%	0.0%	1.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MONTGOMERY COUNTY





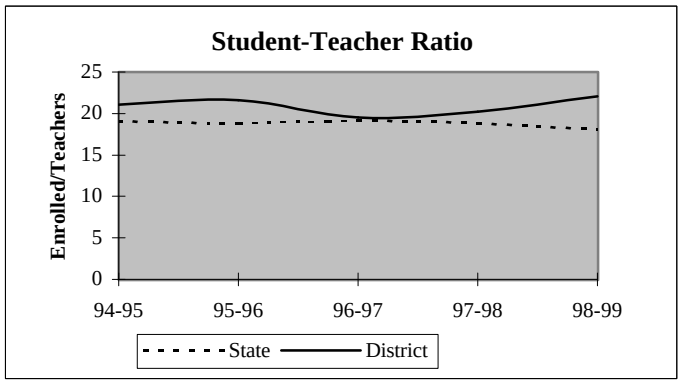
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	18.4	18.9	17.0	17.6	19.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	21.0	21.6	19.6	20.2	22.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	51	73	106	63	85	-	-	-	-	-
% Change in Educators	4.3%	5.9%	8.1%	4.4%	5.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	1,149	1,979	-696	2,042	4,027	-	-	-	-	-
% Change in Enrollment	5.3%	8.7%	-2.8%	8.5%	15.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.4%	2.7%	1.6%	1.8%	1.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.1%	4.1%	4.4%	4.2%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.5%	8.5%	8.7%	8.7%	8.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	8.0%	8.5%	8.0%	8.4%	7.8%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	7.8%	5.6%	4.8%	8.1%	10.4%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	56.9%	59.3%	58.7%	61.3%	59.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.5	41.6	41.5	34.3	33.7	42.7	43.1	43.3	37.1	36.4
Average Experience	12.1	12.0	11.6	11.3	11.0	13.9	13.9	13.8	13.7	13.7
Average Salary	30,418	30,593	31,100	31,391	32,733	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	7.9%	8.6%	8.3%	8.7%	7.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	83.0%	82.8%	83.0%	82.0%	81.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.3%	11.3%	11.2%	10.9%	11.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	30.4%	na	32.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.1%	na	2.2%	-	1.7%	1.7%	1.6%	1.8%

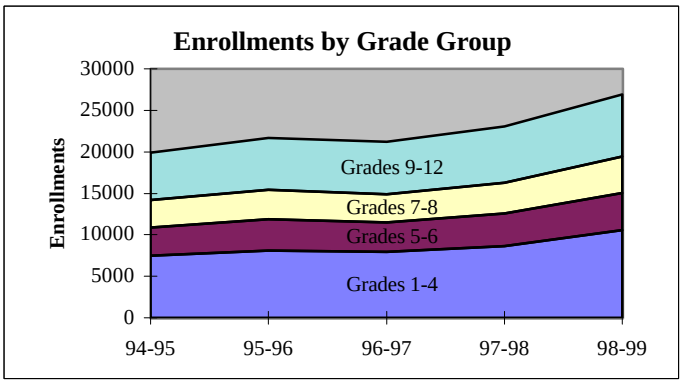
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	1,240	1,313	1,419	1,482	1,567	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,063	1,128	1,221	1,293	1,340	85.7%	85.9%	86.0%	87.2%	85.5%
Newly Hired	177	185	198	189	227	14.3%	14.1%	14.0%	12.8%	14.5%
Transfers In	14	17	19	17	9	7.9%	9.2%	9.6%	9.0%	4.0%
Reentrants	84	80	85	62	89	47.5%	43.2%	42.9%	32.8%	39.2%
First Time Educators	79	88	94	110	129	44.6%	47.6%	47.5%	58.2%	56.8%
Total Exiting Next Year	112	92	126	142	-	9.0%	7.0%	8.9%	9.6%	-
Transfers Out	13	7	18	16	-	11.6%	7.6%	14.3%	11.3%	-
Leave Tennessee Educ.	99	85	108	126	-	88.4%	92.4%	85.7%	88.7%	-

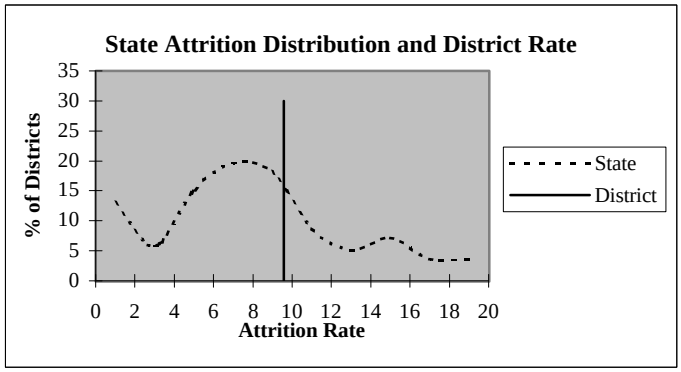
Dynamics Rates	District Rates				
District Attrition	9.0%	7.0%	8.9%	9.6%	-
Transfers In/Out	1.08	2.43	1.06	1.06	-

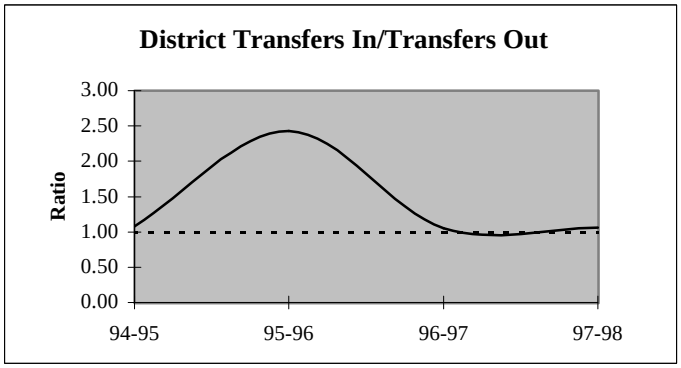
District Report for: MONTGOMERY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	1,240	1,313	1,419	1,482	1,567	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	51	54	63	62	67	4.1%	4.1%	4.4%	4.2%	4.3%
Professional Staff	105	112	124	129	132	8.5%	8.5%	8.7%	8.7%	8.4%
Total Teachers	1,084	1,147	1,232	1,291	1,368	87.4%	87.4%	86.8%	87.1%	87.3%
Special Education	133	130	138	141	151	12.3%	11.3%	11.2%	10.9%	11.0%
Pre-K & Kindergarten	82	96	104	107	106	7.6%	8.4%	8.4%	8.3%	7.7%
Elementary (1-4)	410	434	474	497	521	37.8%	37.8%	38.5%	38.5%	38.1%
Middle School (5-6)	118	127	145	151	156	10.9%	11.1%	11.8%	11.7%	11.4%
Jr. High (7-8)	107	110	117	118	136	9.9%	9.6%	9.5%	9.1%	9.9%
High School (9-12)	234	250	254	277	298	21.6%	21.8%	20.6%	21.5%	21.8%
Business	9	10	11	11	13	3.8%	4.0%	4.3%	4.0%	4.4%
Language Arts	39	43	46	43	49	16.7%	17.2%	18.1%	15.5%	16.4%
Social Studies	27	31	31	30	35	11.5%	12.4%	12.2%	10.8%	11.7%
Foreign Language	14	15	17	20	20	6.0%	6.0%	6.7%	7.2%	6.7%
Mathematics	33	35	39	40	45	14.1%	14.0%	15.4%	14.4%	15.1%
Science	27	30	33	31	39	11.5%	12.0%	13.0%	11.2%	13.1%
Vocational Education	39	40	38	40	39	16.7%	16.0%	15.0%	14.4%	13.1%
Other High School	46	46	39	62	58	19.7%	18.4%	15.4%	22.4%	19.5%
Total Enrollments	22,807	24,786	24,090	26,132	30,159	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	2,245	2,504	2,387	2,309	2,484	9.8%	10.1%	9.9%	8.8%	8.2%
Grades 1-4	7,469	8,134	7,972	8,660	10,595	32.7%	32.8%	33.1%	33.1%	35.1%
Grades 5-6	3,386	3,714	3,490	3,884	4,460	14.8%	15.0%	14.5%	14.9%	14.8%
Grades 7-8	3,337	3,599	3,408	3,738	4,402	14.6%	14.5%	14.1%	14.3%	14.6%
Grades 9-12	5,693	6,260	6,329	6,798	7,443	25.0%	25.3%	26.3%	26.0%	24.7%
Ungraded	677	575	504	743	775	3.0%	2.3%	2.1%	2.8%	2.6%









District Report for: MONTGOMERY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	51	54	63	62	67	4.3%	4.3%	4.6%	4.4%	4.5%
White - Females	27	31	36	36	37	52.9%	57.4%	57.1%	58.1%	55.2%
White - Males	20	20	24	21	23	39.2%	37.0%	38.1%	33.9%	34.3%
Black - Females	2	1	1	2	3	3.9%	1.9%	1.6%	3.2%	4.5%
Black - Males	2	2	2	3	4	3.9%	3.7%	3.2%	4.8%	6.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	101	108	118	122	123	8.4%	8.5%	8.7%	8.7%	8.3%
White - Females	79	85	96	97	97	78.2%	78.7%	81.4%	79.5%	78.9%
White - Males	13	14	14	18	17	12.9%	13.0%	11.9%	14.8%	13.8%
Black - Females	6	6	6	5	7	5.9%	5.6%	5.1%	4.1%	5.7%
Black - Males	3	3	2	2	2	3.0%	2.8%	1.7%	1.6%	1.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,048	1,103	1,181	1,226	1,292	87.3%	87.2%	86.7%	87.0%	87.2%
White - Females	806	841	912	941	991	76.9%	76.2%	77.2%	76.8%	76.7%
White - Males	159	167	171	178	201	15.2%	15.1%	14.5%	14.5%	15.6%
Black - Females	68	77	77	78	72	6.5%	7.0%	6.5%	6.4%	5.6%
Black - Males	12	13	14	16	16	1.1%	1.2%	1.2%	1.3%	1.2%
Other - Females	2	4	5	9	8	0.2%	0.4%	0.4%	0.7%	0.6%
Other - Males	1	1	2	4	4	0.1%	0.1%	0.2%	0.3%	0.3%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	16	21	23	242	275	1.6%	2.1%	2.2%	18.7%	20.1%
25-29	128	134	148	155	150	12.9%	13.5%	14.4%	12.0%	11.0%
30-34	122	113	120	136	160	12.3%	11.3%	11.7%	10.5%	11.7%
35-39	145	139	150	159	151	14.6%	14.0%	14.6%	12.3%	11.0%
40-45	186	173	168	163	178	18.8%	17.4%	16.3%	12.6%	13.0%
45-49	186	196	185	183	187	18.8%	19.7%	18.0%	14.2%	13.7%
50-54	111	120	126	144	148	11.2%	12.0%	12.2%	11.2%	10.8%
55+	96	100	109	109	119	9.7%	10.0%	10.6%	8.4%	8.7%
Average Age	41.5	41.6	41.5	34.3	33.7					

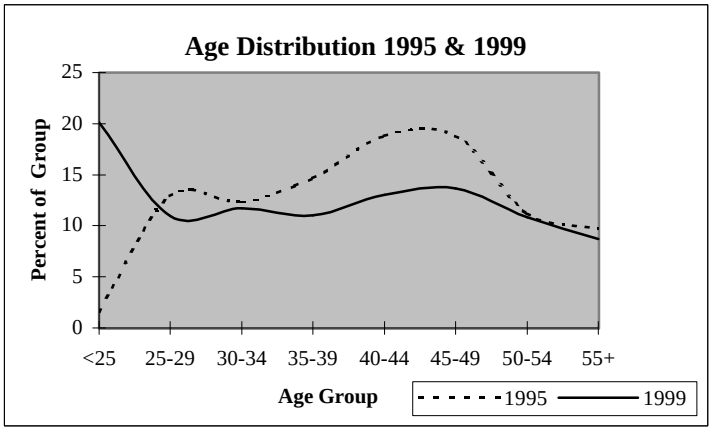
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	293	312	356	377	415	27.0%	27.2%	28.9%	29.2%	30.3%
4-7 Years	144	165	204	241	271	13.3%	14.4%	16.6%	18.7%	19.8%
8-11 Years	138	132	132	145	139	12.7%	11.5%	10.7%	11.2%	10.2%
12-15 Years	112	134	128	115	127	10.3%	11.7%	10.4%	8.9%	9.3%
16-19 Years	120	106	106	109	100	11.1%	9.2%	8.6%	8.4%	7.3%
20+ Years	277	298	306	304	316	25.6%	26.0%	24.8%	23.5%	23.1%
Average Experience	12.1	12.0	11.6	11.3	11.0					

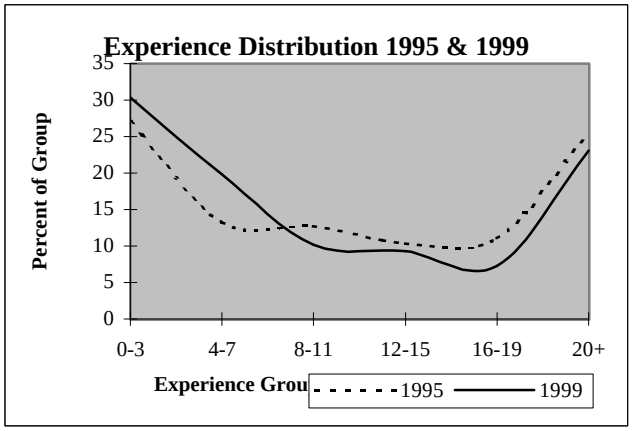
District Report for: MONTGOMERY COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	112	92	126	142	-	9.0%	7.0%	8.9%	9.6%	-
Attrition from Transfers	13	7	18	16	-	1.0%	0.5%	1.3%	1.1%	-
Attrition from Exits	99	85	108	126	-	8.0%	6.5%	7.6%	8.5%	-
Teacher Attrition	106	88	115	130	-	9.8%	7.7%	9.3%	10.1%	-
Attrition from Transfers	12	7	18	14	-	1.1%	0.6%	1.5%	1.1%	-
Attrition from Exits	94	81	97	116	-	8.7%	7.1%	7.9%	9.0%	-
District Retention										
Educator Retention	1,128	1,221	1,293	1,340	-	91.0%	93.0%	91.1%	90.4%	-
Teacher Retention	978	1,059	1,117	1,161	-	90.2%	92.3%	90.7%	89.9%	-

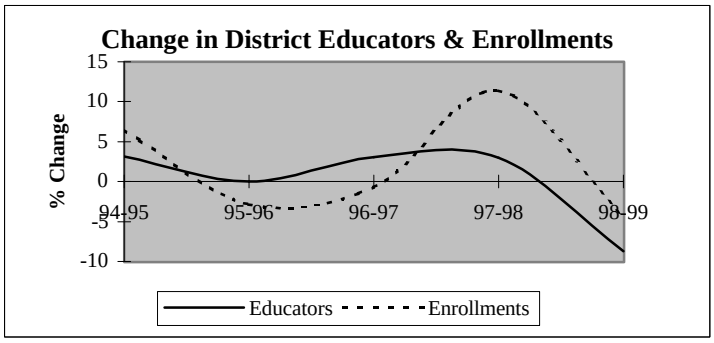
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.5%	1.8%	16.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.4%	2.3%	13.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.9%	1.8%	15.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.1%	1.0%	9.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.0%	0.7%	11.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.2%	1.7%	7.1%	89.7%	2.1%	91.8%	8.2%

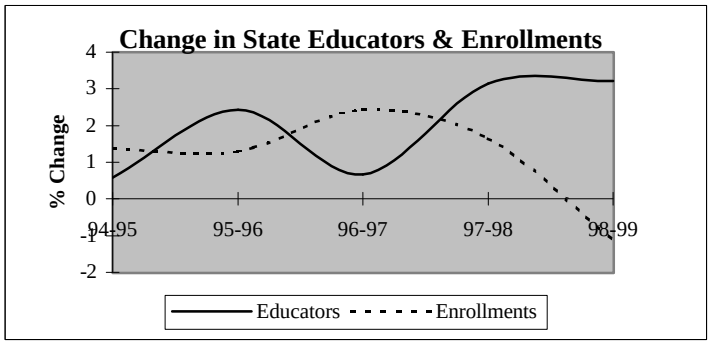
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.3%	17.7%	23.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.8%	13.6%	17.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.3%	7.3%	8.7%	8.7%	10.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.3%	88.2%	86.5%	87.6%	85.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.6%	0.7%	0.9%	0.9%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.6%	3.9%	4.2%	2.8%	3.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MOORE COUNTY





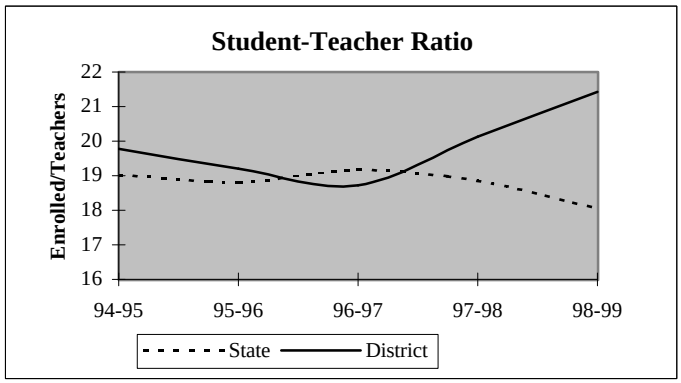
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	16.0	15.4	16.6	17.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.8	19.2	18.7	20.1	21.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	0	2	2	-6	-	-	-	-	-
% Change in Educators	3.2%	0.0%	3.1%	3.0%	-8.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	65	-31	-7	117	-54	-	-	-	-	-
% Change in Enrollment	6.5%	-2.9%	-0.7%	11.4%	-4.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.2%	6.2%	6.0%	5.8%	7.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.8%	10.8%	11.9%	11.6%	11.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.1%	3.1%	3.0%	2.9%	3.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	40.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.0	42.1	40.2	41.1	42.7	43.1	43.3	37.1	36.4
Average Experience	13.0	13.4	14.6	15.4	16.8	13.9	13.9	13.8	13.7	13.7
Average Salary	29,897	30,433	31,567	31,556	32,572	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.8%	3.7%	3.7%	3.6%	4.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.8%	79.6%	78.2%	73.7%	76.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.6%	5.6%	5.5%	7.0%	3.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	5.0%	na	4.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

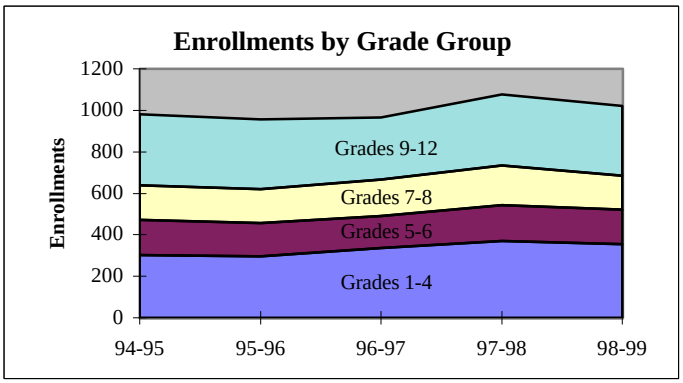
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	65	65	67	69	63	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	58	57	61	65	61	89.2%	87.7%	91.0%	94.2%	96.8%
Newly Hired	7	8	6	4	2	10.8%	12.3%	9.0%	5.8%	3.2%
Transfers In	2	2	1	2	1	28.6%	25.0%	16.7%	50.0%	50.0%
Reentrants	1	4	3	1	1	14.3%	50.0%	50.0%	25.0%	50.0%
First Time Educators	4	2	2	1	0	57.1%	25.0%	33.3%	25.0%	0.0%
Total Exiting Next Year	8	4	2	8	-	12.3%	6.2%	3.0%	11.6%	-
Transfers Out	3	2	0	0	-	37.5%	50.0%	0.0%	0.0%	-
Leave Tennessee Educ.	5	2	2	8	-	62.5%	50.0%	100.0%	100.0%	-

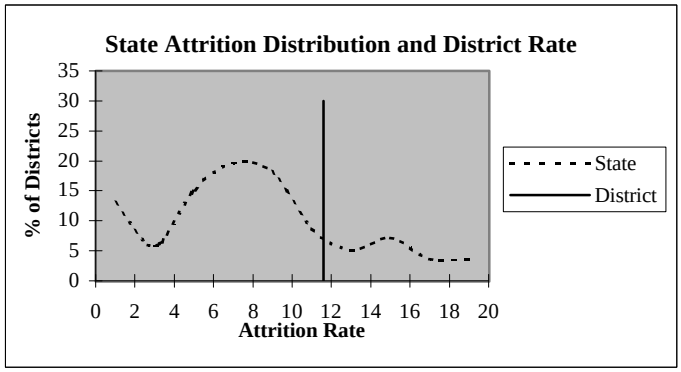
Dynamics Rates	District Rates				
District Attrition	12.3%	6.2%	3.0%	11.6%	-
Transfers In/Out	0.67	1.00	nc	nc	-

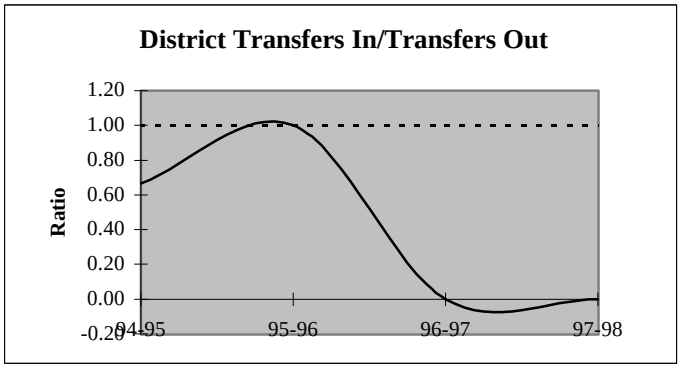
District Report for: MOORE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	65	65	67	69	63	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	5	6.2%	6.2%	6.0%	5.8%	7.9%
Professional Staff	7	7	8	8	7	10.8%	10.8%	11.9%	11.6%	11.1%
Total Teachers	54	54	55	57	51	83.1%	83.1%	82.1%	82.6%	81.0%
Special Education	3	3	3	4	2	5.6%	5.6%	5.5%	7.0%	3.9%
Pre-K & Kindergarten	4	4	4	4	4	7.4%	7.4%	7.3%	7.0%	7.8%
Elementary (1-4)	18	18	19	18	18	33.3%	33.3%	34.5%	31.6%	35.3%
Middle School (5-6)	6	6	6	6	6	11.1%	11.1%	10.9%	10.5%	11.8%
Jr. High (7-8)	6	6	6	5	6	11.1%	11.1%	10.9%	8.8%	11.8%
High School (9-12)	17	17	17	20	15	31.5%	31.5%	30.9%	35.1%	29.4%
Business	0	0	0	1	1	0.0%	0.0%	0.0%	5.0%	6.7%
Language Arts	3	2	2	2	2	17.6%	11.8%	11.8%	10.0%	13.3%
Social Studies	1	1	1	1	1	5.9%	5.9%	5.9%	5.0%	6.7%
Foreign Language	1	1	1	1	0	5.9%	5.9%	5.9%	5.0%	0.0%
Mathematics	3	3	3	2	2	17.6%	17.6%	17.6%	10.0%	13.3%
Science	3	3	2	3	2	17.6%	17.6%	11.8%	15.0%	13.3%
Vocational Education	4	4	4	4	4	23.5%	23.5%	23.5%	20.0%	26.7%
Other High School	2	3	4	6	3	11.8%	17.6%	23.5%	30.0%	20.0%
Total Enrollments	1,068	1,037	1,030	1,147	1,093	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	83	78	65	68	71	7.8%	7.5%	6.3%	5.9%	6.5%
Grades 1-4	302	296	337	370	356	28.3%	28.5%	32.7%	32.3%	32.6%
Grades 5-6	169	162	152	174	164	15.8%	15.6%	14.8%	15.2%	15.0%
Grades 7-8	167	161	176	189	165	15.6%	15.5%	17.1%	16.5%	15.1%
Grades 9-12	344	338	300	344	335	32.2%	32.6%	29.1%	30.0%	30.6%
Ungraded	3	2	0	2	2	0.3%	0.2%	0.0%	0.2%	0.2%









District Report for: MOORE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	5	6.3%	6.2%	6.1%	5.9%	8.2%
White - Females	1	1	1	1	2	25.0%	25.0%	25.0%	25.0%	40.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	7	7	8	8	7	10.9%	10.8%	12.1%	11.8%	11.5%
White - Females	4	4	5	5	5	57.1%	57.1%	62.5%	62.5%	71.4%
White - Males	3	3	3	3	2	42.9%	42.9%	37.5%	37.5%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	53	54	54	56	49	82.8%	83.1%	81.8%	82.4%	80.3%
White - Females	40	41	41	40	37	75.5%	75.9%	75.9%	71.4%	75.5%
White - Males	11	11	11	14	10	20.8%	20.4%	20.4%	25.0%	20.4%
Black - Females	2	2	2	2	2	3.8%	3.7%	3.7%	3.6%	4.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	0	4	4	0.0%	1.9%	0.0%	7.0%	7.8%
25-29	8	6	7	6	3	15.4%	11.5%	13.5%	10.5%	5.9%
30-34	8	8	5	3	5	15.4%	15.4%	9.6%	5.3%	9.8%
35-39	9	8	8	7	5	17.3%	15.4%	15.4%	12.3%	9.8%
40-45	8	11	10	13	8	15.4%	21.2%	19.2%	22.8%	15.7%
45-49	10	10	13	12	12	19.2%	19.2%	25.0%	21.1%	23.5%
50-54	2	3	4	6	9	3.8%	5.8%	7.7%	10.5%	17.6%
55+	7	5	5	6	5	13.5%	9.6%	9.6%	10.5%	9.8%
Average Age	41.3	41.0	42.1	40.2	41.1					

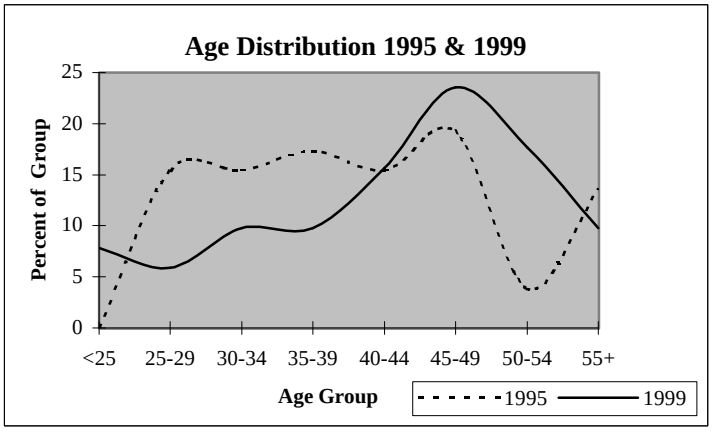
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	9	9	5	5	2	16.7%	16.7%	9.1%	8.8%	3.9%
4-7 Years	8	8	9	10	8	14.8%	14.8%	16.4%	17.5%	15.7%
8-11 Years	6	6	8	7	6	11.1%	11.1%	14.5%	12.3%	11.8%
12-15 Years	8	5	4	5	4	14.8%	9.3%	7.3%	8.8%	7.8%
16-19 Years	11	14	11	9	9	20.4%	25.9%	20.0%	15.8%	17.6%
20+ Years	12	12	18	21	22	22.2%	22.2%	32.7%	36.8%	43.1%
Average Experience	13.0	13.4	14.6	15.4	16.8					

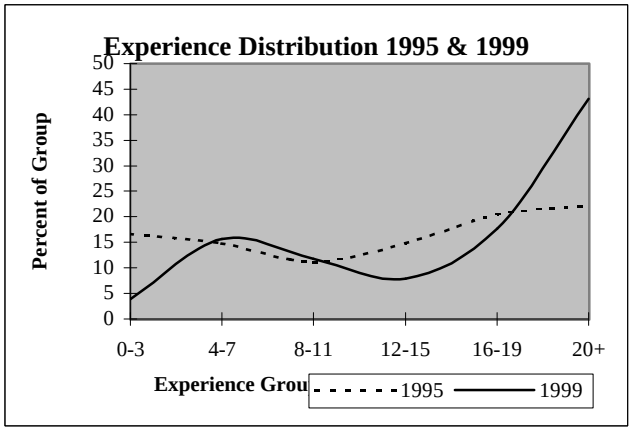
District Report for: MOORE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	4	2	8	-	12.3%	6.2%	3.0%	11.6%	-
Attrition from Transfers	3	2	0	0	-	4.6%	3.1%	0.0%	0.0%	-
Attrition from Exits	5	2	2	8	-	7.7%	3.1%	3.0%	11.6%	-
Teacher Attrition	7	4	2	7	-	13.0%	7.4%	3.6%	12.3%	-
Attrition from Transfers	2	2	0	0	-	3.7%	3.7%	0.0%	0.0%	-
Attrition from Exits	5	2	2	7	-	9.3%	3.7%	3.6%	12.3%	-
District Retention										
Educator Retention	57	61	65	61	-	87.7%	93.8%	97.0%	88.4%	-
Teacher Retention	47	50	53	50	-	87.0%	92.6%	96.4%	87.7%	-

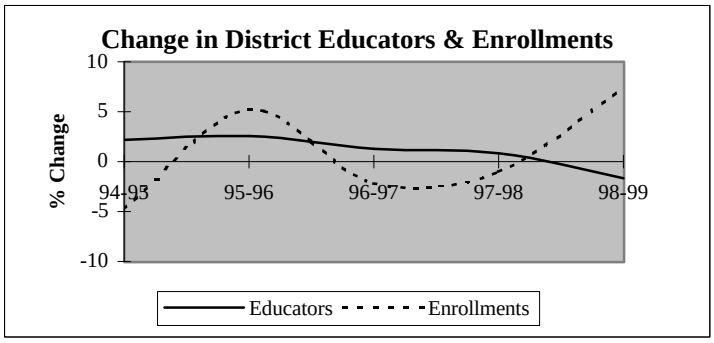
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	50.0%	25.0%	25.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.5%	0.0%	12.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.0%	10.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	76.9%	7.7%	15.4%	89.7%	2.1%	91.8%	8.2%

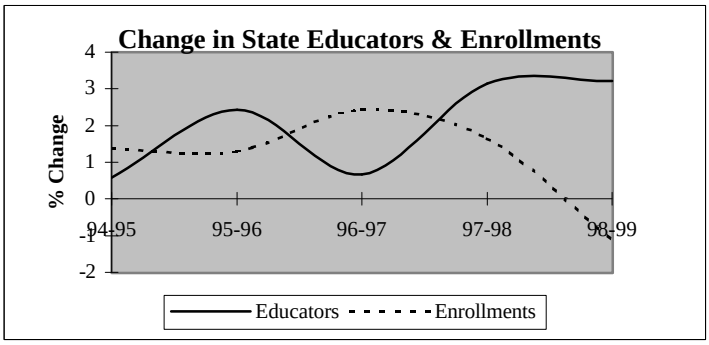
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.7%	5.5%	6.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.7%	5.5%	5.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.2%	3.1%	3.0%	2.9%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.3%	90.8%	92.5%	95.7%	98.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.5%	6.2%	4.5%	1.4%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MORGAN COUNTY





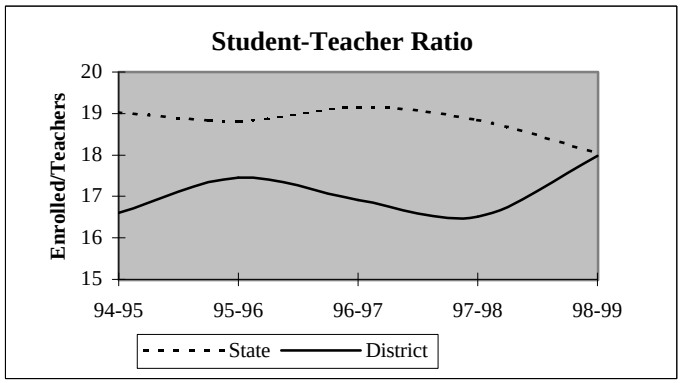
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.7	15.0	14.5	14.3	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.6	17.5	16.9	16.5	18.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	6	3	2	-4	-	-	-	-	-
% Change in Educators	2.2%	2.6%	1.3%	0.8%	-1.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-166	176	-78	-35	255	-	-	-	-	-
% Change in Enrollment	-4.7%	5.2%	-2.2%	-1.0%	7.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.4%	5.5%	5.8%	7.0%	7.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.2%	8.4%	8.3%	6.6%	6.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	12.5%	15.4%	21.4%	29.4%	29.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.0	40.2	40.1	37.3	38.5	42.7	43.1	43.3	37.1	36.4
Average Experience	11.0	11.0	11.1	11.0	11.7	13.9	13.9	13.8	13.7	13.7
Average Salary	26,927	27,988	29,800	29,706	30,982	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.1%	75.6%	74.4%	73.8%	74.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.8%	9.8%	9.2%	10.0%	9.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.1%	na	0.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

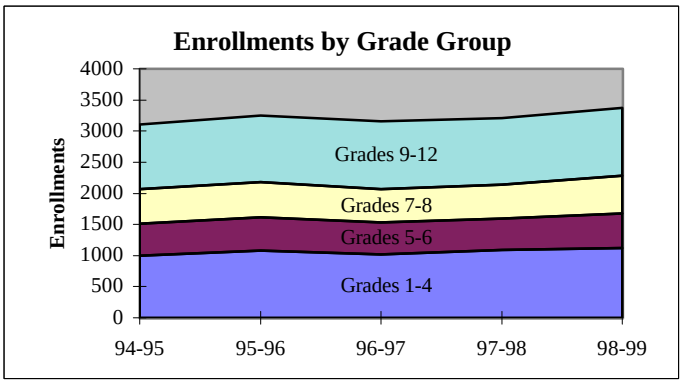
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	232	238	241	243	239	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	197	210	214	214	233	84.9%	88.2%	88.8%	88.1%	97.5%
Newly Hired	35	28	27	29	6	15.1%	11.8%	11.2%	11.9%	2.5%
Transfers In	3	4	4	4	0	8.6%	14.3%	14.8%	13.8%	0.0%
Reentrants	8	9	12	7	1	22.9%	32.1%	44.4%	24.1%	16.7%
First Time Educators	24	15	11	18	5	68.6%	53.6%	40.7%	62.1%	83.3%
Total Exiting Next Year	22	24	27	10	-	9.5%	10.1%	11.2%	4.1%	-
Transfers Out	12	9	10	3	-	54.5%	37.5%	37.0%	30.0%	-
Leave Tennessee Educ.	10	15	17	7	-	45.5%	62.5%	63.0%	70.0%	-

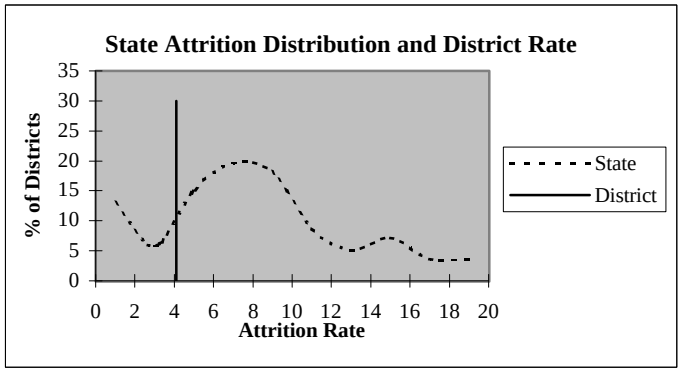
Dynamics Rates	District Rates				
District Attrition	9.5%	10.1%	11.2%	4.1%	-
Transfers In/Out	0.25	0.44	0.40	1.33	-

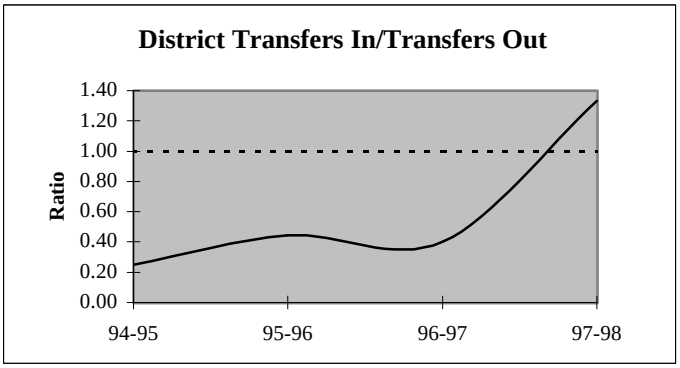
District Report for: MORGAN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	232	238	241	243	239	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	8	13	14	17	17	3.4%	5.5%	5.8%	7.0%	7.1%
Professional Staff	19	20	20	16	15	8.2%	8.4%	8.3%	6.6%	6.3%
Total Teachers	205	205	207	210	207	88.4%	86.1%	85.9%	86.4%	86.6%
Special Education	20	20	19	21	20	9.8%	9.8%	9.2%	10.0%	9.7%
Pre-K & Kindergarten	16	17	18	17	16	7.8%	8.3%	8.7%	8.1%	7.7%
Elementary (1-4)	67	64	65	60	59	32.7%	31.2%	31.4%	28.6%	28.5%
Middle School (5-6)	19	23	26	23	25	9.3%	11.2%	12.6%	11.0%	12.1%
Jr. High (7-8)	20	21	22	21	21	9.8%	10.2%	10.6%	10.0%	10.1%
High School (9-12)	63	60	57	68	66	30.7%	29.3%	27.5%	32.4%	31.9%
Business	4	4	4	3	4	6.3%	6.7%	7.0%	4.4%	6.1%
Language Arts	8	8	8	9	9	12.7%	13.3%	14.0%	13.2%	13.6%
Social Studies	4	4	4	5	5	6.3%	6.7%	7.0%	7.4%	7.6%
Foreign Language	4	4	5	2	2	6.3%	6.7%	8.8%	2.9%	3.0%
Mathematics	7	7	6	8	8	11.1%	11.7%	10.5%	11.8%	12.1%
Science	6	5	4	4	4	9.5%	8.3%	7.0%	5.9%	6.1%
Vocational Education	12	12	12	12	12	19.0%	20.0%	21.1%	17.6%	18.2%
Other High School	18	16	14	25	22	28.6%	26.7%	24.6%	36.8%	33.3%
Total Enrollments	3,403	3,579	3,501	3,466	3,721	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	239	280	288	260	321	7.0%	7.8%	8.2%	7.5%	8.6%
Grades 1-4	996	1,077	1,019	1,085	1,116	29.3%	30.1%	29.1%	31.3%	30.0%
Grades 5-6	515	541	513	510	565	15.1%	15.1%	14.7%	14.7%	15.2%
Grades 7-8	557	559	536	545	600	16.4%	15.6%	15.3%	15.7%	16.1%
Grades 9-12	1,040	1,076	1,089	1,066	1,090	30.6%	30.1%	31.1%	30.8%	29.3%
Ungraded	56	46	56	0	29	1.6%	1.3%	1.6%	0.0%	0.8%









District Report for: MORGAN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	8	13	14	17	17	3.5%	5.6%	6.0%	7.3%	7.4%
White - Females	1	2	3	5	5	12.5%	15.4%	21.4%	29.4%	29.4%
White - Males	7	11	11	12	12	87.5%	84.6%	78.6%	70.6%	70.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	20	19	15	14	8.4%	8.6%	8.2%	6.4%	6.1%
White - Females	11	13	13	12	11	57.9%	65.0%	68.4%	80.0%	78.6%
White - Males	8	7	6	3	3	42.1%	35.0%	31.6%	20.0%	21.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	200	199	200	202	200	88.1%	85.8%	85.8%	86.3%	86.6%
White - Females	153	154	153	154	153	76.5%	77.4%	76.5%	76.2%	76.5%
White - Males	47	45	47	48	47	23.5%	22.6%	23.5%	23.8%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	7	5	21	15	1.6%	3.6%	2.6%	10.0%	7.2%
25-29	39	35	35	31	31	20.2%	18.2%	18.1%	14.8%	15.0%
30-34	23	26	26	28	26	11.9%	13.5%	13.5%	13.3%	12.6%
35-39	23	18	24	28	29	11.9%	9.4%	12.4%	13.3%	14.0%
40-45	36	34	31	31	28	18.7%	17.7%	16.1%	14.8%	13.5%
45-49	36	35	32	32	33	18.7%	18.2%	16.6%	15.2%	15.9%
50-54	18	22	25	26	31	9.3%	11.5%	13.0%	12.4%	15.0%
55+	15	15	15	13	14	7.8%	7.8%	7.8%	6.2%	6.8%
Average Age	40.0	40.2	40.1	37.3	38.5					

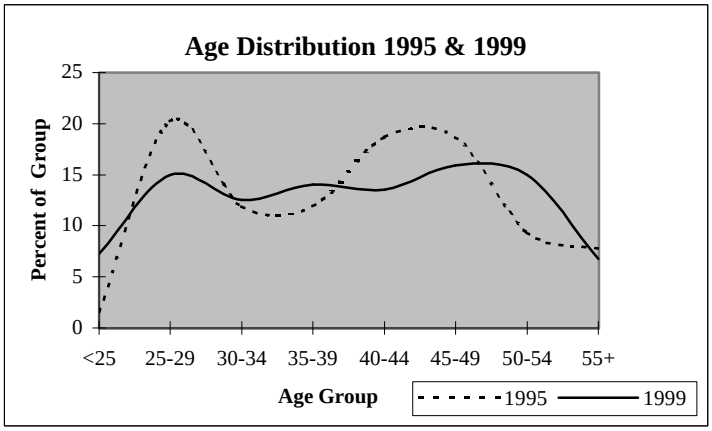
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	65	67	62	52	36	31.7%	32.7%	30.0%	24.8%	17.4%
4-7 Years	27	33	37	49	55	13.2%	16.1%	17.9%	23.3%	26.6%
8-11 Years	23	20	19	21	27	11.2%	9.8%	9.2%	10.0%	13.0%
12-15 Years	21	17	18	20	18	10.2%	8.3%	8.7%	9.5%	8.7%
16-19 Years	28	22	24	24	20	13.7%	10.7%	11.6%	11.4%	9.7%
20+ Years	41	46	47	44	51	20.0%	22.4%	22.7%	21.0%	24.6%
Average Experience	11.0	11.0	11.1	11.0	11.7					

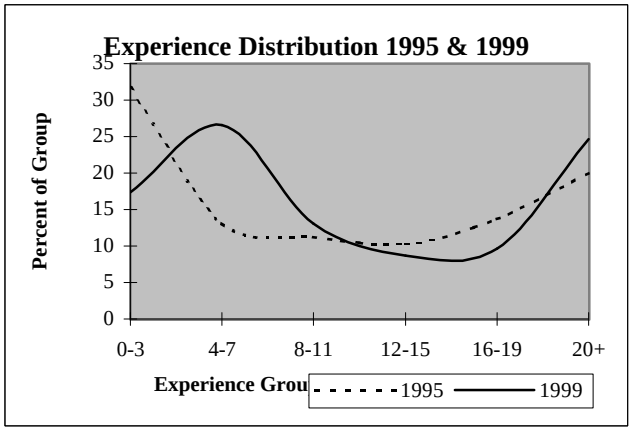
District Report for: MORGAN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	22	24	27	10	-	9.5%	10.1%	11.2%	4.1%	-
Attrition from Transfers	12	9	10	3	-	5.2%	3.8%	4.1%	1.2%	-
Attrition from Exits	10	15	17	7	-	4.3%	6.3%	7.1%	2.9%	-
Teacher Attrition	18	22	22	9	-	8.8%	10.7%	10.6%	4.3%	-
Attrition from Transfers	10	9	7	3	-	4.9%	4.4%	3.4%	1.4%	-
Attrition from Exits	8	13	15	6	-	3.9%	6.3%	7.2%	2.9%	-
District Retention										
Educator Retention	210	214	214	233	-	90.5%	89.9%	88.8%	95.9%	-
Teacher Retention	187	183	185	201	-	91.2%	89.3%	89.4%	95.7%	-

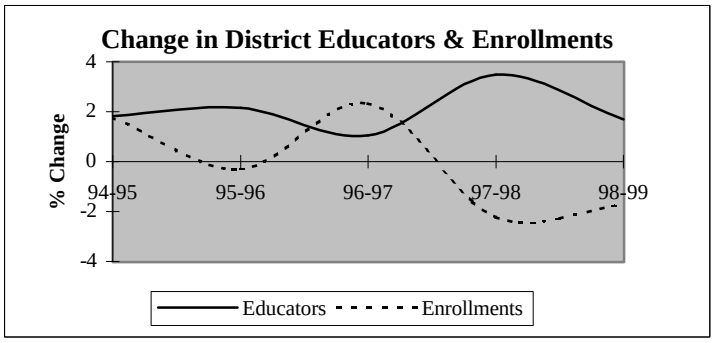
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	79.3%	10.9%	9.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	81.8%	7.8%	10.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.6%	8.2%	8.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.4%	3.1%	1.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.6%	3.4%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	84.8%	8.7%	6.5%	89.7%	2.1%	91.8%	8.2%

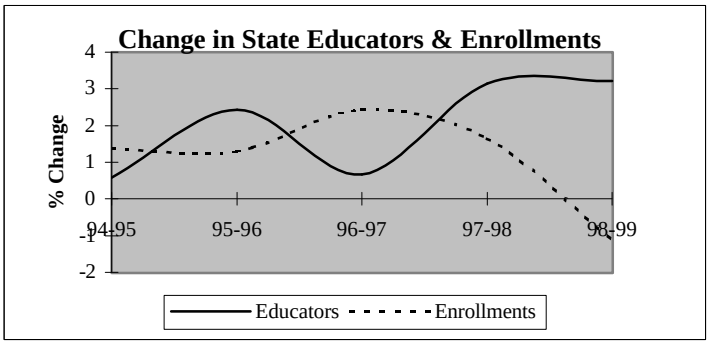
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.4%	14.7%	16.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.4%	12.3%	13.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	11.2%	7.6%	5.0%	9.1%	2.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.8%	90.3%	91.3%	88.1%	95.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.9%	0.4%	0.4%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	1.7%	3.3%	2.9%	2.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: OBION COUNTY





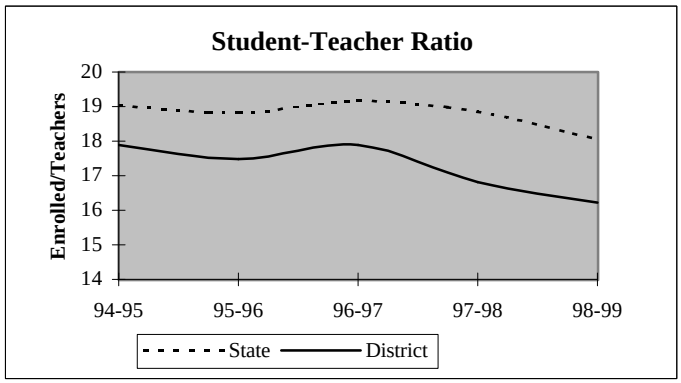
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	15.4	15.6	14.8	14.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.9	17.5	17.9	16.8	16.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	6	3	10	5	-	-	-	-	-
% Change in Educators	1.8%	2.2%	1.1%	3.5%	1.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	76	-14	102	-100	-75	-	-	-	-	-
% Change in Enrollment	1.8%	-0.3%	2.3%	-2.2%	-1.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.2%	1.8%	1.0%	0.7%	0.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.0%	3.9%	3.8%	3.7%	3.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.6%	7.7%	8.7%	8.4%	8.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.2%	2.2%	2.2%	2.1%	2.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.7	44.2	44.3	41.3	41.5	42.7	43.1	43.3	37.1	36.4
Average Experience	15.8	16.2	16.4	16.1	16.4	13.9	13.9	13.8	13.7	13.7
Average Salary	31,075	31,350	32,294	32,252	33,257	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.5%	2.5%	2.5%	2.4%	2.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.5%	78.1%	78.9%	78.5%	79.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.6%	10.8%	11.2%	10.3%	9.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.7%	na	6.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.0%	na	0.8%	-	1.7%	1.7%	1.6%	1.8%

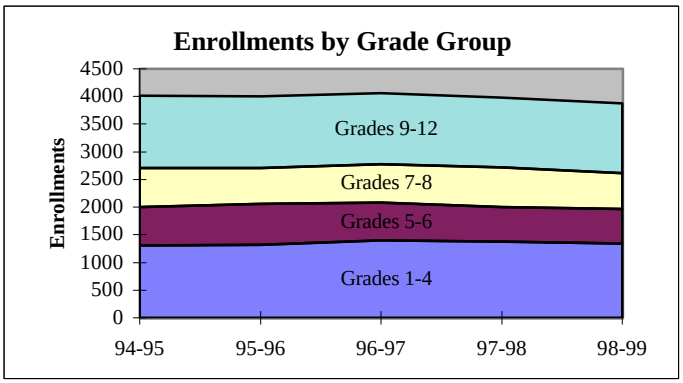
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	278	284	287	297	302	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	252	268	276	275	288	90.6%	94.4%	96.2%	92.6%	95.4%
Newly Hired	26	16	11	22	14	9.4%	5.6%	3.8%	7.4%	4.6%
Transfers In	6	3	3	2	2	23.1%	18.8%	27.3%	9.1%	14.3%
Reentrants	11	5	2	10	5	42.3%	31.3%	18.2%	45.5%	35.7%
First Time Educators	9	8	6	10	7	34.6%	50.0%	54.5%	45.5%	50.0%
Total Exiting Next Year	10	8	12	9	-	3.6%	2.8%	4.2%	3.0%	-
Transfers Out	4	1	1	3	-	40.0%	12.5%	8.3%	33.3%	-
Leave Tennessee Educ.	6	7	11	6	-	60.0%	87.5%	91.7%	66.7%	-

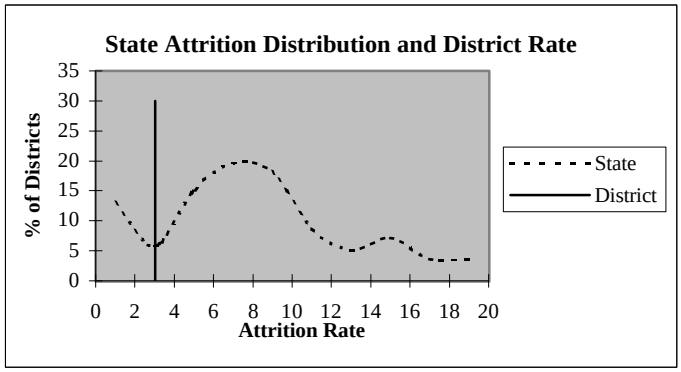
Dynamics Rates	District Rates				
District Attrition	3.6%	2.8%	4.2%	3.0%	-
Transfers In/Out	1.50	3.00	3.00	0.67	-

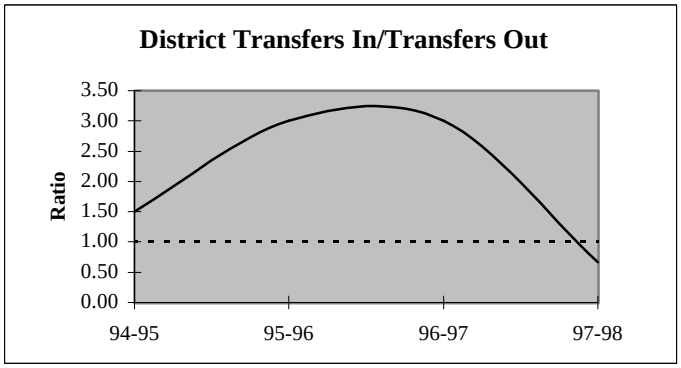
District Report for: OBION COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	278	284	287	297	302	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	11	4.0%	3.9%	3.8%	3.7%	3.6%
Professional Staff	21	22	25	25	25	7.6%	7.7%	8.7%	8.4%	8.3%
Total Teachers	246	251	251	261	266	88.5%	88.4%	87.5%	87.9%	88.1%
Special Education	26	27	28	27	26	10.6%	10.8%	11.2%	10.3%	9.8%
Pre-K & Kindergarten	16	18	17	18	20	6.5%	7.2%	6.8%	6.9%	7.5%
Elementary (1-4)	84	83	81	87	87	34.1%	33.1%	32.3%	33.3%	32.7%
Middle School (5-6)	28	30	29	30	33	11.4%	12.0%	11.6%	11.5%	12.4%
Jr. High (7-8)	26	27	28	31	31	10.6%	10.8%	11.2%	11.9%	11.7%
High School (9-12)	66	66	68	68	69	26.8%	26.3%	27.1%	26.1%	25.9%
Business	3	3	3	2	2	4.5%	4.5%	4.4%	2.9%	2.9%
Language Arts	9	9	9	10	10	13.6%	13.6%	13.2%	14.7%	14.5%
Social Studies	7	7	6	7	7	10.6%	10.6%	8.8%	10.3%	10.1%
Foreign Language	2	2	3	2	2	3.0%	3.0%	4.4%	2.9%	2.9%
Mathematics	8	7	7	7	8	12.1%	10.6%	10.3%	10.3%	11.6%
Science	6	7	7	6	6	9.1%	10.6%	10.3%	8.8%	8.7%
Vocational Education	21	19	20	20	20	31.8%	28.8%	29.4%	29.4%	29.0%
Other High School	10	12	13	14	14	15.2%	18.2%	19.1%	20.6%	20.3%
Total Enrollments	4,400	4,386	4,488	4,388	4,313	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	326	333	369	359	385	7.4%	7.6%	8.2%	8.2%	8.9%
Grades 1-4	1,311	1,318	1,395	1,376	1,343	29.8%	30.1%	31.1%	31.4%	31.1%
Grades 5-6	693	737	682	631	628	15.8%	16.8%	15.2%	14.4%	14.6%
Grades 7-8	703	652	695	711	646	16.0%	14.9%	15.5%	16.2%	15.0%
Grades 9-12	1,308	1,295	1,294	1,260	1,263	29.7%	29.5%	28.8%	28.7%	29.3%
Ungraded	59	51	53	51	48	1.3%	1.2%	1.2%	1.2%	1.1%









District Report for: OBION COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	11	11	4.1%	4.0%	3.9%	3.8%	3.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	11	11	11	11	11	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	21	22	25	25	25	7.7%	7.9%	9.0%	8.7%	8.5%
White - Females	16	17	19	21	21	76.2%	77.3%	76.0%	84.0%	84.0%
White - Males	5	5	6	4	4	23.8%	22.7%	24.0%	16.0%	16.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	239	244	243	251	257	88.2%	88.1%	87.1%	87.5%	87.7%
White - Females	185	188	189	195	201	77.4%	77.0%	77.8%	77.7%	78.2%
White - Males	48	50	48	50	50	20.1%	20.5%	19.8%	19.9%	19.5%
Black - Females	6	6	6	6	6	2.5%	2.5%	2.5%	2.4%	2.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	2	1	20	24	0.9%	0.8%	0.4%	7.7%	9.0%
25-29	23	20	24	24	19	9.9%	8.4%	10.2%	9.2%	7.1%
30-34	14	17	16	17	25	6.0%	7.2%	6.8%	6.5%	9.4%
35-39	29	25	26	29	20	12.4%	10.5%	11.1%	11.1%	7.5%
40-45	47	46	33	35	41	20.2%	19.4%	14.0%	13.4%	15.4%
45-49	63	61	67	56	46	27.0%	25.7%	28.5%	21.5%	17.3%
50-54	29	38	40	48	52	12.4%	16.0%	17.0%	18.4%	19.5%
55+	26	28	28	32	39	11.2%	11.8%	11.9%	12.3%	14.7%
Average Age	43.7	44.2	44.3	41.3	41.5					

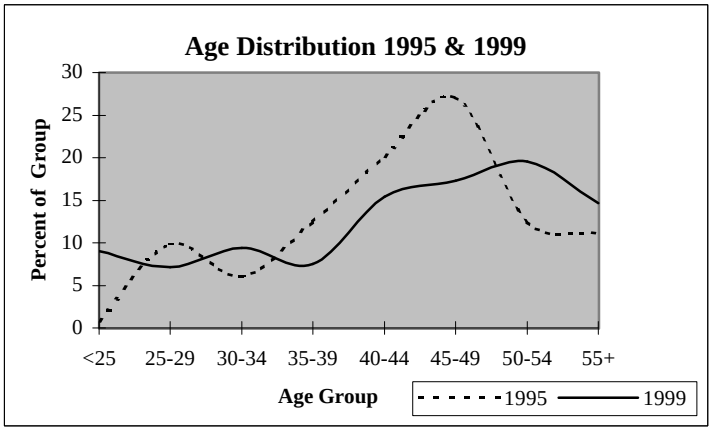
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	34	33	31	39	37	13.8%	13.1%	12.4%	14.9%	13.9%
4-7 Years	18	20	22	29	38	7.3%	8.0%	8.8%	11.1%	14.3%
8-11 Years	26	25	27	19	16	10.6%	10.0%	10.8%	7.3%	6.0%
12-15 Years	33	31	26	29	26	13.4%	12.4%	10.4%	11.1%	9.8%
16-19 Years	26	32	35	32	31	10.6%	12.7%	13.9%	12.3%	11.7%
20+ Years	109	110	110	113	118	44.3%	43.8%	43.8%	43.3%	44.4%
Average Experience	15.8	16.2	16.4	16.1	16.4					

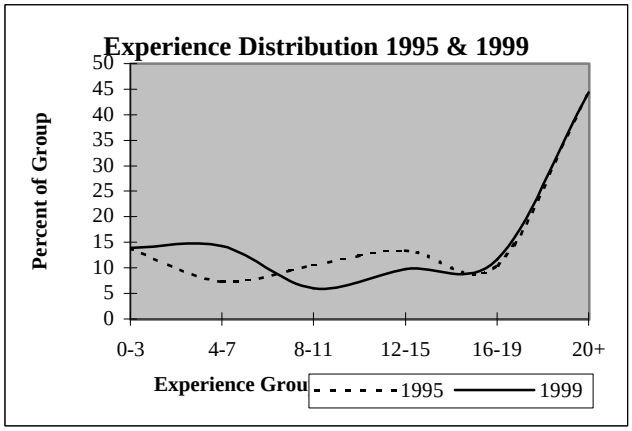
District Report for: OBION COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	10	8	12	9	-	3.6%	2.8%	4.2%	3.0%	-
Attrition from Transfers	4	1	1	3	-	1.4%	0.4%	0.3%	1.0%	-
Attrition from Exits	6	7	11	6	-	2.2%	2.5%	3.8%	2.0%	-
Teacher Attrition	10	8	11	9	-	4.1%	3.2%	4.4%	3.4%	-
Attrition from Transfers	4	1	1	3	-	1.6%	0.4%	0.4%	1.1%	-
Attrition from Exits	6	7	10	6	-	2.4%	2.8%	4.0%	2.3%	-
District Retention										
Educator Retention	268	276	275	288	-	96.4%	97.2%	95.8%	97.0%	-
Teacher Retention	236	243	240	252	-	95.9%	96.8%	95.6%	96.6%	-

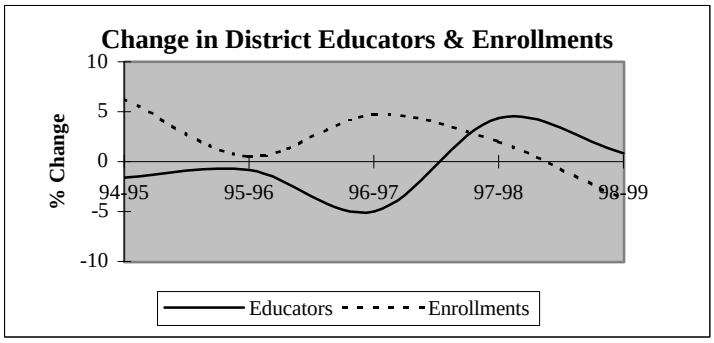
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	89.7%	5.1%	5.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.7%	2.1%	6.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.0%	4.7%	2.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.1%	5.9%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.9%	0.0%	3.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.6%	6.3%	3.1%	89.7%	2.1%	91.8%	8.2%

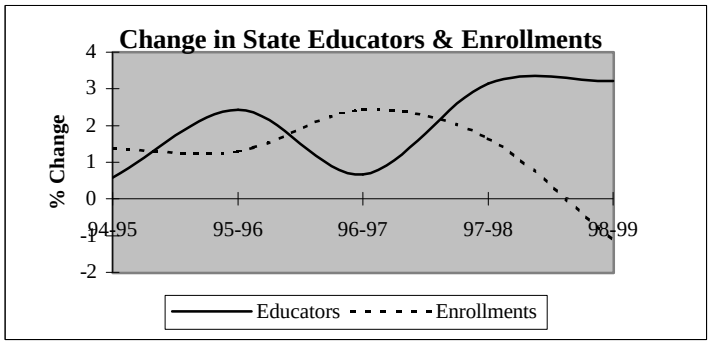
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	4.7%	8.3%	11.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.4%	5.8%	8.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.0%	3.2%	3.1%	3.7%	3.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.0%	95.4%	96.2%	93.6%	95.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.0%	0.0%	0.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.6%	1.4%	0.7%	2.4%	1.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: UNION CITY





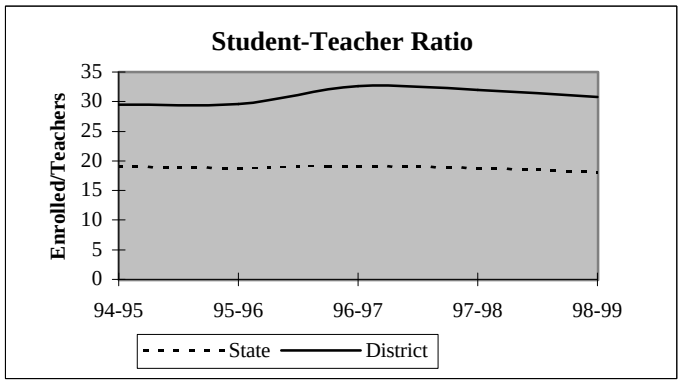
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	24.4	24.7	27.2	26.6	25.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	29.5	29.7	32.7	32.0	30.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	-1	-6	5	1	-	-	-	-	-
% Change in Educators	-1.6%	-0.8%	-5.0%	4.4%	0.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	174	16	139	61	-120	-	-	-	-	-
% Change in Enrollment	6.3%	0.5%	4.7%	2.0%	-3.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.9%	1.7%	0.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	5.0%	4.4%	5.0%	6.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	12.4%	11.7%	12.3%	11.8%	10.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.7%	5.9%	6.3%	6.0%	5.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	16.7%	12.5%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	16.7%	16.7%	20.0%	16.7%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.6	46.1	46.1	44.5	44.3	42.7	43.1	43.3	37.1	36.4
Average Experience	17.9	18.4	18.7	18.6	18.2	13.9	13.9	13.8	13.7	13.7
Average Salary	35,467	36,182	37,620	37,831	38,994	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	8.2%	7.1%	7.6%	6.3%	5.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.0%	76.0%	75.8%	74.7%	77.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.0%	7.0%	9.5%	8.1%	8.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	43.4%	na	43.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

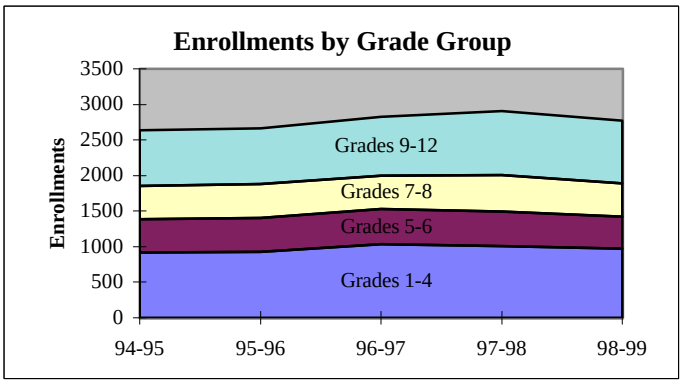
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	121	120	114	119	120	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	112	116	108	113	111	92.6%	96.7%	94.7%	95.0%	92.5%
Newly Hired	9	4	6	6	9	7.4%	3.3%	5.3%	5.0%	7.5%
Transfers In	2	2	2	2	1	22.2%	50.0%	33.3%	33.3%	11.1%
Reentrants	5	2	3	1	4	55.6%	50.0%	50.0%	16.7%	44.4%
First Time Educators	2	0	1	3	4	22.2%	0.0%	16.7%	50.0%	44.4%
Total Exiting Next Year	5	12	1	8	-	4.1%	10.0%	0.9%	6.7%	-
Transfers Out	1	0	1	3	-	20.0%	0.0%	100.0%	37.5%	-
Leave Tennessee Educ.	4	12	0	5	-	80.0%	100.0%	0.0%	62.5%	-

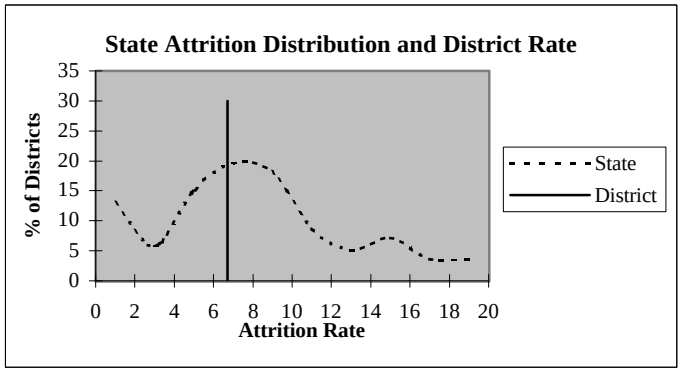
Dynamics Rates	District Rates				
District Attrition	4.1%	10.0%	0.9%	6.7%	-
Transfers In/Out	2.00	nc	2.00	0.67	-

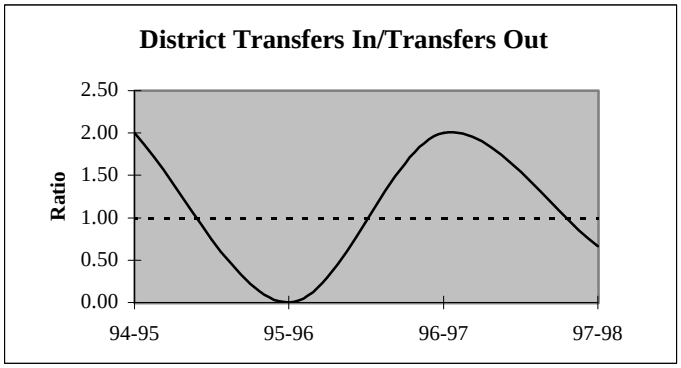
District Report for: UNION CITY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	121	120	114	119	120	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	5	6	8	5.0%	5.0%	4.4%	5.0%	6.7%
Professional Staff	15	14	14	14	13	12.4%	11.7%	12.3%	11.8%	10.8%
Total Teachers	100	100	95	99	99	82.6%	83.3%	83.3%	83.2%	82.5%
Special Education	7	7	9	8	8	7.0%	7.0%	9.5%	8.1%	8.1%
Pre-K & Kindergarten	6	6	6	7	7	6.0%	6.0%	6.3%	7.1%	7.1%
Elementary (1-4)	36	35	30	33	33	36.0%	35.0%	31.6%	33.3%	33.3%
Middle School (5-6)	11	11	11	11	9	11.0%	11.0%	11.6%	11.1%	9.1%
Jr. High (7-8)	11	11	10	12	14	11.0%	11.0%	10.5%	12.1%	14.1%
High School (9-12)	29	30	29	28	28	29.0%	30.0%	30.5%	28.3%	28.3%
Business	2	2	2	2	2	6.9%	6.7%	6.9%	7.1%	7.1%
Language Arts	4	4	4	4	4	13.8%	13.3%	13.8%	14.3%	14.3%
Social Studies	4	5	5	5	5	13.8%	16.7%	17.2%	17.9%	17.9%
Foreign Language	2	2	2	2	2	6.9%	6.7%	6.9%	7.1%	7.1%
Mathematics	3	4	4	2	3	10.3%	13.3%	13.8%	7.1%	10.7%
Science	2	3	2	2	2	6.9%	10.0%	6.9%	7.1%	7.1%
Vocational Education	5	5	5	5	5	17.2%	16.7%	17.2%	17.9%	17.9%
Other High School	7	5	5	6	5	24.1%	16.7%	17.2%	21.4%	17.9%
Total Enrollments	2,949	2,965	3,104	3,165	3,045	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	273	262	241	213	229	9.3%	8.8%	7.8%	6.7%	7.5%
Grades 1-4	920	929	1,037	1,007	970	31.2%	31.3%	33.4%	31.8%	31.9%
Grades 5-6	465	479	490	488	453	15.8%	16.2%	15.8%	15.4%	14.9%
Grades 7-8	471	469	474	513	462	16.0%	15.8%	15.3%	16.2%	15.2%
Grades 9-12	780	789	826	901	885	26.4%	26.6%	26.6%	28.5%	29.1%
Ungraded	40	37	36	43	46	1.4%	1.2%	1.2%	1.4%	1.5%









District Report for: UNION CITY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	6	6	5	6	8	5.0%	5.1%	4.5%	5.2%	6.8%
White - Females	1	1	1	1	2	16.7%	16.7%	20.0%	16.7%	25.0%
White - Males	5	5	4	4	5	83.3%	83.3%	80.0%	66.7%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	16.7%	12.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	14	14	14	13	12.6%	11.9%	12.6%	12.1%	11.1%
White - Females	12	11	10	10	10	80.0%	78.6%	71.4%	71.4%	76.9%
White - Males	3	3	4	4	3	20.0%	21.4%	28.6%	28.6%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	98	98	92	96	96	82.4%	83.1%	82.9%	82.8%	82.1%
White - Females	67	69	65	67	71	68.4%	70.4%	70.7%	69.8%	74.0%
White - Males	23	22	20	23	20	23.5%	22.4%	21.7%	24.0%	20.8%
Black - Females	5	5	5	5	4	5.1%	5.1%	5.4%	5.2%	4.2%
Black - Males	3	2	2	1	1	3.1%	2.0%	2.2%	1.0%	1.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	0	4	5	1.0%	1.0%	0.0%	4.0%	5.1%
25-29	1	4	5	6	3	1.0%	4.1%	5.4%	6.1%	3.0%
30-34	9	6	3	5	7	9.3%	6.1%	3.2%	5.1%	7.1%
35-39	7	7	10	11	11	7.2%	7.1%	10.8%	11.1%	11.1%
40-45	22	19	17	15	13	22.7%	19.4%	18.3%	15.2%	13.1%
45-49	29	30	25	18	19	29.9%	30.6%	26.9%	18.2%	19.2%
50-54	17	17	21	23	27	17.5%	17.3%	22.6%	23.2%	27.3%
55+	11	14	12	17	14	11.3%	14.3%	12.9%	17.2%	14.1%
Average Age	45.6	46.1	46.1	44.5	44.3					

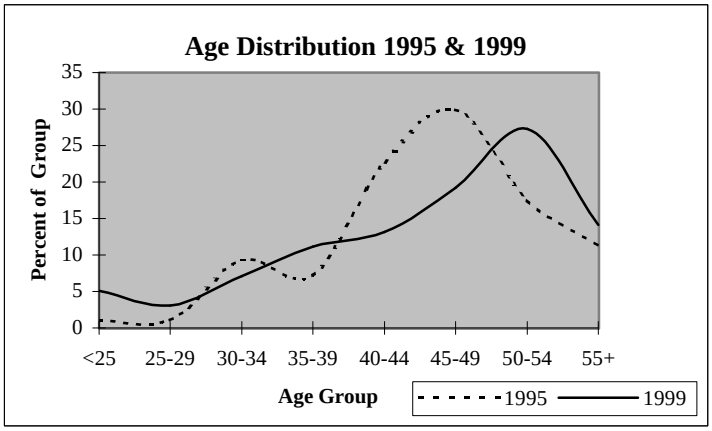
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	7	8	7	10	8	7.0%	8.0%	7.4%	10.1%	8.1%
4-7 Years	2	2	5	7	10	2.0%	2.0%	5.3%	7.1%	10.1%
8-11 Years	14	11	7	5	5	14.0%	11.0%	7.4%	5.1%	5.1%
12-15 Years	8	5	7	9	13	8.0%	5.0%	7.4%	9.1%	13.1%
16-19 Years	27	29	23	15	8	27.0%	29.0%	24.2%	15.2%	8.1%
20+ Years	42	45	46	53	55	42.0%	45.0%	48.4%	53.5%	55.6%
Average Experience	17.9	18.4	18.7	18.6	18.2					

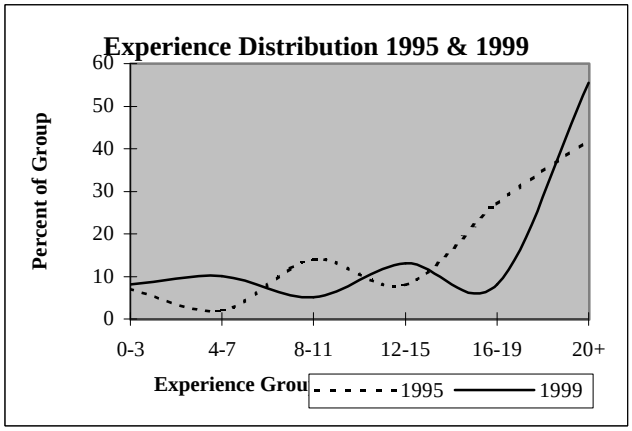
District Report for: UNION CITY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	12	1	8	-	4.1%	10.0%	0.9%	6.7%	-
Attrition from Transfers	1	0	1	3	-	0.8%	0.0%	0.9%	2.5%	-
Attrition from Exits	4	12	0	5	-	3.3%	10.0%	0.0%	4.2%	-
Teacher Attrition	3	10	0	8	-	3.0%	10.0%	0.0%	8.1%	-
Attrition from Transfers	1	0	0	3	-	1.0%	0.0%	0.0%	3.0%	-
Attrition from Exits	2	10	0	5	-	2.0%	10.0%	0.0%	5.1%	-
District Retention										
Educator Retention	116	108	113	111	-	95.9%	90.0%	99.1%	93.3%	-
Teacher Retention	97	90	95	91	-	97.0%	90.0%	100.0%	91.9%	-

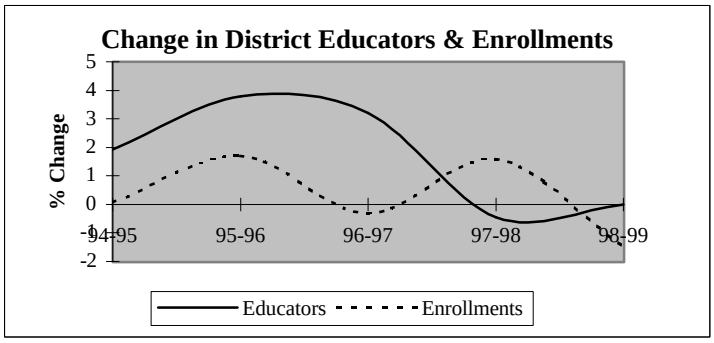
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.8%	22.2%	0.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	100.0%	0.0%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	76.9%	7.7%	15.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	72.7%	18.2%	9.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

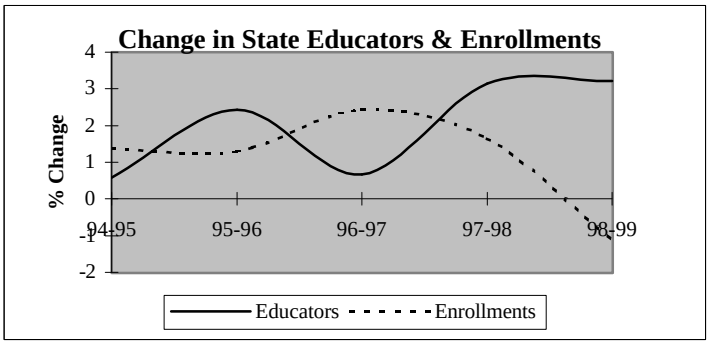
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	3.1%	4.0%	5.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	0.0%	0.8%	3.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	1.7%	0.8%	0.9%	3.4%	4.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.2%	97.5%	96.5%	95.0%	92.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.0%	1.8%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.3%	1.7%	0.9%	1.7%	3.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: OVERTON COUNTY





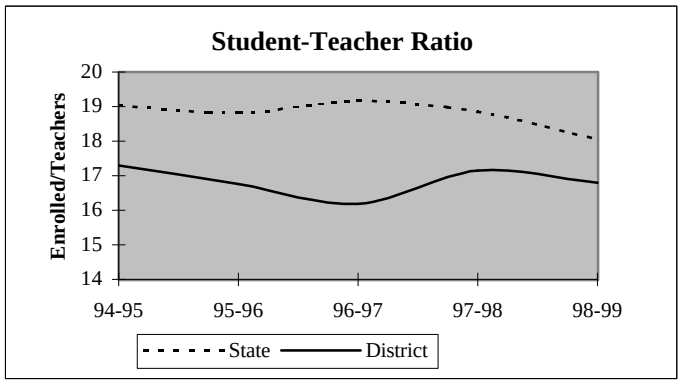
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	14.5	14.0	14.2	14.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	16.8	16.2	17.1	16.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	8	7	-1	0	-	-	-	-	-
% Change in Educators	1.9%	3.8%	3.2%	-0.4%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	2	53	-10	50	-47	-	-	-	-	-
% Change in Enrollment	0.1%	1.7%	-0.3%	1.6%	-1.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.9%	0.9%	0.9%	0.0%	0.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.1%	4.4%	4.9%	4.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.0%	9.6%	9.3%	12.0%	11.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.0%	0.9%	0.9%	0.9%	0.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	10.0%	11.1%	10.0%	9.1%	9.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	22.2%	30.0%	18.2%	18.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.2	42.5	42.5	39.5	39.8	42.7	43.1	43.3	37.1	36.4
Average Experience	14.7	14.9	15.0	14.5	14.9	13.9	13.9	13.8	13.7	13.7
Average Salary	28,002	28,501	29,211	29,494	30,326	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	73.9%	75.1%	76.9%	75.4%	77.7%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.6%	11.1%	11.3%	8.6%	7.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.2%	na	0.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.3%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

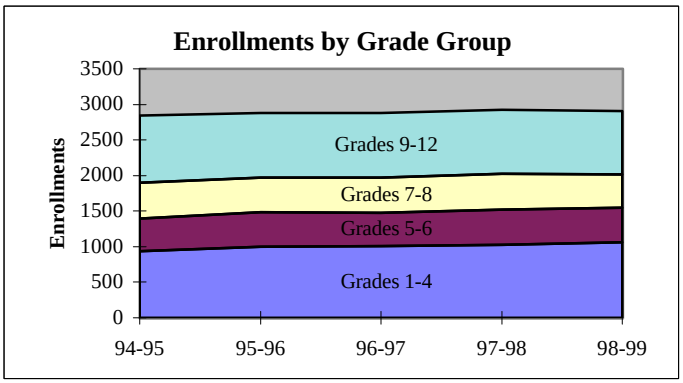
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	211	219	226	225	225	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	204	212	207	210	91.5%	93.2%	93.8%	92.0%	93.3%
Newly Hired	18	15	14	18	15	8.5%	6.8%	6.2%	8.0%	6.7%
Transfers In	6	4	1	1	0	33.3%	26.7%	7.1%	5.6%	0.0%
Reentrants	4	3	6	8	2	22.2%	20.0%	42.9%	44.4%	13.3%
First Time Educators	8	8	7	9	13	44.4%	53.3%	50.0%	50.0%	86.7%
Total Exiting Next Year	7	7	19	15	-	3.3%	3.2%	8.4%	6.7%	-
Transfers Out	1	2	2	2	-	14.3%	28.6%	10.5%	13.3%	-
Leave Tennessee Educ.	6	5	17	13	-	85.7%	71.4%	89.5%	86.7%	-

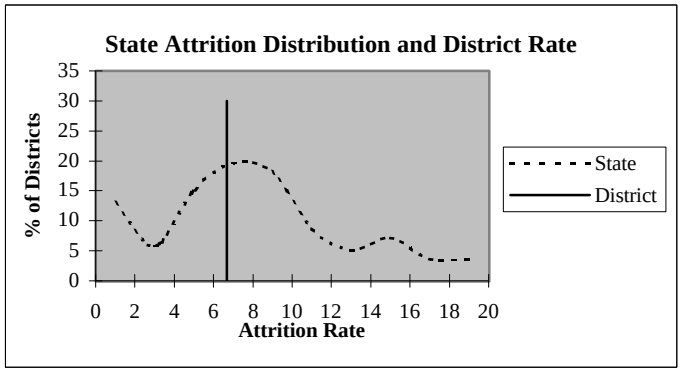
Dynamics Rates	District Rates				
District Attrition	3.3%	3.2%	8.4%	6.7%	-
Transfers In/Out	6.00	2.00	0.50	0.50	-

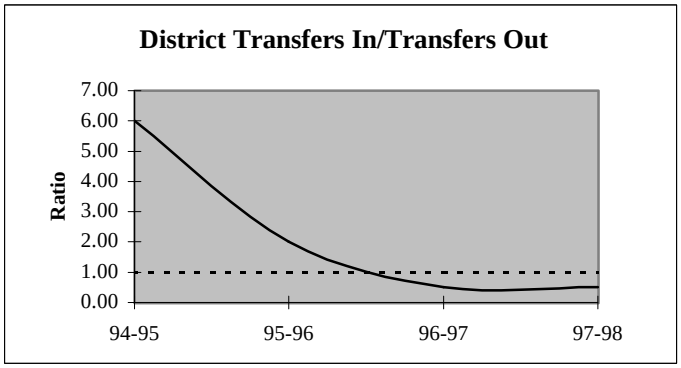
District Report for: OVERTON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	211	219	226	225	225	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	9	10	11	11	4.7%	4.1%	4.4%	4.9%	4.9%
Professional Staff	21	21	21	27	26	10.0%	9.6%	9.3%	12.0%	11.6%
Total Teachers	180	189	195	187	188	85.3%	86.3%	86.3%	83.1%	83.6%
Special Education	19	21	22	16	14	10.6%	11.1%	11.3%	8.6%	7.4%
Pre-K & Kindergarten	13	15	16	16	17	7.2%	7.9%	8.2%	8.6%	9.0%
Elementary (1-4)	71	69	72	68	71	39.4%	36.5%	36.9%	36.4%	37.8%
Middle School (5-6)	16	20	20	18	23	8.9%	10.6%	10.3%	9.6%	12.2%
Jr. High (7-8)	18	20	20	23	21	10.0%	10.6%	10.3%	12.3%	11.2%
High School (9-12)	43	44	45	46	42	23.9%	23.3%	23.1%	24.6%	22.3%
Business	4	4	4	4	4	9.3%	9.1%	8.9%	8.7%	9.5%
Language Arts	6	4	5	5	5	14.0%	9.1%	11.1%	10.9%	11.9%
Social Studies	6	6	6	6	5	14.0%	13.6%	13.3%	13.0%	11.9%
Foreign Language	2	2	2	2	2	4.7%	4.5%	4.4%	4.3%	4.8%
Mathematics	4	4	3	3	3	9.3%	9.1%	6.7%	6.5%	7.1%
Science	4	4	4	5	5	9.3%	9.1%	8.9%	10.9%	11.9%
Vocational Education	10	10	10	9	7	23.3%	22.7%	22.2%	19.6%	16.7%
Other High School	7	10	11	12	11	16.3%	22.7%	24.4%	26.1%	26.2%
Total Enrollments	3,113	3,166	3,156	3,206	3,159	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	251	263	258	265	238	8.1%	8.3%	8.2%	8.3%	7.5%
Grades 1-4	934	996	1,011	1,026	1,061	30.0%	31.5%	32.0%	32.0%	33.6%
Grades 5-6	465	485	461	492	489	14.9%	15.3%	14.6%	15.3%	15.5%
Grades 7-8	501	488	498	505	468	16.1%	15.4%	15.8%	15.8%	14.8%
Grades 9-12	941	906	911	898	886	30.2%	28.6%	28.9%	28.0%	28.0%
Ungraded	21	28	17	20	17	0.7%	0.9%	0.5%	0.6%	0.5%









District Report for: OVERTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	9	10	11	11	4.8%	4.1%	4.5%	4.9%	4.9%
White - Females	1	1	2	1	1	10.0%	11.1%	20.0%	9.1%	9.1%
White - Males	8	7	7	9	9	80.0%	77.8%	70.0%	81.8%	81.8%
Black - Females	1	1	1	1	1	10.0%	11.1%	10.0%	9.1%	9.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	21	21	21	27	26	10.0%	9.7%	9.4%	12.1%	11.7%
White - Females	17	17	16	22	22	81.0%	81.0%	76.2%	81.5%	84.6%
White - Males	3	3	4	4	4	14.3%	14.3%	19.0%	14.8%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	4.8%	4.8%	4.8%	3.7%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	178	187	193	185	186	85.2%	86.2%	86.2%	83.0%	83.4%
White - Females	133	142	150	141	146	74.7%	75.9%	77.7%	76.2%	78.5%
White - Males	45	45	43	44	40	25.3%	24.1%	22.3%	23.8%	21.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	4	5	14	18	1.2%	2.2%	2.7%	7.5%	9.6%
25-29	19	18	18	19	18	11.0%	10.0%	9.7%	10.2%	9.6%
30-34	21	21	27	28	22	12.1%	11.7%	14.5%	15.0%	11.7%
35-39	29	22	18	20	22	16.8%	12.2%	9.7%	10.7%	11.7%
40-45	26	29	30	28	29	15.0%	16.1%	16.1%	15.0%	15.4%
45-49	44	47	41	33	26	25.4%	26.1%	22.0%	17.6%	13.8%
50-54	15	18	25	29	35	8.7%	10.0%	13.4%	15.5%	18.6%
55+	17	21	22	16	18	9.8%	11.7%	11.8%	8.6%	9.6%
Average Age	42.2	42.5	42.5	39.5	39.8					

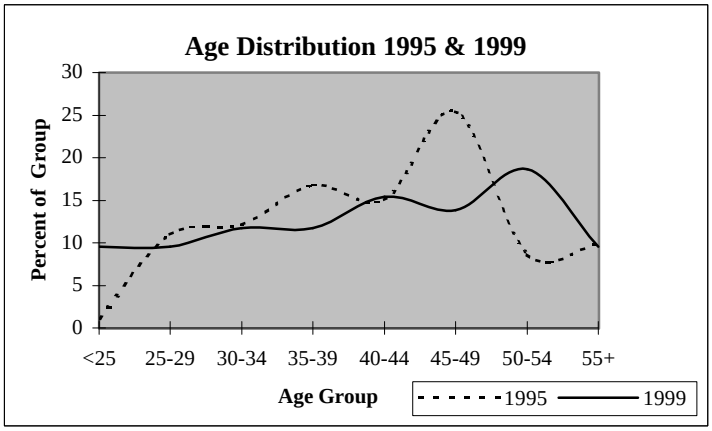
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	31	32	30	33	33	17.2%	16.9%	15.4%	17.6%	17.6%
4-7 Years	26	33	38	26	22	14.4%	17.5%	19.5%	13.9%	11.7%
8-11 Years	6	6	9	26	31	3.3%	3.2%	4.6%	13.9%	16.5%
12-15 Years	25	19	12	8	6	13.9%	10.1%	6.2%	4.3%	3.2%
16-19 Years	24	30	31	24	23	13.3%	15.9%	15.9%	12.8%	12.2%
20+ Years	68	69	75	70	73	37.8%	36.5%	38.5%	37.4%	38.8%
Average Experience	14.7	14.9	15.0	14.5	14.9					

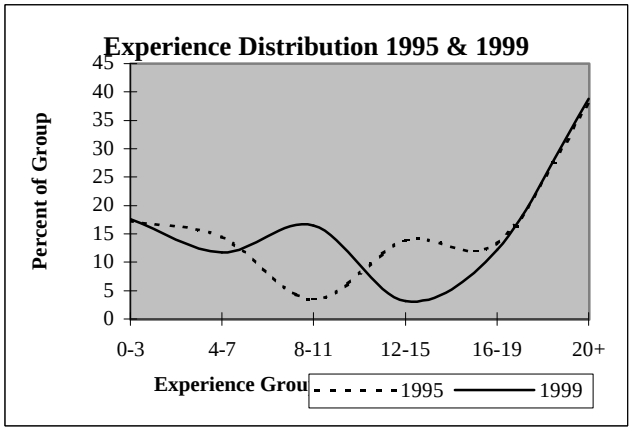
District Report for: OVERTON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	7	7	19	15	-	3.3%	3.2%	8.4%	6.7%	-
Attrition from Transfers	1	2	2	2	-	0.5%	0.9%	0.9%	0.9%	-
Attrition from Exits	6	5	17	13	-	2.8%	2.3%	7.5%	5.8%	-
Teacher Attrition	6	6	16	9	-	3.3%	3.2%	8.2%	4.8%	-
Attrition from Transfers	1	2	2	2	-	0.6%	1.1%	1.0%	1.1%	-
Attrition from Exits	5	4	14	7	-	2.8%	2.1%	7.2%	3.7%	-
District Retention										
Educator Retention	204	212	207	210	-	96.7%	96.8%	91.6%	93.3%	-
Teacher Retention	174	183	179	178	-	96.7%	96.8%	91.8%	95.2%	-

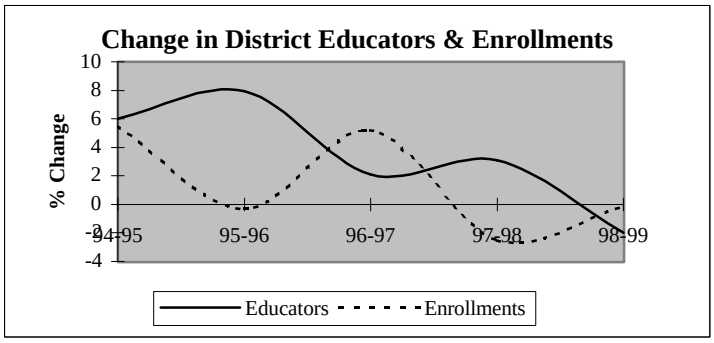
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	82.5%	7.5%	10.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.5%	5.3%	5.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	92.3%	5.1%	2.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.8%	2.6%	10.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.9%	2.7%	5.4%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

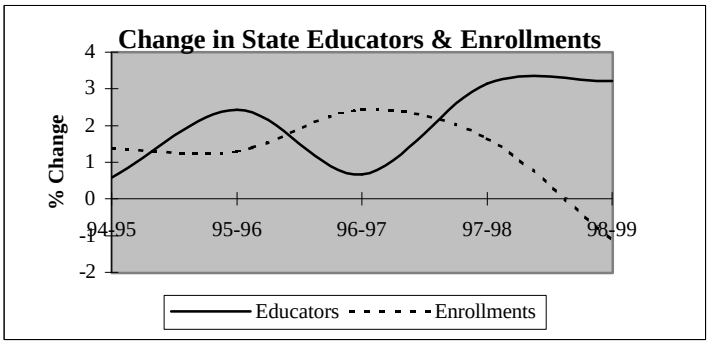
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.4%	11.0%	16.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.8%	8.7%	12.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.1%	4.6%	4.0%	4.0%	6.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.0%	94.5%	93.4%	92.0%	92.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.0%	0.9%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.4%	0.9%	2.7%	3.1%	0.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: PERRY COUNTY





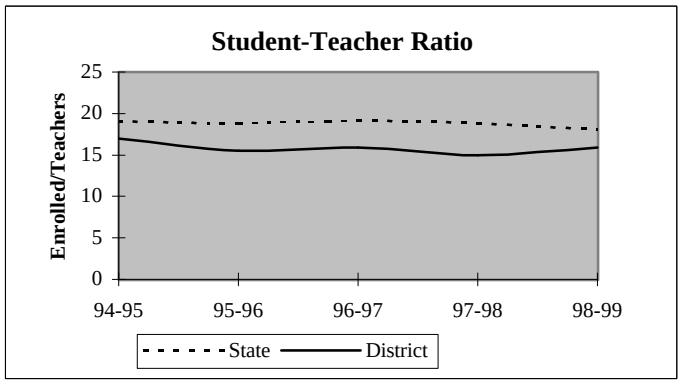
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.3	13.2	13.6	12.9	13.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.0	15.5	15.9	15.0	15.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	7	2	3	-2	-	-	-	-	-
% Change in Educators	6.0%	8.0%	2.1%	3.1%	-2.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	66	-4	65	-33	-2	-	-	-	-	-
% Change in Enrollment	5.5%	-0.3%	5.2%	-2.5%	-0.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	1.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.7%	5.3%	5.2%	5.0%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.2%	9.5%	9.3%	9.0%	11.2%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.1%	2.2%	1.1%	1.0%	1.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	40.0%	40.0%	40.0%	40.0%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	38.1	38.2	38.4	34.6	32.6	42.7	43.1	43.3	37.1	36.4
Average Experience	10.6	10.3	10.3	10.8	10.2	13.9	13.9	13.8	13.7	13.7
Average Salary	26,723	27,981	29,541	30,099	31,472	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.4%	2.6%	1.3%	1.2%	1.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.0%	77.8%	74.7%	73.3%	74.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.2%	12.3%	14.5%	14.0%	13.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.2%	na	2.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	0.1%	-	1.7%	1.7%	1.6%	1.8%

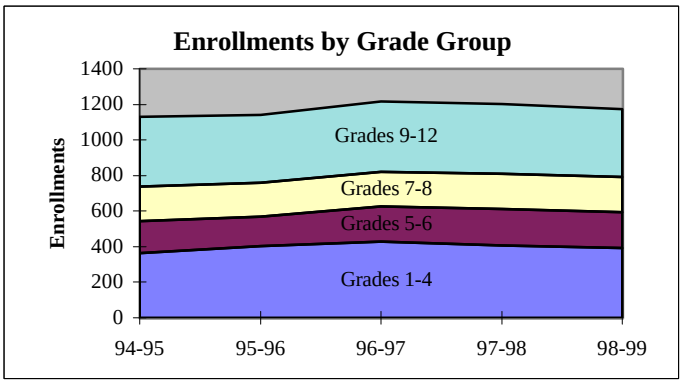
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	88	95	97	100	98	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	76	82	87	88	87	86.4%	86.3%	89.7%	88.0%	88.8%
Newly Hired	12	13	10	12	11	13.6%	13.7%	10.3%	12.0%	11.2%
Transfers In	0	2	1	1	2	0.0%	15.4%	10.0%	8.3%	18.2%
Reentrants	1	4	2	2	2	8.3%	30.8%	20.0%	16.7%	18.2%
First Time Educators	11	7	7	9	7	91.7%	53.8%	70.0%	75.0%	63.6%
Total Exiting Next Year	6	8	9	13	-	6.8%	8.4%	9.3%	13.0%	-
Transfers Out	4	1	4	3	-	66.7%	12.5%	44.4%	23.1%	-
Leave Tennessee Educ.	2	7	5	10	-	33.3%	87.5%	55.6%	76.9%	-

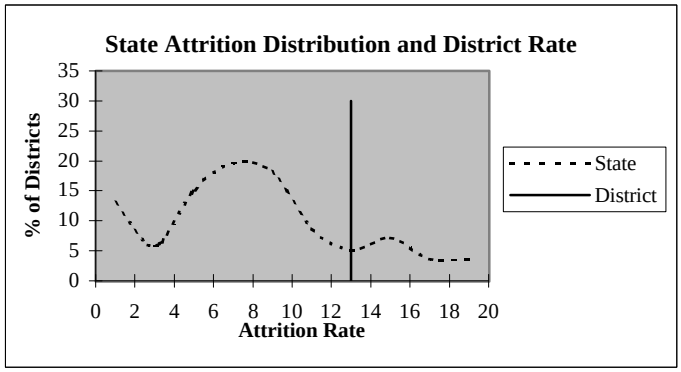
Dynamics Rates	District Rates				
District Attrition	6.8%	8.4%	9.3%	13.0%	-
Transfers In/Out	0.00	2.00	0.25	0.33	-

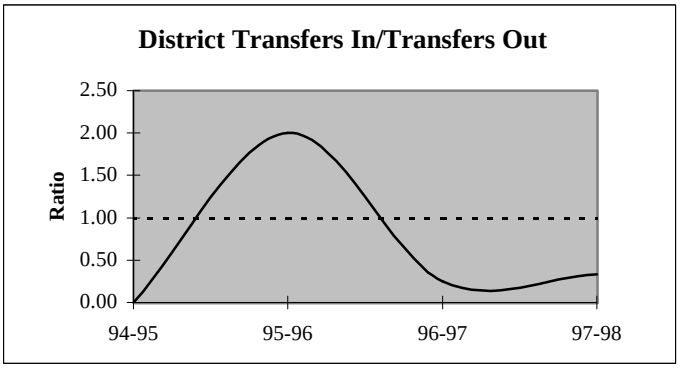
District Report for: PERRY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	88	95	97	100	98	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	5	6	5.7%	5.3%	5.2%	5.0%	6.1%
Professional Staff	9	9	9	9	11	10.2%	9.5%	9.3%	9.0%	11.2%
Total Teachers	74	81	83	86	81	84.1%	85.3%	85.6%	86.0%	82.7%
Special Education	9	10	12	12	11	12.2%	12.3%	14.5%	14.0%	13.6%
Pre-K & Kindergarten	6	6	5	5	5	8.1%	7.4%	6.0%	5.8%	6.2%
Elementary (1-4)	26	26	27	26	25	35.1%	32.1%	32.5%	30.2%	30.9%
Middle School (5-6)	8	8	7	8	8	10.8%	9.9%	8.4%	9.3%	9.9%
Jr. High (7-8)	7	10	9	10	10	9.5%	12.3%	10.8%	11.6%	12.3%
High School (9-12)	18	21	23	25	22	24.3%	25.9%	27.7%	29.1%	27.2%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	3	3	16.7%	14.3%	13.0%	12.0%	13.6%
Social Studies	2	2	2	1	2	11.1%	9.5%	8.7%	4.0%	9.1%
Foreign Language	1	1	1	0	1	5.6%	4.8%	4.3%	0.0%	4.5%
Mathematics	3	3	2	3	3	16.7%	14.3%	8.7%	12.0%	13.6%
Science	1	1	3	1	2	5.6%	4.8%	13.0%	4.0%	9.1%
Vocational Education	6	6	7	6	6	33.3%	28.6%	30.4%	24.0%	27.3%
Other High School	2	5	5	11	5	11.1%	23.8%	21.7%	44.0%	22.7%
Total Enrollments	1,259	1,255	1,320	1,287	1,285	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	108	92	89	80	102	8.6%	7.3%	6.7%	6.2%	7.9%
Grades 1-4	363	402	430	407	393	28.8%	32.0%	32.6%	31.6%	30.6%
Grades 5-6	179	168	197	206	200	14.2%	13.4%	14.9%	16.0%	15.6%
Grades 7-8	195	188	194	196	199	15.5%	15.0%	14.7%	15.2%	15.5%
Grades 9-12	394	384	395	393	381	31.3%	30.6%	29.9%	30.5%	29.6%
Ungraded	20	21	15	5	10	1.6%	1.7%	1.1%	0.4%	0.8%









District Report for: PERRY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	5	5	5	6	5.7%	5.4%	5.4%	5.1%	6.3%
White - Females	2	2	2	2	2	40.0%	40.0%	40.0%	40.0%	33.3%
White - Males	3	3	3	3	4	60.0%	60.0%	60.0%	60.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	11	10.3%	9.8%	9.7%	9.2%	11.5%
White - Females	7	7	7	7	8	77.8%	77.8%	77.8%	77.8%	72.7%
White - Males	2	2	2	2	3	22.2%	22.2%	22.2%	22.2%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	73	78	79	84	79	83.9%	84.8%	84.9%	85.7%	82.3%
White - Females	57	60	61	62	59	78.1%	76.9%	77.2%	73.8%	74.7%
White - Males	15	16	17	21	19	20.5%	20.5%	21.5%	25.0%	24.1%
Black - Females	0	1	0	0	0	0.0%	1.3%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.4%	1.3%	1.3%	1.2%	1.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	3	2	12	17	6.8%	4.2%	2.8%	14.0%	21.0%
25-29	10	13	14	12	11	13.7%	18.1%	19.4%	14.0%	13.6%
30-34	13	12	11	12	11	17.8%	16.7%	15.3%	14.0%	13.6%
35-39	14	11	11	14	11	19.2%	15.3%	15.3%	16.3%	13.6%
40-45	14	15	15	12	12	19.2%	20.8%	20.8%	14.0%	14.8%
45-49	11	13	9	12	9	15.1%	18.1%	12.5%	14.0%	11.1%
50-54	1	2	7	8	6	1.4%	2.8%	9.7%	9.3%	7.4%
55+	5	3	3	4	4	6.8%	4.2%	4.2%	4.7%	4.9%
Average Age	38.1	38.2	38.4	34.6	32.6					

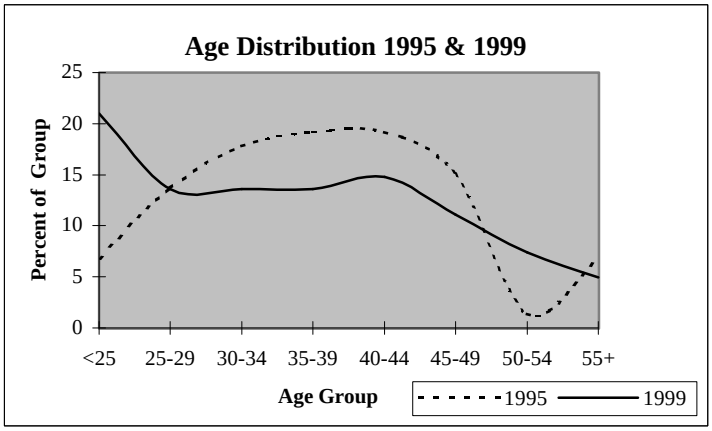
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	19	25	28	27	24	25.7%	30.9%	33.7%	31.4%	29.6%
4-7 Years	14	15	15	15	14	18.9%	18.5%	18.1%	17.4%	17.3%
8-11 Years	8	8	8	10	14	10.8%	9.9%	9.6%	11.6%	17.3%
12-15 Years	10	6	4	4	4	13.5%	7.4%	4.8%	4.7%	4.9%
16-19 Years	10	13	11	10	8	13.5%	16.0%	13.3%	11.6%	9.9%
20+ Years	13	14	17	20	17	17.6%	17.3%	20.5%	23.3%	21.0%
Average Experience	10.6	10.3	10.3	10.8	10.2					

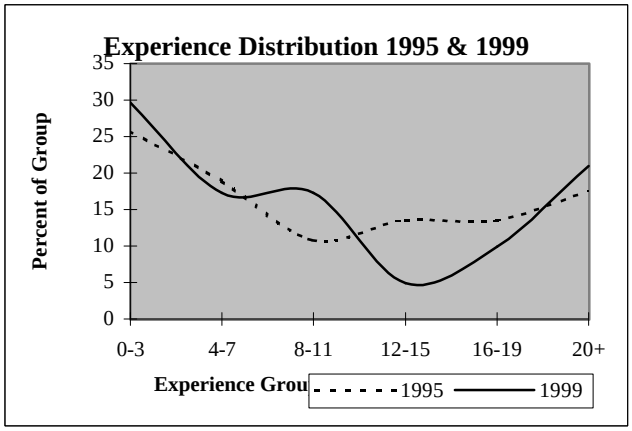
District Report for: PERRY COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	6	8	9	13	-	6.8%	8.4%	9.3%	13.0%	-
Attrition from Transfers	4	1	4	3	-	4.5%	1.1%	4.1%	3.0%	-
Attrition from Exits	2	7	5	10	-	2.3%	7.4%	5.2%	10.0%	-
Teacher Attrition	6	8	9	12	-	8.1%	9.9%	10.8%	14.0%	-
Attrition from Transfers	4	1	4	3	-	5.4%	1.2%	4.8%	3.5%	-
Attrition from Exits	2	7	5	9	-	2.7%	8.6%	6.0%	10.5%	-
District Retention										
Educator Retention	82	87	88	87	-	93.2%	91.6%	90.7%	87.0%	-
Teacher Retention	68	73	74	74	-	91.9%	90.1%	89.2%	86.0%	-

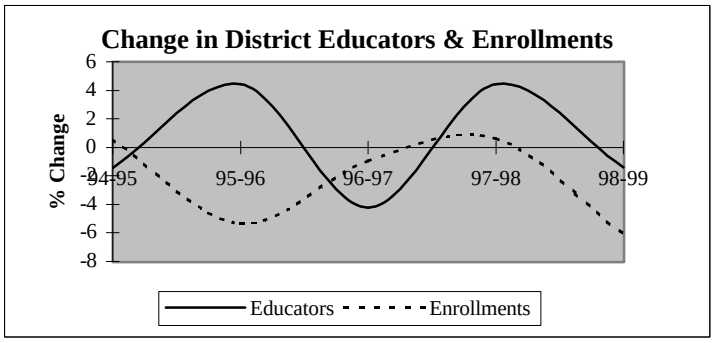
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.7%	16.3%	7.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	88.5%	0.0%	11.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	83.3%	4.2%	12.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	79.2%	4.2%	16.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.4%	0.0%	5.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.5%	5.3%	5.3%	89.7%	2.1%	91.8%	8.2%

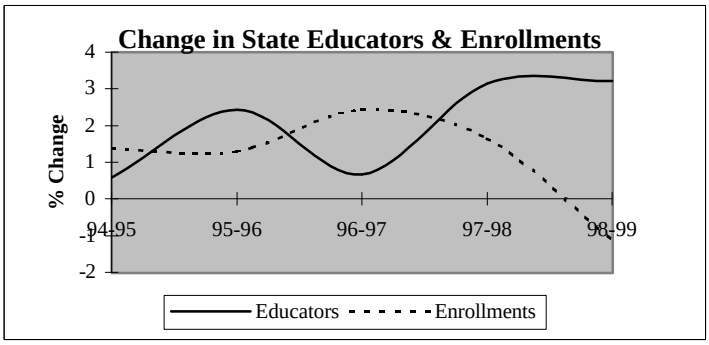
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.0%	16.4%	16.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.5%	12.9%	14.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	12.5%	7.4%	8.2%	10.0%	8.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.4%	88.4%	90.7%	87.0%	90.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	1.1%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.1%	3.2%	1.0%	3.0%	1.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: PICKETT COUNTY





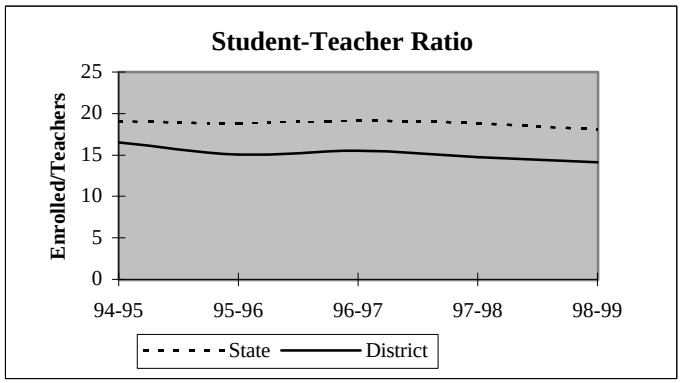
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	12.9	11.7	12.1	11.6	11.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.5	15.1	15.5	14.7	14.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	3	-3	3	-1	-	-	-	-	-
% Change in Educators	-1.4%	4.4%	-4.2%	4.4%	-1.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	5	-47	-8	5	-50	-	-	-	-	-
% Change in Enrollment	0.6%	-5.4%	-1.0%	0.6%	-6.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	1.4%	1.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.9%	4.2%	4.4%	5.6%	5.7%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	16.2%	18.3%	17.6%	15.5%	15.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.4	39.7	40.1	38.1	39.3	42.7	43.1	43.3	37.1	36.4
Average Experience	12.8	13.1	13.5	13.2	14.5	13.9	13.9	13.8	13.7	13.7
Average Salary	26,489	29,265	31,262	30,960	32,771	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.7%	69.1%	71.7%	75.0%	74.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.5%	7.3%	9.4%	10.7%	9.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.0%	na	0.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	2.0%	-	1.7%	1.7%	1.6%	1.8%

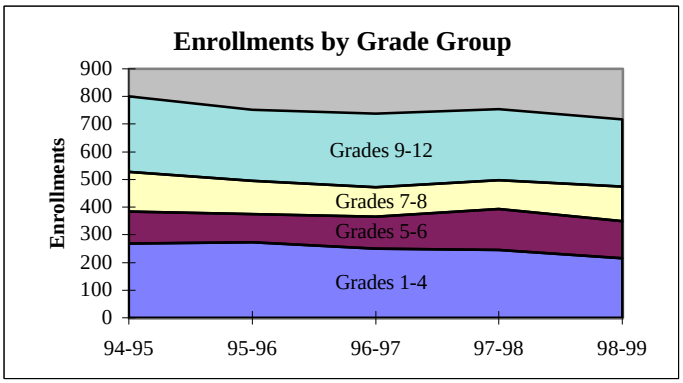
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	68	71	68	71	70	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	63	66	68	66	70	92.6%	93.0%	100.0%	93.0%	100.0%
Newly Hired	5	5	0	5	0	7.4%	7.0%	0.0%	7.0%	0.0%
Transfers In	0	1	0	1	0	0.0%	20.0%	0.0%	20.0%	0.0%
Reentrants	1	1	0	0	0	20.0%	20.0%	0.0%	0.0%	0.0%
First Time Educators	4	3	0	4	0	80.0%	60.0%	0.0%	80.0%	0.0%
Total Exiting Next Year	2	3	2	1	-	2.9%	4.2%	2.9%	1.4%	-
Transfers Out	1	0	1	0	-	50.0%	0.0%	50.0%	0.0%	-
Leave Tennessee Educ.	1	3	1	1	-	50.0%	100.0%	50.0%	100.0%	-

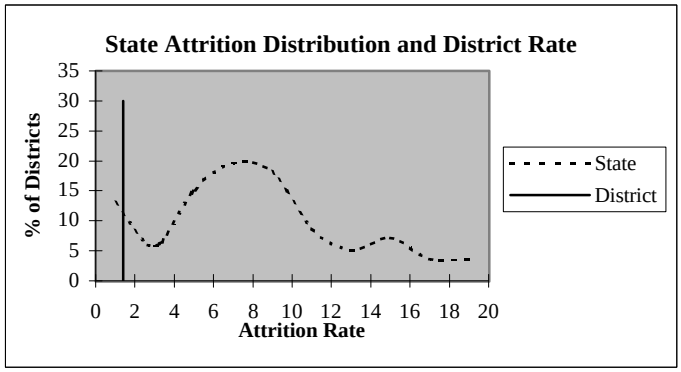
Dynamics Rates	District Rates				
District Attrition	2.9%	4.2%	2.9%	1.4%	-
Transfers In/Out	0.00	nc	0.00	nc	-

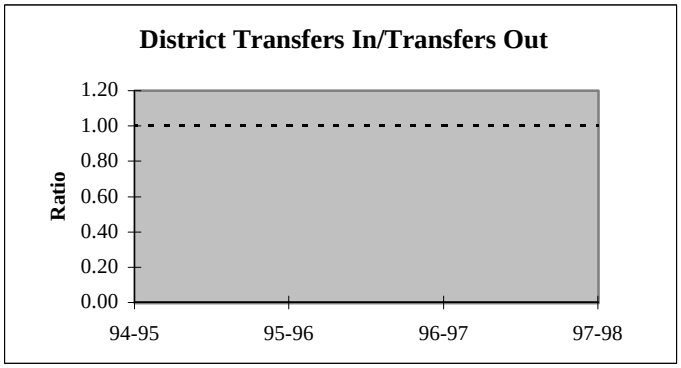
District Report for: PICKETT COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	68	71	68	71	70	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	3	3	4	4	5.9%	4.2%	4.4%	5.6%	5.7%
Professional Staff	11	13	12	11	11	16.2%	18.3%	17.6%	15.5%	15.7%
Total Teachers	53	55	53	56	55	77.9%	77.5%	77.9%	78.9%	78.6%
Special Education	4	4	5	6	5	7.5%	7.3%	9.4%	10.7%	9.1%
Pre-K & Kindergarten	5	5	3	3	3	9.4%	9.1%	5.7%	5.4%	5.5%
Elementary (1-4)	19	21	22	19	18	35.8%	38.2%	41.5%	33.9%	32.7%
Middle School (5-6)	5	5	5	8	8	9.4%	9.1%	9.4%	14.3%	14.5%
Jr. High (7-8)	6	7	7	6	7	11.3%	12.7%	13.2%	10.7%	12.7%
High School (9-12)	14	13	11	14	14	26.4%	23.6%	20.8%	25.0%	25.5%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	2	2	2	2	2	14.3%	15.4%	18.2%	14.3%	14.3%
Social Studies	1	2	1	2	2	7.1%	15.4%	9.1%	14.3%	14.3%
Foreign Language	1	1	1	0	0	7.1%	7.7%	9.1%	0.0%	0.0%
Mathematics	2	2	2	1	1	14.3%	15.4%	18.2%	7.1%	7.1%
Science	1	1	1	2	2	7.1%	7.7%	9.1%	14.3%	14.3%
Vocational Education	4	3	3	5	5	28.6%	23.1%	27.3%	35.7%	35.7%
Other High School	3	2	1	2	2	21.4%	15.4%	9.1%	14.3%	14.3%
Total Enrollments	875	828	820	825	775	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	55	59	52	45	7.4%	6.6%	7.2%	6.3%	5.8%
Grades 1-4	269	274	251	245	215	30.7%	33.1%	30.6%	29.7%	27.7%
Grades 5-6	114	101	114	148	135	13.0%	12.2%	13.9%	17.9%	17.4%
Grades 7-8	144	120	107	105	125	16.5%	14.5%	13.0%	12.7%	16.1%
Grades 9-12	273	257	267	256	242	31.2%	31.0%	32.6%	31.0%	31.2%
Ungraded	10	21	22	19	13	1.1%	2.5%	2.7%	2.3%	1.7%









District Report for: PICKETT COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	3	3	4	4	6.0%	4.3%	4.5%	5.7%	5.8%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	25.0%
White - Males	4	3	3	3	3	100.0%	100.0%	100.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	13	12	11	11	16.4%	18.6%	17.9%	15.7%	15.9%
White - Females	11	12	11	9	9	100.0%	92.3%	91.7%	81.8%	81.8%
White - Males	0	1	1	2	2	0.0%	7.7%	8.3%	18.2%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	52	54	52	55	54	77.6%	77.1%	77.6%	78.6%	78.3%
White - Females	38	38	38	42	41	73.1%	70.4%	73.1%	76.4%	75.9%
White - Males	14	16	14	13	13	26.9%	29.6%	26.9%	23.6%	24.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	4	4	1.9%	1.9%	2.0%	7.1%	7.3%
25-29	6	6	5	8	5	11.5%	11.3%	9.8%	14.3%	9.1%
30-34	12	13	10	11	8	23.1%	24.5%	19.6%	19.6%	14.5%
35-39	13	10	10	9	12	25.0%	18.9%	19.6%	16.1%	21.8%
40-45	3	4	7	7	9	5.8%	7.5%	13.7%	12.5%	16.4%
45-49	10	11	10	7	4	19.2%	20.8%	19.6%	12.5%	7.3%
50-54	4	6	5	7	9	7.7%	11.3%	9.8%	12.5%	16.4%
55+	3	2	3	3	4	5.8%	3.8%	5.9%	5.4%	7.3%
Average Age	39.4	39.7	40.1	38.1	39.3					

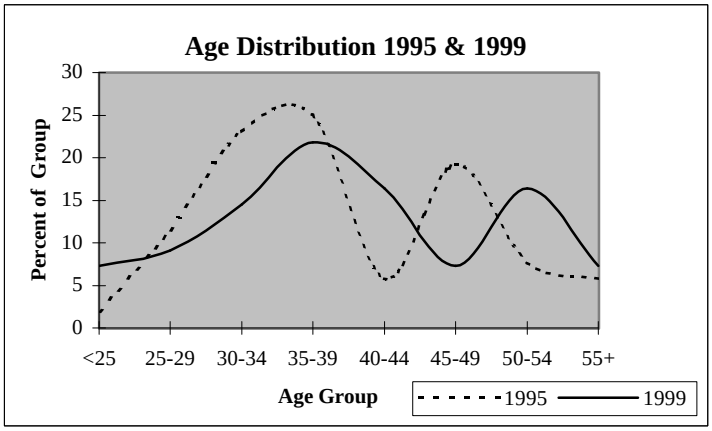
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	10	12	8	9	4	18.9%	21.8%	15.1%	16.1%	7.3%
4-7 Years	10	5	6	7	11	18.9%	9.1%	11.3%	12.5%	20.0%
8-11 Years	7	10	12	13	9	13.2%	18.2%	22.6%	23.2%	16.4%
12-15 Years	5	5	4	6	9	9.4%	9.1%	7.5%	10.7%	16.4%
16-19 Years	7	8	7	5	4	13.2%	14.5%	13.2%	8.9%	7.3%
20+ Years	14	15	16	16	18	26.4%	27.3%	30.2%	28.6%	32.7%
Average Experience	12.8	13.1	13.5	13.2	14.5					

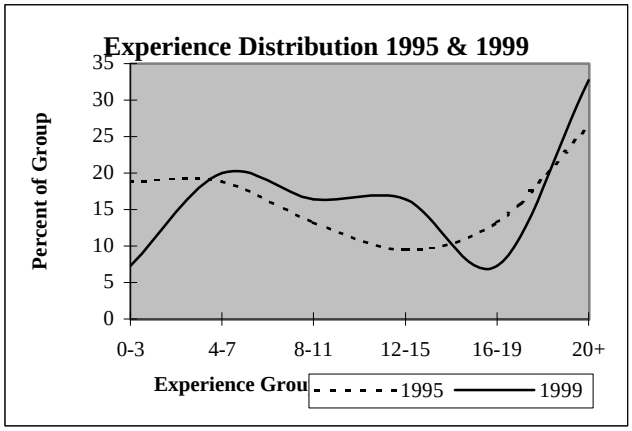
District Report for: PICKETT COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	2	3	2	1	-	2.9%	4.2%	2.9%	1.4%	-
Attrition from Transfers	1	0	1	0	-	1.5%	0.0%	1.5%	0.0%	-
Attrition from Exits	1	3	1	1	-	1.5%	4.2%	1.5%	1.4%	-
Teacher Attrition	2	2	1	1	-	3.8%	3.6%	1.9%	1.8%	-
Attrition from Transfers	1	0	1	0	-	1.9%	0.0%	1.9%	0.0%	-
Attrition from Exits	1	2	0	1	-	1.9%	3.6%	0.0%	1.8%	-
District Retention										
Educator Retention	66	68	66	70	-	97.1%	95.8%	97.1%	98.6%	-
Teacher Retention	51	53	52	55	-	96.2%	96.4%	98.1%	98.2%	-

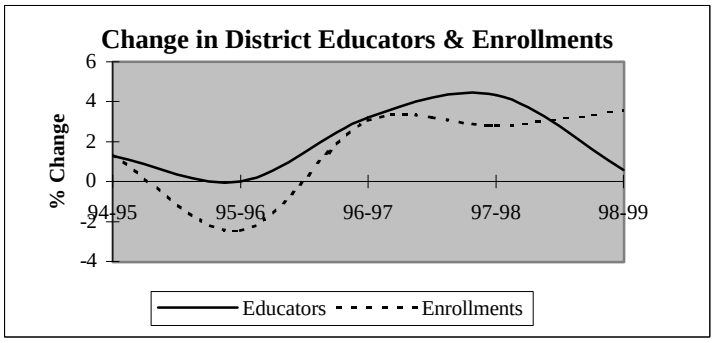
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	85.7%	0.0%	14.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.3%	16.7%	0.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	76.9%	0.0%	23.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	100.0%	0.0%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

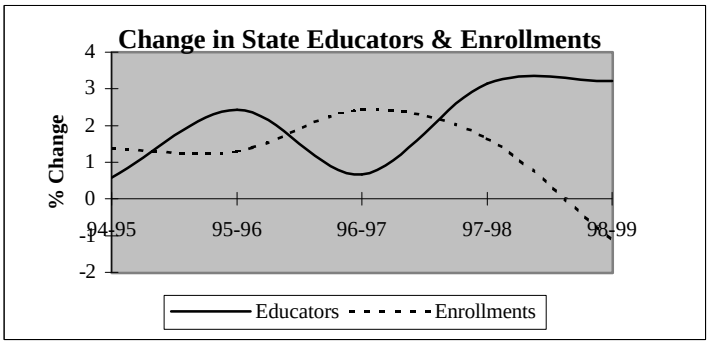
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	4.0%	10.4%	8.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.3%	6.5%	5.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.9%	4.2%	0.0%	5.6%	0.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.6%	94.4%	100.0%	94.4%	100.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.5%	1.4%	0.0%	0.0%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: POLK COUNTY





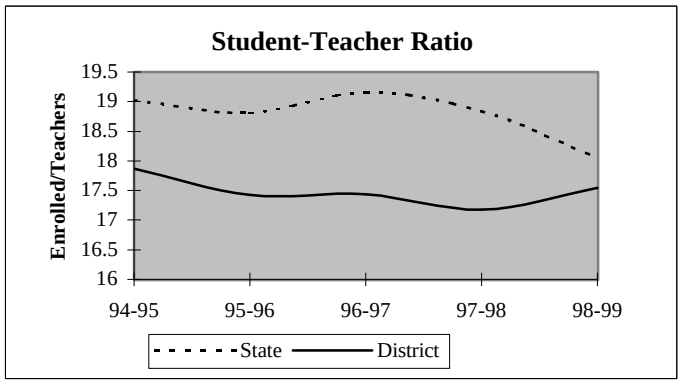
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	15.0	14.9	14.7	15.2	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.9	17.4	17.4	17.2	17.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	0	5	7	1	-	-	-	-	-
% Change in Educators	1.3%	0.0%	3.2%	4.3%	0.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	32	-59	71	67	88	-	-	-	-	-
% Change in Enrollment	1.4%	-2.5%	3.0%	2.8%	3.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.4%	6.4%	6.2%	6.0%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.7%	7.7%	8.1%	8.3%	8.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	20.0%	10.0%	10.0%	11.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.0	44.9	44.0	37.8	36.3	42.7	43.1	43.3	37.1	36.4
Average Experience	14.5	15.3	14.5	14.6	14.5	13.9	13.9	13.8	13.7	13.7
Average Salary	29,147	29,920	30,629	31,314	32,603	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.6%	70.1%	71.0%	70.8%	72.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.7%	9.7%	9.4%	9.0%	8.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.3%	na	0.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	na	1.3%	-	1.7%	1.7%	1.6%	1.8%

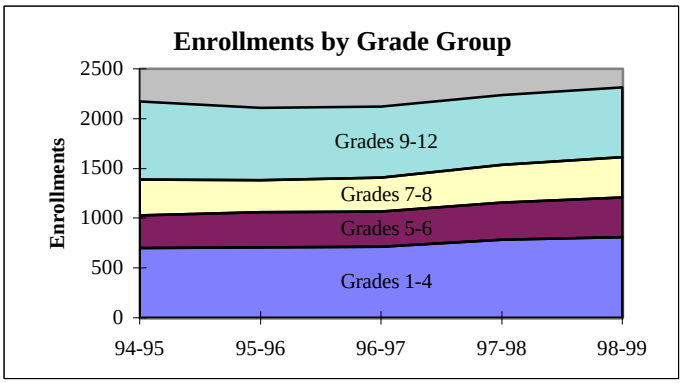
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	156	156	161	168	169	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	138	152	145	151	157	88.5%	97.4%	90.1%	89.9%	92.9%
Newly Hired	18	4	16	17	12	11.5%	2.6%	9.9%	10.1%	7.1%
Transfers In	1	2	1	2	0	5.6%	50.0%	6.3%	11.8%	0.0%
Reentrants	6	1	2	4	3	33.3%	25.0%	12.5%	23.5%	25.0%
First Time Educators	11	1	13	11	9	61.1%	25.0%	81.3%	64.7%	75.0%
Total Exiting Next Year	4	11	10	11	-	2.6%	7.1%	6.2%	6.5%	-
Transfers Out	1	3	5	0	-	25.0%	27.3%	50.0%	0.0%	-
Leave Tennessee Educ.	3	8	5	11	-	75.0%	72.7%	50.0%	100.0%	-

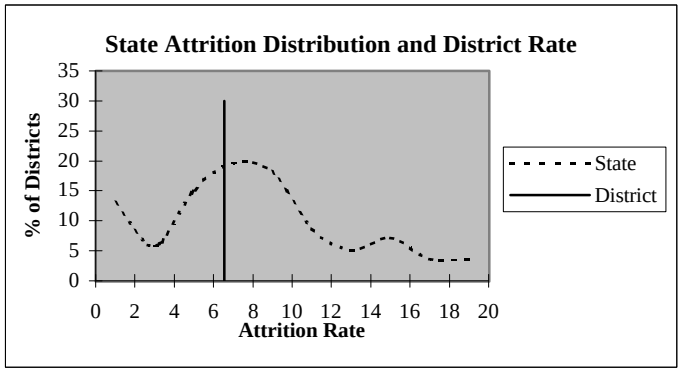
Dynamics Rates	District Rates				
District Attrition	2.6%	7.1%	6.2%	6.5%	-
Transfers In/Out	1.00	0.67	0.20	nc	-

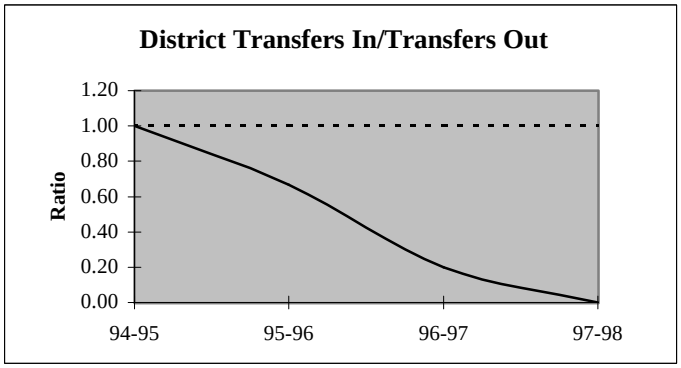
District Report for: POLK COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	156	156	161	168	169	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	10	10	9	6.4%	6.4%	6.2%	6.0%	5.3%
Professional Staff	12	12	13	14	14	7.7%	7.7%	8.1%	8.3%	8.3%
Total Teachers	134	134	138	144	146	85.9%	85.9%	85.7%	85.7%	86.4%
Special Education	13	13	13	13	13	9.7%	9.7%	9.4%	9.0%	8.9%
Pre-K & Kindergarten	6	9	12	13	14	4.5%	6.7%	8.7%	9.0%	9.6%
Elementary (1-4)	37	37	39	41	41	27.6%	27.6%	28.3%	28.5%	28.1%
Middle School (5-6)	15	14	14	15	17	11.2%	10.4%	10.1%	10.4%	11.6%
Jr. High (7-8)	17	16	15	17	19	12.7%	11.9%	10.9%	11.8%	13.0%
High School (9-12)	46	45	45	45	42	34.3%	33.6%	32.6%	31.3%	28.8%
Business	4	5	3	2	2	8.7%	11.1%	6.7%	4.4%	4.8%
Language Arts	6	7	6	5	6	13.0%	15.6%	13.3%	11.1%	14.3%
Social Studies	7	6	6	4	3	15.2%	13.3%	13.3%	8.9%	7.1%
Foreign Language	1	1	1	1	1	2.2%	2.2%	2.2%	2.2%	2.4%
Mathematics	6	5	4	6	6	13.0%	11.1%	8.9%	13.3%	14.3%
Science	4	5	4	3	3	8.7%	11.1%	8.9%	6.7%	7.1%
Vocational Education	10	10	10	12	12	21.7%	22.2%	22.2%	26.7%	28.6%
Other High School	8	6	11	12	9	17.4%	13.3%	24.4%	26.7%	21.4%
Total Enrollments	2,394	2,335	2,406	2,473	2,561	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	178	183	228	180	210	7.4%	7.8%	9.5%	7.3%	8.2%
Grades 1-4	702	707	712	784	809	29.3%	30.3%	29.6%	31.7%	31.6%
Grades 5-6	326	355	358	375	401	13.6%	15.2%	14.9%	15.2%	15.7%
Grades 7-8	361	317	335	377	406	15.1%	13.6%	13.9%	15.2%	15.9%
Grades 9-12	783	727	715	703	696	32.7%	31.1%	29.7%	28.4%	27.2%
Ungraded	44	46	58	54	39	1.8%	2.0%	2.4%	2.2%	1.5%









District Report for: POLK COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	10	10	9	6.5%	6.6%	6.4%	6.3%	5.6%
White - Females	2	2	1	1	1	20.0%	20.0%	10.0%	10.0%	11.1%
White - Males	8	8	9	9	8	80.0%	80.0%	90.0%	90.0%	88.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	11	12	13	12	7.2%	7.2%	7.7%	8.1%	7.5%
White - Females	8	8	9	11	10	72.7%	72.7%	75.0%	84.6%	83.3%
White - Males	3	3	3	2	2	27.3%	27.3%	25.0%	15.4%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	132	131	134	137	140	86.3%	86.2%	85.9%	85.6%	87.0%
White - Females	95	93	96	99	104	72.0%	71.0%	71.6%	72.3%	74.3%
White - Males	37	38	38	38	36	28.0%	29.0%	28.4%	27.7%	25.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	0	3	23	29	1.6%	0.0%	2.4%	16.0%	19.9%
25-29	10	7	11	11	12	8.2%	5.7%	8.9%	7.6%	8.2%
30-34	12	14	13	15	11	9.8%	11.5%	10.5%	10.4%	7.5%
35-39	17	17	17	15	14	13.9%	13.9%	13.7%	10.4%	9.6%
40-45	14	16	15	15	19	11.5%	13.1%	12.1%	10.4%	13.0%
45-49	30	25	24	19	12	24.6%	20.5%	19.4%	13.2%	8.2%
50-54	22	23	21	20	24	18.0%	18.9%	16.9%	13.9%	16.4%
55+	15	20	20	26	25	12.3%	16.4%	16.1%	18.1%	17.1%
Average Age	44.0	44.9	44.0	37.8	36.3					

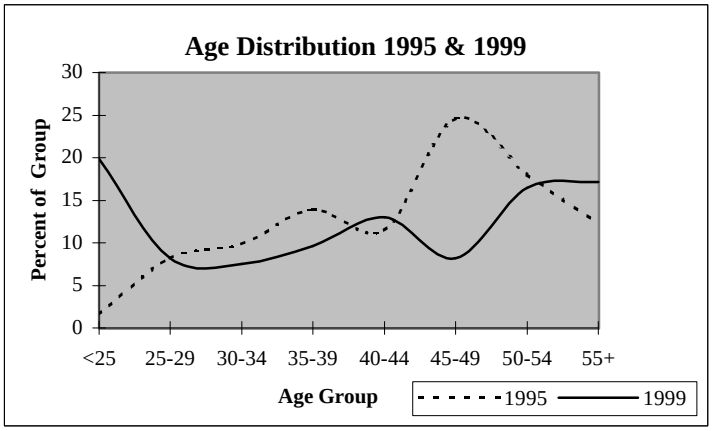
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	28	26	28	33	33	20.9%	19.4%	20.3%	22.9%	22.6%
4-7 Years	18	17	22	21	22	13.4%	12.7%	15.9%	14.6%	15.1%
8-11 Years	8	9	11	15	18	6.0%	6.7%	8.0%	10.4%	12.3%
12-15 Years	17	18	16	10	7	12.7%	13.4%	11.6%	6.9%	4.8%
16-19 Years	16	15	9	10	13	11.9%	11.2%	6.5%	6.9%	8.9%
20+ Years	47	49	52	55	53	35.1%	36.6%	37.7%	38.2%	36.3%
Average Experience	14.5	15.3	14.5	14.6	14.5					

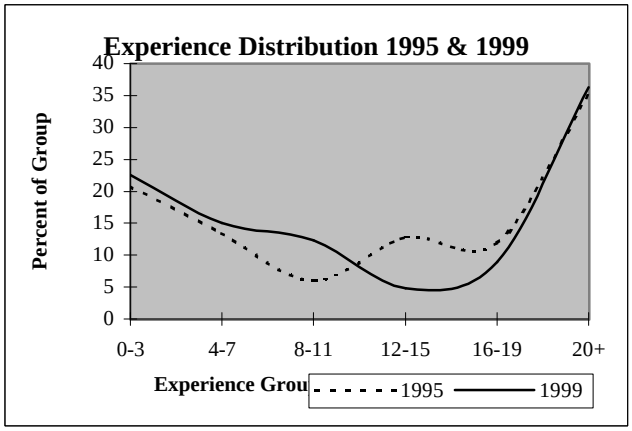
District Report for: POLK COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	11	10	11	-	2.6%	7.1%	6.2%	6.5%	-
Attrition from Transfers	1	3	5	0	-	0.6%	1.9%	3.1%	0.0%	-
Attrition from Exits	3	8	5	11	-	1.9%	5.1%	3.1%	6.5%	-
Teacher Attrition	4	11	9	10	-	3.0%	8.2%	6.5%	6.9%	-
Attrition from Transfers	1	3	5	0	-	0.7%	2.2%	3.6%	0.0%	-
Attrition from Exits	3	8	4	10	-	2.2%	6.0%	2.9%	6.9%	-
District Retention										
Educator Retention	152	145	151	157	-	97.4%	92.9%	93.8%	93.5%	-
Teacher Retention	130	123	129	134	-	97.0%	91.8%	93.5%	93.1%	-

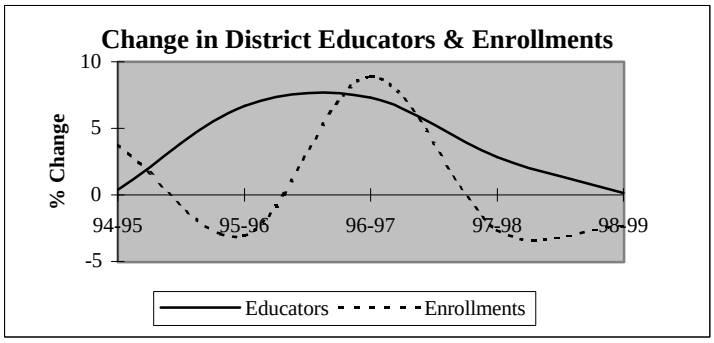
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	85.0%	2.5%	12.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.5%	2.5%	5.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	93.1%	3.4%	3.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	96.7%	0.0%	3.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.7%	8.3%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	83.3%	4.2%	12.5%	89.7%	2.1%	91.8%	8.2%

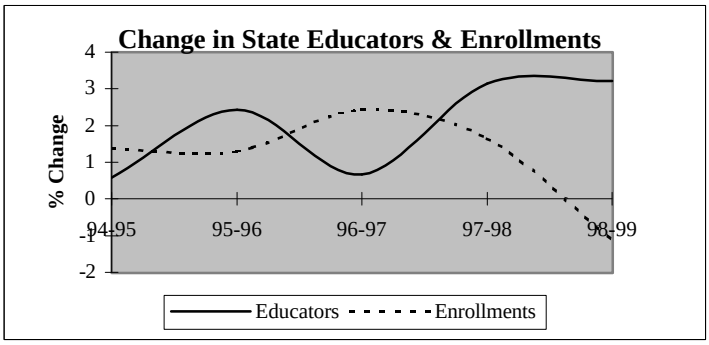
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.2%	13.8%	17.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.3%	10.5%	13.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.3%	1.9%	8.7%	7.7%	5.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.8%	97.4%	90.1%	90.5%	93.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.0%	0.6%	0.0%	1.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.2%	0.6%	0.6%	1.8%	0.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: PUTNAM COUNTY





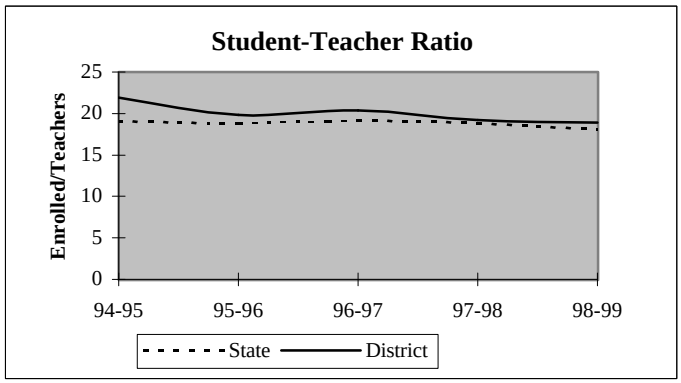
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	18.3	16.6	16.9	16.0	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	21.9	19.8	20.4	19.2	18.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	37	43	18	1	-	-	-	-	-
% Change in Educators	0.4%	6.7%	7.3%	2.8%	0.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	369	-313	874	-282	-242	-	-	-	-	-
% Change in Enrollment	3.8%	-3.1%	8.9%	-2.6%	-2.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.7%	2.5%	2.4%	1.1%	1.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.9%	4.6%	4.4%	4.5%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.6%	11.5%	12.6%	12.3%	13.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.8%	0.5%	1.0%	0.8%	1.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	37.0%	37.0%	39.3%	44.8%	37.9%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	42.3	41.9	37.8	38.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.7	13.1	12.6	12.6	13.0	13.9	13.9	13.8	13.7	13.7
Average Salary	30,896	30,777	31,274	31,334	32,728	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.7%	0.2%	0.8%	0.6%	0.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.2%	78.2%	78.7%	78.6%	77.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.7%	11.3%	10.5%	11.1%	11.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.2%	na	4.3%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	0.6%	-	1.7%	1.7%	1.6%	1.8%

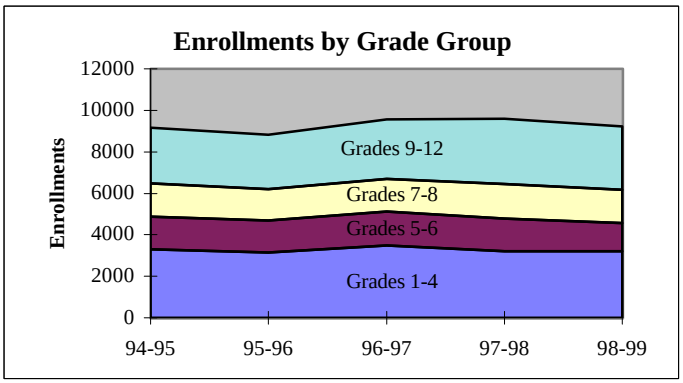
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	553	590	633	651	652	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	503	509	537	579	598	91.0%	86.3%	84.8%	88.9%	91.7%
Newly Hired	50	81	96	72	54	9.0%	13.7%	15.2%	11.1%	8.3%
Transfers In	12	13	13	10	5	24.0%	16.0%	13.5%	13.9%	9.3%
Reentrants	19	32	50	22	21	38.0%	39.5%	52.1%	30.6%	38.9%
First Time Educators	19	36	33	40	28	38.0%	44.4%	34.4%	55.6%	51.9%
Total Exiting Next Year	44	53	54	53	-	8.0%	9.0%	8.5%	8.1%	-
Transfers Out	6	8	9	4	-	13.6%	15.1%	16.7%	7.5%	-
Leave Tennessee Educ.	38	45	45	49	-	86.4%	84.9%	83.3%	92.5%	-

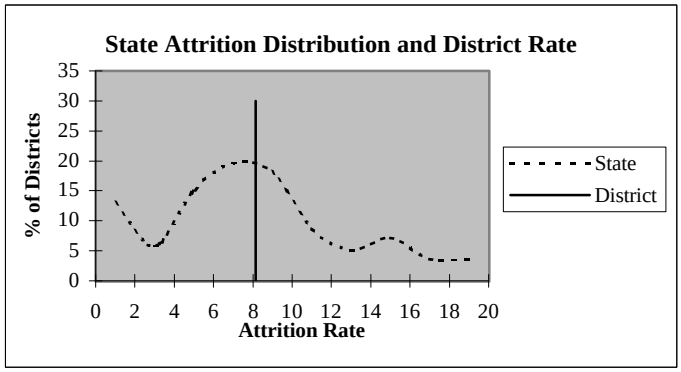
Dynamics Rates	District Rates				
District Attrition	8.0%	9.0%	8.5%	8.1%	-
Transfers In/Out	2.00	1.63	1.44	2.50	-

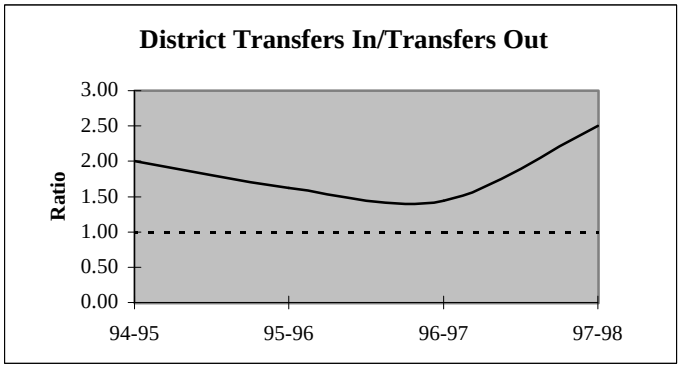
District Report for: PUTNAM COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	553	590	633	651	652	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	27	28	29	29	4.9%	4.6%	4.4%	4.5%	4.4%
Professional Staff	64	68	80	80	85	11.6%	11.5%	12.6%	12.3%	13.0%
Total Teachers	462	495	525	542	538	83.5%	83.9%	82.9%	83.3%	82.5%
Special Education	54	56	55	60	61	11.7%	11.3%	10.5%	11.1%	11.3%
Pre-K & Kindergarten	30	34	37	33	29	6.5%	6.9%	7.0%	6.1%	5.4%
Elementary (1-4)	147	161	178	186	191	31.8%	32.5%	33.9%	34.3%	35.5%
Middle School (5-6)	53	57	59	61	57	11.5%	11.5%	11.2%	11.3%	10.6%
Jr. High (7-8)	53	54	58	62	55	11.5%	10.9%	11.0%	11.4%	10.2%
High School (9-12)	125	133	138	140	145	27.1%	26.9%	26.3%	25.8%	27.0%
Business	4	4	8	7	6	3.2%	3.0%	5.8%	5.0%	4.1%
Language Arts	16	17	15	23	25	12.8%	12.8%	10.9%	16.4%	17.2%
Social Studies	13	14	15	14	15	10.4%	10.5%	10.9%	10.0%	10.3%
Foreign Language	6	7	6	4	5	4.8%	5.3%	4.3%	2.9%	3.4%
Mathematics	13	13	15	22	18	10.4%	9.8%	10.9%	15.7%	12.4%
Science	10	9	10	10	11	8.0%	6.8%	7.2%	7.1%	7.6%
Vocational Education	25	24	26	24	28	20.0%	18.0%	18.8%	17.1%	19.3%
Other High School	38	45	43	36	37	30.4%	33.8%	31.2%	25.7%	25.5%
Total Enrollments	10,131	9,818	10,692	10,410	10,168	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	750	806	916	818	750	7.4%	8.2%	8.6%	7.9%	7.4%
Grades 1-4	3,290	3,135	3,494	3,219	3,203	32.5%	31.9%	32.7%	30.9%	31.5%
Grades 5-6	1,570	1,545	1,616	1,569	1,367	15.5%	15.7%	15.1%	15.1%	13.4%
Grades 7-8	1,610	1,526	1,584	1,667	1,611	15.9%	15.5%	14.8%	16.0%	15.8%
Grades 9-12	2,686	2,621	2,879	3,137	3,058	26.5%	26.7%	26.9%	30.1%	30.1%
Ungraded	225	185	203	0	179	2.2%	1.9%	1.9%	0.0%	1.8%









District Report for: PUTNAM COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	26	26	27	29	29	4.9%	4.6%	4.5%	4.7%	4.7%
White - Females	10	10	11	13	11	38.5%	38.5%	40.7%	44.8%	37.9%
White - Males	16	16	16	16	18	61.5%	61.5%	59.3%	55.2%	62.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	61	65	77	76	82	11.4%	11.5%	12.8%	12.3%	13.2%
White - Females	50	52	63	62	65	82.0%	80.0%	81.8%	81.6%	79.3%
White - Males	10	11	12	12	15	16.4%	16.9%	15.6%	15.8%	18.3%
Black - Females	1	2	2	2	2	1.6%	3.1%	2.6%	2.6%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	446	476	499	515	511	83.7%	84.0%	82.8%	83.1%	82.2%
White - Females	351	373	390	404	396	78.7%	78.4%	78.2%	78.4%	77.5%
White - Males	92	102	105	108	111	20.6%	21.4%	21.0%	21.0%	21.7%
Black - Females	2	1	2	2	3	0.4%	0.2%	0.4%	0.4%	0.6%
Black - Males	0	0	2	1	1	0.0%	0.0%	0.4%	0.2%	0.2%
Other - Females	1	0	0	0	0	0.2%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	11	10	8	73	60	2.5%	2.2%	1.7%	13.5%	11.2%
25-29	36	59	73	66	65	8.1%	12.7%	15.4%	12.2%	12.1%
30-34	46	43	44	52	58	10.4%	9.3%	9.3%	9.6%	10.8%
35-39	62	50	56	51	59	14.0%	10.8%	11.8%	9.4%	11.0%
40-45	92	100	79	72	66	20.7%	21.6%	16.7%	13.3%	12.3%
45-49	90	89	96	99	89	20.3%	19.2%	20.3%	18.3%	16.5%
50-54	66	70	75	78	88	14.9%	15.1%	15.8%	14.4%	16.4%
55+	41	43	43	51	53	9.2%	9.3%	9.1%	9.4%	9.9%
Average Age	42.8	42.3	41.9	37.8	38.4					

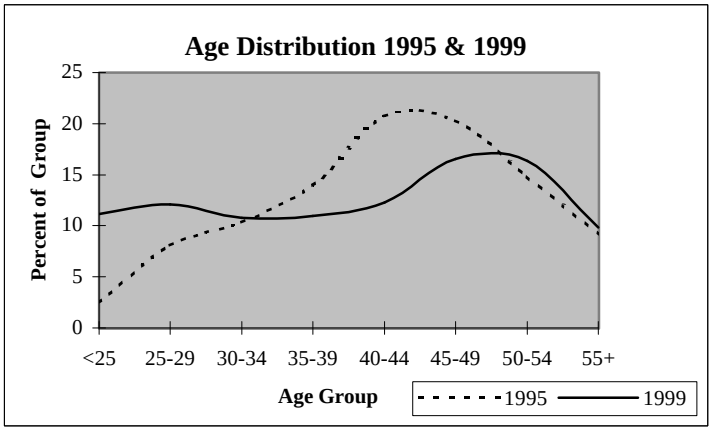
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	73	104	121	128	109	15.8%	21.0%	23.0%	23.6%	20.3%
4-7 Years	63	66	79	85	87	13.6%	13.3%	15.0%	15.7%	16.2%
8-11 Years	68	70	68	69	77	14.7%	14.1%	13.0%	12.7%	14.3%
12-15 Years	46	44	51	55	62	10.0%	8.9%	9.7%	10.1%	11.5%
16-19 Years	77	64	55	47	38	16.7%	12.9%	10.5%	8.7%	7.1%
20+ Years	135	147	151	158	165	29.2%	29.7%	28.8%	29.2%	30.7%
Average Experience	13.7	13.1	12.6	12.6	13.0					

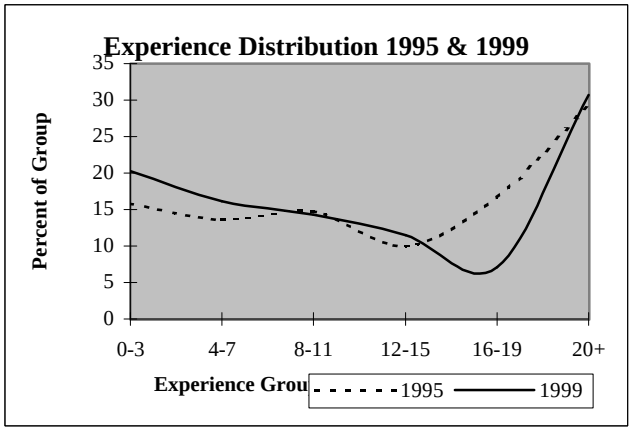
District Report for: PUTNAM COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	44	53	54	53	-	8.0%	9.0%	8.5%	8.1%	-
Attrition from Transfers	6	8	9	4	-	1.1%	1.4%	1.4%	0.6%	-
Attrition from Exits	38	45	45	49	-	6.9%	7.6%	7.1%	7.5%	-
Teacher Attrition	36	49	46	47	-	7.8%	9.9%	8.8%	8.7%	-
Attrition from Transfers	5	8	7	3	-	1.1%	1.6%	1.3%	0.6%	-
Attrition from Exits	31	41	39	44	-	6.7%	8.3%	7.4%	8.1%	-
District Retention										
Educator Retention	509	537	579	598	-	92.0%	91.0%	91.5%	91.9%	-
Teacher Retention	426	446	479	495	-	92.2%	90.1%	91.2%	91.3%	-

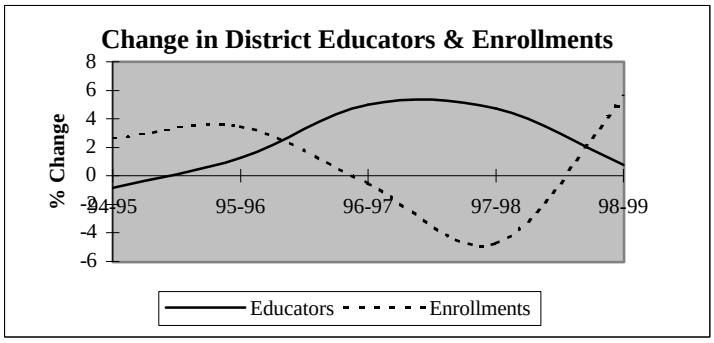
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.4%	3.2%	19.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.7%	4.2%	9.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.5%	1.8%	9.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.4%	2.7%	9.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	96.0%	0.0%	4.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	86.8%	0.0%	13.2%	89.7%	2.1%	91.8%	8.2%

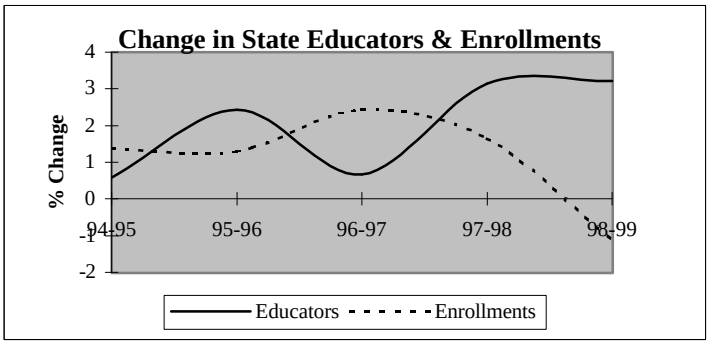
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.7%	18.2%	21.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	7.0%	12.1%	15.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.2%	7.1%	6.6%	7.7%	6.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.7%	88.5%	86.3%	89.6%	91.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.8%	0.9%	0.6%	0.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.7%	3.6%	6.2%	2.2%	2.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: RHEA COUNTY





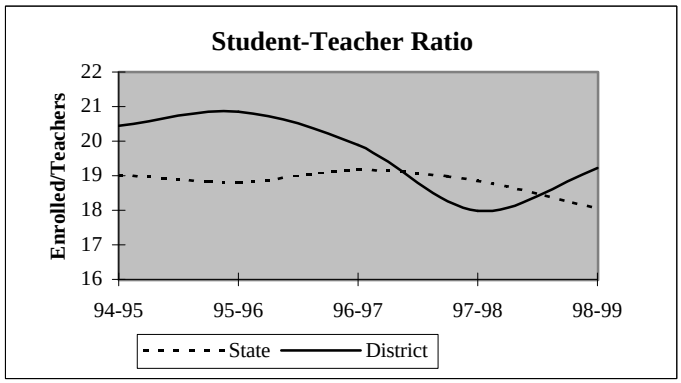
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.9	18.3	17.4	15.8	16.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	20.9	19.9	18.0	19.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-2	3	12	12	2	-	-	-	-	-
% Change in Educators	-0.8%	1.3%	5.0%	4.7%	0.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	109	149	-24	-209	231	-	-	-	-	-
% Change in Enrollment	2.6%	3.5%	-0.5%	-4.8%	5.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.4%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.6%	4.3%	4.2%	5.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.6%	7.5%	8.3%	7.9%	8.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.7%	1.7%	2.1%	2.4%	2.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	36.4%	36.4%	36.4%	36.4%	35.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.2	42.8	43.2	39.9	39.8	42.7	43.1	43.3	37.1	36.4
Average Experience	13.5	13.9	13.9	14.1	14.2	13.9	13.9	13.8	13.7	13.7
Average Salary	28,468	29,245	30,087	30,434	31,250	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.5%	1.5%	1.9%	2.2%	1.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.2%	75.0%	75.1%	74.7%	73.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.0%	11.3%	10.9%	11.6%	10.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.7%	na	3.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	0.3%	-	1.7%	1.7%	1.6%	1.8%

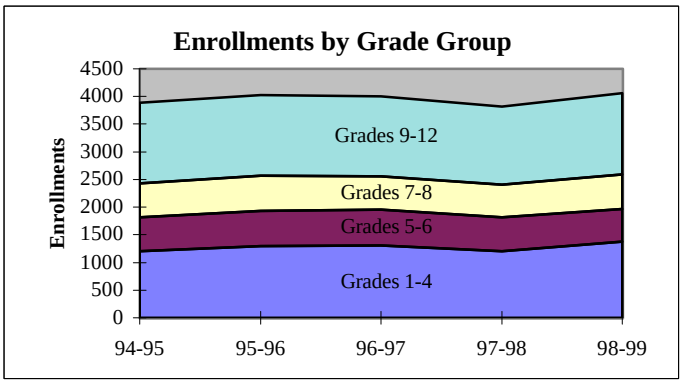
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	238	241	253	265	267	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	224	230	229	243	235	94.1%	95.4%	90.5%	91.7%	88.0%
Newly Hired	14	11	24	22	32	5.9%	4.6%	9.5%	8.3%	12.0%
Transfers In	3	1	4	4	3	21.4%	9.1%	16.7%	18.2%	9.4%
Reentrants	3	4	7	7	12	21.4%	36.4%	29.2%	31.8%	37.5%
First Time Educators	8	6	13	11	17	57.1%	54.5%	54.2%	50.0%	53.1%
Total Exiting Next Year	8	12	10	30	-	3.4%	5.0%	4.0%	11.3%	-
Transfers Out	1	2	2	6	-	12.5%	16.7%	20.0%	20.0%	-
Leave Tennessee Educ.	7	10	8	24	-	87.5%	83.3%	80.0%	80.0%	-

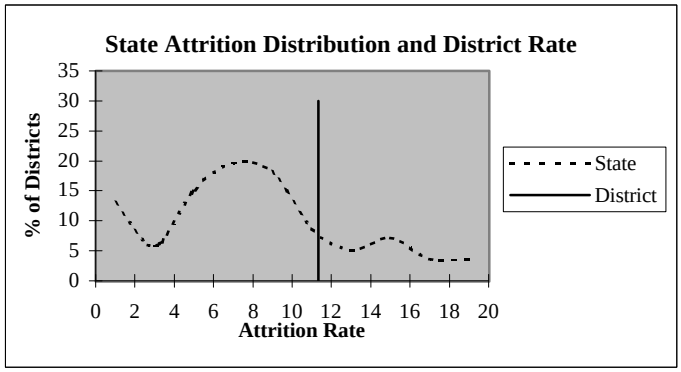
Dynamics Rates	District Rates				
District Attrition	3.4%	5.0%	4.0%	11.3%	-
Transfers In/Out	3.00	0.50	2.00	0.67	-

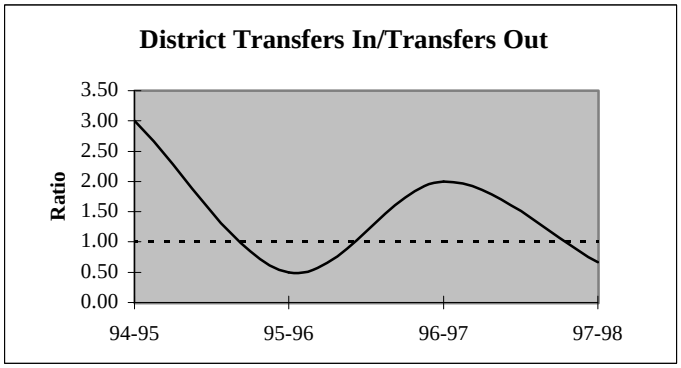
District Report for: RHEA COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	238	241	253	265	267	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	11	14	4.6%	4.6%	4.3%	4.2%	5.2%
Professional Staff	18	18	21	21	23	7.6%	7.5%	8.3%	7.9%	8.6%
Total Teachers	209	212	221	233	230	87.8%	88.0%	87.4%	87.9%	86.1%
Special Education	23	24	24	27	25	11.0%	11.3%	10.9%	11.6%	10.9%
Pre-K & Kindergarten	12	11	14	16	16	5.7%	5.2%	6.3%	6.9%	7.0%
Elementary (1-4)	73	73	71	72	74	34.9%	34.4%	32.1%	30.9%	32.2%
Middle School (5-6)	24	24	26	29	27	11.5%	11.3%	11.8%	12.4%	11.7%
Jr. High (7-8)	21	23	26	26	24	10.0%	10.8%	11.8%	11.2%	10.4%
High School (9-12)	56	57	60	63	64	26.8%	26.9%	27.1%	27.0%	27.8%
Business	5	6	4	4	4	8.9%	10.5%	6.7%	6.3%	6.3%
Language Arts	10	10	11	9	10	17.9%	17.5%	18.3%	14.3%	15.6%
Social Studies	8	8	9	9	9	14.3%	14.0%	15.0%	14.3%	14.1%
Foreign Language	3	3	1	3	3	5.4%	5.3%	1.7%	4.8%	4.7%
Mathematics	6	7	7	6	8	10.7%	12.3%	11.7%	9.5%	12.5%
Science	9	8	8	7	7	16.1%	14.0%	13.3%	11.1%	10.9%
Vocational Education	11	12	11	10	10	19.6%	21.1%	18.3%	15.9%	15.6%
Other High School	4	3	9	15	13	7.1%	5.3%	15.0%	23.8%	20.3%
Total Enrollments	4,272	4,421	4,397	4,188	4,419	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	318	315	346	332	327	7.4%	7.1%	7.9%	7.9%	7.4%
Grades 1-4	1,205	1,295	1,309	1,198	1,374	28.2%	29.3%	29.8%	28.6%	31.1%
Grades 5-6	611	642	642	616	598	14.3%	14.5%	14.6%	14.7%	13.5%
Grades 7-8	612	627	604	587	623	14.3%	14.2%	13.7%	14.0%	14.1%
Grades 9-12	1,464	1,467	1,444	1,416	1,466	34.3%	33.2%	32.8%	33.8%	33.2%
Ungraded	62	75	52	39	31	1.5%	1.7%	1.2%	0.9%	0.7%









District Report for: RHEA COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	11	14	4.8%	4.7%	4.5%	4.3%	5.5%
White - Females	4	4	4	4	5	36.4%	36.4%	36.4%	36.4%	35.7%
White - Males	7	7	7	7	9	63.6%	63.6%	63.6%	63.6%	64.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	16	19	18	20	7.4%	6.9%	7.8%	7.1%	7.9%
White - Females	12	12	15	14	16	70.6%	75.0%	78.9%	77.8%	80.0%
White - Males	4	3	3	3	3	23.5%	18.8%	15.8%	16.7%	15.0%
Black - Females	1	1	1	1	1	5.9%	6.3%	5.3%	5.6%	5.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	202	205	213	225	220	87.8%	88.4%	87.7%	88.6%	86.6%
White - Females	148	152	158	167	163	73.3%	74.1%	74.2%	74.2%	74.1%
White - Males	51	50	51	53	53	25.2%	24.4%	23.9%	23.6%	24.1%
Black - Females	3	3	3	3	3	1.5%	1.5%	1.4%	1.3%	1.4%
Black - Males	0	0	1	1	0	0.0%	0.0%	0.5%	0.4%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.4%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	3	25	28	0.0%	0.5%	1.4%	10.7%	12.2%
25-29	29	21	22	24	22	14.6%	10.4%	10.6%	10.3%	9.6%
30-34	20	24	23	22	25	10.1%	11.9%	11.1%	9.4%	10.9%
35-39	20	21	21	23	18	10.1%	10.4%	10.1%	9.9%	7.8%
40-45	43	43	37	28	21	21.6%	21.4%	17.9%	12.0%	9.1%
45-49	41	40	44	40	39	20.6%	19.9%	21.3%	17.2%	17.0%
50-54	28	29	30	41	41	14.1%	14.4%	14.5%	17.6%	17.8%
55+	18	22	27	30	36	9.0%	10.9%	13.0%	12.9%	15.7%
Average Age	42.2	42.8	43.2	39.9	39.8					

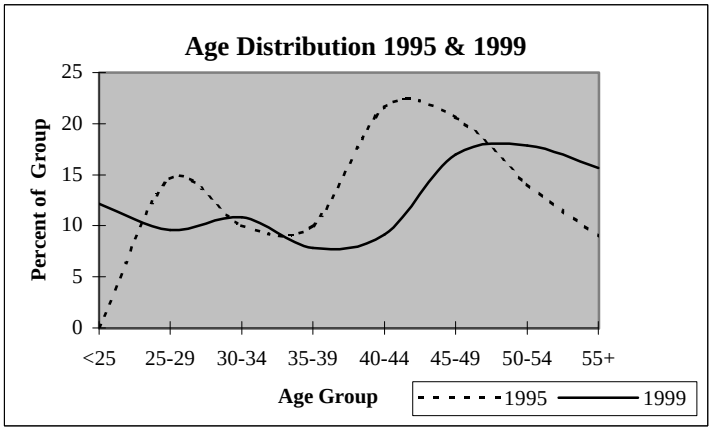
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	34	38	37	38	42	16.3%	17.9%	16.7%	16.3%	18.3%
4-7 Years	30	22	30	33	31	14.4%	10.4%	13.6%	14.2%	13.5%
8-11 Years	27	29	27	29	24	12.9%	13.7%	12.2%	12.4%	10.4%
12-15 Years	28	32	31	34	31	13.4%	15.1%	14.0%	14.6%	13.5%
16-19 Years	35	29	33	28	24	16.7%	13.7%	14.9%	12.0%	10.4%
20+ Years	55	62	63	71	78	26.3%	29.2%	28.5%	30.5%	33.9%
Average Experience	13.5	13.9	13.9	14.1	14.2					

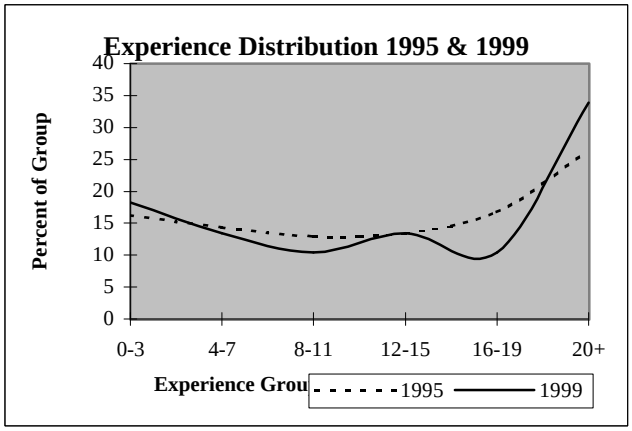
District Report for: RHEA COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	12	10	30	-	3.4%	5.0%	4.0%	11.3%	-
Attrition from Transfers	1	2	2	6	-	0.4%	0.8%	0.8%	2.3%	-
Attrition from Exits	7	10	8	24	-	2.9%	4.1%	3.2%	9.1%	-
Teacher Attrition	6	10	9	27	-	2.9%	4.7%	4.1%	11.6%	-
Attrition from Transfers	0	2	2	4	-	0.0%	0.9%	0.9%	1.7%	-
Attrition from Exits	6	8	7	23	-	2.9%	3.8%	3.2%	9.9%	-
District Retention										
Educator Retention	230	229	243	235	-	96.6%	95.0%	96.0%	88.7%	-
Teacher Retention	203	202	212	206	-	97.1%	95.3%	95.9%	88.4%	-

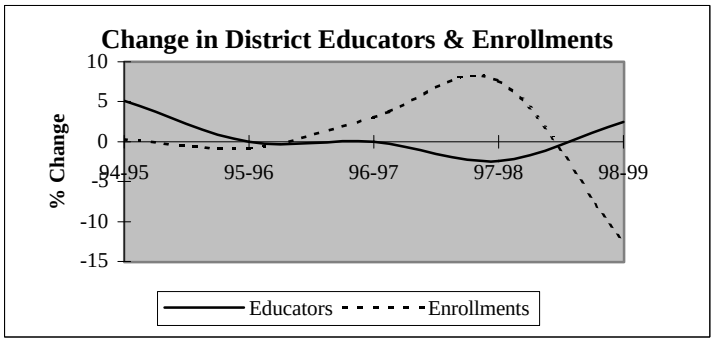
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.2%	2.0%	9.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	88.7%	1.9%	9.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.7%	0.0%	10.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.9%	2.6%	2.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.4%	0.0%	11.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	97.0%	3.0%	0.0%	89.7%	2.1%	91.8%	8.2%

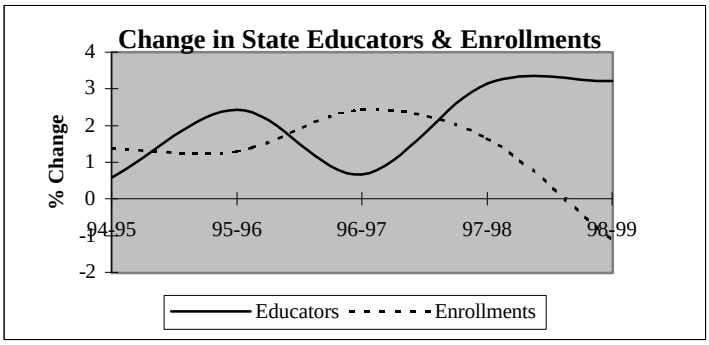
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.1%	13.2%	16.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.2%	9.3%	11.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.2%	2.5%	5.5%	4.9%	8.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	94.5%	95.9%	92.5%	92.5%	87.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.4%	0.0%	0.0%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.3%	1.2%	2.0%	2.6%	3.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: DAYTON





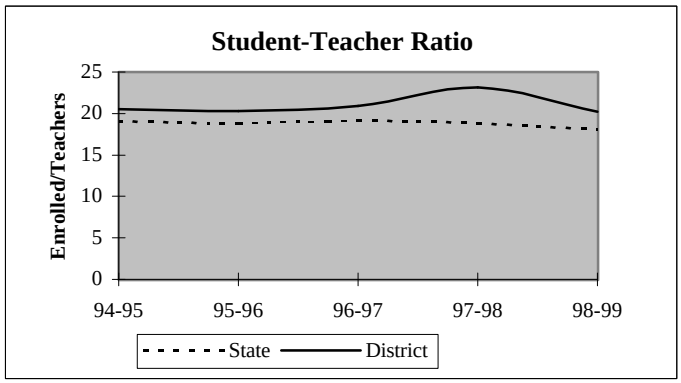
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	18.5	18.3	18.9	20.9	17.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.5	20.3	20.9	23.2	20.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	0	0	-1	1	-	-	-	-	-
% Change in Educators	5.1%	0.0%	0.0%	-2.4%	2.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	2	-6	23	59	-107	-	-	-	-	-
% Change in Enrollment	0.3%	-0.8%	3.1%	7.6%	-12.8%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	2.5%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.9%	4.9%	4.9%	5.0%	7.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	4.9%	4.9%	4.9%	5.0%	4.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.9%	4.9%	4.9%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.8	45.5	45.5	35.7	38.3	42.7	43.1	43.3	37.1	36.4
Average Experience	16.7	16.5	16.0	14.6	15.3	13.9	13.9	13.8	13.7	13.7
Average Salary	30,710	30,640	31,122	30,069	31,325	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.4%	5.4%	5.4%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	86.5%	83.8%	83.8%	83.3%	86.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.4%	8.1%	8.1%	8.3%	11.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.5%	na	12.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.5%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

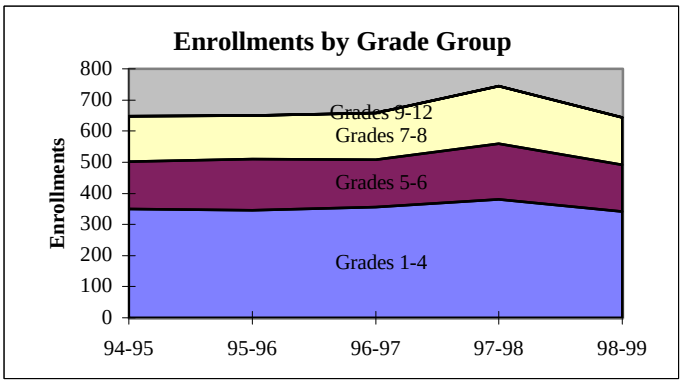
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	41	41	41	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	37	37	38	34	34	90.2%	90.2%	92.7%	85.0%	82.9%
Newly Hired	4	4	3	6	7	9.8%	9.8%	7.3%	15.0%	17.1%
Transfers In	1	1	0	0	2	25.0%	25.0%	0.0%	0.0%	28.6%
Reentrants	0	1	2	2	1	0.0%	25.0%	66.7%	33.3%	14.3%
First Time Educators	3	2	1	4	4	75.0%	50.0%	33.3%	66.7%	57.1%
Total Exiting Next Year	4	3	7	6	-	9.8%	7.3%	17.1%	15.0%	-
Transfers Out	2	1	2	0	-	50.0%	33.3%	28.6%	0.0%	-
Leave Tennessee Educ.	2	2	5	6	-	50.0%	66.7%	71.4%	100.0%	-

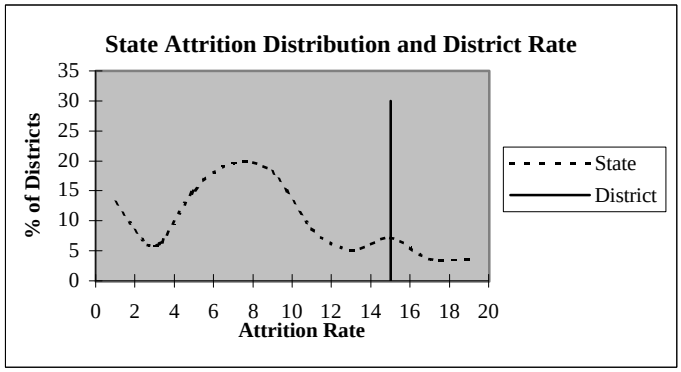
Dynamics Rates	District Rates				
District Attrition	9.8%	7.3%	17.1%	15.0%	-
Transfers In/Out	0.50	1.00	0.00	nc	-

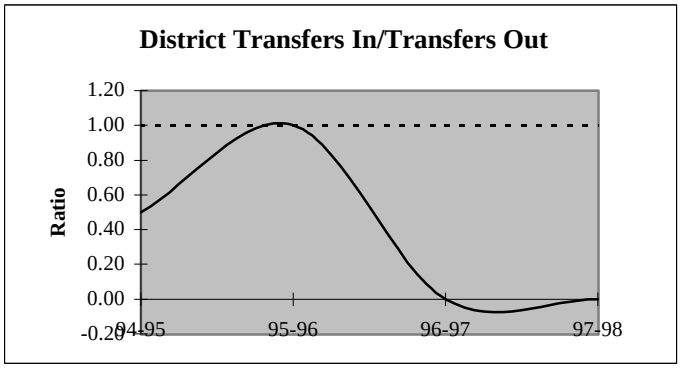
District Report for: DAYTON

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	41	41	41	40	41	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	2	3	4.9%	4.9%	4.9%	5.0%	7.3%
Professional Staff	2	2	2	2	2	4.9%	4.9%	4.9%	5.0%	4.9%
Total Teachers	37	37	37	36	36	90.2%	90.2%	90.2%	90.0%	87.8%
Special Education	2	3	3	3	4	5.4%	8.1%	8.1%	8.3%	11.1%
Pre-K & Kindergarten	4	4	5	5	5	10.8%	10.8%	13.5%	13.9%	13.9%
Elementary (1-4)	19	18	18	19	18	51.4%	48.6%	48.6%	52.8%	50.0%
Middle School (5-6)	6	6	5	5	5	16.2%	16.2%	13.5%	13.9%	13.9%
Jr. High (7-8)	6	6	6	4	4	16.2%	16.2%	16.2%	11.1%	11.1%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	758	752	775	834	727	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	97	112	85	78	13.9%	12.9%	14.5%	10.2%	10.7%
Grades 1-4	349	345	356	380	342	46.0%	45.9%	45.9%	45.6%	47.0%
Grades 5-6	153	165	151	179	149	20.2%	21.9%	19.5%	21.5%	20.5%
Grades 7-8	146	140	152	185	153	19.3%	18.6%	19.6%	22.2%	21.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	5	5	4	5	5	0.7%	0.7%	0.5%	0.6%	0.7%









District Report for: DAYTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	2	2	2	2	3	4.9%	4.9%	4.9%	5.1%	7.3%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	2	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	2	2	2	2	4.9%	4.9%	4.9%	5.1%	4.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	37	37	37	35	36	90.2%	90.2%	90.2%	89.7%	87.8%
White - Females	31	30	30	30	31	83.8%	81.1%	81.1%	85.7%	86.1%
White - Males	4	5	5	5	5	10.8%	13.5%	13.5%	14.3%	13.9%
Black - Females	1	1	1	0	0	2.7%	2.7%	2.7%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	2.7%	2.7%	2.7%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	0	1	0	9	7	0.0%	2.9%	0.0%	25.0%	19.4%
25-29	3	2	3	2	2	8.3%	5.7%	9.4%	5.6%	5.6%
30-34	1	1	1	1	2	2.8%	2.9%	3.1%	2.8%	5.6%
35-39	4	5	2	1	2	11.1%	14.3%	6.3%	2.8%	5.6%
40-45	7	7	7	5	4	19.4%	20.0%	21.9%	13.9%	11.1%
45-49	9	6	7	6	7	25.0%	17.1%	21.9%	16.7%	19.4%
50-54	7	7	8	8	5	19.4%	20.0%	25.0%	22.2%	13.9%
55+	5	6	4	4	7	13.9%	17.1%	12.5%	11.1%	19.4%
Average Age	45.8	45.5	45.5	35.7	38.3					

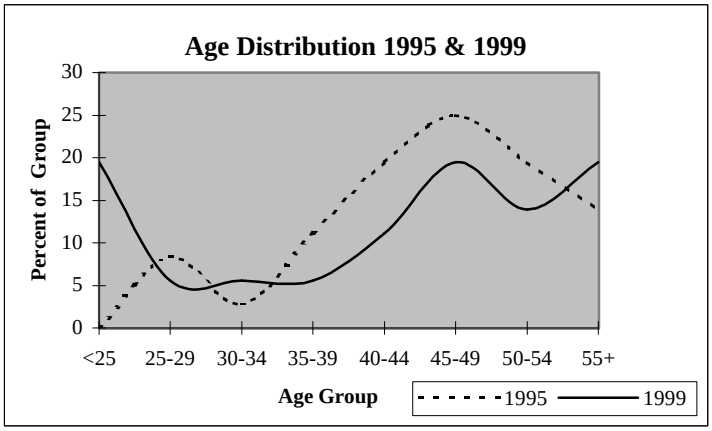
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	6	7	5	9	8	16.2%	18.9%	13.5%	25.0%	22.2%
4-7 Years	1	2	5	5	4	2.7%	5.4%	13.5%	13.9%	11.1%
8-11 Years	5	1	2	1	3	13.5%	2.7%	5.4%	2.8%	8.3%
12-15 Years	6	8	8	4	4	16.2%	21.6%	21.6%	11.1%	11.1%
16-19 Years	2	2	1	4	4	5.4%	5.4%	2.7%	11.1%	11.1%
20+ Years	17	17	16	13	13	45.9%	45.9%	43.2%	36.1%	36.1%
Average Experience	16.7	16.5	16.0	14.6	15.3					

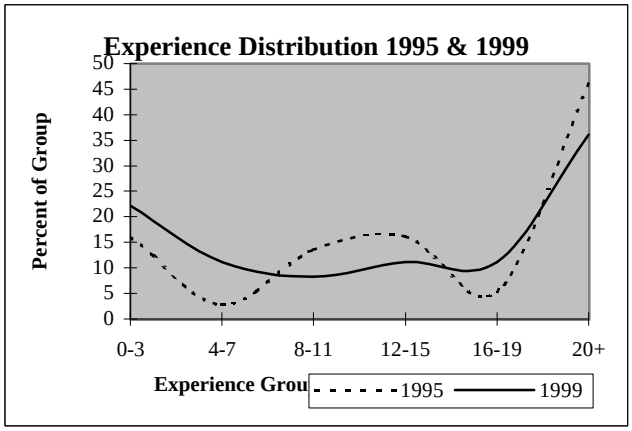
District Report for: DAYTON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	4	3	7	6	-	9.8%	7.3%	17.1%	15.0%	-
Attrition from Transfers	2	1	2	0	-	4.9%	2.4%	4.9%	0.0%	-
Attrition from Exits	2	2	5	6	-	4.9%	4.9%	12.2%	15.0%	-
Teacher Attrition	4	3	7	5	-	10.8%	8.1%	18.9%	13.9%	-
Attrition from Transfers	2	1	2	0	-	5.4%	2.7%	5.4%	0.0%	-
Attrition from Exits	2	2	5	5	-	5.4%	5.4%	13.5%	13.9%	-
District Retention										
Educator Retention	37	38	34	34	-	90.2%	92.7%	82.9%	85.0%	-
Teacher Retention	33	34	30	31	-	89.2%	91.9%	81.1%	86.1%	-

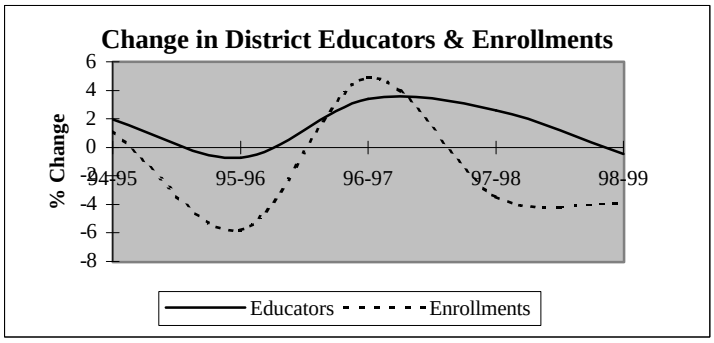
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	63.6%	9.1%	27.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.5%	0.0%	12.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	100.0%	0.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.3%	0.0%	16.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	75.0%	0.0%	25.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

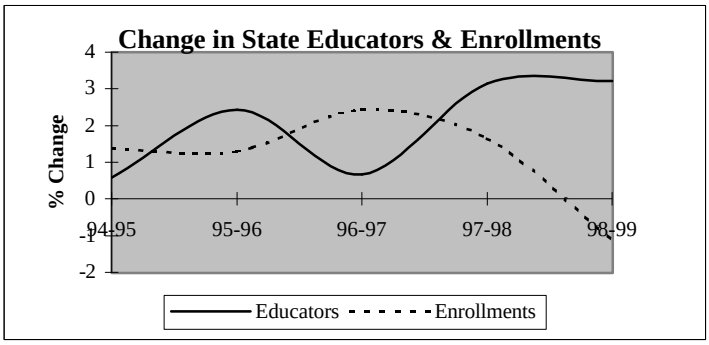
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	4.4%	13.2%	20.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.4%	11.3%	18.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.3%	7.3%	4.9%	10.0%	9.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.7%	90.2%	90.2%	87.5%	87.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	2.4%	4.9%	2.5%	2.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ROANE COUNTY





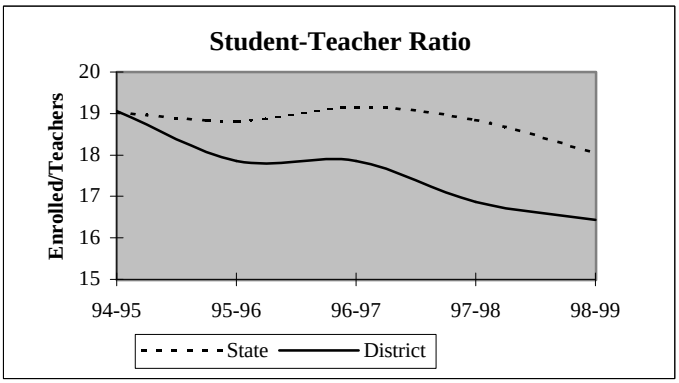
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.9	15.1	15.4	14.4	13.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.1	17.8	17.9	16.9	16.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	8	-3	14	11	-2	-	-	-	-	-
% Change in Educators	2.0%	-0.7%	3.4%	2.6%	-0.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	77	-385	305	-228	-247	-	-	-	-	-
% Change in Enrollment	1.2%	-5.8%	4.9%	-3.5%	-3.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.0%	0.0%	0.0%	0.0%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.6%	4.3%	4.2%	4.3%	5.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.8%	10.9%	9.8%	10.0%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.2%	0.5%	0.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	31.6%	33.3%	38.9%	36.8%	45.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.9	41.9	41.8	39.1	38.9	42.7	43.1	43.3	37.1	36.4
Average Experience	13.0	13.2	13.0	12.9	13.0	13.9	13.9	13.8	13.7	13.7
Average Salary	31,753	31,739	33,318	33,287	34,696	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.3%	0.6%	0.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.8%	72.9%	74.5%	73.9%	73.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.3%	8.5%	9.8%	10.1%	10.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.6%	na	3.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.6%	na	2.0%	-	1.7%	1.7%	1.6%	1.8%

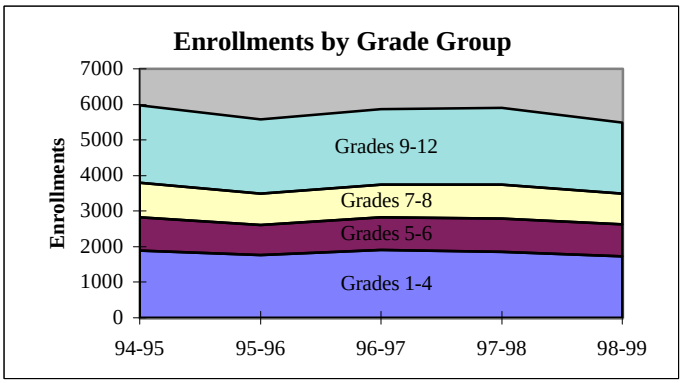
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	417	414	428	439	437	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	369	376	381	399	406	88.5%	90.8%	89.0%	90.9%	92.9%
Newly Hired	48	38	47	40	31	11.5%	9.2%	11.0%	9.1%	7.1%
Transfers In	18	10	14	2	5	37.5%	26.3%	29.8%	5.0%	16.1%
Reentrants	19	12	18	11	12	39.6%	31.6%	38.3%	27.5%	38.7%
First Time Educators	11	16	15	27	14	22.9%	42.1%	31.9%	67.5%	45.2%
Total Exiting Next Year	41	33	29	33	-	9.8%	8.0%	6.8%	7.5%	-
Transfers Out	12	3	6	8	-	29.3%	9.1%	20.7%	24.2%	-
Leave Tennessee Educ.	29	30	23	25	-	70.7%	90.9%	79.3%	75.8%	-

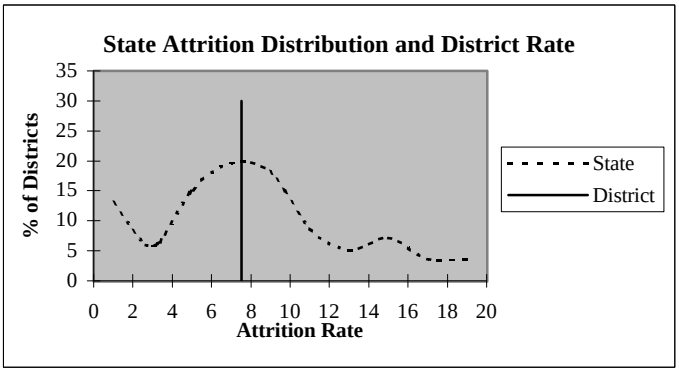
Dynamics Rates	District Rates				
District Attrition	9.8%	8.0%	6.8%	7.5%	-
Transfers In/Out	1.50	3.33	2.33	0.25	-

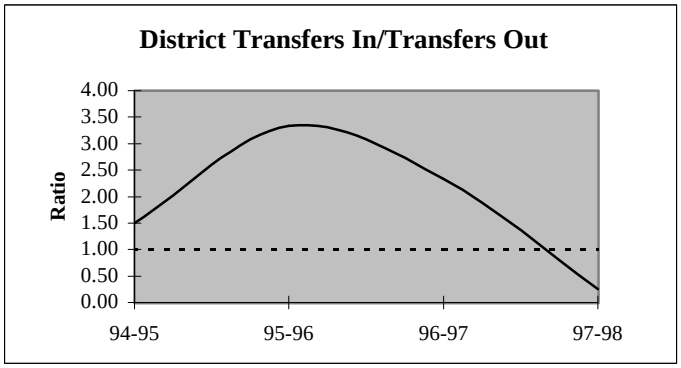
District Report for: ROANE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	417	414	428	439	437	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	18	18	19	22	4.6%	4.3%	4.2%	4.3%	5.0%
Professional Staff	49	45	42	44	44	11.8%	10.9%	9.8%	10.0%	10.1%
Total Teachers	349	351	368	376	371	83.7%	84.8%	86.0%	85.6%	84.9%
Special Education	29	30	36	38	38	8.3%	8.5%	9.8%	10.1%	10.2%
Pre-K & Kindergarten	27	25	25	28	25	7.7%	7.1%	6.8%	7.4%	6.7%
Elementary (1-4)	115	112	120	122	122	33.0%	31.9%	32.6%	32.4%	32.9%
Middle School (5-6)	39	43	44	41	41	11.2%	12.3%	12.0%	10.9%	11.1%
Jr. High (7-8)	36	35	35	34	36	10.3%	10.0%	9.5%	9.0%	9.7%
High School (9-12)	103	106	108	113	109	29.5%	30.2%	29.3%	30.1%	29.4%
Business	4	5	5	3	4	3.9%	4.7%	4.6%	2.7%	3.7%
Language Arts	13	14	15	14	13	12.6%	13.2%	13.9%	12.4%	11.9%
Social Studies	15	14	13	14	14	14.6%	13.2%	12.0%	12.4%	12.8%
Foreign Language	3	6	6	5	6	2.9%	5.7%	5.6%	4.4%	5.5%
Mathematics	15	13	13	13	16	14.6%	12.3%	12.0%	11.5%	14.7%
Science	12	12	12	12	13	11.7%	11.3%	11.1%	10.6%	11.9%
Vocational Education	21	23	22	23	21	20.4%	21.7%	20.4%	20.4%	19.3%
Other High School	20	19	22	29	22	19.4%	17.9%	20.4%	25.7%	20.2%
Total Enrollments	6,650	6,265	6,570	6,342	6,095	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	450	420	426	432	425	6.8%	6.7%	6.5%	6.8%	7.0%
Grades 1-4	1,883	1,766	1,916	1,860	1,732	28.3%	28.2%	29.2%	29.3%	28.4%
Grades 5-6	939	841	914	932	901	14.1%	13.4%	13.9%	14.7%	14.8%
Grades 7-8	971	884	916	959	867	14.6%	14.1%	13.9%	15.1%	14.2%
Grades 9-12	2,176	2,092	2,128	2,159	1,986	32.7%	33.4%	32.4%	34.0%	32.6%
Ungraded	231	262	270	0	184	3.5%	4.2%	4.1%	0.0%	3.0%









District Report for: ROANE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	19	18	18	19	22	4.7%	4.5%	4.3%	4.5%	5.2%
White - Females	6	6	7	7	10	31.6%	33.3%	38.9%	36.8%	45.5%
White - Males	13	12	11	12	12	68.4%	66.7%	61.1%	63.2%	54.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	49	45	42	44	44	12.1%	11.1%	10.1%	10.5%	10.5%
White - Females	34	32	29	31	32	69.4%	71.1%	69.0%	70.5%	72.7%
White - Males	15	13	13	13	12	30.6%	28.9%	31.0%	29.5%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	337	341	354	358	355	83.2%	84.4%	85.5%	85.0%	84.3%
White - Females	253	251	265	267	263	75.1%	73.6%	74.9%	74.6%	74.1%
White - Males	84	90	88	89	90	24.9%	26.4%	24.9%	24.9%	25.4%
Black - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.3%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	2	0.0%	0.0%	0.3%	0.3%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	8	8	37	35	0.9%	2.4%	2.3%	9.8%	9.4%
25-29	45	38	44	40	43	13.5%	11.3%	12.6%	10.6%	11.6%
30-34	42	45	49	51	51	12.6%	13.4%	14.0%	13.6%	13.7%
35-39	47	46	42	35	37	14.1%	13.7%	12.0%	9.3%	10.0%
40-45	57	49	55	59	51	17.1%	14.6%	15.8%	15.7%	13.7%
45-49	66	68	62	63	63	19.8%	20.3%	17.8%	16.8%	17.0%
50-54	39	46	56	52	55	11.7%	13.7%	16.0%	13.8%	14.8%
55+	35	35	33	39	36	10.5%	10.4%	9.5%	10.4%	9.7%
Average Age	41.9	41.9	41.8	39.1	38.9					

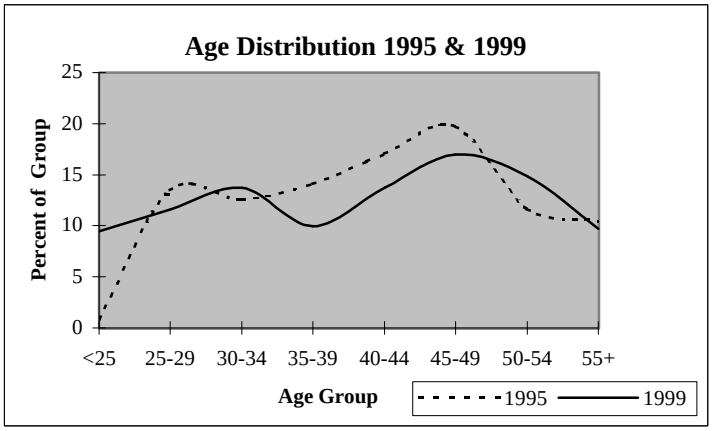
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	69	67	69	70	75	19.8%	19.1%	18.8%	18.6%	20.2%
4-7 Years	49	54	63	67	61	14.0%	15.4%	17.1%	17.8%	16.4%
8-11 Years	52	53	47	48	44	14.9%	15.1%	12.8%	12.8%	11.9%
12-15 Years	48	41	53	49	51	13.8%	11.7%	14.4%	13.0%	13.7%
16-19 Years	41	39	38	42	38	11.7%	11.1%	10.3%	11.2%	10.2%
20+ Years	90	97	98	100	102	25.8%	27.6%	26.6%	26.6%	27.5%
Average Experience	13.0	13.2	13.0	12.9	13.0					

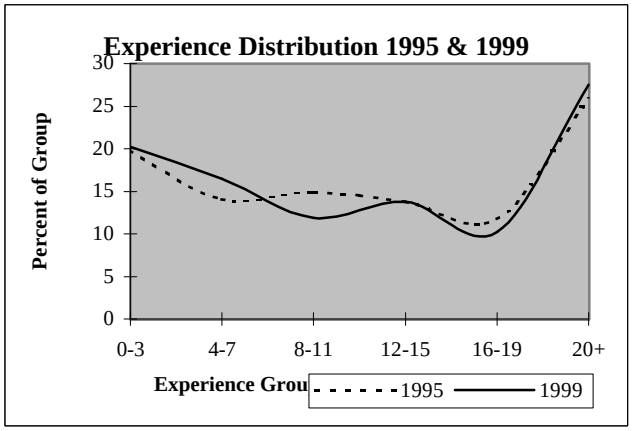
District Report for: ROANE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	41	33	29	33	-	9.8%	8.0%	6.8%	7.5%	-
Attrition from Transfers	12	3	6	8	-	2.9%	0.7%	1.4%	1.8%	-
Attrition from Exits	29	30	23	25	-	7.0%	7.2%	5.4%	5.7%	-
Teacher Attrition	35	27	28	30	-	10.0%	7.7%	7.6%	8.0%	-
Attrition from Transfers	10	3	6	8	-	2.9%	0.9%	1.6%	2.1%	-
Attrition from Exits	25	24	22	22	-	7.2%	6.8%	6.0%	5.9%	-
District Retention										
Educator Retention	376	381	399	406	-	90.2%	92.0%	93.2%	92.5%	-
Teacher Retention	314	324	340	346	-	90.0%	92.3%	92.4%	92.0%	-

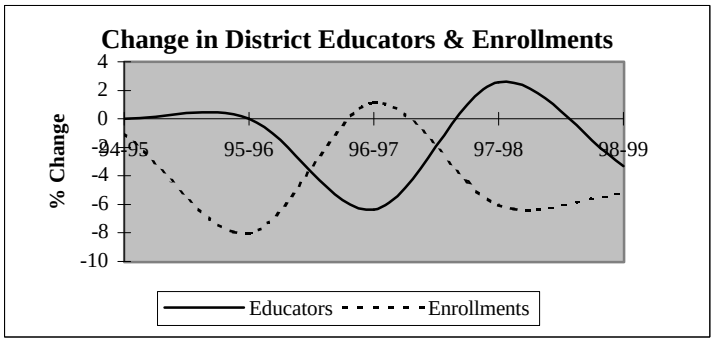
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	80.9%	4.3%	14.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	78.7%	2.2%	19.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	91.4%	3.7%	4.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.9%	2.6%	2.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	85.5%	7.2%	7.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.5%	2.8%	5.6%	89.7%	2.1%	91.8%	8.2%

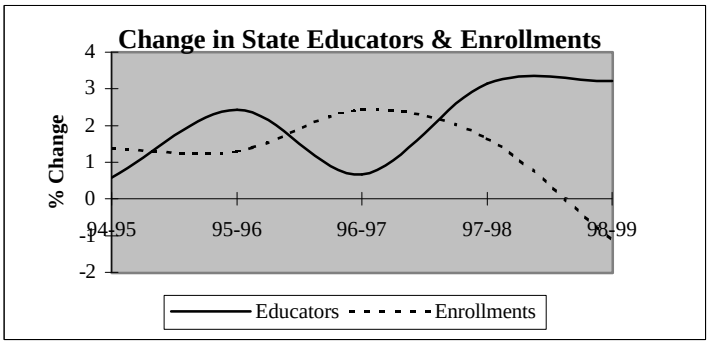
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.4%	14.5%	16.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.0%	8.1%	10.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.6%	4.6%	3.7%	7.1%	5.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.8%	93.2%	92.8%	90.7%	93.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.0%	0.2%	0.2%	0.2%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.6%	1.9%	3.3%	2.1%	1.1%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: HARRIMAN





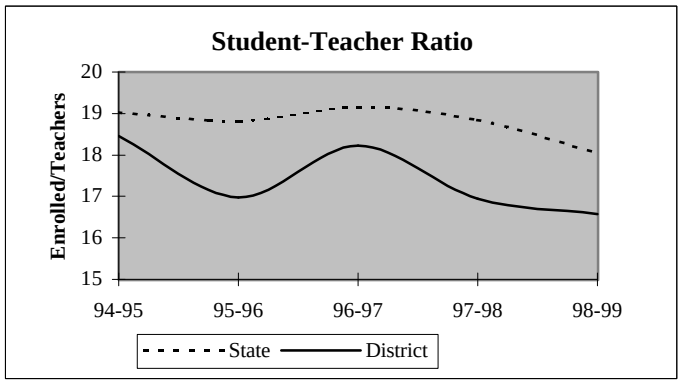
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.2	14.0	15.1	13.9	13.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.5	17.0	18.2	16.9	16.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	0	0	-8	3	-4	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-6.3%	2.5%	-3.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-20	-154	20	-108	-87	-	-	-	-	-
% Change in Enrollment	-1.0%	-8.0%	1.1%	-6.0%	-5.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.6%	5.9%	6.6%	6.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.9%	11.9%	11.0%	11.6%	12.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.3%	2.5%	2.6%	3.4%	3.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	14.3%	14.3%	28.6%	12.5%	28.6%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.4	44.1	45.0	44.8	46.0	42.7	43.1	43.3	37.1	36.4
Average Experience	16.2	16.5	17.9	18.7	19.2	13.9	13.9	13.8	13.7	13.7
Average Salary	32,497	32,539	33,749	34,545	35,606	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.9%	2.9%	3.1%	4.2%	4.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.8%	79.8%	78.6%	77.8%	78.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.5%	12.5%	13.3%	13.1%	13.5%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	12.1%	na	12.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	4.0%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

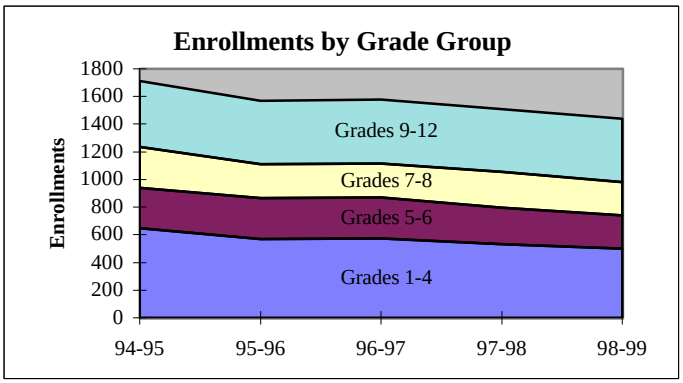
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	126	126	118	121	117	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	116	118	115	113	112	92.1%	93.7%	97.5%	93.4%	95.7%
Newly Hired	10	8	3	8	5	7.9%	6.3%	2.5%	6.6%	4.3%
Transfers In	2	1	1	1	2	20.0%	12.5%	33.3%	12.5%	40.0%
Reentrants	5	3	1	5	3	50.0%	37.5%	33.3%	62.5%	60.0%
First Time Educators	3	4	1	2	0	30.0%	50.0%	33.3%	25.0%	0.0%
Total Exiting Next Year	8	11	5	9	-	6.3%	8.7%	4.2%	7.4%	-
Transfers Out	2	0	2	2	-	25.0%	0.0%	40.0%	22.2%	-
Leave Tennessee Educ.	6	11	3	7	-	75.0%	100.0%	60.0%	77.8%	-

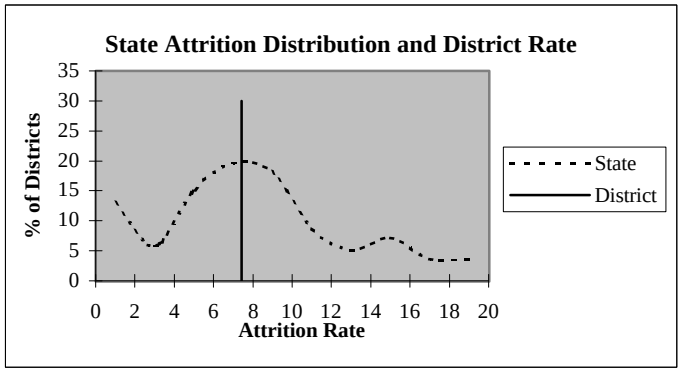
Dynamics Rates	District Rates				
District Attrition	6.3%	8.7%	4.2%	7.4%	-
Transfers In/Out	1.00	nc	0.50	0.50	-

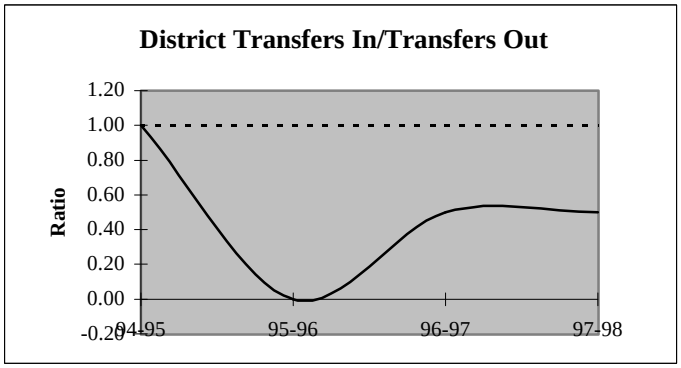
District Report for: HARRIMAN

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	126	126	118	121	117	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	8	7	5.6%	5.6%	5.9%	6.6%	6.0%
Professional Staff	15	15	13	14	14	11.9%	11.9%	11.0%	11.6%	12.0%
Total Teachers	104	104	98	99	96	82.5%	82.5%	83.1%	81.8%	82.1%
Special Education	13	13	13	13	13	12.5%	12.5%	13.3%	13.1%	13.5%
Pre-K & Kindergarten	8	8	8	8	8	7.7%	7.7%	8.2%	8.1%	8.3%
Elementary (1-4)	38	39	37	37	38	36.5%	37.5%	37.8%	37.4%	39.6%
Middle School (5-6)	14	14	13	13	11	13.5%	13.5%	13.3%	13.1%	11.5%
Jr. High (7-8)	9	8	6	8	8	8.7%	7.7%	6.1%	8.1%	8.3%
High School (9-12)	22	22	21	20	18	21.2%	21.2%	21.4%	20.2%	18.8%
Business	2	2	2	1	1	9.1%	9.1%	9.5%	5.0%	5.6%
Language Arts	4	4	4	3	3	18.2%	18.2%	19.0%	15.0%	16.7%
Social Studies	2	2	2	1	1	9.1%	9.1%	9.5%	5.0%	5.6%
Foreign Language	1	1	1	1	1	4.5%	4.5%	4.8%	5.0%	5.6%
Mathematics	3	3	4	3	3	13.6%	13.6%	19.0%	15.0%	16.7%
Science	3	3	2	2	3	13.6%	13.6%	9.5%	10.0%	16.7%
Vocational Education	2	2	2	2	2	9.1%	9.1%	9.5%	10.0%	11.1%
Other High School	5	5	4	7	4	22.7%	22.7%	19.0%	35.0%	22.2%
Total Enrollments	1,920	1,766	1,786	1,678	1,591	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	129	140	118	97	7.3%	7.3%	7.8%	7.0%	6.1%
Grades 1-4	646	569	575	532	498	33.6%	32.2%	32.2%	31.7%	31.3%
Grades 5-6	295	298	295	263	242	15.4%	16.9%	16.5%	15.7%	15.2%
Grades 7-8	293	242	243	258	242	15.3%	13.7%	13.6%	15.4%	15.2%
Grades 9-12	476	459	463	454	455	24.8%	26.0%	25.9%	27.1%	28.6%
Ungraded	70	69	70	53	57	3.6%	3.9%	3.9%	3.2%	3.6%









District Report for: HARRIMAN

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	7	7	8	7	5.7%	5.7%	6.1%	6.9%	6.2%
White - Females	1	1	2	1	2	14.3%	14.3%	28.6%	12.5%	28.6%
White - Males	6	6	5	7	5	85.7%	85.7%	71.4%	87.5%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	13	11	12	12	10.6%	10.7%	9.6%	10.3%	10.6%
White - Females	11	11	9	10	11	84.6%	84.6%	81.8%	83.3%	91.7%
White - Males	2	2	2	2	1	15.4%	15.4%	18.2%	16.7%	8.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	103	102	96	96	94	83.7%	83.6%	84.2%	82.8%	83.2%
White - Females	79	80	73	72	70	76.7%	78.4%	76.0%	75.0%	74.5%
White - Males	20	19	20	20	20	19.4%	18.6%	20.8%	20.8%	21.3%
Black - Females	3	2	2	3	3	2.9%	2.0%	2.1%	3.1%	3.2%
Black - Males	1	1	1	1	1	1.0%	1.0%	1.0%	1.0%	1.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	1	1	4	2	3.8%	1.0%	1.0%	4.0%	2.1%
25-29	10	11	13	8	7	9.6%	10.9%	13.4%	8.1%	7.3%
30-34	6	8	5	8	10	5.8%	7.9%	5.2%	8.1%	10.4%
35-39	6	5	2	3	3	5.8%	5.0%	2.1%	3.0%	3.1%
40-45	26	19	16	12	7	25.0%	18.8%	16.5%	12.1%	7.3%
45-49	25	27	24	25	24	24.0%	26.7%	24.7%	25.3%	25.0%
50-54	14	17	22	22	27	13.5%	16.8%	22.7%	22.2%	28.1%
55+	13	13	14	17	16	12.5%	12.9%	14.4%	17.2%	16.7%
Average Age	43.4	44.1	45.0	44.8	46.0					

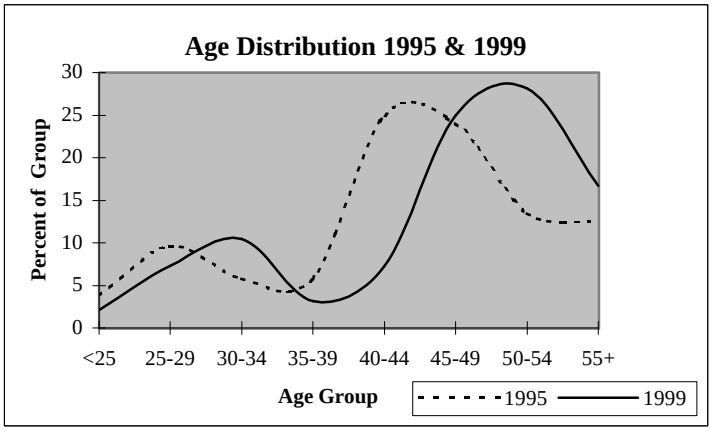
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	18	17	13	8	9	17.3%	16.3%	13.3%	8.1%	9.4%
4-7 Years	9	9	8	11	11	8.7%	8.7%	8.2%	11.1%	11.5%
8-11 Years	5	8	7	10	9	4.8%	7.7%	7.1%	10.1%	9.4%
12-15 Years	11	8	6	5	3	10.6%	7.7%	6.1%	5.1%	3.1%
16-19 Years	15	16	17	13	9	14.4%	15.4%	17.3%	13.1%	9.4%
20+ Years	46	46	47	52	55	44.2%	44.2%	48.0%	52.5%	57.3%
Average Experience	16.2	16.5	17.9	18.7	19.2					

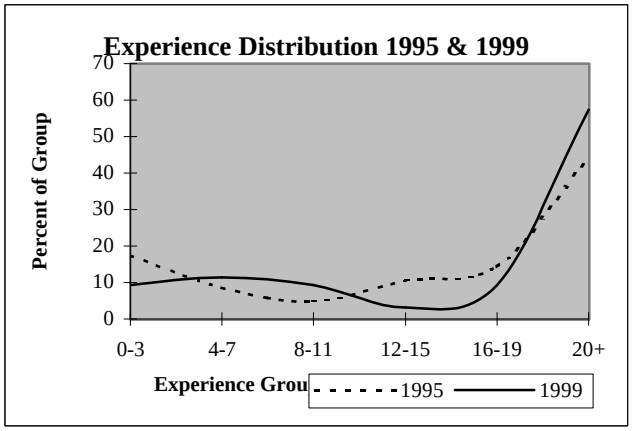
District Report for: HARRIMAN

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	11	5	9	-	6.3%	8.7%	4.2%	7.4%	-
Attrition from Transfers	2	0	2	2	-	1.6%	0.0%	1.7%	1.7%	-
Attrition from Exits	6	11	3	7	-	4.8%	8.7%	2.5%	5.8%	-
Teacher Attrition	6	8	5	6	-	5.8%	7.7%	5.1%	6.1%	-
Attrition from Transfers	2	0	2	2	-	1.9%	0.0%	2.0%	2.0%	-
Attrition from Exits	4	8	3	4	-	3.8%	7.7%	3.1%	4.0%	-
District Retention										
Educator Retention	118	115	113	112	-	93.7%	91.3%	95.8%	92.6%	-
Teacher Retention	98	96	93	93	-	94.2%	92.3%	94.9%	93.9%	-

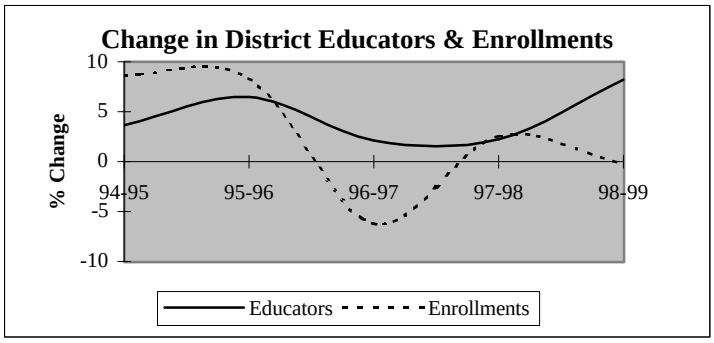
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	75.0%	6.3%	18.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.5%	0.0%	10.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.0%	0.0%	15.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.5%	0.0%	12.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.7%	13.3%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.9%	11.1%	0.0%	89.7%	2.1%	91.8%	8.2%

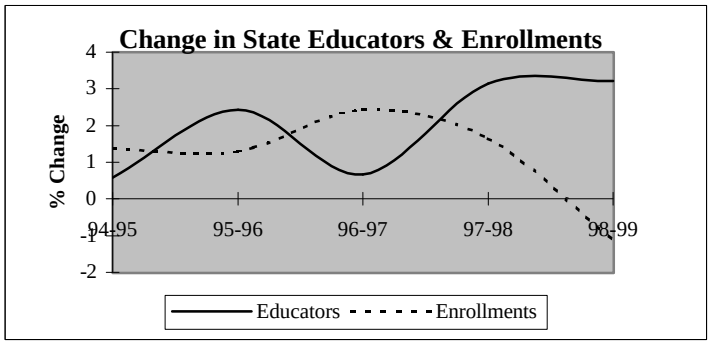
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.9%	10.1%	10.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.4%	7.0%	6.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.8%	5.6%	0.8%	2.5%	1.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	92.9%	92.1%	99.2%	95.0%	95.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.6%	2.4%	0.0%	2.5%	2.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ROBERTSON COUNTY





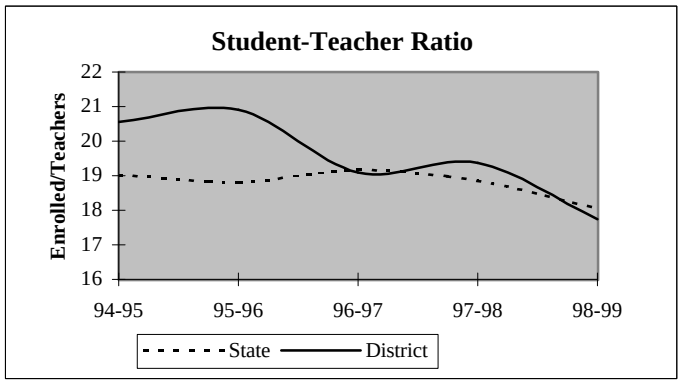
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.7	18.0	16.5	16.6	15.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.6	20.9	19.1	19.4	17.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	20	37	13	14	52	-	-	-	-	-
% Change in Educators	3.6%	6.5%	2.1%	2.3%	8.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	803	840	-677	265	-27	-	-	-	-	-
% Change in Enrollment	8.7%	8.4%	-6.2%	2.6%	-0.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.2%	0.2%	0.3%	0.2%	0.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.6%	4.7%	4.6%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.3%	9.4%	8.9%	10.0%	9.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	9.5%	8.3%	7.9%	8.0%	7.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	15.4%	11.1%	10.7%	10.3%	10.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.9%	25.0%	27.6%	27.6%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.7	41.2	41.7	35.2	34.2	42.7	43.1	43.3	37.1	36.4
Average Experience	12.4	12.2	12.4	12.3	12.4	13.9	13.9	13.8	13.7	13.7
Average Salary	30,808	31,278	32,078	32,345	33,254	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	9.2%	7.9%	7.6%	7.8%	7.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	84.0%	83.7%	84.9%	84.1%	83.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.7%	13.1%	12.3%	11.6%	11.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	11.7%	na	12.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.4%	na	1.6%	-	1.7%	1.7%	1.6%	1.8%

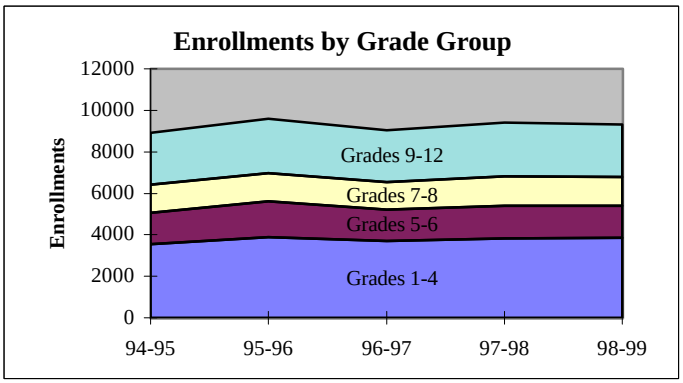
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	569	606	619	633	685	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	509	535	561	569	626	89.5%	88.3%	90.6%	89.9%	91.4%
Newly Hired	60	71	58	64	59	10.5%	11.7%	9.4%	10.1%	8.6%
Transfers In	6	12	5	5	8	10.0%	16.9%	8.6%	7.8%	13.6%
Reentrants	18	26	17	19	23	30.0%	36.6%	29.3%	29.7%	39.0%
First Time Educators	36	33	36	40	28	60.0%	46.5%	62.1%	62.5%	47.5%
Total Exiting Next Year	34	45	50	7	-	6.0%	7.4%	8.1%	1.1%	-
Transfers Out	10	6	8	3	-	29.4%	13.3%	16.0%	42.9%	-
Leave Tennessee Educ.	24	39	42	4	-	70.6%	86.7%	84.0%	57.1%	-

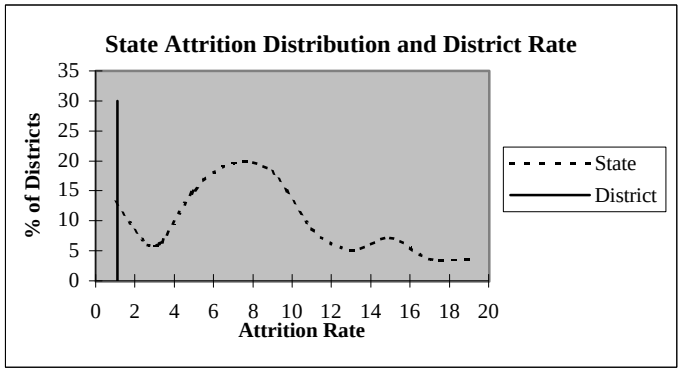
Dynamics Rates	District Rates				
District Attrition	6.0%	7.4%	8.1%	1.1%	-
Transfers In/Out	0.60	2.00	0.63	1.67	-

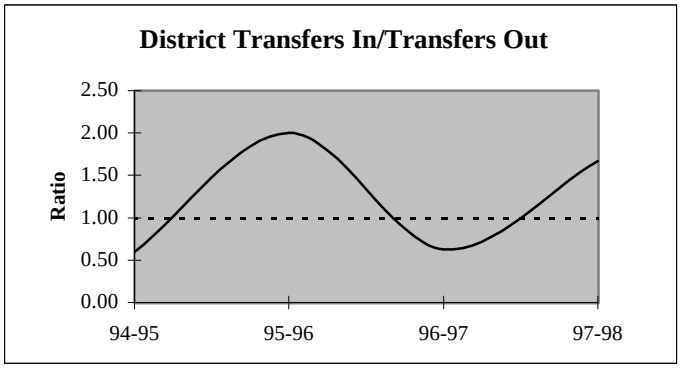
District Report for: ROBERTSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	569	606	619	633	685	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	28	29	29	30	4.7%	4.6%	4.7%	4.6%	4.4%
Professional Staff	53	57	55	63	66	9.3%	9.4%	8.9%	10.0%	9.6%
Total Teachers	489	521	535	541	589	85.9%	86.0%	86.4%	85.5%	86.0%
Special Education	62	68	66	63	66	12.7%	13.1%	12.3%	11.6%	11.2%
Pre-K & Kindergarten	45	48	48	53	57	9.2%	9.2%	9.0%	9.8%	9.7%
Elementary (1-4)	179	184	188	189	209	36.6%	35.3%	35.1%	34.9%	35.5%
Middle School (5-6)	51	58	62	57	64	10.4%	11.1%	11.6%	10.5%	10.9%
Jr. High (7-8)	41	40	41	42	48	8.4%	7.7%	7.7%	7.8%	8.1%
High School (9-12)	111	123	130	137	145	22.7%	23.6%	24.3%	25.3%	24.6%
Business	8	7	10	6	6	7.2%	5.7%	7.7%	4.4%	4.1%
Language Arts	18	18	19	23	23	16.2%	14.6%	14.6%	16.8%	15.9%
Social Studies	14	12	13	12	13	12.6%	9.8%	10.0%	8.8%	9.0%
Foreign Language	6	5	5	5	6	5.4%	4.1%	3.8%	3.6%	4.1%
Mathematics	17	17	17	18	19	15.3%	13.8%	13.1%	13.1%	13.1%
Science	11	13	13	13	14	9.9%	10.6%	10.0%	9.5%	9.7%
Vocational Education	20	23	22	21	24	18.0%	18.7%	16.9%	15.3%	16.6%
Other High School	17	28	31	39	40	15.3%	22.8%	23.8%	28.5%	27.6%
Total Enrollments	10,050	10,890	10,213	10,478	10,451	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	952	1,045	942	948	969	9.5%	9.6%	9.2%	9.0%	9.3%
Grades 1-4	3,537	3,896	3,704	3,837	3,846	35.2%	35.8%	36.3%	36.6%	36.8%
Grades 5-6	1,519	1,703	1,523	1,547	1,565	15.1%	15.6%	14.9%	14.8%	15.0%
Grades 7-8	1,372	1,379	1,312	1,427	1,361	13.7%	12.7%	12.8%	13.6%	13.0%
Grades 9-12	2,478	2,604	2,511	2,591	2,555	24.7%	23.9%	24.6%	24.7%	24.4%
Ungraded	192	263	221	128	155	1.9%	2.4%	2.2%	1.2%	1.5%









District Report for: ROBERTSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	26	27	28	29	30	4.7%	4.6%	4.7%	4.8%	4.7%
White - Females	5	6	7	8	10	19.2%	22.2%	25.0%	27.6%	33.3%
White - Males	17	18	18	18	17	65.4%	66.7%	64.3%	62.1%	56.7%
Black - Females	2	1	1	0	0	7.7%	3.7%	3.6%	0.0%	0.0%
Black - Males	2	2	2	3	3	7.7%	7.4%	7.1%	10.3%	10.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	53	57	54	60	63	9.5%	9.7%	9.1%	10.0%	9.8%
White - Females	38	41	41	47	49	71.7%	71.9%	75.9%	78.3%	77.8%
White - Males	10	10	8	8	8	18.9%	17.5%	14.8%	13.3%	12.7%
Black - Females	4	6	5	5	6	7.5%	10.5%	9.3%	8.3%	9.5%
Black - Males	1	0	0	0	0	1.9%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	477	504	512	511	551	85.8%	85.7%	86.2%	85.2%	85.6%
White - Females	368	394	409	406	437	77.1%	78.2%	79.9%	79.5%	79.3%
White - Males	65	70	64	65	72	13.6%	13.9%	12.5%	12.7%	13.1%
Black - Females	35	32	31	32	34	7.3%	6.3%	6.1%	6.3%	6.2%
Black - Males	8	7	6	5	5	1.7%	1.4%	1.2%	1.0%	0.9%
Other - Females	1	1	1	2	2	0.2%	0.2%	0.2%	0.4%	0.4%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.2%	0.2%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	13	7	7	99	120	2.8%	1.5%	1.5%	18.3%	20.4%
25-29	73	70	64	57	60	15.7%	14.9%	13.6%	10.5%	10.2%
30-34	46	53	60	58	70	9.9%	11.3%	12.7%	10.7%	11.9%
35-39	63	63	54	56	57	13.5%	13.4%	11.5%	10.4%	9.7%
40-45	95	94	84	76	62	20.4%	20.0%	17.8%	14.0%	10.5%
45-49	92	91	92	82	88	19.8%	19.3%	19.5%	15.2%	14.9%
50-54	43	52	60	64	75	9.2%	11.0%	12.7%	11.8%	12.7%
55+	40	41	50	49	57	8.6%	8.7%	10.6%	9.1%	9.7%
Average Age	40.7	41.2	41.7	35.2	34.2					

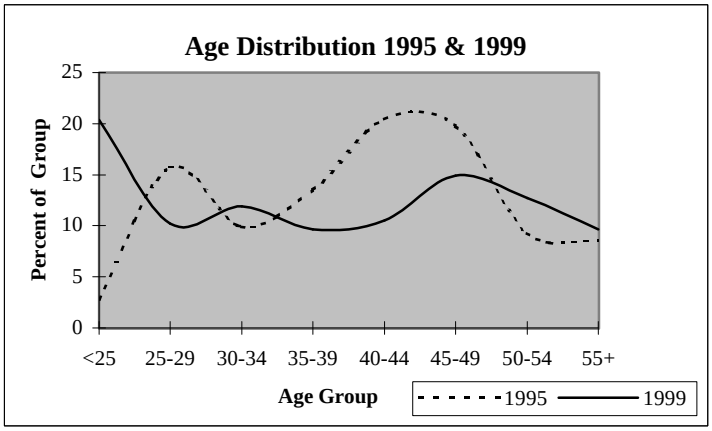
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	119	132	127	134	138	24.3%	25.3%	23.7%	24.8%	23.4%
4-7 Years	65	74	91	93	116	13.3%	14.2%	17.0%	17.2%	19.7%
8-11 Years	57	58	51	56	64	11.7%	11.1%	9.5%	10.4%	10.9%
12-15 Years	58	55	59	57	55	11.9%	10.6%	11.0%	10.5%	9.3%
16-19 Years	72	72	73	56	58	14.7%	13.8%	13.6%	10.4%	9.8%
20+ Years	118	130	134	145	158	24.1%	25.0%	25.0%	26.8%	26.8%
Average Experience	12.4	12.2	12.4	12.3	12.4					

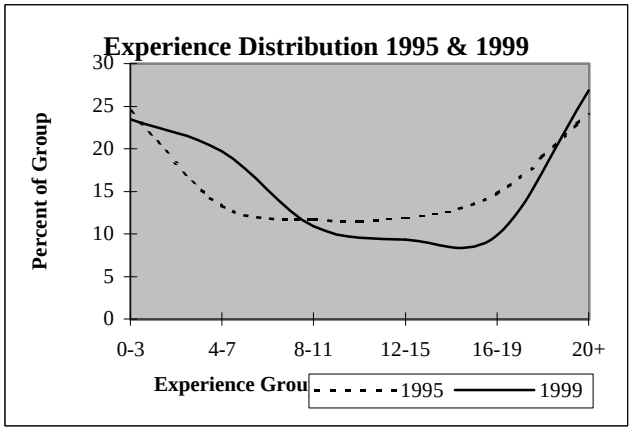
District Report for: ROBERTSON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	34	45	50	7	-	6.0%	7.4%	8.1%	1.1%	-
Attrition from Transfers	10	6	8	3	-	1.8%	1.0%	1.3%	0.5%	-
Attrition from Exits	24	39	42	4	-	4.2%	6.4%	6.8%	0.6%	-
Teacher Attrition	30	41	46	6	-	6.1%	7.9%	8.6%	1.1%	-
Attrition from Transfers	10	6	8	3	-	2.0%	1.2%	1.5%	0.6%	-
Attrition from Exits	20	35	38	3	-	4.1%	6.7%	7.1%	0.6%	-
District Retention										
Educator Retention	535	561	569	626	-	94.0%	92.6%	91.9%	98.9%	-
Teacher Retention	459	480	489	535	-	93.9%	92.1%	91.4%	98.9%	-

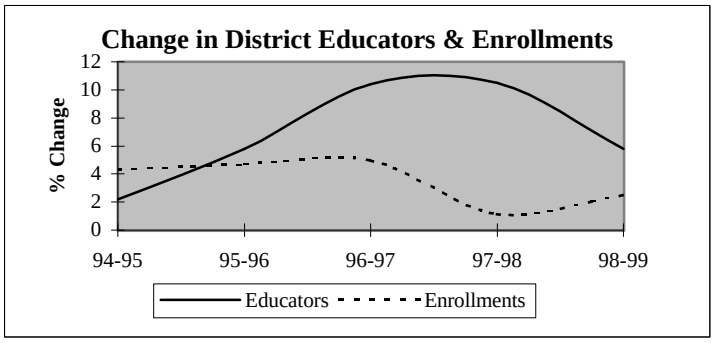
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	87.4%	2.2%	10.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.4%	3.0%	6.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.0%	4.8%	6.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	89.1%	4.7%	6.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.9%	3.6%	3.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	98.0%	0.0%	2.0%	89.7%	2.1%	91.8%	8.2%

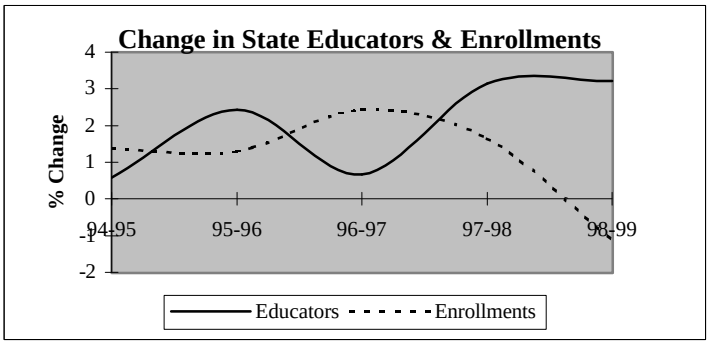
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.7%	14.2%	15.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.6%	9.9%	11.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.6%	6.9%	6.3%	6.6%	5.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.5%	89.6%	91.0%	90.7%	91.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.5%	0.5%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.5%	3.5%	2.3%	2.2%	2.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: RUTHERFORD COUNTY





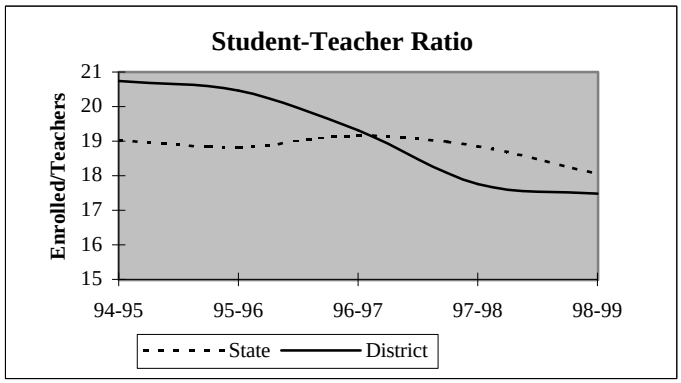
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	18.1	17.9	17.1	15.6	15.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.7	20.5	19.3	17.8	17.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	27	73	138	154	94	-	-	-	-	-
% Change in Educators	2.2%	5.8%	10.4%	10.5%	5.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	934	1,068	1,182	283	634	-	-	-	-	-
% Change in Enrollment	4.3%	4.7%	5.0%	1.1%	2.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.6%	0.5%	0.6%	1.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.0%	3.9%	3.7%	3.6%	3.6%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.5%	8.4%	8.0%	8.5%	9.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.3%	6.1%	5.6%	5.7%	5.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	10.2%	11.8%	11.3%	12.3%	9.7%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.0%	26.9%	27.8%	32.8%	38.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.6	41.5	41.1	36.3	35.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.3	12.9	12.3	12.0	11.6	13.9	13.9	13.8	13.7	13.7
Average Salary	34,441	33,988	34,483	34,362	35,345	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	6.0%	5.7%	5.3%	5.1%	5.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.1%	79.1%	79.3%	79.3%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	11.5%	10.8%	10.5%	10.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	11.9%	na	13.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	2.0%	-	1.7%	1.7%	1.6%	1.8%

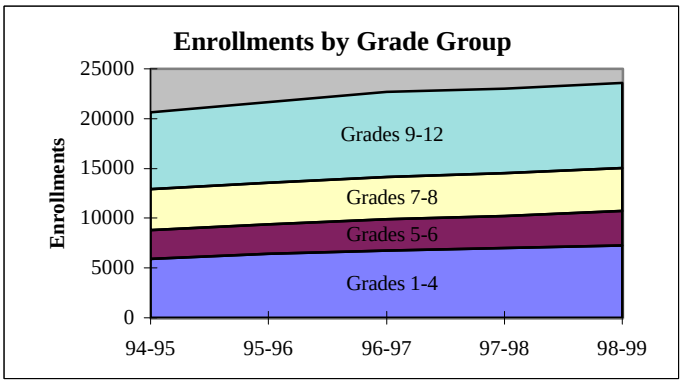
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	1,255	1,328	1,466	1,620	1,714	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,138	1,171	1,255	1,369	1,482	90.7%	88.2%	85.6%	84.5%	86.5%
Newly Hired	117	157	211	251	232	9.3%	11.8%	14.4%	15.5%	13.5%
Transfers In	27	28	40	49	33	23.1%	17.8%	19.0%	19.5%	14.2%
Reentrants	51	65	63	83	88	43.6%	41.4%	29.9%	33.1%	37.9%
First Time Educators	39	64	108	119	111	33.3%	40.8%	51.2%	47.4%	47.8%
Total Exiting Next Year	84	73	97	138	-	6.7%	5.5%	6.6%	8.5%	-
Transfers Out	11	15	25	49	-	13.1%	20.5%	25.8%	35.5%	-
Leave Tennessee Educ.	73	58	72	89	-	86.9%	79.5%	74.2%	64.5%	-

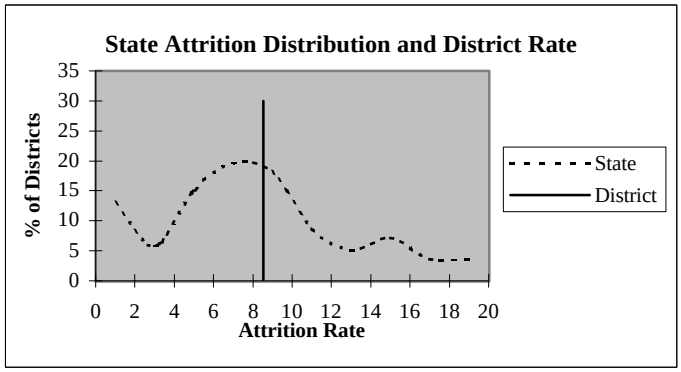
Dynamics Rates	District Rates				
District Attrition	6.7%	5.5%	6.6%	8.5%	-
Transfers In/Out	2.45	1.87	1.60	1.00	-

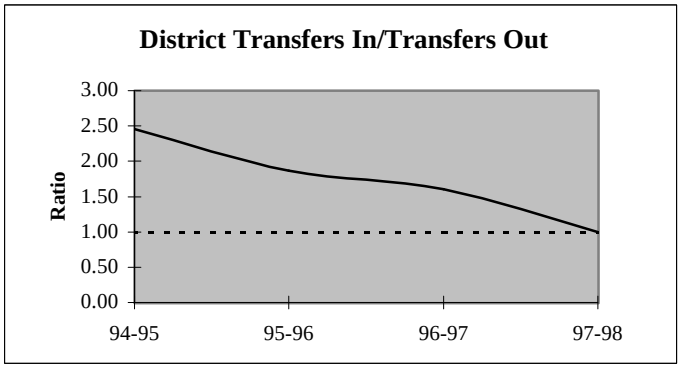
District Report for: RUTHERFORD COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	1,255	1,328	1,466	1,620	1,714	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	50	52	54	58	62	4.0%	3.9%	3.7%	3.6%	3.6%
Professional Staff	107	111	117	137	169	8.5%	8.4%	8.0%	8.5%	9.9%
Total Teachers	1,098	1,165	1,295	1,425	1,483	87.5%	87.7%	88.3%	88.0%	86.5%
Special Education	126	134	140	149	162	11.5%	11.5%	10.8%	10.5%	10.9%
Pre-K & Kindergarten	69	73	87	100	98	6.3%	6.3%	6.7%	7.0%	6.6%
Elementary (1-4)	323	346	414	461	493	29.4%	29.7%	32.0%	32.4%	33.2%
Middle School (5-6)	109	121	128	143	144	9.9%	10.4%	9.9%	10.0%	9.7%
Jr. High (7-8)	131	143	154	168	187	11.9%	12.3%	11.9%	11.8%	12.6%
High School (9-12)	340	348	372	404	399	31.0%	29.9%	28.7%	28.4%	26.9%
Business	13	13	13	12	15	3.8%	3.7%	3.5%	3.0%	3.8%
Language Arts	50	50	53	54	60	14.7%	14.4%	14.2%	13.4%	15.0%
Social Studies	39	40	38	43	48	11.5%	11.5%	10.2%	10.6%	12.0%
Foreign Language	19	21	24	25	24	5.6%	6.0%	6.5%	6.2%	6.0%
Mathematics	46	49	53	49	59	13.5%	14.1%	14.2%	12.1%	14.8%
Science	37	41	44	49	53	10.9%	11.8%	11.8%	12.1%	13.3%
Vocational Education	59	56	58	60	59	17.4%	16.1%	15.6%	14.9%	14.8%
Other High School	77	78	89	112	81	22.6%	22.4%	23.9%	27.7%	20.3%
Total Enrollments	22,769	23,837	25,019	25,302	25,936	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,574	1,641	1,713	1,740	1,770	6.9%	6.9%	6.8%	6.9%	6.8%
Grades 1-4	5,897	6,399	6,744	6,987	7,256	25.9%	26.8%	27.0%	27.6%	28.0%
Grades 5-6	2,932	2,957	3,138	3,223	3,456	12.9%	12.4%	12.5%	12.7%	13.3%
Grades 7-8	4,099	4,196	4,279	4,309	4,329	18.0%	17.6%	17.1%	17.0%	16.7%
Grades 9-12	7,703	8,104	8,523	8,509	8,562	33.8%	34.0%	34.1%	33.6%	33.0%
Ungraded	564	540	622	534	563	2.5%	2.3%	2.5%	2.1%	2.2%









District Report for: RUTHERFORD COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	49	51	53	57	62	4.0%	4.0%	3.8%	3.7%	3.8%
White - Females	13	12	13	16	21	26.5%	23.5%	24.5%	28.1%	33.9%
White - Males	31	33	34	34	35	63.3%	64.7%	64.2%	59.6%	56.5%
Black - Females	2	2	2	3	3	4.1%	3.9%	3.8%	5.3%	4.8%
Black - Males	3	4	4	4	3	6.1%	7.8%	7.5%	7.0%	4.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	107	110	114	134	165	8.8%	8.6%	8.1%	8.6%	10.1%
White - Females	84	89	92	113	144	78.5%	80.9%	80.7%	84.3%	87.3%
White - Males	15	13	14	10	9	14.0%	11.8%	12.3%	7.5%	5.5%
Black - Females	6	6	6	8	9	5.6%	5.5%	5.3%	6.0%	5.5%
Black - Males	1	1	1	2	2	0.9%	0.9%	0.9%	1.5%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.9%	0.9%	0.9%	0.7%	0.6%
Teachers	1,064	1,124	1,238	1,361	1,403	87.2%	87.5%	88.1%	87.7%	86.1%
White - Females	799	846	939	1,039	1,072	75.1%	75.3%	75.8%	76.3%	76.4%
White - Males	201	214	234	252	259	18.9%	19.0%	18.9%	18.5%	18.5%
Black - Females	46	49	47	49	48	4.3%	4.4%	3.8%	3.6%	3.4%
Black - Males	15	14	13	14	16	1.4%	1.2%	1.1%	1.0%	1.1%
Other - Females	2	0	3	5	6	0.2%	0.0%	0.2%	0.4%	0.4%
Other - Males	1	1	2	2	2	0.1%	0.1%	0.2%	0.1%	0.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	15	25	24	195	224	1.4%	2.3%	2.0%	13.7%	15.1%
25-29	127	133	179	208	224	12.0%	12.2%	15.2%	14.6%	15.1%
30-34	125	138	151	168	191	11.8%	12.6%	12.8%	11.8%	12.9%
35-39	167	163	164	161	151	15.8%	14.9%	13.9%	11.3%	10.2%
40-45	193	181	173	176	186	18.3%	16.6%	14.7%	12.4%	12.5%
45-49	214	211	222	228	213	20.3%	19.3%	18.9%	16.0%	14.4%
50-54	126	146	155	159	167	11.9%	13.4%	13.2%	11.2%	11.3%
55+	89	96	108	130	127	8.4%	8.8%	9.2%	9.1%	8.6%
Average Age	41.6	41.5	41.1	36.3	35.4					

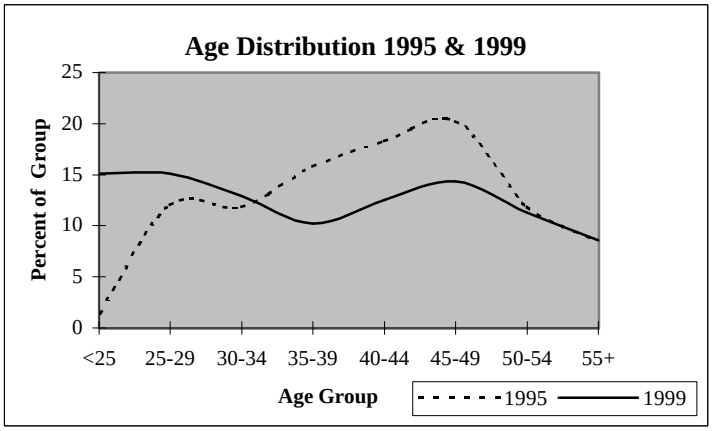
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	196	240	307	353	414	17.9%	20.6%	23.7%	24.8%	27.9%
4-7 Years	165	166	197	233	236	15.0%	14.2%	15.2%	16.4%	15.9%
8-11 Years	149	167	160	168	174	13.6%	14.3%	12.4%	11.8%	11.7%
12-15 Years	125	125	142	160	155	11.4%	10.7%	11.0%	11.2%	10.5%
16-19 Years	161	162	157	140	134	14.7%	13.9%	12.1%	9.8%	9.0%
20+ Years	302	305	332	371	370	27.5%	26.2%	25.6%	26.0%	24.9%
Average Experience	13.3	12.9	12.3	12.0	11.6					

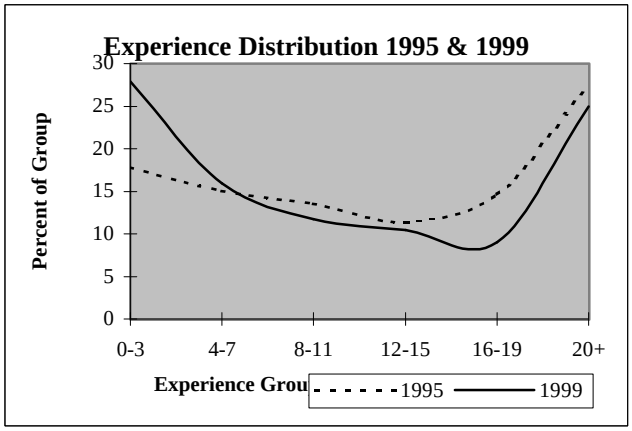
District Report for: RUTHERFORD COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	84	73	97	138	-	6.7%	5.5%	6.6%	8.5%	-
Attrition from Transfers	11	15	25	49	-	0.9%	1.1%	1.7%	3.0%	-
Attrition from Exits	73	58	72	89	-	5.8%	4.4%	4.9%	5.5%	-
Teacher Attrition	67	70	83	120	-	6.1%	6.0%	6.4%	8.4%	-
Attrition from Transfers	11	15	23	40	-	1.0%	1.3%	1.8%	2.8%	-
Attrition from Exits	56	55	60	80	-	5.1%	4.7%	4.6%	5.6%	-
District Retention										
Educator Retention	1,171	1,255	1,369	1,482	-	93.3%	94.5%	93.4%	91.5%	-
Teacher Retention	1,031	1,095	1,212	1,305	-	93.9%	94.0%	93.6%	91.6%	-

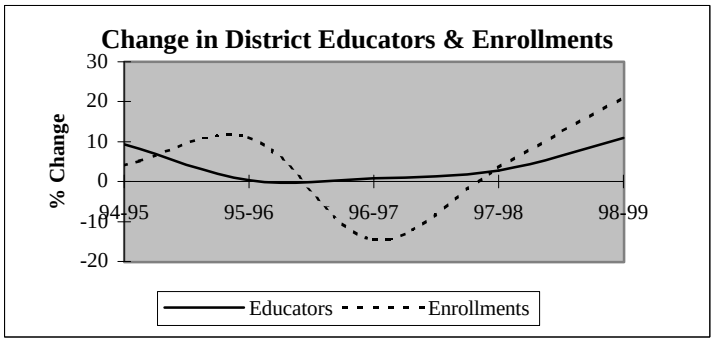
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	83.5%	6.5%	10.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.9%	2.1%	7.9%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.3%	2.4%	7.2%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.9%	3.9%	8.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.3%	3.5%	6.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.5%	2.7%	4.9%	89.7%	2.1%	91.8%	8.2%

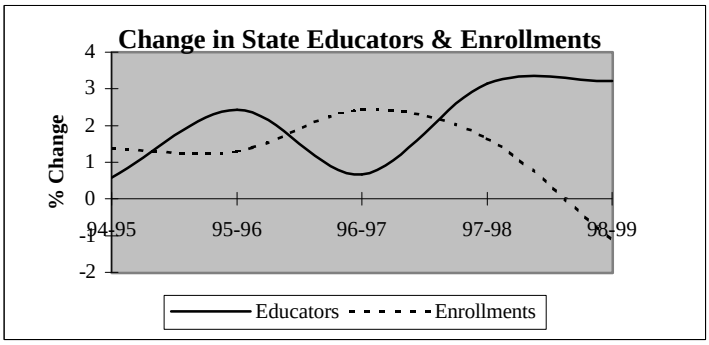
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	12.5%	17.7%	22.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.3%	13.1%	17.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.8%	5.7%	8.7%	8.8%	8.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.7%	90.0%	87.1%	87.1%	86.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.6%	0.8%	0.4%	1.1%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.9%	3.7%	3.3%	3.7%	3.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MURFREESBORO





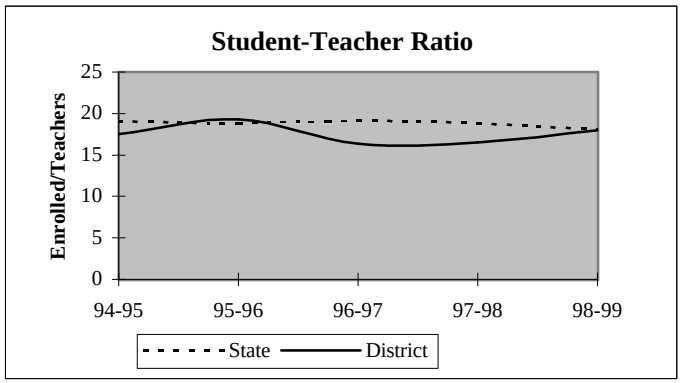
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.1	16.7	14.1	14.3	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.5	19.3	16.4	16.5	18.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	31	1	3	10	41	-	-	-	-	-
% Change in Educators	9.4%	0.3%	0.8%	2.7%	10.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	210	607	-884	183	1,133	-	-	-	-	-
% Change in Enrollment	4.0%	11.1%	-14.6%	3.5%	21.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	0.8%	0.3%	0.8%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.2%	5.2%	4.9%	5.6%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.6%	8.3%	8.7%	8.0%	8.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	9.5%	9.4%	9.7%	11.0%	11.2%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	15.8%	15.8%	16.7%	14.3%	20.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	63.2%	63.2%	66.7%	66.7%	60.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.2	41.8	42.1	38.6	37.3	42.7	43.1	43.3	37.1	36.4
Average Experience	12.2	12.9	13.1	13.0	11.9	13.9	13.9	13.8	13.7	13.7
Average Salary	34,258	34,765	35,577	35,726	37,122	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	9.3%	9.6%	9.9%	11.5%	11.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	90.1%	90.4%	90.8%	90.5%	90.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.8%	6.4%	6.0%	6.2%	6.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	25.9%	na	28.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

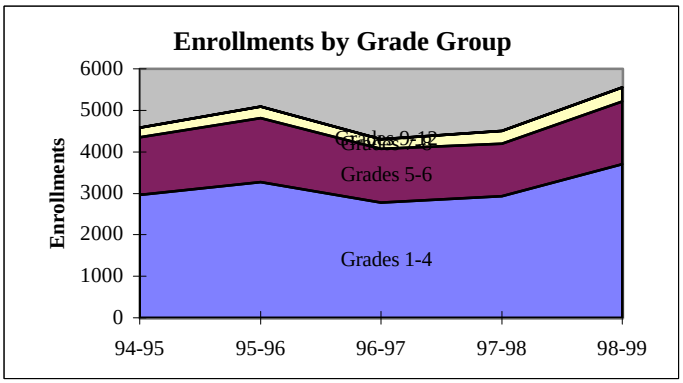
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	362	363	366	376	417	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	301	348	347	350	348	83.1%	95.9%	94.8%	93.1%	83.5%
Newly Hired	61	15	19	26	69	16.9%	4.1%	5.2%	6.9%	16.5%
Transfers In	15	3	1	4	13	24.6%	20.0%	5.3%	15.4%	18.8%
Reentrants	18	6	8	11	24	29.5%	40.0%	42.1%	42.3%	34.8%
First Time Educators	28	6	10	11	32	45.9%	40.0%	52.6%	42.3%	46.4%
Total Exiting Next Year	14	16	16	28	-	3.9%	4.4%	4.4%	7.4%	-
Transfers Out	3	3	0	4	-	21.4%	18.8%	0.0%	14.3%	-
Leave Tennessee Educ.	11	13	16	24	-	78.6%	81.3%	100.0%	85.7%	-

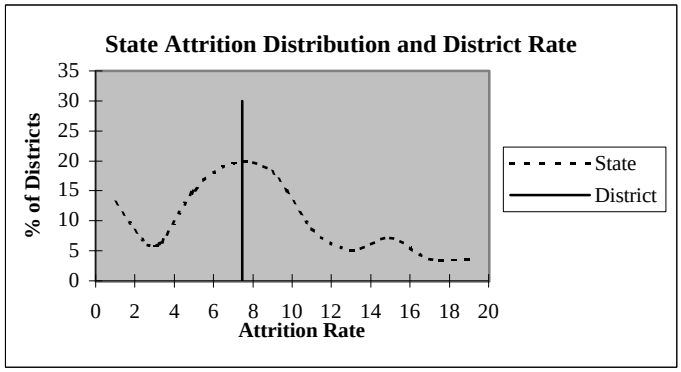
Dynamics Rates	District Rates				
District Attrition	3.9%	4.4%	4.4%	7.4%	-
Transfers In/Out	5.00	1.00	nc	1.00	-

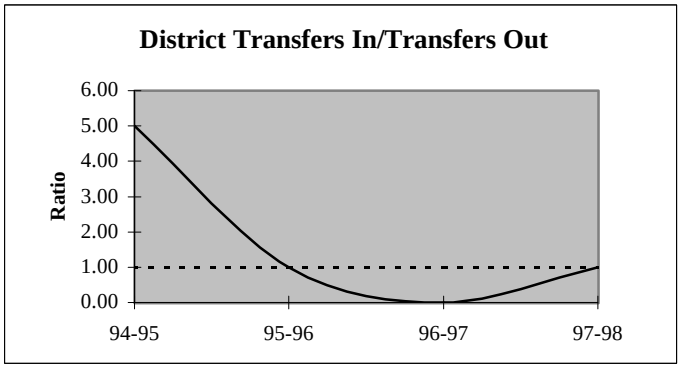
District Report for: MURFREESBORO

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	362	363	366	376	417	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	19	19	18	21	20	5.2%	5.2%	4.9%	5.6%	4.8%
Professional Staff	31	30	32	30	36	8.6%	8.3%	8.7%	8.0%	8.6%
Total Teachers	312	314	316	325	361	86.2%	86.5%	86.3%	86.4%	86.6%
Special Education	18	20	19	20	24	5.8%	6.4%	6.0%	6.2%	6.6%
Pre-K & Kindergarten	41	41	43	45	55	13.1%	13.1%	13.6%	13.8%	15.2%
Elementary (1-4)	174	173	173	178	203	55.8%	55.1%	54.7%	54.8%	56.2%
Middle School (5-6)	66	68	68	68	65	21.2%	21.7%	21.5%	20.9%	18.0%
Jr. High (7-8)	13	12	13	13	12	4.2%	3.8%	4.1%	4.0%	3.3%
High School (9-12)	0	0	0	1	2	0.0%	0.0%	0.0%	0.3%	0.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	1	2	0.0%	0.0%	0.0%	100.0%	100.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	5,455	6,062	5,178	5,361	6,494	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	833	896	809	812	889	15.3%	14.8%	15.6%	15.1%	13.7%
Grades 1-4	2,966	3,276	2,773	2,935	3,705	54.4%	54.0%	53.6%	54.7%	57.1%
Grades 5-6	1,382	1,535	1,293	1,258	1,515	25.3%	25.3%	25.0%	23.5%	23.3%
Grades 7-8	237	283	244	316	340	4.3%	4.7%	4.7%	5.9%	5.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	37	72	59	40	45	0.7%	1.2%	1.1%	0.7%	0.7%









District Report for: MURFREESBORO

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	19	19	18	21	20	5.4%	5.4%	5.1%	5.8%	5.0%
White - Females	10	10	10	12	10	52.6%	52.6%	55.6%	57.1%	50.0%
White - Males	6	6	5	6	6	31.6%	31.6%	27.8%	28.6%	30.0%
Black - Females	2	2	2	2	2	10.5%	10.5%	11.1%	9.5%	10.0%
Black - Males	1	1	1	1	2	5.3%	5.3%	5.6%	4.8%	10.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	30	29	31	30	34	8.6%	8.3%	8.8%	8.3%	8.4%
White - Females	27	27	29	28	31	90.0%	93.1%	93.5%	93.3%	91.2%
White - Males	1	1	1	1	2	3.3%	3.4%	3.2%	3.3%	5.9%
Black - Females	2	1	1	1	1	6.7%	3.4%	3.2%	3.3%	2.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	300	302	303	312	349	86.0%	86.3%	86.1%	86.0%	86.6%
White - Females	246	248	250	253	283	82.0%	82.1%	82.5%	81.1%	81.1%
White - Males	26	25	23	23	26	8.7%	8.3%	7.6%	7.4%	7.4%
Black - Females	24	25	25	29	33	8.0%	8.3%	8.3%	9.3%	9.5%
Black - Males	4	4	5	7	7	1.3%	1.3%	1.7%	2.2%	2.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	9	5	4	31	46	3.0%	1.7%	1.4%	9.5%	12.7%
25-29	41	41	41	45	49	13.9%	13.9%	14.0%	13.8%	13.6%
30-34	32	34	31	34	43	10.8%	11.6%	10.6%	10.5%	11.9%
35-39	39	37	35	38	37	13.2%	12.6%	12.0%	11.7%	10.2%
40-45	56	49	44	35	42	18.9%	16.7%	15.1%	10.8%	11.6%
45-49	56	59	62	63	58	18.9%	20.1%	21.2%	19.4%	16.1%
50-54	37	40	43	45	49	12.5%	13.6%	14.7%	13.8%	13.6%
55+	26	29	32	34	37	8.8%	9.9%	11.0%	10.5%	10.2%
Average Age	41.2	41.8	42.1	38.6	37.3					

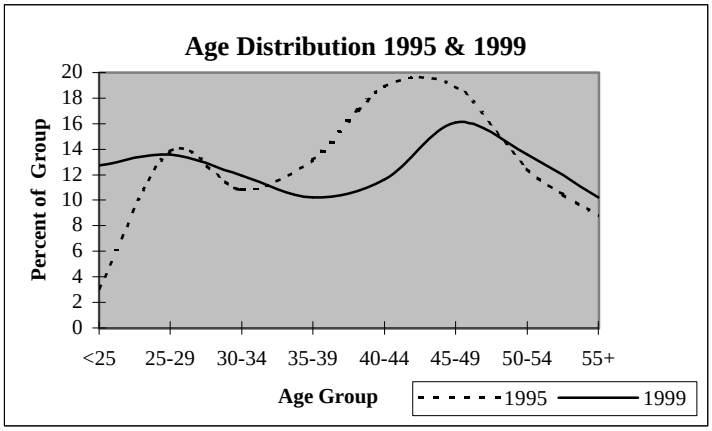
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	73	66	62	61	72	23.4%	21.0%	19.6%	18.8%	19.9%
4-7 Years	44	45	55	60	82	14.1%	14.3%	17.4%	18.5%	22.7%
8-11 Years	46	44	37	38	42	14.7%	14.0%	11.7%	11.7%	11.6%
12-15 Years	36	41	44	46	45	11.5%	13.1%	13.9%	14.2%	12.5%
16-19 Years	37	34	29	32	31	11.9%	10.8%	9.2%	9.8%	8.6%
20+ Years	76	84	89	88	89	24.4%	26.8%	28.2%	27.1%	24.7%
Average Experience	12.2	12.9	13.1	13.0	11.9					

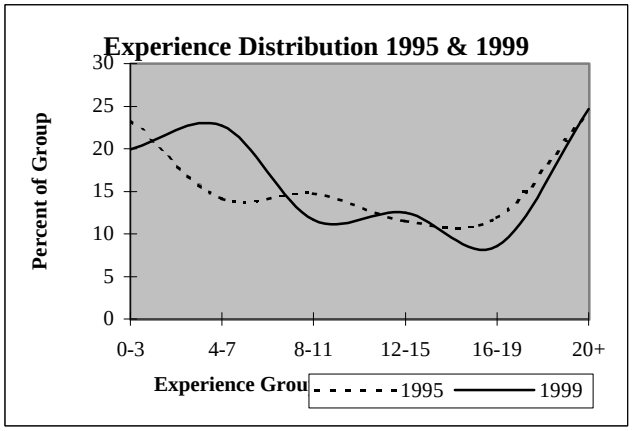
District Report for: MURFREESBORO

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	14	16	16	28	-	3.9%	4.4%	4.4%	7.4%	-
Attrition from Transfers	3	3	0	4	-	0.8%	0.8%	0.0%	1.1%	-
Attrition from Exits	11	13	16	24	-	3.0%	3.6%	4.4%	6.4%	-
Teacher Attrition	11	15	13	19	-	3.5%	4.8%	4.1%	5.8%	-
Attrition from Transfers	2	3	0	3	-	0.6%	1.0%	0.0%	0.9%	-
Attrition from Exits	9	12	13	16	-	2.9%	3.8%	4.1%	4.9%	-
District Retention										
Educator Retention	348	347	350	348	-	96.1%	95.6%	95.6%	92.6%	-
Teacher Retention	301	299	303	306	-	96.5%	95.2%	95.9%	94.2%	-

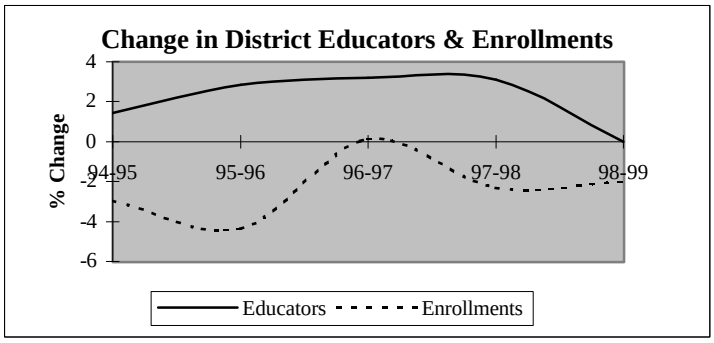
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	94.1%	1.5%	4.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.7%	0.0%	7.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	94.9%	1.3%	3.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	96.3%	1.2%	2.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.7%	1.4%	2.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.9%	0.0%	5.1%	89.7%	2.1%	91.8%	8.2%

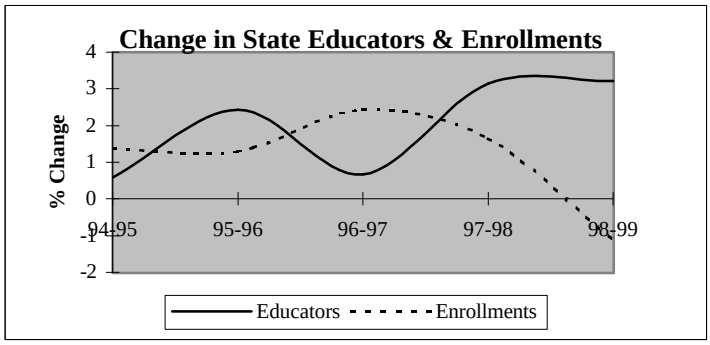
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.1%	10.2%	15.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.9%	5.6%	10.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	9.4%	2.8%	3.0%	4.3%	8.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	84.8%	96.4%	95.4%	93.6%	86.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.4%	0.3%	0.3%	0.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.4%	0.6%	1.4%	1.9%	4.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SCOTT COUNTY





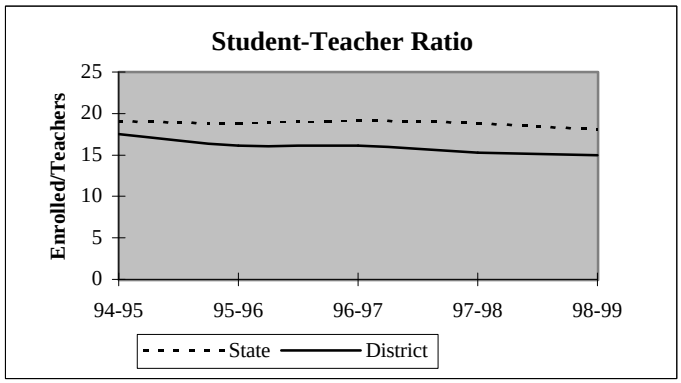
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.4	14.3	13.9	13.2	12.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.5	16.2	16.1	15.3	15.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	3	6	7	7	0	-	-	-	-	-
% Change in Educators	1.4%	2.8%	3.2%	3.1%	0.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-99	-142	4	-72	-61	-	-	-	-	-
% Change in Enrollment	-2.9%	-4.4%	0.1%	-2.3%	-2.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	0.5%	0.9%	0.4%	0.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.6%	4.0%	3.9%	3.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.0%	6.9%	9.8%	9.9%	9.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.5%	0.9%	0.9%	0.9%	0.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	30.0%	44.4%	33.3%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.2	41.5	41.9	35.9	34.5	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	13.4	13.3	13.2	13.0	13.9	13.9	13.8	13.7	13.7
Average Salary	27,253	28,114	24,771	29,171	30,805	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.7%	1.1%	1.1%	1.0%	0.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	68.8%	70.5%	72.7%	72.5%	70.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.3%	10.9%	9.8%	10.5%	11.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.0%	na	0.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.5%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

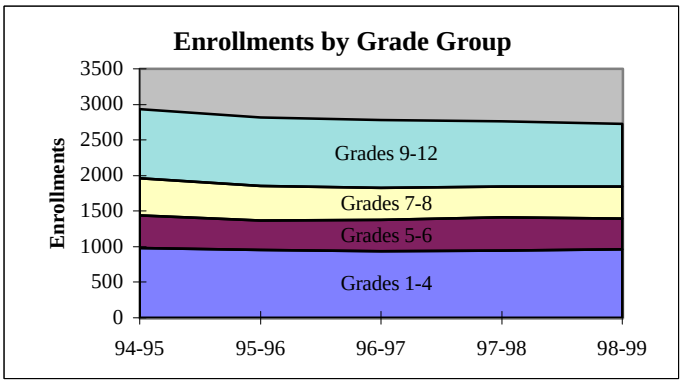
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	212	218	225	232	232	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	198	203	210	215	91.0%	90.8%	90.2%	90.5%	92.7%
Newly Hired	19	20	22	22	17	9.0%	9.2%	9.8%	9.5%	7.3%
Transfers In	0	2	0	4	1	0.0%	10.0%	0.0%	18.2%	5.9%
Reentrants	3	3	3	2	2	15.8%	15.0%	13.6%	9.1%	11.8%
First Time Educators	16	15	19	16	14	84.2%	75.0%	86.4%	72.7%	82.4%
Total Exiting Next Year	14	15	15	17	-	6.6%	6.9%	6.7%	7.3%	-
Transfers Out	4	8	6	3	-	28.6%	53.3%	40.0%	17.6%	-
Leave Tennessee Educ.	10	7	9	14	-	71.4%	46.7%	60.0%	82.4%	-

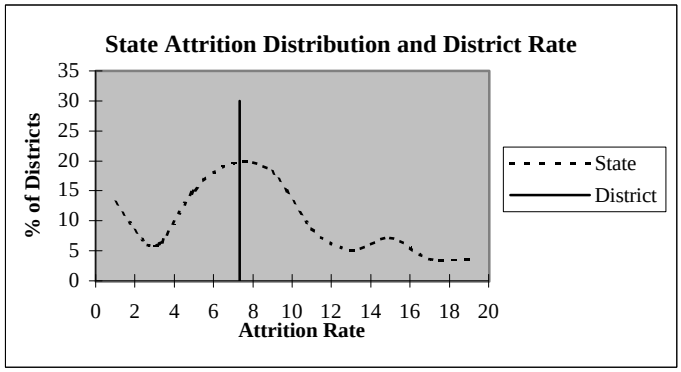
Dynamics Rates	District Rates				
District Attrition	6.6%	6.9%	6.7%	7.3%	-
Transfers In/Out	0.00	0.25	0.00	1.33	-

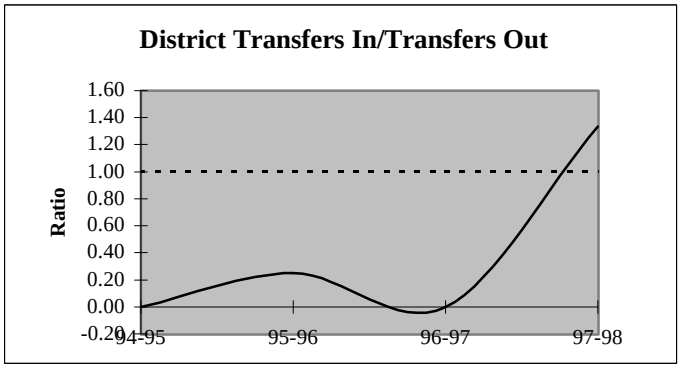
District Report for: SCOTT COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	212	218	225	232	232	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	9	9	9	4.2%	4.6%	4.0%	3.9%	3.9%
Professional Staff	17	15	22	23	23	8.0%	6.9%	9.8%	9.9%	9.9%
Total Teachers	186	193	194	200	200	87.7%	88.5%	86.2%	86.2%	86.2%
Special Education	21	21	19	21	22	11.3%	10.9%	9.8%	10.5%	11.0%
Pre-K & Kindergarten	13	13	13	16	19	7.0%	6.7%	6.7%	8.0%	9.5%
Elementary (1-4)	72	73	81	88	83	38.7%	37.8%	41.8%	44.0%	41.5%
Middle School (5-6)	19	20	17	17	17	10.2%	10.4%	8.8%	8.5%	8.5%
Jr. High (7-8)	16	18	14	9	10	8.6%	9.3%	7.2%	4.5%	5.0%
High School (9-12)	45	48	50	49	49	24.2%	24.9%	25.8%	24.5%	24.5%
Business	1	1	2	2	2	2.2%	2.1%	4.0%	4.1%	4.1%
Language Arts	8	7	6	5	5	17.8%	14.6%	12.0%	10.2%	10.2%
Social Studies	5	4	5	5	5	11.1%	8.3%	10.0%	10.2%	10.2%
Foreign Language	2	2	2	2	1	4.4%	4.2%	4.0%	4.1%	2.0%
Mathematics	5	4	5	5	5	11.1%	8.3%	10.0%	10.2%	10.2%
Science	4	4	4	4	4	8.9%	8.3%	8.0%	8.2%	8.2%
Vocational Education	12	12	13	12	11	26.7%	25.0%	26.0%	24.5%	22.4%
Other High School	8	14	13	14	16	17.8%	29.2%	26.0%	28.6%	32.7%
Total Enrollments	3,261	3,119	3,123	3,051	2,990	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	263	239	279	252	233	8.1%	7.7%	8.9%	8.3%	7.8%
Grades 1-4	985	956	936	942	967	30.2%	30.7%	30.0%	30.9%	32.3%
Grades 5-6	455	415	444	474	432	14.0%	13.3%	14.2%	15.5%	14.4%
Grades 7-8	525	479	445	428	446	16.1%	15.4%	14.2%	14.0%	14.9%
Grades 9-12	964	967	957	914	879	29.6%	31.0%	30.6%	30.0%	29.4%
Ungraded	69	63	62	41	33	2.1%	2.0%	2.0%	1.3%	1.1%









District Report for: SCOTT COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	10	9	9	9	4.4%	4.7%	4.1%	4.0%	4.1%
White - Females	3	3	4	3	3	33.3%	30.0%	44.4%	33.3%	33.3%
White - Males	6	7	5	6	6	66.7%	70.0%	55.6%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	15	22	22	22	8.3%	7.1%	10.0%	9.9%	10.0%
White - Females	11	11	14	13	14	64.7%	73.3%	63.6%	59.1%	63.6%
White - Males	6	4	8	9	8	35.3%	26.7%	36.4%	40.9%	36.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	180	186	188	192	189	87.4%	88.2%	85.8%	86.1%	85.9%
White - Females	123	130	136	138	134	68.3%	69.9%	72.3%	71.9%	70.9%
White - Males	54	54	50	52	54	30.0%	29.0%	26.6%	27.1%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Females	1	1	1	1	0	0.6%	0.5%	0.5%	0.5%	0.0%
Other - Males	2	1	1	1	0	1.1%	0.5%	0.5%	0.5%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	5	6	35	40	2.3%	2.8%	3.5%	17.5%	20.0%
25-29	29	30	29	24	25	17.0%	17.0%	16.8%	12.0%	12.5%
30-34	22	22	20	21	17	12.9%	12.5%	11.6%	10.5%	8.5%
35-39	14	13	15	22	19	8.2%	7.4%	8.7%	11.0%	9.5%
40-45	30	33	25	17	19	17.5%	18.8%	14.5%	8.5%	9.5%
45-49	37	39	40	39	37	21.6%	22.2%	23.1%	19.5%	18.5%
50-54	14	11	11	16	21	8.2%	6.3%	6.4%	8.0%	10.5%
55+	21	23	27	26	22	12.3%	13.1%	15.6%	13.0%	11.0%
Average Age	41.2	41.5	41.9	35.9	34.5					

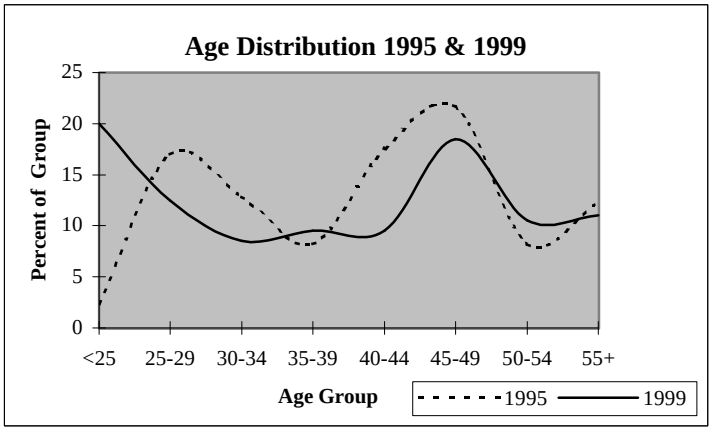
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	49	54	54	57	57	26.3%	28.0%	27.8%	28.5%	28.5%
4-7 Years	34	32	34	39	32	18.3%	16.6%	17.5%	19.5%	16.0%
8-11 Years	10	14	15	17	28	5.4%	7.3%	7.7%	8.5%	14.0%
12-15 Years	11	11	13	9	8	5.9%	5.7%	6.7%	4.5%	4.0%
16-19 Years	17	15	10	13	9	9.1%	7.8%	5.2%	6.5%	4.5%
20+ Years	65	67	68	65	66	34.9%	34.7%	35.1%	32.5%	33.0%
Average Experience	13.2	13.4	13.3	13.2	13.0					

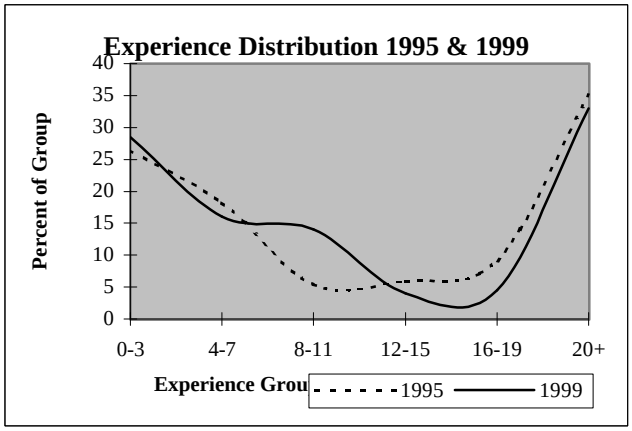
District Report for: SCOTT COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	14	15	15	17	-	6.6%	6.9%	6.7%	7.3%	-
Attrition from Transfers	4	8	6	3	-	1.9%	3.7%	2.7%	1.3%	-
Attrition from Exits	10	7	9	14	-	4.7%	3.2%	4.0%	6.0%	-
Teacher Attrition	12	15	12	16	-	6.5%	7.8%	6.2%	8.0%	-
Attrition from Transfers	4	8	6	3	-	2.2%	4.1%	3.1%	1.5%	-
Attrition from Exits	8	7	6	13	-	4.3%	3.6%	3.1%	6.5%	-
District Retention										
Educator Retention	198	203	210	215	-	93.4%	93.1%	93.3%	92.7%	-
Teacher Retention	174	178	182	184	-	93.5%	92.2%	93.8%	92.0%	-

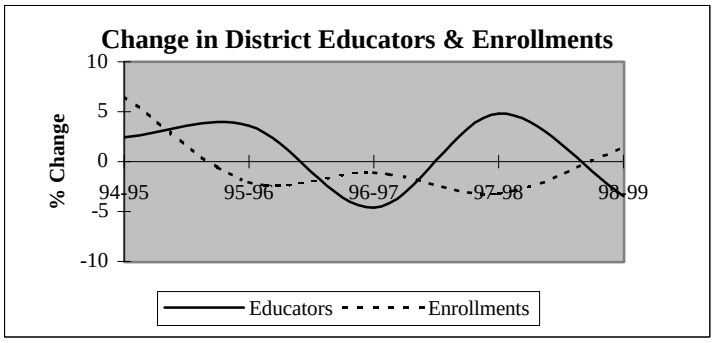
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	82.7%	7.4%	9.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.5%	5.4%	8.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.7%	8.3%	5.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	94.2%	1.9%	3.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.5%	2.2%	4.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.2%	2.4%	2.4%	89.7%	2.1%	91.8%	8.2%

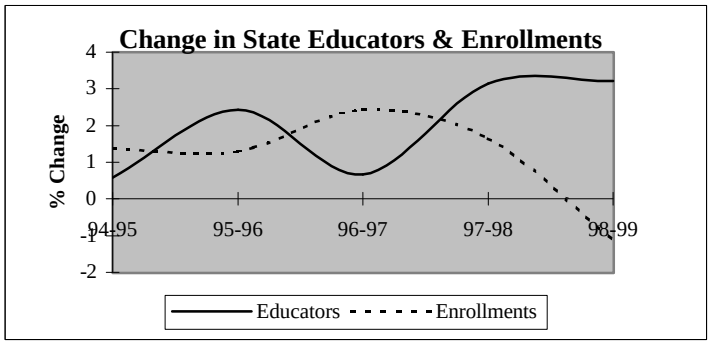
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	13.6%	17.0%	19.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	9.9%	11.3%	13.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.0%	7.3%	11.1%	8.6%	6.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.6%	92.2%	88.4%	90.9%	92.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.0%	0.0%	0.4%	0.9%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.9%	0.5%	0.4%	0.0%	0.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: ONEIDA





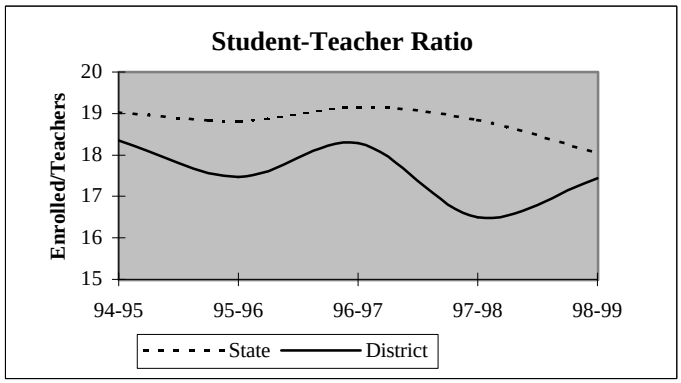
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	14.5	15.0	13.8	14.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.3	17.5	18.3	16.5	17.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	2	3	-4	4	-3	-	-	-	-	-
% Change in Educators	2.4%	3.6%	-4.6%	4.8%	-3.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	79	-26	-14	-40	17	-	-	-	-	-
% Change in Enrollment	6.6%	-2.0%	-1.1%	-3.2%	1.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.2%	1.1%	1.2%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.6%	4.8%	4.6%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.9%	12.6%	13.3%	11.5%	11.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	38.7	39.2	39.1	35.7	35.8	42.7	43.1	43.3	37.1	36.4
Average Experience	11.3	12.1	12.0	11.4	12.3	13.9	13.9	13.8	13.7	13.7
Average Salary	27,817	28,549	30,002	29,931	31,617	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.6%	76.4%	77.9%	78.1%	81.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.1%	6.9%	7.4%	6.8%	8.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.4%	na	0.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

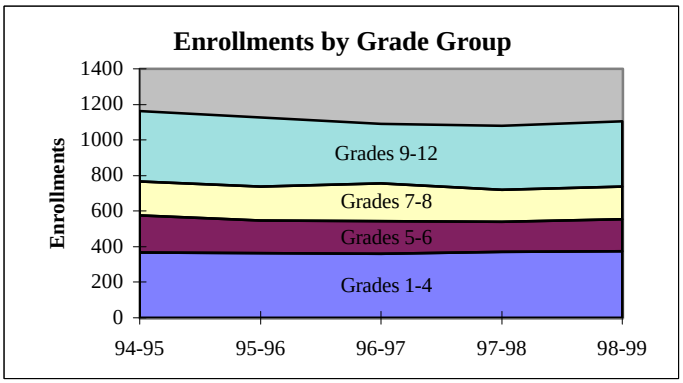
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	84	87	83	87	84	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	76	82	78	72	75	90.5%	94.3%	94.0%	82.8%	89.3%
Newly Hired	8	5	5	15	9	9.5%	5.7%	6.0%	17.2%	10.7%
Transfers In	1	0	1	3	1	12.5%	0.0%	20.0%	20.0%	11.1%
Reentrants	1	2	1	3	3	12.5%	40.0%	20.0%	20.0%	33.3%
First Time Educators	6	3	3	9	5	75.0%	60.0%	60.0%	60.0%	55.6%
Total Exiting Next Year	2	9	11	12	-	2.4%	10.3%	13.3%	13.8%	-
Transfers Out	1	1	3	2	-	50.0%	11.1%	27.3%	16.7%	-
Leave Tennessee Educ.	1	8	8	10	-	50.0%	88.9%	72.7%	83.3%	-

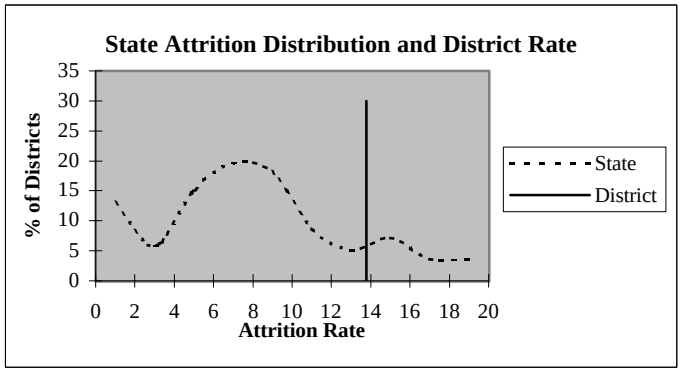
Dynamics Rates	District Rates				
District Attrition	2.4%	10.3%	13.3%	13.8%	-
Transfers In/Out	1.00	0.00	0.33	1.50	-

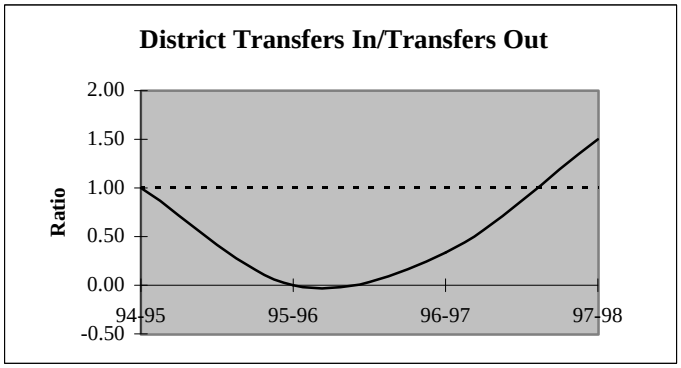
District Report for: ONEIDA

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	84	87	83	87	84	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.6%	4.8%	4.6%	4.8%
Professional Staff	10	11	11	10	10	11.9%	12.6%	13.3%	11.5%	11.9%
Total Teachers	70	72	68	73	70	83.3%	82.8%	81.9%	83.9%	83.3%
Special Education	5	5	5	5	6	7.1%	6.9%	7.4%	6.8%	8.6%
Pre-K & Kindergarten	7	6	7	7	7	10.0%	8.3%	10.3%	9.6%	10.0%
Elementary (1-4)	22	23	21	23	23	31.4%	31.9%	30.9%	31.5%	32.9%
Middle School (5-6)	10	11	8	8	8	14.3%	15.3%	11.8%	11.0%	11.4%
Jr. High (7-8)	8	8	8	9	8	11.4%	11.1%	11.8%	12.3%	11.4%
High School (9-12)	18	19	19	21	18	25.7%	26.4%	27.9%	28.8%	25.7%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	3	3	4	3	16.7%	15.8%	15.8%	19.0%	16.7%
Social Studies	2	2	2	3	2	11.1%	10.5%	10.5%	14.3%	11.1%
Foreign Language	0	0	1	1	1	0.0%	0.0%	5.3%	4.8%	5.6%
Mathematics	2	2	2	3	2	11.1%	10.5%	10.5%	14.3%	11.1%
Science	2	2	3	4	2	11.1%	10.5%	15.8%	19.0%	11.1%
Vocational Education	3	3	3	3	3	16.7%	15.8%	15.8%	14.3%	16.7%
Other High School	6	7	5	3	5	33.3%	36.8%	26.3%	14.3%	27.8%
Total Enrollments	1,284	1,258	1,244	1,204	1,221	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	115	130	153	126	115	9.0%	10.3%	12.3%	10.5%	9.4%
Grades 1-4	367	365	361	370	375	28.6%	29.0%	29.0%	30.7%	30.7%
Grades 5-6	210	183	184	169	178	16.4%	14.5%	14.8%	14.0%	14.6%
Grades 7-8	188	189	210	182	186	14.6%	15.0%	16.9%	15.1%	15.2%
Grades 9-12	398	388	334	357	366	31.0%	30.8%	26.8%	29.7%	30.0%
Ungraded	6	3	2	0	1	0.5%	0.2%	0.2%	0.0%	0.1%









District Report for: ONEIDA

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	4	4.9%	4.7%	4.9%	4.7%	4.8%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	11	11	10	10	12.2%	12.9%	13.6%	11.8%	12.0%
White - Females	9	9	9	7	8	90.0%	81.8%	81.8%	70.0%	80.0%
White - Males	1	2	2	3	2	10.0%	18.2%	18.2%	30.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	68	70	66	71	69	82.9%	82.4%	81.5%	83.5%	83.1%
White - Females	53	53	51	56	56	77.9%	75.7%	77.3%	78.9%	81.2%
White - Males	15	17	15	15	13	22.1%	24.3%	22.7%	21.1%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	4	3	10	8	4.4%	5.8%	4.7%	13.7%	11.4%
25-29	11	8	9	14	13	16.2%	11.6%	14.1%	19.2%	18.6%
30-34	13	14	14	10	10	19.1%	20.3%	21.9%	13.7%	14.3%
35-39	14	13	8	5	5	20.6%	18.8%	12.5%	6.8%	7.1%
40-45	9	10	10	12	12	13.2%	14.5%	15.6%	16.4%	17.1%
45-49	7	8	8	10	9	10.3%	11.6%	12.5%	13.7%	12.9%
50-54	4	5	7	8	6	5.9%	7.2%	10.9%	11.0%	8.6%
55+	7	7	5	4	7	10.3%	10.1%	7.8%	5.5%	10.0%
Average Age	38.7	39.2	39.1	35.7	35.8					

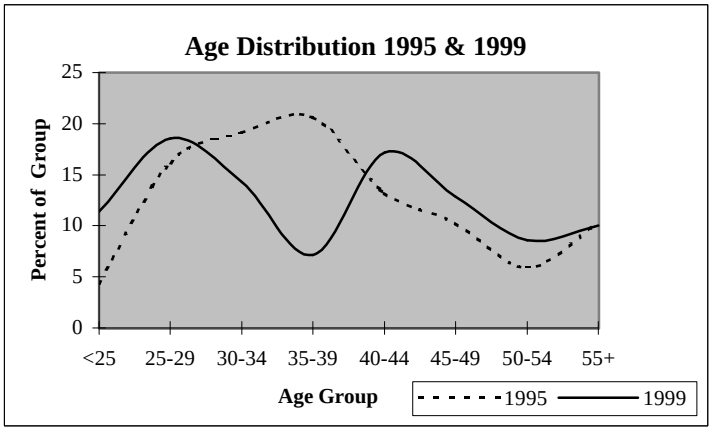
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	20	18	15	23	16	28.6%	25.0%	22.1%	31.5%	22.9%
4-7 Years	13	16	19	13	15	18.6%	22.2%	27.9%	17.8%	21.4%
8-11 Years	5	5	6	5	7	7.1%	6.9%	8.8%	6.8%	10.0%
12-15 Years	10	6	2	6	6	14.3%	8.3%	2.9%	8.2%	8.6%
16-19 Years	8	10	9	10	8	11.4%	13.9%	13.2%	13.7%	11.4%
20+ Years	14	17	17	16	18	20.0%	23.6%	25.0%	21.9%	25.7%
Average Experience	11.3	12.1	12.0	11.4	12.3					

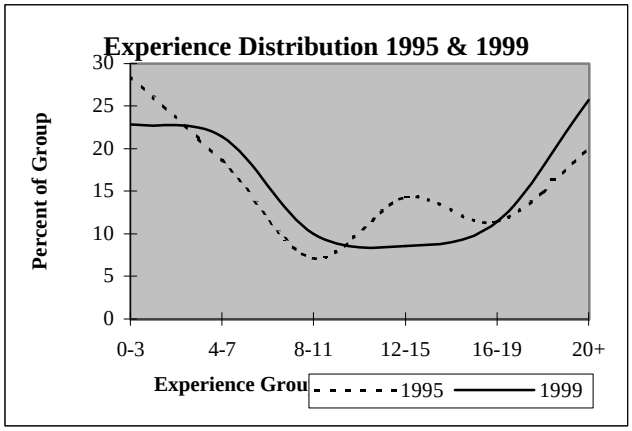
District Report for: ONEIDA

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	2	9	11	12	-	2.4%	10.3%	13.3%	13.8%	-
Attrition from Transfers	1	1	3	2	-	1.2%	1.1%	3.6%	2.3%	-
Attrition from Exits	1	8	8	10	-	1.2%	9.2%	9.6%	11.5%	-
Teacher Attrition	2	7	10	11	-	2.9%	9.7%	14.7%	15.1%	-
Attrition from Transfers	1	1	3	2	-	1.4%	1.4%	4.4%	2.7%	-
Attrition from Exits	1	6	7	9	-	1.4%	8.3%	10.3%	12.3%	-
District Retention										
Educator Retention	82	78	72	75	-	97.6%	89.7%	86.7%	86.2%	-
Teacher Retention	68	65	58	62	-	97.1%	90.3%	85.3%	84.9%	-

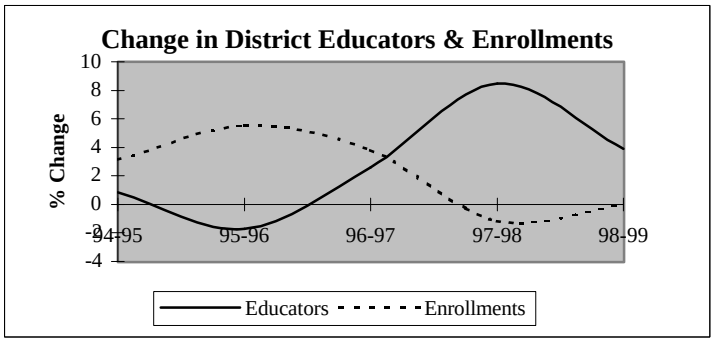
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	69.6%	8.7%	21.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	78.3%	8.7%	13.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	96.0%	4.0%	0.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	77.8%	3.7%	18.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	95.2%	0.0%	4.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	95.5%	0.0%	4.5%	89.7%	2.1%	91.8%	8.2%

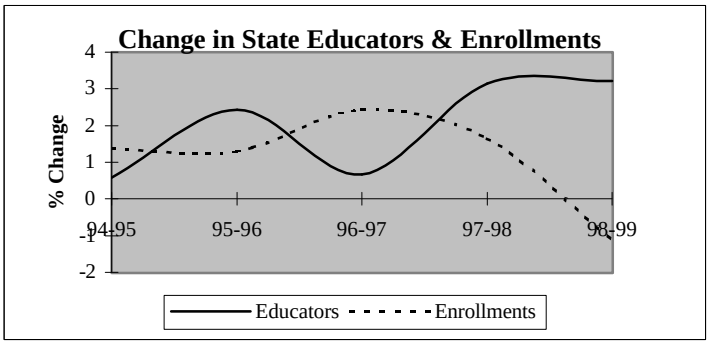
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.7%	16.3%	19.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.5%	11.2%	13.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	10.7%	3.4%	3.6%	10.3%	6.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.3%	95.4%	95.2%	87.4%	90.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	1.1%	1.2%	2.3%	1.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SEQUATCHIE COUNTY





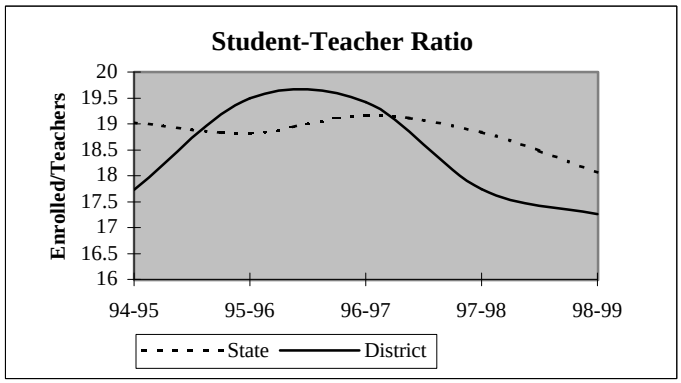
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.8	15.9	16.1	14.7	14.1	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.7	19.5	19.4	17.7	17.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	-2	3	10	5	-	-	-	-	-
% Change in Educators	0.9%	-1.7%	2.6%	8.5%	3.9%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	53	96	70	-22	0	-	-	-	-	-
% Change in Enrollment	3.1%	5.5%	3.8%	-1.2%	0.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	1.6%	0.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	2.6%	4.3%	4.2%	5.5%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.7%	13.9%	12.7%	11.7%	12.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	20.0%	20.0%	42.9%	57.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.8	43.0	43.1	36.8	35.9	42.7	43.1	43.3	37.1	36.4
Average Experience	12.0	13.3	13.3	12.3	11.3	13.9	13.9	13.8	13.7	13.7
Average Salary	28,122	28,580	29,263	29,018	29,583	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.6%	75.5%	76.5%	75.5%	74.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	23.5%	22.3%	22.4%	21.7%	19.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.6%	na	0.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

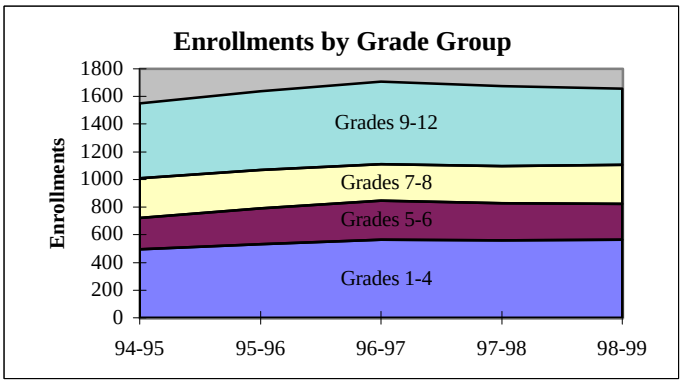
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	117	115	118	128	133	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	97	105	109	108	109	82.9%	91.3%	92.4%	84.4%	82.0%
Newly Hired	20	10	9	20	24	17.1%	8.7%	7.6%	15.6%	18.0%
Transfers In	5	3	0	1	1	25.0%	30.0%	0.0%	5.0%	4.2%
Reentrants	11	5	5	5	4	55.0%	50.0%	55.6%	25.0%	16.7%
First Time Educators	4	2	4	14	19	20.0%	20.0%	44.4%	70.0%	79.2%
Total Exiting Next Year	12	6	10	19	-	10.3%	5.2%	8.5%	14.8%	-
Transfers Out	1	0	5	4	-	8.3%	0.0%	50.0%	21.1%	-
Leave Tennessee Educ.	11	6	5	15	-	91.7%	100.0%	50.0%	78.9%	-

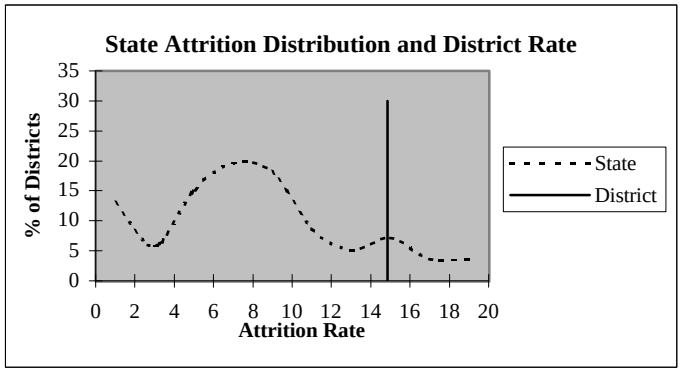
Dynamics Rates	District Rates				
District Attrition	10.3%	5.2%	8.5%	14.8%	-
Transfers In/Out	5.00	nc	0.00	0.25	-

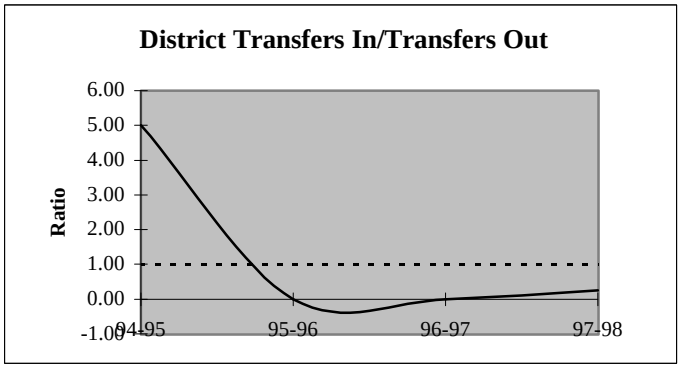
District Report for: SEQUATCHIE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	117	115	118	128	133	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	5	5	7	7	2.6%	4.3%	4.2%	5.5%	5.3%
Professional Staff	16	16	15	15	17	13.7%	13.9%	12.7%	11.7%	12.8%
Total Teachers	98	94	98	106	109	83.8%	81.7%	83.1%	82.8%	82.0%
Special Education	23	21	22	23	21	23.5%	22.3%	22.4%	21.7%	19.3%
Pre-K & Kindergarten	4	3	6	7	8	4.1%	3.2%	6.1%	6.6%	7.3%
Elementary (1-4)	30	29	29	32	36	30.6%	30.9%	29.6%	30.2%	33.0%
Middle School (5-6)	9	10	9	10	10	9.2%	10.6%	9.2%	9.4%	9.2%
Jr. High (7-8)	9	10	11	10	10	9.2%	10.6%	11.2%	9.4%	9.2%
High School (9-12)	23	21	21	24	24	23.5%	22.3%	21.4%	22.6%	22.0%
Business	2	2	2	2	2	8.7%	9.5%	9.5%	8.3%	8.3%
Language Arts	4	4	4	4	5	17.4%	19.0%	19.0%	16.7%	20.8%
Social Studies	4	3	3	2	3	17.4%	14.3%	14.3%	8.3%	12.5%
Foreign Language	1	1	1	1	1	4.3%	4.8%	4.8%	4.2%	4.2%
Mathematics	3	3	2	4	4	13.0%	14.3%	9.5%	16.7%	16.7%
Science	3	2	3	3	3	13.0%	9.5%	14.3%	12.5%	12.5%
Vocational Education	1	1	1	1	1	4.3%	4.8%	4.8%	4.2%	4.2%
Other High School	5	5	5	7	5	21.7%	23.8%	23.8%	29.2%	20.8%
Total Enrollments	1,737	1,833	1,903	1,881	1,881	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	130	151	157	160	172	7.5%	8.2%	8.3%	8.5%	9.1%
Grades 1-4	495	530	564	562	566	28.5%	28.9%	29.6%	29.9%	30.1%
Grades 5-6	226	261	284	266	257	13.0%	14.2%	14.9%	14.1%	13.7%
Grades 7-8	289	278	262	268	281	16.6%	15.2%	13.8%	14.2%	14.9%
Grades 9-12	540	569	598	580	552	31.1%	31.0%	31.4%	30.8%	29.3%
Ungraded	57	44	38	45	53	3.3%	2.4%	2.0%	2.4%	2.8%









District Report for: SEQUATCHIE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	5	5	7	7	2.6%	4.4%	4.3%	5.7%	5.5%
White - Females	0	1	1	3	4	0.0%	20.0%	20.0%	42.9%	57.1%
White - Males	3	4	4	4	3	100.0%	80.0%	80.0%	57.1%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	16	15	15	16	14.0%	14.0%	12.9%	12.2%	12.5%
White - Females	14	13	12	12	13	87.5%	81.3%	80.0%	80.0%	81.3%
White - Males	2	3	3	3	3	12.5%	18.8%	20.0%	20.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	95	93	96	101	105	83.3%	81.6%	82.8%	82.1%	82.0%
White - Females	75	71	75	80	81	78.9%	76.3%	78.1%	79.2%	77.1%
White - Males	20	22	21	21	24	21.1%	23.7%	21.9%	20.8%	22.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	1	2	19	23	2.2%	1.1%	2.2%	17.9%	21.1%
25-29	14	11	13	12	10	15.4%	12.6%	14.3%	11.3%	9.2%
30-34	9	6	6	8	11	9.9%	6.9%	6.6%	7.5%	10.1%
35-39	14	15	11	12	11	15.4%	17.2%	12.1%	11.3%	10.1%
40-45	12	14	18	13	12	13.2%	16.1%	19.8%	12.3%	11.0%
45-49	18	17	14	13	13	19.8%	19.5%	15.4%	12.3%	11.9%
50-54	10	11	15	18	20	11.0%	12.6%	16.5%	17.0%	18.3%
55+	12	12	12	11	9	13.2%	13.8%	13.2%	10.4%	8.3%
Average Age	41.8	43.0	43.1	36.8	35.9					

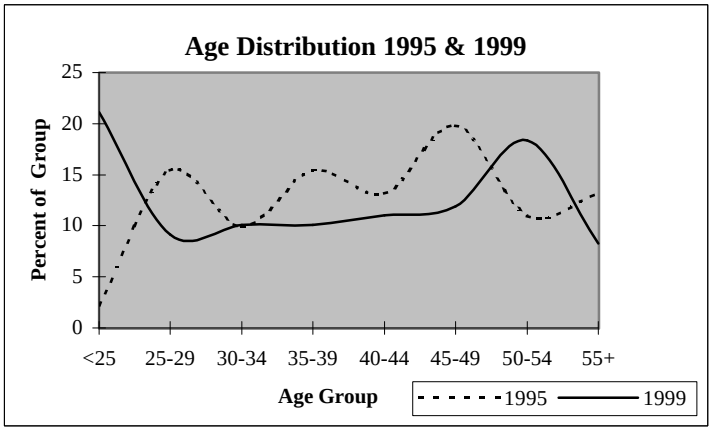
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	20	16	15	24	36	20.4%	17.0%	15.3%	22.6%	33.0%
4-7 Years	15	12	16	16	10	15.3%	12.8%	16.3%	15.1%	9.2%
8-11 Years	15	17	10	11	12	15.3%	18.1%	10.2%	10.4%	11.0%
12-15 Years	11	11	19	15	13	11.2%	11.7%	19.4%	14.2%	11.9%
16-19 Years	18	14	11	8	9	18.4%	14.9%	11.2%	7.5%	8.3%
20+ Years	19	24	27	32	29	19.4%	25.5%	27.6%	30.2%	26.6%
Average Experience	12.0	13.3	13.3	12.3	11.3					

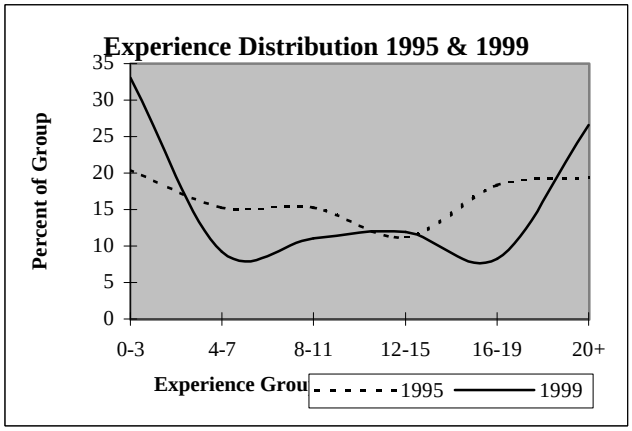
District Report for: SEQUATCHIE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	12	6	10	19	-	10.3%	5.2%	8.5%	14.8%	-
Attrition from Transfers	1	0	5	4	-	0.9%	0.0%	4.2%	3.1%	-
Attrition from Exits	11	6	5	15	-	9.4%	5.2%	4.2%	11.7%	-
Teacher Attrition	12	5	9	17	-	12.2%	5.3%	9.2%	16.0%	-
Attrition from Transfers	1	0	4	3	-	1.0%	0.0%	4.1%	2.8%	-
Attrition from Exits	11	5	5	14	-	11.2%	5.3%	5.1%	13.2%	-
District Retention										
Educator Retention	105	109	108	109	-	89.7%	94.8%	91.5%	85.2%	-
Teacher Retention	86	89	89	89	-	87.8%	94.7%	90.8%	84.0%	-

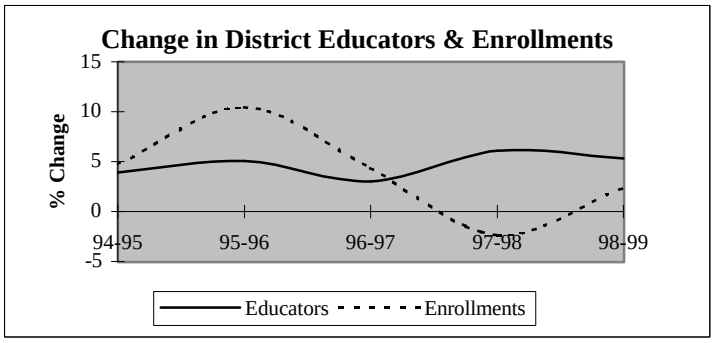
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.8%	3.0%	18.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.3%	0.0%	16.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	0.0%	20.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	80.0%	0.0%	20.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	68.2%	4.5%	27.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.9%	11.1%	0.0%	89.7%	2.1%	91.8%	8.2%

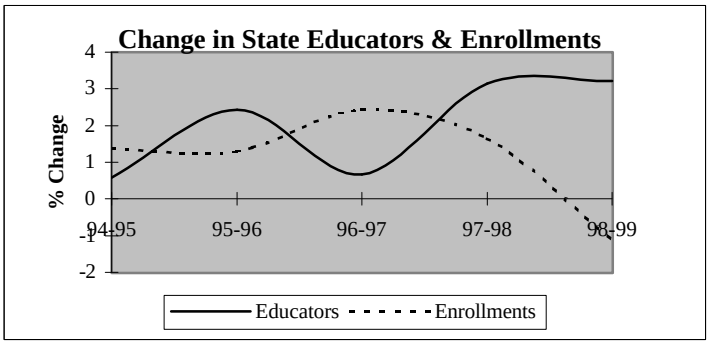
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.6%	16.5%	26.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.8%	12.9%	20.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.1%	2.6%	3.4%	13.3%	14.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.5%	93.0%	92.4%	82.8%	83.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.7%	0.0%	2.5%	0.8%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	7.7%	4.3%	1.7%	3.1%	2.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SEVIER COUNTY





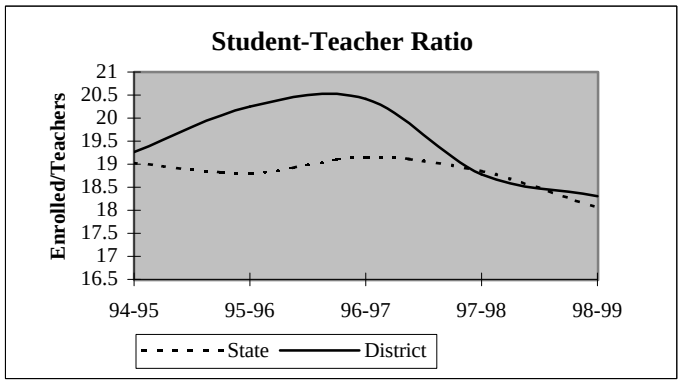
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	17.3	17.5	16.1	15.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.3	20.2	20.4	18.8	18.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	25	34	21	44	41	-	-	-	-	-
% Change in Educators	3.9%	5.1%	3.0%	6.1%	5.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	495	1,145	531	-303	294	-	-	-	-	-
% Change in Enrollment	4.7%	10.4%	4.4%	-2.4%	2.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.9%	0.7%	0.3%	1.2%	0.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.4%	5.0%	4.8%	5.2%	5.2%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.3%	9.7%	9.4%	9.0%	9.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.1%	0.1%	0.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	27.8%	25.7%	28.6%	30.0%	38.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.1	40.6	41.1	34.6	34.0	42.7	43.1	43.3	37.1	36.4
Average Experience	12.1	12.3	12.2	12.0	12.2	13.9	13.9	13.8	13.7	13.7
Average Salary	32,020	32,645	33,752	34,073	35,552	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.2%	0.2%	0.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	74.2%	74.5%	74.8%	75.5%	76.1%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.0%	10.5%	11.5%	11.7%	11.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.2%	na	1.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.4%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

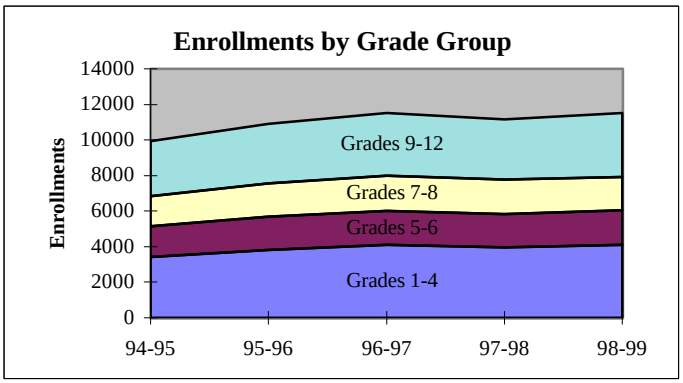
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	668	702	723	767	808	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	603	635	648	681	732	90.3%	90.5%	89.6%	88.8%	90.6%
Newly Hired	65	67	75	86	76	9.7%	9.5%	10.4%	11.2%	9.4%
Transfers In	10	13	3	10	11	15.4%	19.4%	4.0%	11.6%	14.5%
Reentrants	31	26	48	30	32	47.7%	38.8%	64.0%	34.9%	42.1%
First Time Educators	24	28	24	46	33	36.9%	41.8%	32.0%	53.5%	43.4%
Total Exiting Next Year	33	54	42	35	-	4.9%	7.7%	5.8%	4.6%	-
Transfers Out	3	10	6	7	-	9.1%	18.5%	14.3%	20.0%	-
Leave Tennessee Educ.	30	44	36	28	-	90.9%	81.5%	85.7%	80.0%	-

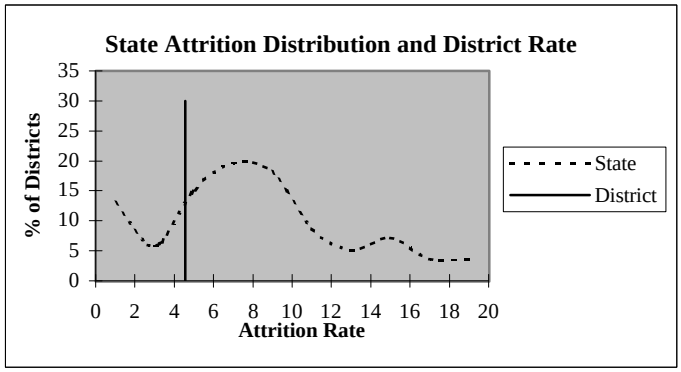
Dynamics Rates	District Rates				
District Attrition	4.9%	7.7%	5.8%	4.6%	-
Transfers In/Out	3.33	1.30	0.50	1.43	-

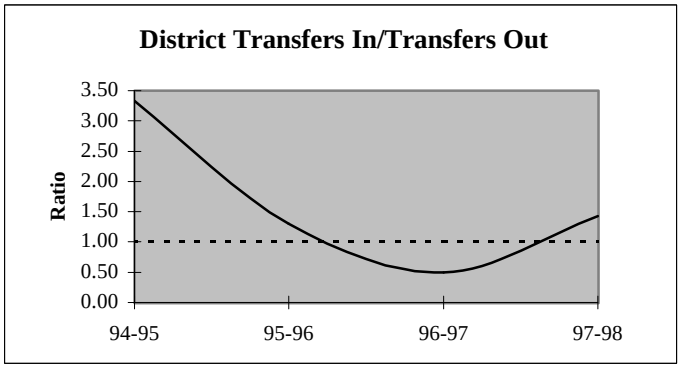
District Report for: SEVIER COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	668	702	723	767	808	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	36	35	35	40	42	5.4%	5.0%	4.8%	5.2%	5.2%
Professional Staff	62	68	68	69	75	9.3%	9.7%	9.4%	9.0%	9.3%
Total Teachers	570	599	620	658	691	85.3%	85.3%	85.8%	85.8%	85.5%
Special Education	57	63	71	77	81	10.0%	10.5%	11.5%	11.7%	11.7%
Pre-K & Kindergarten	38	41	44	48	53	6.7%	6.8%	7.1%	7.3%	7.7%
Elementary (1-4)	190	198	201	217	234	33.3%	33.1%	32.4%	33.0%	33.9%
Middle School (5-6)	62	65	68	72	74	10.9%	10.9%	11.0%	10.9%	10.7%
Jr. High (7-8)	71	76	76	74	82	12.5%	12.7%	12.3%	11.2%	11.9%
High School (9-12)	152	156	160	170	167	26.7%	26.0%	25.8%	25.8%	24.2%
Business	8	7	6	7	8	5.3%	4.5%	3.8%	4.1%	4.8%
Language Arts	24	26	20	22	22	15.8%	16.7%	12.5%	12.9%	13.2%
Social Studies	17	18	15	19	21	11.2%	11.5%	9.4%	11.2%	12.6%
Foreign Language	9	9	8	8	7	5.9%	5.8%	5.0%	4.7%	4.2%
Mathematics	16	15	19	16	18	10.5%	9.6%	11.9%	9.4%	10.8%
Science	14	14	16	14	13	9.2%	9.0%	10.0%	8.2%	7.8%
Vocational Education	28	29	30	33	32	18.4%	18.6%	18.8%	19.4%	19.2%
Other High School	36	38	46	51	46	23.7%	24.4%	28.8%	30.0%	27.5%
Total Enrollments	10,982	12,127	12,658	12,355	12,649	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	858	997	946	1,013	969	7.8%	8.2%	7.5%	8.2%	7.7%
Grades 1-4	3,431	3,812	4,088	3,948	4,091	31.2%	31.4%	32.3%	32.0%	32.3%
Grades 5-6	1,704	1,859	1,912	1,891	1,944	15.5%	15.3%	15.1%	15.3%	15.4%
Grades 7-8	1,697	1,890	1,980	1,919	1,885	15.5%	15.6%	15.6%	15.5%	14.9%
Grades 9-12	3,102	3,351	3,529	3,411	3,592	28.2%	27.6%	27.9%	27.6%	28.4%
Ungraded	190	218	203	173	168	1.7%	1.8%	1.6%	1.4%	1.3%









District Report for: SEVIER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	35	34	34	39	41	5.3%	4.9%	4.8%	5.2%	5.2%
White - Females	10	9	10	12	16	28.6%	26.5%	29.4%	30.8%	39.0%
White - Males	25	25	24	27	25	71.4%	73.5%	70.6%	69.2%	61.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	62	68	68	68	73	9.4%	9.8%	9.6%	9.2%	9.3%
White - Females	45	47	48	47	49	72.6%	69.1%	70.6%	69.1%	67.1%
White - Males	17	21	20	21	24	27.4%	30.9%	29.4%	30.9%	32.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	564	590	604	636	667	85.3%	85.3%	85.6%	85.6%	85.4%
White - Females	420	442	456	489	517	74.5%	74.9%	75.5%	76.9%	77.5%
White - Males	144	148	147	146	149	25.5%	25.1%	24.3%	23.0%	22.3%
Black - Females	0	0	1	1	1	0.0%	0.0%	0.2%	0.2%	0.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	11	10	6	111	131	2.1%	1.9%	1.1%	16.9%	19.0%
25-29	82	72	67	79	76	15.4%	13.3%	12.5%	12.0%	11.0%
30-34	80	87	85	75	80	15.0%	16.1%	15.9%	11.4%	11.6%
35-39	75	74	71	75	83	14.1%	13.7%	13.3%	11.4%	12.0%
40-45	102	101	102	87	72	19.1%	18.7%	19.1%	13.2%	10.4%
45-49	102	107	92	104	109	19.1%	19.8%	17.2%	15.8%	15.8%
50-54	43	48	74	83	90	8.1%	8.9%	13.8%	12.6%	13.0%
55+	38	41	38	44	50	7.1%	7.6%	7.1%	6.7%	7.2%
Average Age	40.1	40.6	41.1	34.6	34.0					

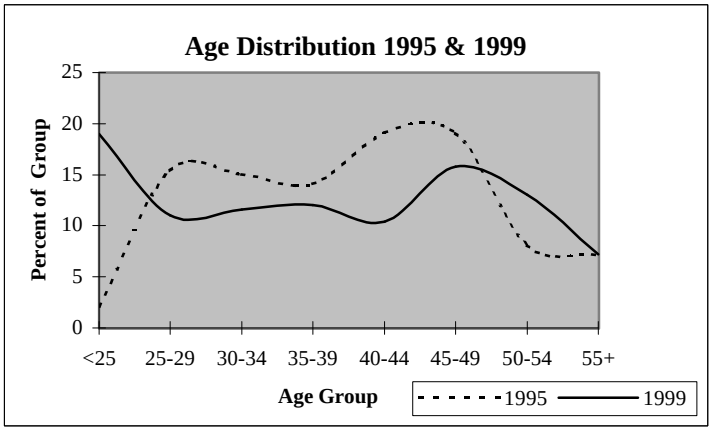
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	116	124	119	142	152	20.4%	20.7%	19.2%	21.6%	22.0%
4-7 Years	94	89	112	108	120	16.5%	14.9%	18.1%	16.4%	17.4%
8-11 Years	89	95	88	102	91	15.6%	15.9%	14.2%	15.5%	13.2%
12-15 Years	82	72	70	70	79	14.4%	12.0%	11.3%	10.6%	11.4%
16-19 Years	77	92	89	84	82	13.5%	15.4%	14.4%	12.8%	11.9%
20+ Years	112	127	142	152	167	19.6%	21.2%	22.9%	23.1%	24.2%
Average Experience	12.1	12.3	12.2	12.0	12.2					

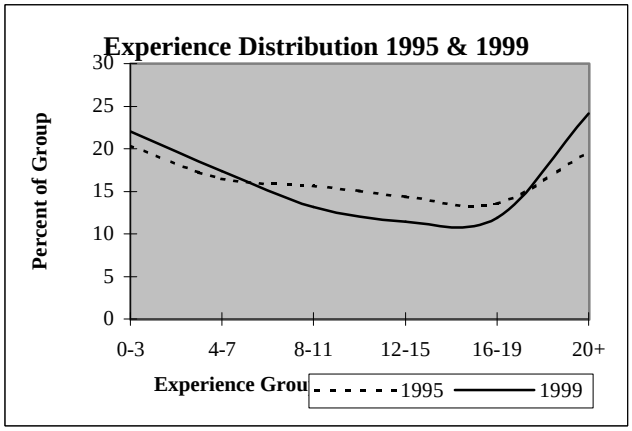
District Report for: SEVIER COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	33	54	42	35	-	4.9%	7.7%	5.8%	4.6%	-
Attrition from Transfers	3	10	6	7	-	0.4%	1.4%	0.8%	0.9%	-
Attrition from Exits	30	44	36	28	-	4.5%	6.3%	5.0%	3.7%	-
Teacher Attrition	29	49	40	30	-	5.1%	8.2%	6.5%	4.6%	-
Attrition from Transfers	3	10	5	5	-	0.5%	1.7%	0.8%	0.8%	-
Attrition from Exits	26	39	35	25	-	4.6%	6.5%	5.6%	3.8%	-
District Retention										
Educator Retention	635	648	681	732	-	95.1%	92.3%	94.2%	95.4%	-
Teacher Retention	541	550	580	628	-	94.9%	91.8%	93.5%	95.4%	-

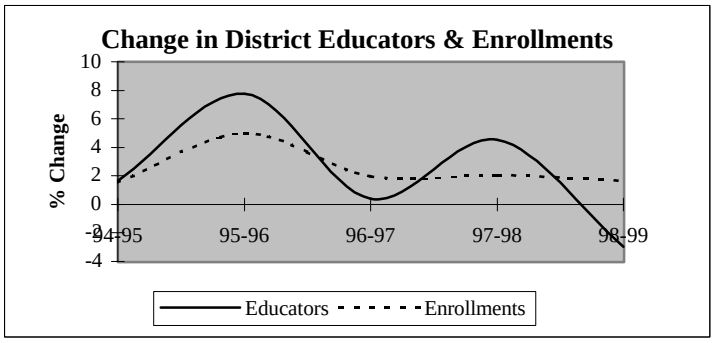
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.1%	4.5%	17.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.5%	1.8%	6.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.6%	1.9%	7.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.5%	0.7%	8.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.6%	2.2%	5.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.7%	0.8%	5.5%	89.7%	2.1%	91.8%	8.2%

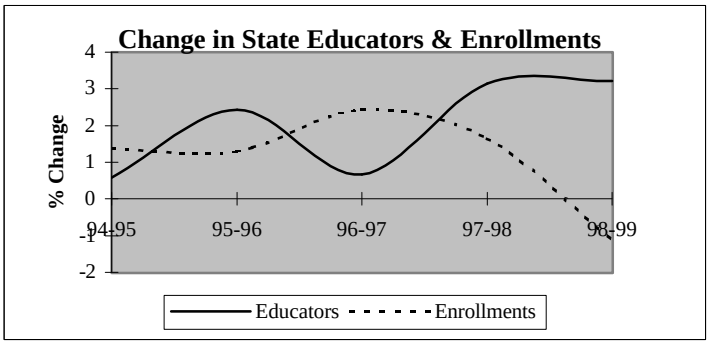
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.0%	10.7%	13.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	7.6%	9.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.5%	5.6%	4.7%	7.7%	5.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.4%	91.9%	91.1%	88.7%	91.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.3%	0.3%	0.7%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.4%	2.3%	3.9%	3.0%	2.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SHELBY COUNTY





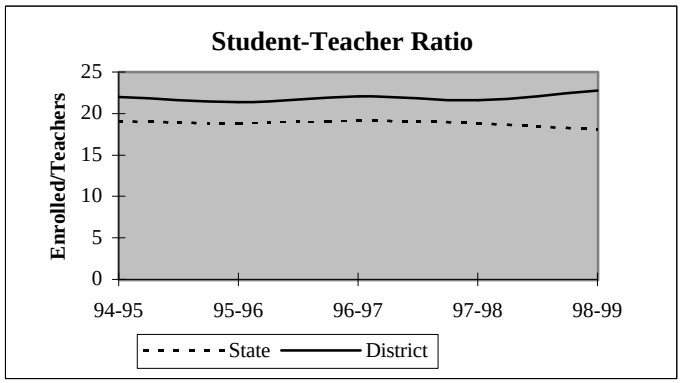
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	19.5	19.0	19.3	18.8	19.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	22.0	21.4	22.1	21.6	22.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	39	188	10	118	-81	-	-	-	-	-
% Change in Educators	1.6%	7.8%	0.4%	4.5%	-3.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	706	2,341	969	1,036	841	-	-	-	-	-
% Change in Enrollment	1.5%	5.0%	2.0%	2.1%	1.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.6%	0.5%	0.5%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	2.7%	2.8%	3.0%	3.0%	3.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.6%	8.5%	9.8%	9.8%	10.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	17.4%	16.8%	16.6%	16.4%	15.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	23.1%	25.4%	21.3%	20.0%	19.2%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	47.0%	47.2%	48.7%	51.8%	53.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.5	42.1	35.0	34.5	42.7	43.1	43.3	37.1	36.4
Average Experience	11.7	11.5	11.7	11.9	11.9	13.9	13.9	13.8	13.7	13.7
Average Salary	34,836	35,580	36,249	37,263	39,240	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	16.7%	16.0%	15.9%	15.5%	14.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	85.0%	84.5%	84.0%	84.2%	83.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.9%	8.3%	8.5%	9.3%	9.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	24.0%	na	27.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

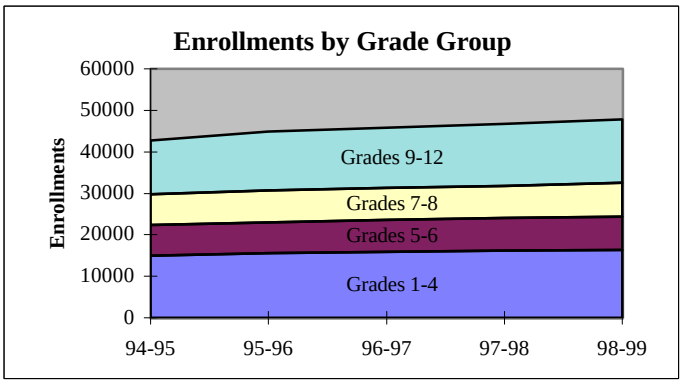
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	2,417	2,605	2,615	2,733	2,652	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2,144	2,255	2,296	2,467	2,338	88.7%	86.6%	87.8%	90.3%	88.2%
Newly Hired	273	350	319	266	314	11.3%	13.4%	12.2%	9.7%	11.8%
Transfers In	30	29	27	28	22	11.0%	8.3%	8.5%	10.5%	7.0%
Reentrants	124	173	128	101	132	45.4%	49.4%	40.1%	38.0%	42.0%
First Time Educators	119	148	164	137	160	43.6%	42.3%	51.4%	51.5%	51.0%
Total Exiting Next Year	162	309	148	395	-	6.7%	11.9%	5.7%	14.5%	-
Transfers Out	12	13	17	11	-	7.4%	4.2%	11.5%	2.8%	-
Leave Tennessee Educ.	150	296	131	384	-	92.6%	95.8%	88.5%	97.2%	-

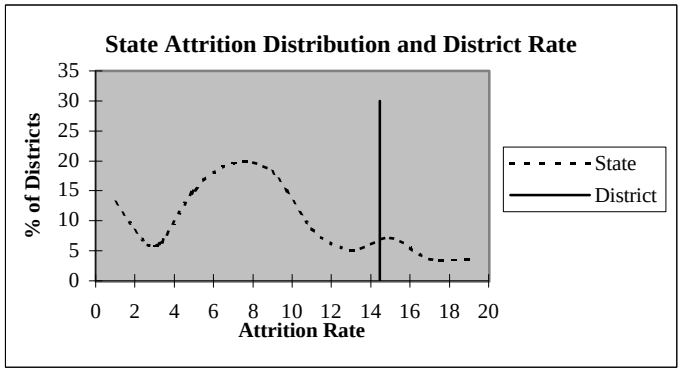
Dynamics Rates	District Rates				
District Attrition	6.7%	11.9%	5.7%	14.5%	-
Transfers In/Out	2.50	2.23	1.59	2.55	-

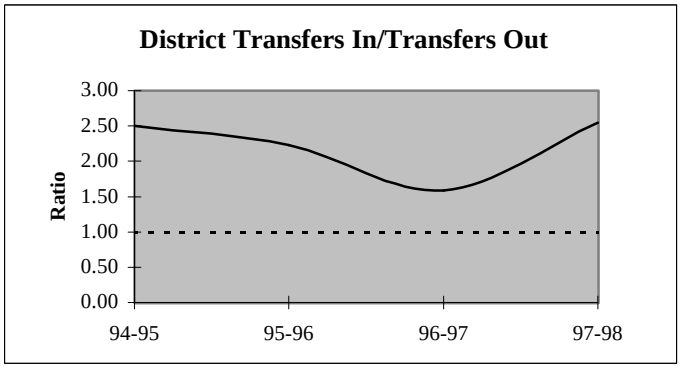
District Report for: SHELBY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	2,417	2,605	2,615	2,733	2,652	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	66	72	78	83	81	2.7%	2.8%	3.0%	3.0%	3.1%
Professional Staff	209	222	255	269	276	8.6%	8.5%	9.8%	9.8%	10.4%
Total Teachers	2,142	2,311	2,282	2,381	2,295	88.6%	88.7%	87.3%	87.1%	86.5%
Special Education	170	192	193	221	206	7.9%	8.3%	8.5%	9.3%	9.0%
Pre-K & Kindergarten	164	184	165	165	158	7.7%	8.0%	7.2%	6.9%	6.9%
Elementary (1-4)	725	761	821	819	818	33.8%	32.9%	36.0%	34.4%	35.6%
Middle School (5-6)	278	310	267	264	262	13.0%	13.4%	11.7%	11.1%	11.4%
Jr. High (7-8)	240	258	245	246	249	11.2%	11.2%	10.7%	10.3%	10.8%
High School (9-12)	565	606	591	666	602	26.4%	26.2%	25.9%	28.0%	26.2%
Business	24	28	21	27	28	4.2%	4.6%	3.6%	4.1%	4.7%
Language Arts	89	94	91	97	103	15.8%	15.5%	15.4%	14.6%	17.1%
Social Studies	76	85	76	82	87	13.5%	14.0%	12.9%	12.3%	14.5%
Foreign Language	45	53	44	47	54	8.0%	8.7%	7.4%	7.1%	9.0%
Mathematics	77	92	84	83	86	13.6%	15.2%	14.2%	12.5%	14.3%
Science	69	77	79	87	84	12.2%	12.7%	13.4%	13.1%	14.0%
Vocational Education	68	71	76	77	71	12.0%	11.7%	12.9%	11.6%	11.8%
Other High School	117	106	120	166	89	20.7%	17.5%	20.3%	24.9%	14.8%
Total Enrollments	47,092	49,433	50,402	51,438	52,279	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	3,847	3,994	3,931	3,916	3,952	8.2%	8.1%	7.8%	7.6%	7.6%
Grades 1-4	14,967	15,511	15,815	16,170	16,373	31.8%	31.4%	31.4%	31.4%	31.3%
Grades 5-6	7,354	7,481	7,807	7,841	8,058	15.6%	15.1%	15.5%	15.2%	15.4%
Grades 7-8	7,515	7,719	7,677	7,723	8,052	16.0%	15.6%	15.2%	15.0%	15.4%
Grades 9-12	12,959	14,103	14,536	14,987	15,386	27.5%	28.5%	28.8%	29.1%	29.4%
Ungraded	450	625	636	801	458	1.0%	1.3%	1.3%	1.6%	0.9%









District Report for: SHELBY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	65	71	75	80	78	2.8%	2.9%	3.0%	3.1%	3.2%
White - Females	26	26	30	33	34	40.0%	36.6%	40.0%	41.3%	43.6%
White - Males	24	27	29	31	29	36.9%	38.0%	38.7%	38.8%	37.2%
Black - Females	4	7	6	8	7	6.2%	9.9%	8.0%	10.0%	9.0%
Black - Males	11	11	10	8	8	16.9%	15.5%	13.3%	10.0%	10.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	202	209	240	250	255	8.8%	8.5%	9.7%	9.7%	10.3%
White - Females	133	139	164	170	179	65.8%	66.5%	68.3%	68.0%	70.2%
White - Males	22	22	25	22	21	10.9%	10.5%	10.4%	8.8%	8.2%
Black - Females	40	42	45	51	48	19.8%	20.1%	18.8%	20.4%	18.8%
Black - Males	7	6	6	7	7	3.5%	2.9%	2.5%	2.8%	2.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	2,037	2,187	2,147	2,240	2,141	88.4%	88.7%	87.2%	87.2%	86.5%
White - Females	1,449	1,568	1,537	1,616	1,536	71.1%	71.7%	71.6%	72.1%	71.7%
White - Males	248	270	269	277	288	12.2%	12.3%	12.5%	12.4%	13.5%
Black - Females	289	291	285	287	267	14.2%	13.3%	13.3%	12.8%	12.5%
Black - Males	47	53	51	54	43	2.3%	2.4%	2.4%	2.4%	2.0%
Other - Females	4	5	4	5	6	0.2%	0.2%	0.2%	0.2%	0.3%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	44	36	25	447	460	2.2%	1.8%	1.3%	18.8%	20.0%
25-29	277	299	260	246	228	13.9%	14.8%	13.6%	10.3%	9.9%
30-34	237	231	221	244	234	11.9%	11.5%	11.5%	10.2%	10.2%
35-39	256	254	235	238	228	12.9%	12.6%	12.3%	10.0%	9.9%
40-45	355	329	292	272	252	17.8%	16.3%	15.2%	11.4%	11.0%
45-49	429	434	416	399	354	21.6%	21.5%	21.7%	16.8%	15.4%
50-54	218	239	273	308	332	11.0%	11.9%	14.2%	12.9%	14.5%
55+	173	192	196	227	207	8.7%	9.5%	10.2%	9.5%	9.0%
Average Age	41.3	41.5	42.1	35.0	34.5					

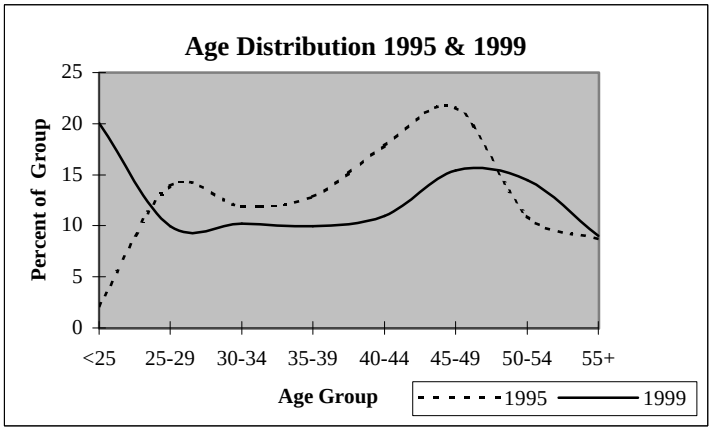
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	473	546	542	549	532	22.1%	23.6%	23.8%	23.1%	23.2%
4-7 Years	338	374	369	398	390	15.8%	16.2%	16.2%	16.7%	17.0%
8-11 Years	338	352	313	311	282	15.8%	15.2%	13.7%	13.1%	12.3%
12-15 Years	277	292	304	318	306	12.9%	12.6%	13.3%	13.4%	13.3%
16-19 Years	282	268	255	258	249	13.2%	11.6%	11.2%	10.8%	10.8%
20+ Years	434	479	499	547	536	20.3%	20.7%	21.9%	23.0%	23.4%
Average Experience	11.7	11.5	11.7	11.9	11.9					

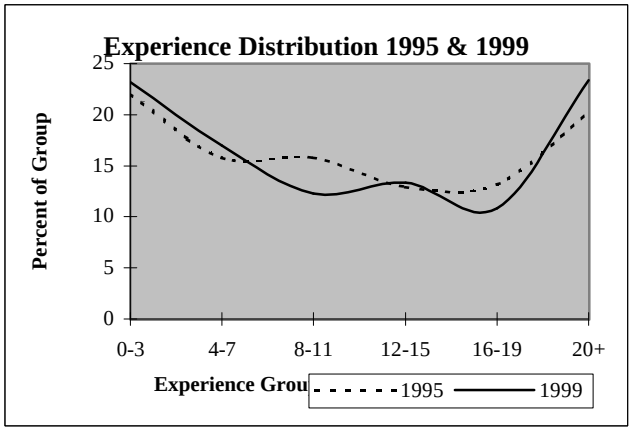
District Report for: SHELBY COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	162	309	148	395	-	6.7%	11.9%	5.7%	14.5%	-
Attrition from Transfers	12	13	17	11	-	0.5%	0.5%	0.7%	0.4%	-
Attrition from Exits	150	296	131	384	-	6.2%	11.4%	5.0%	14.1%	-
Teacher Attrition	155	294	130	365	-	7.2%	12.7%	5.7%	15.3%	-
Attrition from Transfers	12	11	15	11	-	0.6%	0.5%	0.7%	0.5%	-
Attrition from Exits	143	283	115	354	-	6.7%	12.2%	5.0%	14.9%	-
District Retention										
Educator Retention	2,255	2,296	2,467	2,338	-	93.3%	88.1%	94.3%	85.5%	-
Teacher Retention	1,987	2,017	2,152	2,016	-	92.8%	87.3%	94.3%	84.7%	-

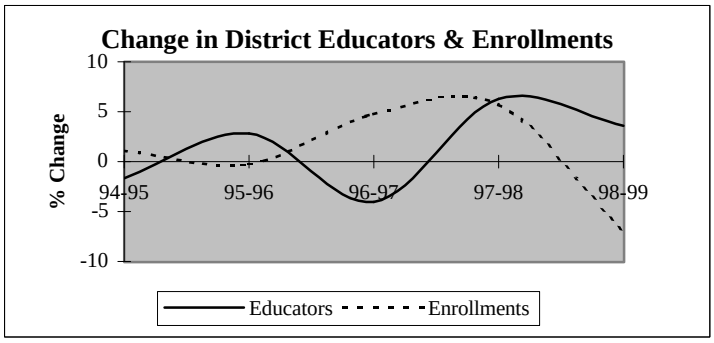
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.2%	1.3%	17.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.6%	0.8%	16.6%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	84.2%	1.2%	14.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.0%	0.7%	13.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	82.3%	0.8%	16.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	86.3%	0.4%	13.3%	89.7%	2.1%	91.8%	8.2%

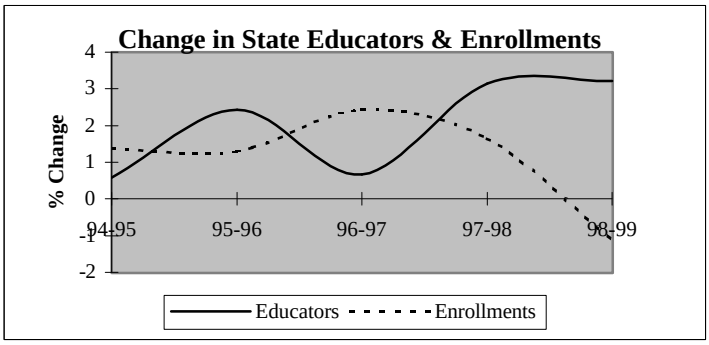
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.0%	15.3%	18.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.4%	10.0%	11.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.3%	6.8%	8.1%	6.5%	7.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	88.1%	87.8%	87.2%	89.8%	88.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.5%	0.7%	0.5%	0.6%	0.6%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.2%	4.8%	4.2%	3.1%	3.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: MEMPHIS





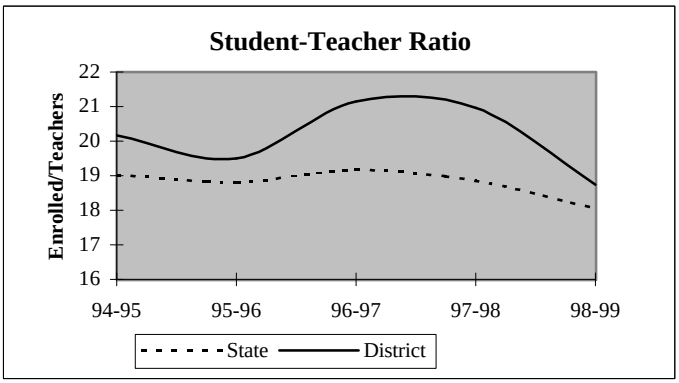
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	16.9	18.5	18.4	16.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.2	19.5	21.1	21.0	18.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	-110	186	-273	406	246	-	-	-	-	-
% Change in Educators	-1.6%	2.8%	-4.0%	6.3%	3.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	1,220	-327	5,450	6,842	-9,005	-	-	-	-	-
% Change in Enrollment	1.1%	-0.3%	4.8%	5.7%	-7.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.4%	0.3%	0.4%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.5%	4.5%	4.5%	4.3%	4.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.9%	8.7%	8.1%	8.0%	7.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	47.4%	48.1%	49.6%	49.9%	51.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	63.0%	65.9%	67.7%	68.9%	69.9%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	46.5%	47.0%	47.6%	46.7%	47.1%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.0	45.3	45.5	36.5	35.5	42.7	43.1	43.3	37.1	36.4
Average Experience	15.6	15.2	14.9	14.8	14.7	13.9	13.9	13.8	13.7	13.7
Average Salary	36,579	37,812	39,486	40,046	42,259	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	46.6%	47.3%	48.9%	49.4%	50.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.3%	81.3%	80.8%	80.6%	80.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.3%	11.4%	11.0%	11.0%	10.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	85.6%	na	87.7%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.6%	na	2.2%	-	1.7%	1.7%	1.6%	1.8%

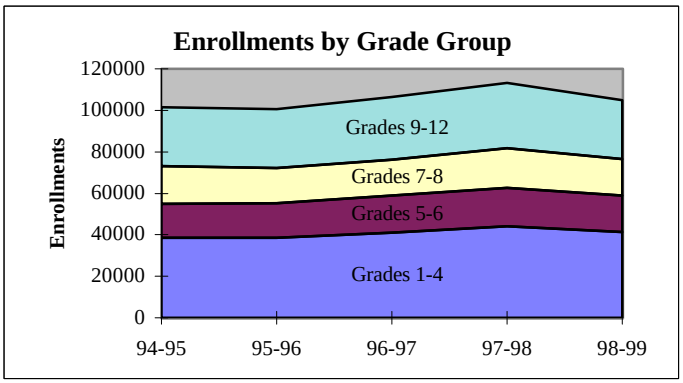
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	6,582	6,768	6,495	6,901	7,147	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	5,951	6,097	5,968	6,229	6,479	90.4%	90.1%	91.9%	90.3%	90.7%
Newly Hired	631	671	527	672	668	9.6%	9.9%	8.1%	9.7%	9.3%
Transfers In	27	23	5	36	18	4.3%	3.4%	0.9%	5.4%	2.7%
Reentrants	275	295	206	234	257	43.6%	44.0%	39.1%	34.8%	38.5%
First Time Educators	329	353	316	402	393	52.1%	52.6%	60.0%	59.8%	58.8%
Total Exiting Next Year	485	800	266	422	-	7.4%	11.8%	4.1%	6.1%	-
Transfers Out	37	33	31	39	-	7.6%	4.1%	11.7%	9.2%	-
Leave Tennessee Educ.	448	767	235	383	-	92.4%	95.9%	88.3%	90.8%	-

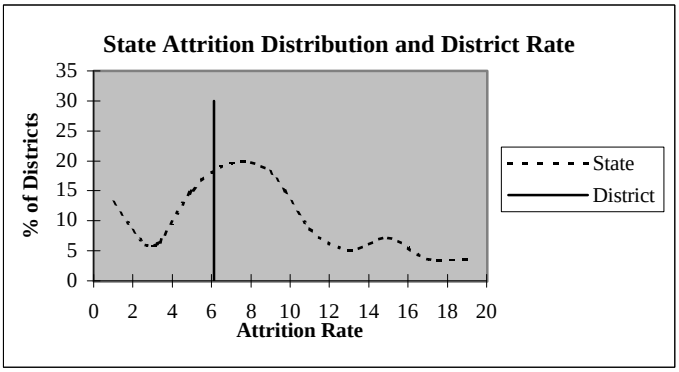
Dynamics Rates	District Rates				
District Attrition	7.4%	11.8%	4.1%	6.1%	-
Transfers In/Out	0.73	0.70	0.16	0.92	-

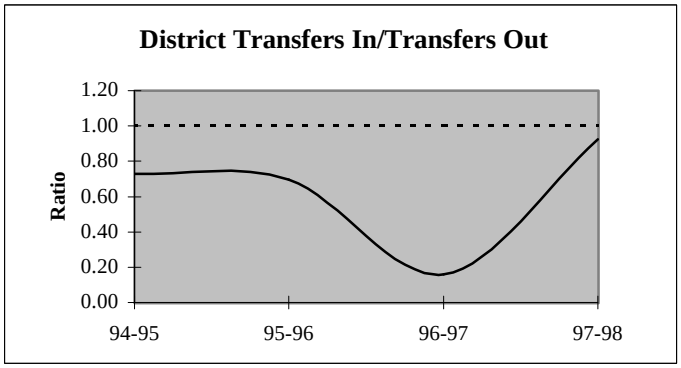
District Report for: MEMPHIS

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	6,582	6,768	6,495	6,901	7,147	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	299	304	290	300	293	4.5%	4.5%	4.5%	4.3%	4.1%
Professional Staff	585	588	526	549	564	8.9%	8.7%	8.1%	8.0%	7.9%
Total Teachers	5,698	5,876	5,679	6,052	6,290	86.6%	86.8%	87.4%	87.7%	88.0%
Special Education	645	668	622	664	688	11.3%	11.4%	11.0%	11.0%	10.9%
Pre-K & Kindergarten	405	416	427	458	463	7.1%	7.1%	7.5%	7.6%	7.4%
Elementary (1-4)	1,916	2,024	2,010	2,157	2,236	33.6%	34.4%	35.4%	35.6%	35.5%
Middle School (5-6)	663	679	625	684	695	11.6%	11.6%	11.0%	11.3%	11.0%
Jr. High (7-8)	539	596	557	575	641	9.5%	10.1%	9.8%	9.5%	10.2%
High School (9-12)	1,530	1,493	1,438	1,514	1,567	26.9%	25.4%	25.3%	25.0%	24.9%
Business	22	28	31	24	29	1.4%	1.9%	2.2%	1.6%	1.9%
Language Arts	173	166	153	150	156	11.3%	11.1%	10.6%	9.9%	10.0%
Social Studies	107	108	110	107	118	7.0%	7.2%	7.6%	7.1%	7.5%
Foreign Language	76	82	72	70	77	5.0%	5.5%	5.0%	4.6%	4.9%
Mathematics	156	143	137	124	134	10.2%	9.6%	9.5%	8.2%	8.6%
Science	117	113	103	105	122	7.6%	7.6%	7.2%	6.9%	7.8%
Vocational Education	311	290	281	277	282	20.3%	19.4%	19.5%	18.3%	18.0%
Other High School	568	563	551	657	649	37.1%	37.7%	38.3%	43.4%	41.4%
Total Enrollments	114,925	114,598	120,048	126,890	117,885	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10,309	10,624	10,685	10,635	10,333	9.0%	9.3%	8.9%	8.4%	8.8%
Grades 1-4	38,539	38,645	41,079	44,052	41,264	33.5%	33.7%	34.2%	34.7%	35.0%
Grades 5-6	16,239	16,501	17,850	18,608	17,803	14.1%	14.4%	14.9%	14.7%	15.1%
Grades 7-8	18,263	17,130	17,309	18,934	17,364	15.9%	14.9%	14.4%	14.9%	14.7%
Grades 9-12	28,339	28,400	30,154	31,757	28,346	24.7%	24.8%	25.1%	25.0%	24.0%
Ungraded	3,236	3,298	2,971	2,904	2,775	2.8%	2.9%	2.5%	2.3%	2.4%









District Report for: MEMPHIS

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	289	293	279	289	282	4.8%	4.7%	4.7%	4.7%	4.4%
White - Females	48	47	43	41	39	16.6%	16.0%	15.4%	14.2%	13.8%
White - Males	59	53	47	49	46	20.4%	18.1%	16.8%	17.0%	16.3%
Black - Females	88	93	92	96	96	30.4%	31.7%	33.0%	33.2%	34.0%
Black - Males	94	100	97	103	101	32.5%	34.1%	34.8%	35.6%	35.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	551	549	489	504	516	9.1%	8.8%	8.3%	8.1%	8.1%
White - Females	248	249	226	240	245	45.0%	45.4%	46.2%	47.6%	47.5%
White - Males	44	43	37	38	39	8.0%	7.8%	7.6%	7.5%	7.6%
Black - Females	232	229	202	201	207	42.1%	41.7%	41.3%	39.9%	40.1%
Black - Males	27	28	24	25	24	4.9%	5.1%	4.9%	5.0%	4.7%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	5,224	5,378	5,153	5,409	5,551	86.1%	86.5%	87.0%	87.2%	87.4%
White - Females	2,329	2,362	2,194	2,277	2,288	44.6%	43.9%	42.6%	42.1%	41.2%
White - Males	462	472	440	461	456	8.8%	8.8%	8.5%	8.5%	8.2%
Black - Females	1,952	2,054	2,030	2,165	2,280	37.4%	38.2%	39.4%	40.0%	41.1%
Black - Males	459	461	463	475	497	8.8%	8.6%	9.0%	8.8%	9.0%
Other - Females	15	22	20	24	24	0.3%	0.4%	0.4%	0.4%	0.4%
Other - Males	7	7	6	7	6	0.1%	0.1%	0.1%	0.1%	0.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	55	44	35	1,288	1,491	1.1%	0.9%	0.7%	21.3%	23.7%
25-29	395	410	374	394	385	7.6%	8.1%	7.9%	6.5%	6.1%
30-34	378	362	347	349	387	7.3%	7.1%	7.3%	5.8%	6.2%
35-39	627	556	486	442	411	12.1%	11.0%	10.2%	7.3%	6.5%
40-45	896	822	752	711	668	17.3%	16.2%	15.8%	11.7%	10.6%
45-49	1,079	1,072	971	921	902	20.8%	21.1%	20.4%	15.2%	14.3%
50-54	866	903	943	984	998	16.7%	17.8%	19.9%	16.3%	15.9%
55+	888	904	841	963	1,048	17.1%	17.8%	17.7%	15.9%	16.7%
Average Age	45.0	45.3	45.5	36.5	35.5					

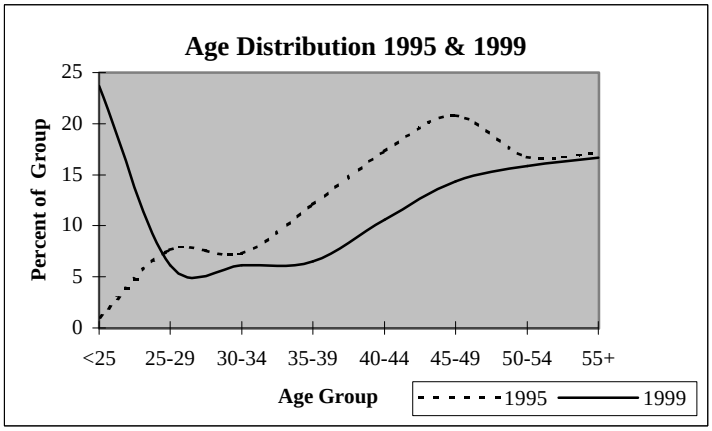
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	1,029	1,191	1,123	1,330	1,407	18.1%	20.3%	19.8%	22.0%	22.4%
4-7 Years	582	607	661	721	828	10.2%	10.3%	11.6%	11.9%	13.2%
8-11 Years	641	634	610	577	568	11.2%	10.8%	10.7%	9.5%	9.0%
12-15 Years	600	563	558	602	614	10.5%	9.6%	9.8%	9.9%	9.8%
16-19 Years	685	713	659	635	587	12.0%	12.1%	11.6%	10.5%	9.3%
20+ Years	2,161	2,168	2,068	2,187	2,286	37.9%	36.9%	36.4%	36.1%	36.3%
Average Experience	15.6	15.2	14.9	14.8	14.7					

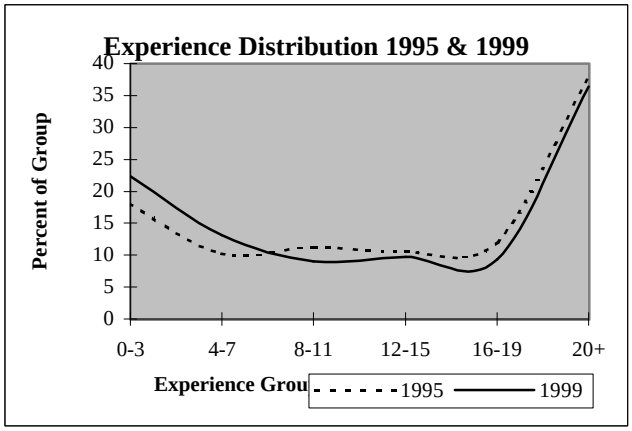
District Report for: MEMPHIS

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	485	800	266	422	-	7.4%	11.8%	4.1%	6.1%	-
Attrition from Transfers	37	33	31	39	-	0.6%	0.5%	0.5%	0.6%	-
Attrition from Exits	448	767	235	383	-	6.8%	11.3%	3.6%	5.5%	-
Teacher Attrition	421	698	246	375	-	7.4%	11.9%	4.3%	6.2%	-
Attrition from Transfers	35	33	30	38	-	0.6%	0.6%	0.5%	0.6%	-
Attrition from Exits	386	665	216	337	-	6.8%	11.3%	3.8%	5.6%	-
District Retention										
Educator Retention	6,097	5,968	6,229	6,479	-	92.6%	88.2%	95.9%	93.9%	-
Teacher Retention	5,277	5,178	5,433	5,677	-	92.6%	88.1%	95.7%	93.8%	-

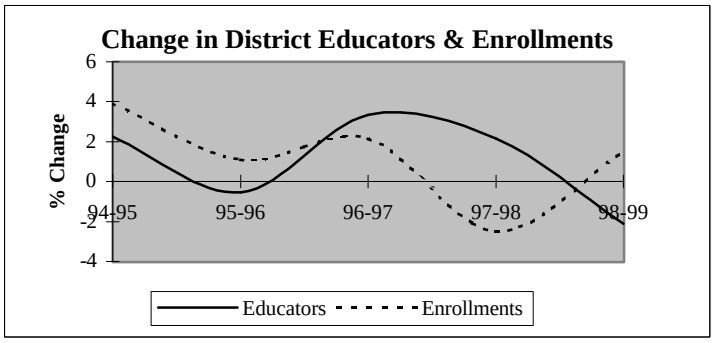
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	85.7%	2.0%	12.3%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.5%	1.7%	14.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.6%	1.3%	13.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.2%	1.0%	11.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.0%	1.8%	10.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.5%	1.0%	9.5%	89.7%	2.1%	91.8%	8.2%

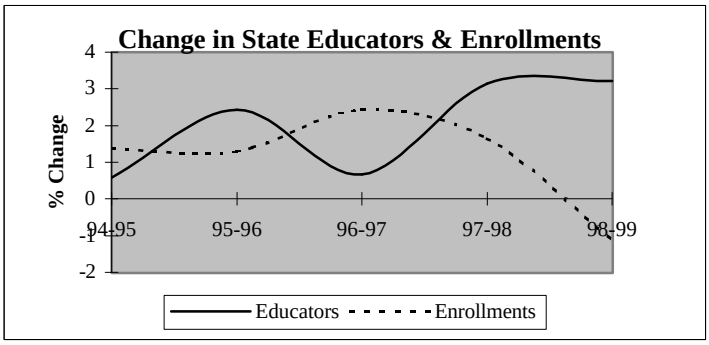
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.2%	12.8%	15.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.0%	5.9%	6.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.5%	6.2%	6.0%	6.8%	6.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.6%	89.9%	91.2%	90.2%	90.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.6%	0.5%	0.5%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.3%	3.3%	2.4%	2.6%	2.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SMITH COUNTY





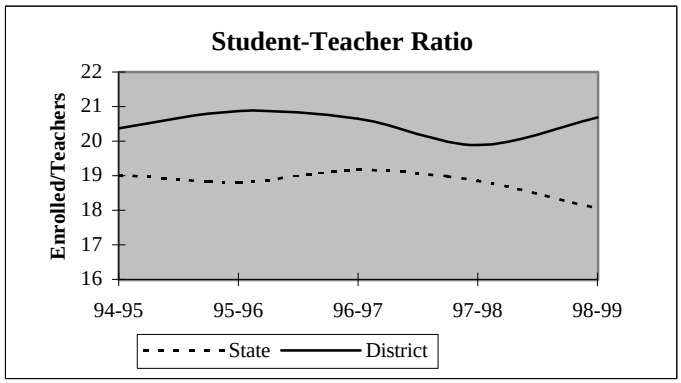
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.6	17.9	17.7	16.8	17.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.4	20.9	20.6	19.9	20.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	-1	6	4	-4	-	-	-	-	-
% Change in Educators	2.3%	-0.6%	3.3%	2.2%	-2.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	120	35	69	-82	47	-	-	-	-	-
% Change in Enrollment	3.9%	1.1%	2.1%	-2.5%	1.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.5%	0.5%	1.1%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	6.6%	6.7%	6.5%	6.3%	6.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.2%	7.8%	8.1%	8.9%	9.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	16.7%	25.0%	25.0%	25.0%	25.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.3	41.2	41.2	37.3	37.4	42.7	43.1	43.3	37.1	36.4
Average Experience	12.3	12.9	12.6	12.6	12.7	13.9	13.9	13.8	13.7	13.7
Average Salary	27,020	28,188	28,813	28,857	30,651	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.2%	79.9%	78.0%	78.9%	79.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	6.4%	7.1%	6.3%	8.1%	8.9%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.3%	na	3.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

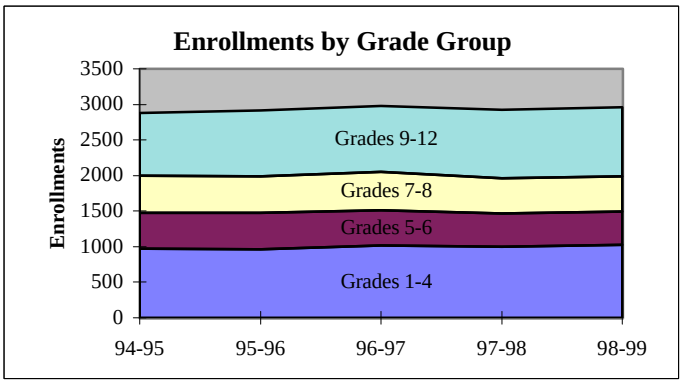
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	181	180	186	190	186	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	164	166	166	170	170	90.6%	92.2%	89.2%	89.5%	91.4%
Newly Hired	17	14	20	20	16	9.4%	7.8%	10.8%	10.5%	8.6%
Transfers In	4	4	7	6	3	23.5%	28.6%	35.0%	30.0%	18.8%
Reentrants	4	3	6	4	3	23.5%	21.4%	30.0%	20.0%	18.8%
First Time Educators	9	7	7	10	10	52.9%	50.0%	35.0%	50.0%	62.5%
Total Exiting Next Year	15	14	16	20	-	8.3%	7.8%	8.6%	10.5%	-
Transfers Out	6	4	5	3	-	40.0%	28.6%	31.3%	15.0%	-
Leave Tennessee Educ.	9	10	11	17	-	60.0%	71.4%	68.8%	85.0%	-

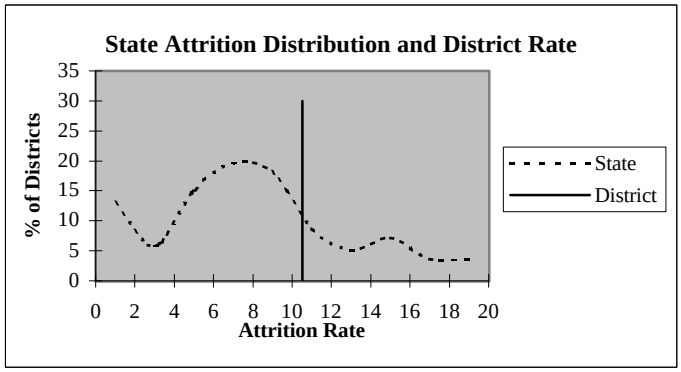
Dynamics Rates	District Rates				
District Attrition	8.3%	7.8%	8.6%	10.5%	-
Transfers In/Out	0.67	1.00	1.40	2.00	-

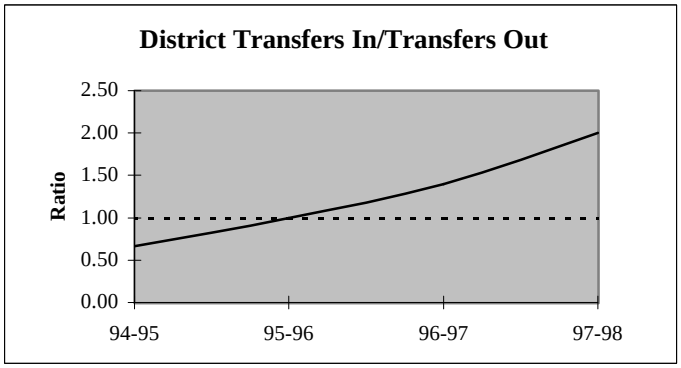
District Report for: SMITH COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	181	180	186	190	186	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	12	12	12	6.6%	6.7%	6.5%	6.3%	6.5%
Professional Staff	13	14	15	17	17	7.2%	7.8%	8.1%	8.9%	9.1%
Total Teachers	156	154	159	161	157	86.2%	85.6%	85.5%	84.7%	84.4%
Special Education	10	11	10	13	14	6.4%	7.1%	6.3%	8.1%	8.9%
Pre-K & Kindergarten	10	9	11	11	12	6.4%	5.8%	6.9%	6.8%	7.6%
Elementary (1-4)	54	52	53	48	47	34.6%	33.8%	33.3%	29.8%	29.9%
Middle School (5-6)	20	19	20	20	20	12.8%	12.3%	12.6%	12.4%	12.7%
Jr. High (7-8)	15	15	14	14	16	9.6%	9.7%	8.8%	8.7%	10.2%
High School (9-12)	47	48	51	55	48	30.1%	31.2%	32.1%	34.2%	30.6%
Business	3	3	3	1	1	6.4%	6.3%	5.9%	1.8%	2.1%
Language Arts	8	8	7	7	7	17.0%	16.7%	13.7%	12.7%	14.6%
Social Studies	8	8	5	7	6	17.0%	16.7%	9.8%	12.7%	12.5%
Foreign Language	1	0	2	2	3	2.1%	0.0%	3.9%	3.6%	6.3%
Mathematics	5	6	7	6	7	10.6%	12.5%	13.7%	10.9%	14.6%
Science	4	4	5	4	4	8.5%	8.3%	9.8%	7.3%	8.3%
Vocational Education	6	7	7	7	7	12.8%	14.6%	13.7%	12.7%	14.6%
Other High School	12	12	15	21	13	25.5%	25.0%	29.4%	38.2%	27.1%
Total Enrollments	3,179	3,214	3,283	3,201	3,248	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	253	262	252	236	245	8.0%	8.2%	7.7%	7.4%	7.5%
Grades 1-4	969	962	1,018	996	1,025	30.5%	29.9%	31.0%	31.1%	31.6%
Grades 5-6	511	510	496	471	472	16.1%	15.9%	15.1%	14.7%	14.5%
Grades 7-8	516	515	539	490	493	16.2%	16.0%	16.4%	15.3%	15.2%
Grades 9-12	886	925	927	963	973	27.9%	28.8%	28.2%	30.1%	30.0%
Ungraded	44	40	51	45	40	1.4%	1.2%	1.6%	1.4%	1.2%









District Report for: SMITH COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	12	12	12	12	6.7%	6.9%	6.7%	6.5%	6.7%
White - Females	2	3	3	3	3	16.7%	25.0%	25.0%	25.0%	25.0%
White - Males	10	9	9	9	9	83.3%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	13	14	16	16	7.3%	7.4%	7.8%	8.7%	8.9%
White - Females	12	11	11	14	14	92.3%	84.6%	78.6%	87.5%	87.5%
White - Males	1	2	3	2	2	7.7%	15.4%	21.4%	12.5%	12.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	154	150	154	156	152	86.0%	85.7%	85.6%	84.8%	84.4%
White - Females	120	120	121	124	122	77.9%	80.0%	78.6%	79.5%	80.3%
White - Males	34	30	33	32	29	22.1%	20.0%	21.4%	20.5%	19.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	3	3	20	19	2.6%	2.0%	2.1%	12.4%	12.1%
25-29	19	19	19	16	17	12.5%	12.9%	13.0%	9.9%	10.8%
30-34	18	14	19	20	19	11.8%	9.5%	13.0%	12.4%	12.1%
35-39	26	20	18	19	14	17.1%	13.6%	12.3%	11.8%	8.9%
40-45	31	36	32	28	30	20.4%	24.5%	21.9%	17.4%	19.1%
45-49	33	34	30	30	26	21.7%	23.1%	20.5%	18.6%	16.6%
50-54	11	10	15	15	21	7.2%	6.8%	10.3%	9.3%	13.4%
55+	10	11	10	13	11	6.6%	7.5%	6.8%	8.1%	7.0%
Average Age	40.3	41.2	41.2	37.3	37.4					

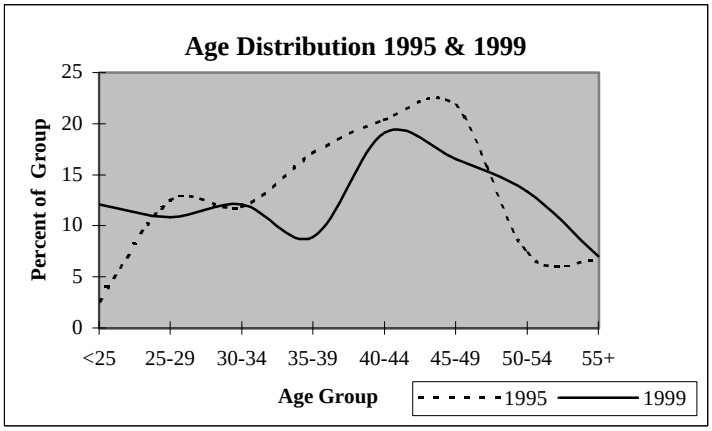
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	37	34	32	34	31	23.7%	22.1%	20.1%	21.1%	19.7%
4-7 Years	18	20	29	30	30	11.5%	13.0%	18.2%	18.6%	19.1%
8-11 Years	19	16	16	13	17	12.2%	10.4%	10.1%	8.1%	10.8%
12-15 Years	21	19	15	18	16	13.5%	12.3%	9.4%	11.2%	10.2%
16-19 Years	24	20	23	21	17	15.4%	13.0%	14.5%	13.0%	10.8%
20+ Years	37	45	44	45	46	23.7%	29.2%	27.7%	28.0%	29.3%
Average Experience	12.3	12.9	12.6	12.6	12.7					

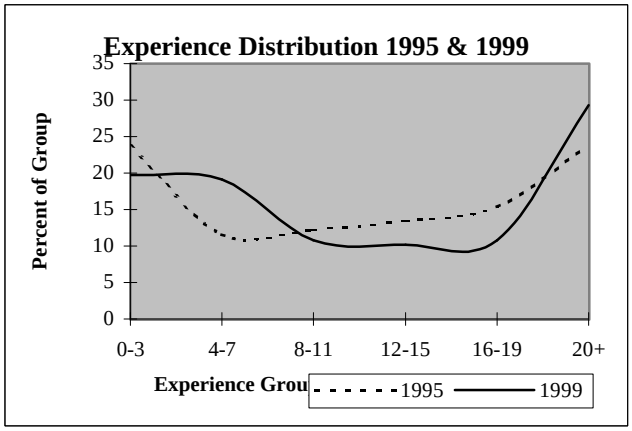
District Report for: SMITH COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	15	14	16	20	-	8.3%	7.8%	8.6%	10.5%	-
Attrition from Transfers	6	4	5	3	-	3.3%	2.2%	2.7%	1.6%	-
Attrition from Exits	9	10	11	17	-	5.0%	5.6%	5.9%	8.9%	-
Teacher Attrition	13	13	15	17	-	8.3%	8.4%	9.4%	10.6%	-
Attrition from Transfers	5	4	5	2	-	3.2%	2.6%	3.1%	1.2%	-
Attrition from Exits	8	9	10	15	-	5.1%	5.8%	6.3%	9.3%	-
District Retention										
Educator Retention	166	166	170	170	-	91.7%	92.2%	91.4%	89.5%	-
Teacher Retention	143	141	144	144	-	91.7%	91.6%	90.6%	89.4%	-

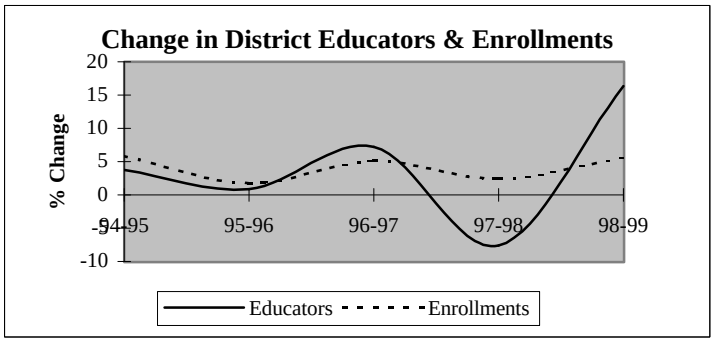
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.4%	7.0%	11.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	78.0%	8.0%	14.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	77.8%	8.9%	13.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.3%	5.1%	2.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.1%	2.9%	2.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	88.6%	0.0%	11.4%	89.7%	2.1%	91.8%	8.2%

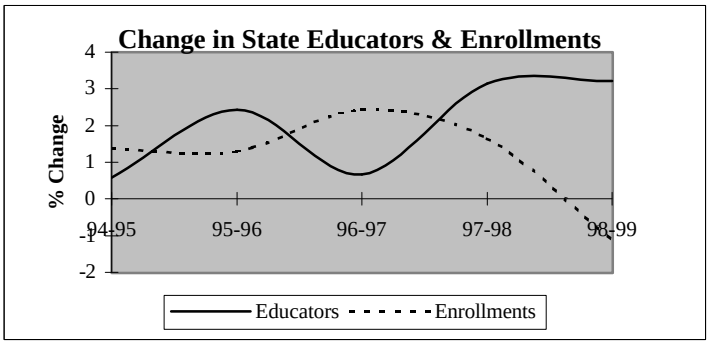
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.7%	15.7%	20.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.1%	10.0%	14.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.2%	3.9%	3.8%	6.3%	5.9%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.1%	93.3%	94.6%	93.2%	92.5%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.1%	1.1%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.7%	1.7%	1.6%	0.5%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: STEWART COUNTY





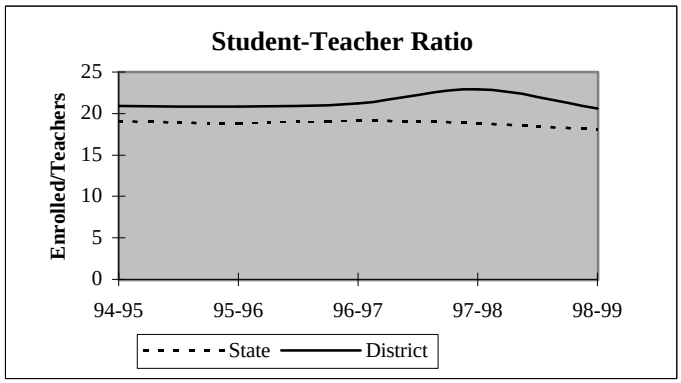
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	17.5	17.6	17.3	19.1	17.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	20.9	20.8	21.2	22.9	20.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	1	8	-9	18	-	-	-	-	-
% Change in Educators	3.8%	0.9%	7.2%	-7.6%	16.4%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	106	34	99	49	117	-	-	-	-	-
% Change in Enrollment	5.8%	1.8%	5.1%	2.4%	5.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.9%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.5%	4.5%	6.7%	5.5%	6.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.8%	10.8%	11.8%	10.9%	9.4%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	20.0%	37.5%	33.3%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	41.6	43.0	35.4	34.6	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	12.8	13.6	11.5	11.2	13.9	13.9	13.8	13.7	13.7
Average Salary	29,203	28,962	30,108	30,443	31,182	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	67.4%	72.3%	73.2%	71.7%	75.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.8%	10.6%	10.3%	10.9%	11.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.4%	na	1.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.0%	na	1.1%	-	1.7%	1.7%	1.6%	1.8%

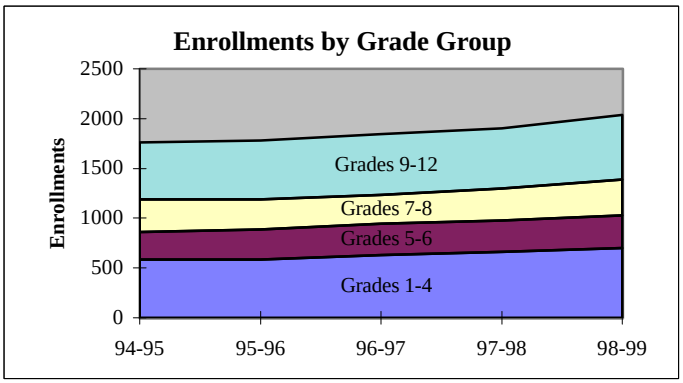
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	110	111	119	110	128	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	98	98	103	93	103	89.1%	88.3%	86.6%	84.5%	80.5%
Newly Hired	12	13	16	17	25	10.9%	11.7%	13.4%	15.5%	19.5%
Transfers In	0	3	3	2	1	0.0%	23.1%	18.8%	11.8%	4.0%
Reentrants	4	0	7	1	10	33.3%	0.0%	43.8%	5.9%	40.0%
First Time Educators	8	10	6	14	14	66.7%	76.9%	37.5%	82.4%	56.0%
Total Exiting Next Year	12	8	26	7	-	10.9%	7.2%	21.8%	6.4%	-
Transfers Out	5	3	1	1	-	41.7%	37.5%	3.8%	14.3%	-
Leave Tennessee Educ.	7	5	25	6	-	58.3%	62.5%	96.2%	85.7%	-

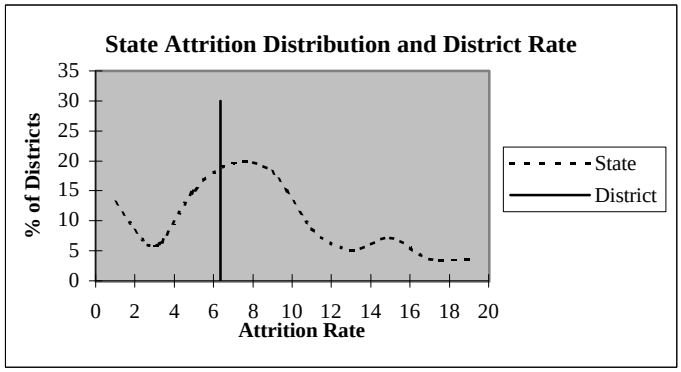
Dynamics Rates	District Rates				
District Attrition	10.9%	7.2%	21.8%	6.4%	-
Transfers In/Out	0.00	1.00	3.00	2.00	-

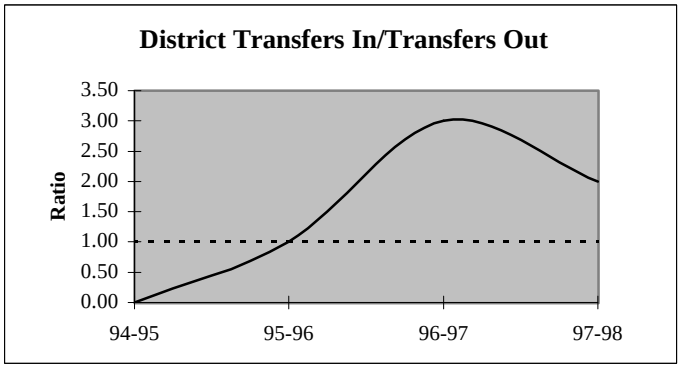
District Report for: STEWART COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	110	111	119	110	128	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	8	6	8	4.5%	4.5%	6.7%	5.5%	6.3%
Professional Staff	13	12	14	12	12	11.8%	10.8%	11.8%	10.9%	9.4%
Total Teachers	92	94	97	92	108	83.6%	84.7%	81.5%	83.6%	84.4%
Special Education	9	10	10	10	12	9.8%	10.6%	10.3%	10.9%	11.1%
Pre-K & Kindergarten	5	5	6	7	8	5.4%	5.3%	6.2%	7.6%	7.4%
Elementary (1-4)	32	35	37	35	40	34.8%	37.2%	38.1%	38.0%	37.0%
Middle School (5-6)	10	10	10	8	11	10.9%	10.6%	10.3%	8.7%	10.2%
Jr. High (7-8)	9	8	7	8	10	9.8%	8.5%	7.2%	8.7%	9.3%
High School (9-12)	27	26	27	24	27	29.3%	27.7%	27.8%	26.1%	25.0%
Business	0	1	0	1	1	0.0%	3.8%	0.0%	4.2%	3.7%
Language Arts	4	4	2	3	4	14.8%	15.4%	7.4%	12.5%	14.8%
Social Studies	3	2	1	2	2	11.1%	7.7%	3.7%	8.3%	7.4%
Foreign Language	1	1	1	1	1	3.7%	3.8%	3.7%	4.2%	3.7%
Mathematics	5	3	4	3	4	18.5%	11.5%	14.8%	12.5%	14.8%
Science	3	3	4	4	3	11.1%	11.5%	14.8%	16.7%	11.1%
Vocational Education	7	8	8	9	10	25.9%	30.8%	29.6%	37.5%	37.0%
Other High School	4	4	7	1	2	14.8%	15.4%	25.9%	4.2%	7.4%
Total Enrollments	1,923	1,957	2,056	2,105	2,222	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	157	186	178	164	7.4%	8.0%	9.0%	8.5%	7.4%
Grades 1-4	583	588	631	659	702	30.3%	30.0%	30.7%	31.3%	31.6%
Grades 5-6	275	302	311	315	327	14.3%	15.4%	15.1%	15.0%	14.7%
Grades 7-8	330	296	291	323	358	17.2%	15.1%	14.2%	15.3%	16.1%
Grades 9-12	572	592	614	606	648	29.7%	30.3%	29.9%	28.8%	29.2%
Ungraded	20	22	23	24	23	1.0%	1.1%	1.1%	1.1%	1.0%









District Report for: STEWART COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	5	5	8	6	8	4.6%	4.7%	7.0%	5.7%	6.6%
White - Females	1	1	3	2	4	20.0%	20.0%	37.5%	33.3%	50.0%
White - Males	4	4	5	4	4	80.0%	80.0%	62.5%	66.7%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	12	14	12	12	12.0%	11.2%	12.2%	11.4%	9.9%
White - Females	10	9	11	9	10	76.9%	75.0%	78.6%	75.0%	83.3%
White - Males	3	3	3	3	2	23.1%	25.0%	21.4%	25.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	90	90	93	87	101	83.3%	84.1%	80.9%	82.9%	83.5%
White - Females	61	66	70	64	78	67.8%	73.3%	75.3%	73.6%	77.2%
White - Males	29	24	23	23	23	32.2%	26.7%	24.7%	26.4%	22.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	1	1	13	22	5.7%	1.2%	1.2%	14.1%	20.4%
25-29	11	11	11	14	11	12.6%	12.9%	12.8%	15.2%	10.2%
30-34	10	11	10	11	13	11.5%	12.9%	11.6%	12.0%	12.0%
35-39	10	11	11	11	12	11.5%	12.9%	12.8%	12.0%	11.1%
40-45	19	12	8	10	10	21.8%	14.1%	9.3%	10.9%	9.3%
45-49	16	23	25	17	23	18.4%	27.1%	29.1%	18.5%	21.3%
50-54	7	5	7	10	12	8.0%	5.9%	8.1%	10.9%	11.1%
55+	9	11	13	6	5	10.3%	12.9%	15.1%	6.5%	4.6%
Average Age	41.3	41.6	43.0	35.4	34.6					

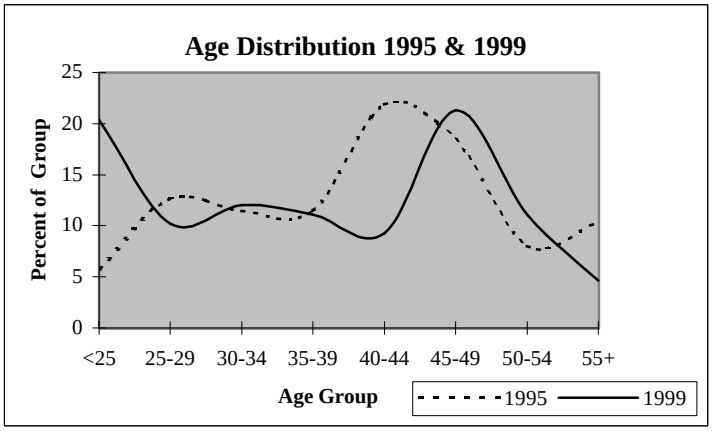
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	24	24	26	31	37	26.1%	25.5%	26.8%	33.7%	34.3%
4-7 Years	8	11	11	13	17	8.7%	11.7%	11.3%	14.1%	15.7%
8-11 Years	9	11	9	10	7	9.8%	11.7%	9.3%	10.9%	6.5%
12-15 Years	8	7	7	4	10	8.7%	7.4%	7.2%	4.3%	9.3%
16-19 Years	14	10	6	7	6	15.2%	10.6%	6.2%	7.6%	5.6%
20+ Years	29	31	38	27	31	31.5%	33.0%	39.2%	29.3%	28.7%
Average Experience	13.2	12.8	13.6	11.5	11.2					

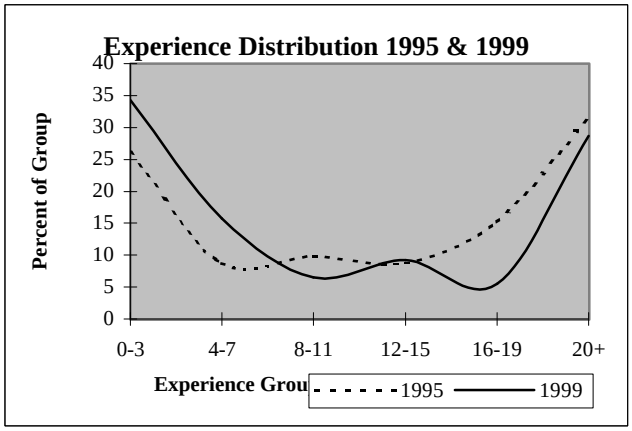
District Report for: STEWART COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	12	8	26	7	-	10.9%	7.2%	21.8%	6.4%	-
Attrition from Transfers	5	3	1	1	-	4.5%	2.7%	0.8%	0.9%	-
Attrition from Exits	7	5	25	6	-	6.4%	4.5%	21.0%	5.5%	-
Teacher Attrition	11	7	22	6	-	12.0%	7.4%	22.7%	6.5%	-
Attrition from Transfers	5	3	1	1	-	5.4%	3.2%	1.0%	1.1%	-
Attrition from Exits	6	4	21	5	-	6.5%	4.3%	21.6%	5.4%	-
District Retention										
Educator Retention	98	103	93	103	-	89.1%	92.8%	78.2%	93.6%	-
Teacher Retention	81	87	75	86	-	88.0%	92.6%	77.3%	93.5%	-

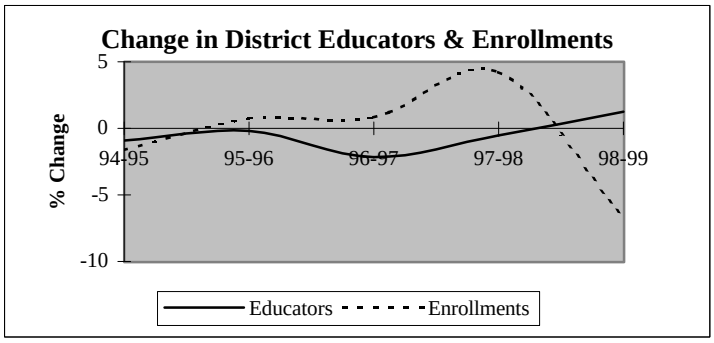
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	72.3%	17.0%	10.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.8%	3.4%	13.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.9%	0.0%	11.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	95.2%	0.0%	4.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.5%	0.0%	12.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

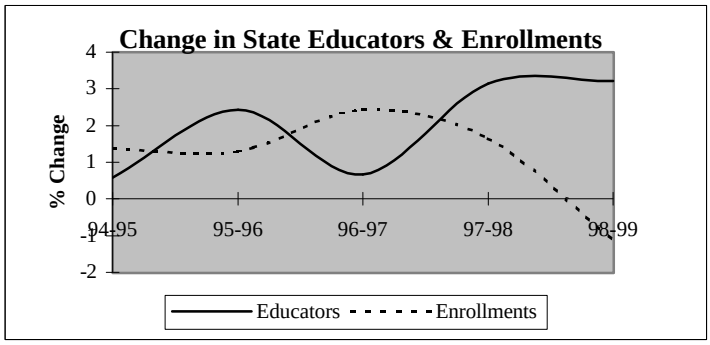
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.7%	20.0%	24.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.7%	14.0%	16.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.3%	9.9%	6.7%	13.6%	13.3%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.1%	90.1%	88.2%	85.5%	79.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.6%	0.0%	5.0%	0.9%	6.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SULLIVAN COUNTY





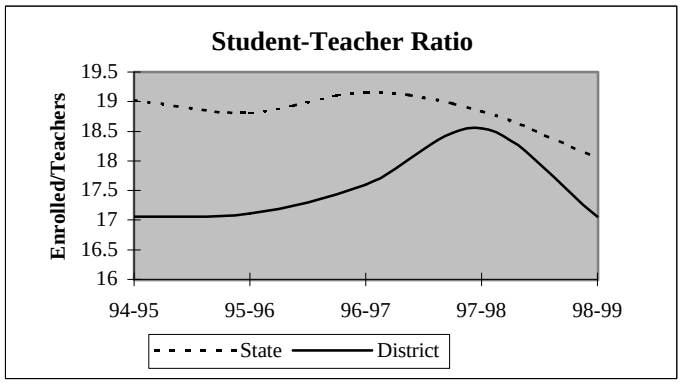
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.6	14.8	15.2	16.0	14.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.1	17.1	17.6	18.5	17.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-9	-2	-21	-5	12	-	-	-	-	-
% Change in Educators	-0.9%	-0.2%	-2.2%	-0.5%	1.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-241	103	121	618	-1,041	-	-	-	-	-
% Change in Enrollment	-1.7%	0.7%	0.8%	4.3%	-6.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.4%	0.9%	0.2%	0.2%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.5%	5.3%	5.2%	5.2%	5.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	8.6%	8.3%	8.2%	8.7%	8.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.6%	0.4%	0.4%	0.4%	0.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.9%	25.0%	24.0%	24.5%	22.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	45.4	45.9	45.7	43.0	42.2	42.7	43.1	43.3	37.1	36.4
Average Experience	17.0	17.1	16.8	16.8	16.8	13.9	13.9	13.8	13.7	13.7
Average Salary	33,681	34,024	34,825	35,206	36,728	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.6%	0.5%	0.5%	0.5%	0.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	72.9%	73.0%	72.3%	72.9%	73.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.5%	9.4%	9.2%	9.7%	9.7%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.7%	na	0.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.8%	na	1.5%	-	1.7%	1.7%	1.6%	1.8%

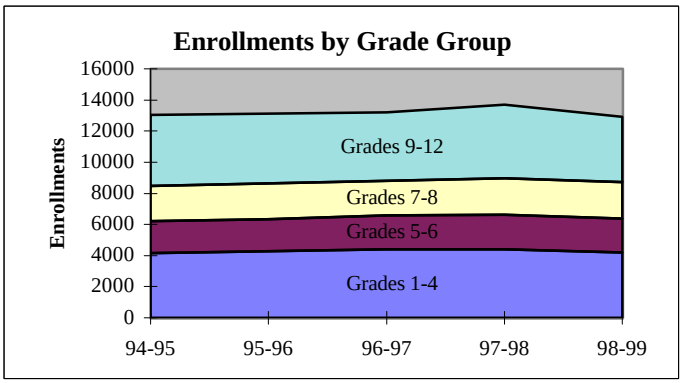
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	977	975	954	949	961	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	932	922	897	896	894	95.4%	94.6%	94.0%	94.4%	93.0%
Newly Hired	45	53	57	53	67	4.6%	5.4%	6.0%	5.6%	7.0%
Transfers In	7	4	7	6	8	15.6%	7.5%	12.3%	11.3%	11.9%
Reentrants	19	24	25	19	29	42.2%	45.3%	43.9%	35.8%	43.3%
First Time Educators	19	25	25	28	30	42.2%	47.2%	43.9%	52.8%	44.8%
Total Exiting Next Year	55	78	58	55	-	5.6%	8.0%	6.1%	5.8%	-
Transfers Out	6	8	6	0	-	10.9%	10.3%	10.3%	0.0%	-
Leave Tennessee Educ.	49	70	52	55	-	89.1%	89.7%	89.7%	100.0%	-

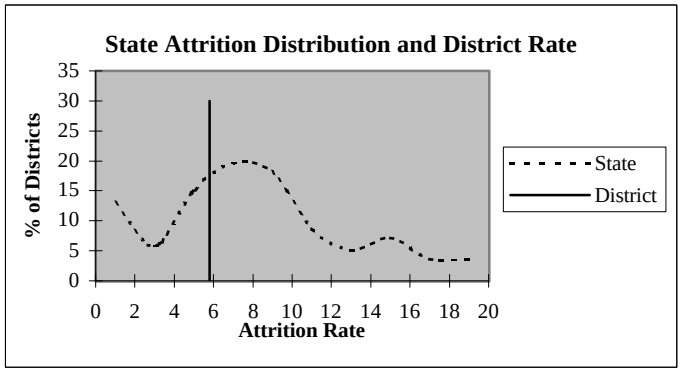
Dynamics Rates	District Rates				
District Attrition	5.6%	8.0%	6.1%	5.8%	-
Transfers In/Out	1.17	0.50	1.17	nc	-

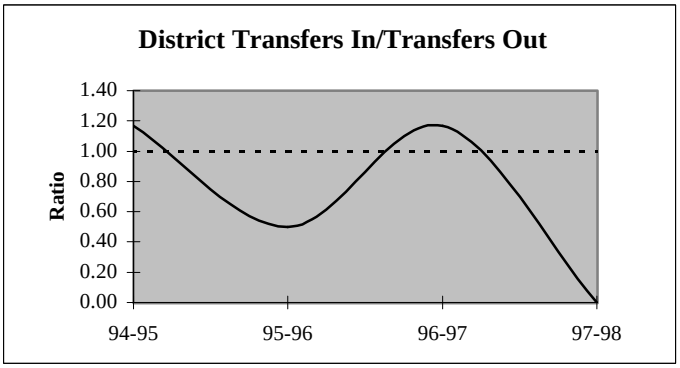
District Report for: SULLIVAN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	977	975	954	949	961	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	54	52	50	49	49	5.5%	5.3%	5.2%	5.2%	5.1%
Professional Staff	84	81	78	83	85	8.6%	8.3%	8.2%	8.7%	8.8%
Total Teachers	839	842	826	817	827	85.9%	86.4%	86.6%	86.1%	86.1%
Special Education	80	79	76	79	80	9.5%	9.4%	9.2%	9.7%	9.7%
Pre-K & Kindergarten	50	51	52	52	54	6.0%	6.1%	6.3%	6.4%	6.5%
Elementary (1-4)	289	292	281	283	286	34.4%	34.7%	34.0%	34.6%	34.6%
Middle School (5-6)	92	92	93	84	90	11.0%	10.9%	11.3%	10.3%	10.9%
Jr. High (7-8)	90	84	86	87	91	10.7%	10.0%	10.4%	10.6%	11.0%
High School (9-12)	238	244	238	232	226	28.4%	29.0%	28.8%	28.4%	27.3%
Business	7	12	14	14	13	2.9%	4.9%	5.9%	6.0%	5.8%
Language Arts	37	26	29	29	28	15.5%	10.7%	12.2%	12.5%	12.4%
Social Studies	29	29	29	23	23	12.2%	11.9%	12.2%	9.9%	10.2%
Foreign Language	10	10	12	11	12	4.2%	4.1%	5.0%	4.7%	5.3%
Mathematics	31	28	26	26	29	13.0%	11.5%	10.9%	11.2%	12.8%
Science	28	21	28	27	28	11.8%	8.6%	11.8%	11.6%	12.4%
Vocational Education	50	50	48	47	43	21.0%	20.5%	20.2%	20.3%	19.0%
Other High School	46	68	52	55	50	19.3%	27.9%	21.8%	23.7%	22.1%
Total Enrollments	14,309	14,412	14,533	15,151	14,110	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,049	1,072	1,097	1,204	1,031	7.3%	7.4%	7.5%	7.9%	7.3%
Grades 1-4	4,140	4,271	4,389	4,414	4,208	28.9%	29.6%	30.2%	29.1%	29.8%
Grades 5-6	2,083	2,054	2,184	2,228	2,181	14.6%	14.3%	15.0%	14.7%	15.5%
Grades 7-8	2,268	2,322	2,236	2,311	2,330	15.9%	16.1%	15.4%	15.3%	16.5%
Grades 9-12	4,549	4,482	4,383	4,750	4,202	31.8%	31.1%	30.2%	31.4%	29.8%
Ungraded	220	211	244	244	158	1.5%	1.5%	1.7%	1.6%	1.1%









District Report for: SULLIVAN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	54	52	50	49	49	5.6%	5.5%	5.4%	5.3%	5.3%
White - Females	14	13	12	12	11	25.9%	25.0%	24.0%	24.5%	22.4%
White - Males	40	39	38	37	38	74.1%	75.0%	76.0%	75.5%	77.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	82	78	75	78	79	8.6%	8.2%	8.0%	8.5%	8.5%
White - Females	70	67	65	68	69	85.4%	85.9%	86.7%	87.2%	87.3%
White - Males	11	11	10	10	10	13.4%	14.1%	13.3%	12.8%	12.7%
Black - Females	1	0	0	0	0	1.2%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	823	822	807	795	801	85.8%	86.3%	86.6%	86.2%	86.2%
White - Females	598	601	587	586	596	72.7%	73.1%	72.7%	73.7%	74.4%
White - Males	220	217	216	205	200	26.7%	26.4%	26.8%	25.8%	25.0%
Black - Females	2	1	1	1	1	0.2%	0.1%	0.1%	0.1%	0.1%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.1%	0.1%
Other - Females	3	3	3	2	2	0.4%	0.4%	0.4%	0.3%	0.2%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	4	3	55	77	0.5%	0.5%	0.4%	6.7%	9.3%
25-29	41	37	44	41	41	5.0%	4.6%	5.6%	5.0%	5.0%
30-34	55	47	47	57	54	6.7%	5.8%	6.0%	7.0%	6.5%
35-39	94	90	80	66	62	11.4%	11.2%	10.2%	8.1%	7.5%
40-45	176	163	143	130	115	21.4%	20.2%	18.3%	15.9%	13.9%
45-49	183	189	189	173	180	22.3%	23.4%	24.2%	21.2%	21.8%
50-54	142	151	163	173	166	17.3%	18.7%	20.8%	21.2%	20.1%
55+	126	126	113	122	132	15.3%	15.6%	14.5%	14.9%	16.0%
Average Age	45.4	45.9	45.7	43.0	42.2					

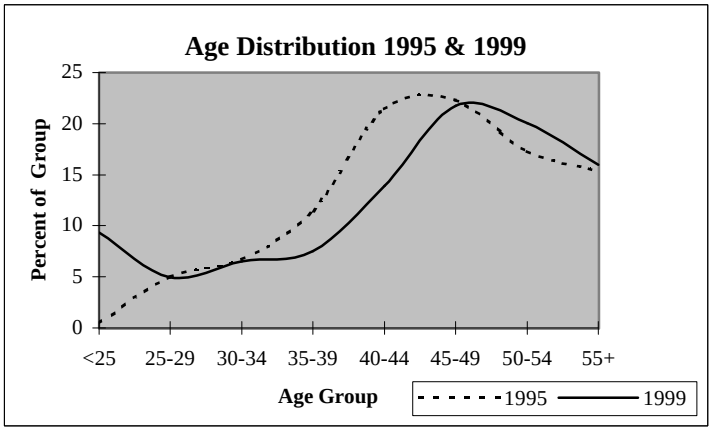
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	78	89	104	103	107	9.3%	10.6%	12.6%	12.6%	12.9%
4-7 Years	66	67	66	77	85	7.9%	8.0%	8.0%	9.4%	10.3%
8-11 Years	80	70	67	71	71	9.5%	8.3%	8.1%	8.7%	8.6%
12-15 Years	107	106	85	74	76	12.8%	12.6%	10.3%	9.1%	9.2%
16-19 Years	158	133	142	111	100	18.8%	15.8%	17.2%	13.6%	12.1%
20+ Years	350	377	362	381	388	41.7%	44.8%	43.8%	46.6%	46.9%
Average Experience	17.0	17.1	16.8	16.8	16.8					

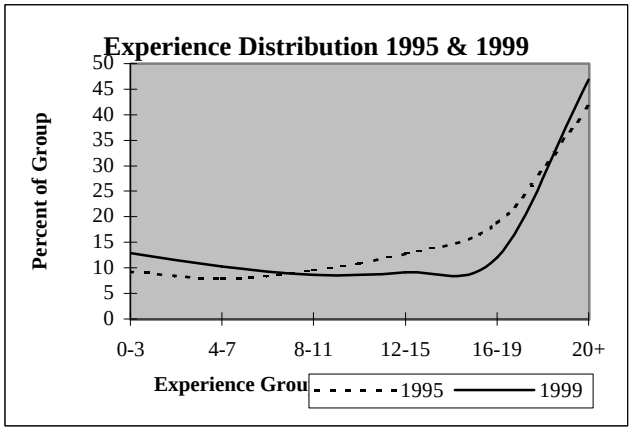
District Report for: SULLIVAN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	55	78	58	55	-	5.6%	8.0%	6.1%	5.8%	-
Attrition from Transfers	6	8	6	0	-	0.6%	0.8%	0.6%	0.0%	-
Attrition from Exits	49	70	52	55	-	5.0%	7.2%	5.5%	5.8%	-
Teacher Attrition	45	64	47	51	-	5.4%	7.6%	5.7%	6.2%	-
Attrition from Transfers	5	6	5	0	-	0.6%	0.7%	0.6%	0.0%	-
Attrition from Exits	40	58	42	51	-	4.8%	6.9%	5.1%	6.2%	-
District Retention										
Educator Retention	922	897	896	894	-	94.4%	92.0%	93.9%	94.2%	-
Teacher Retention	794	778	779	766	-	94.6%	92.4%	94.3%	93.8%	-

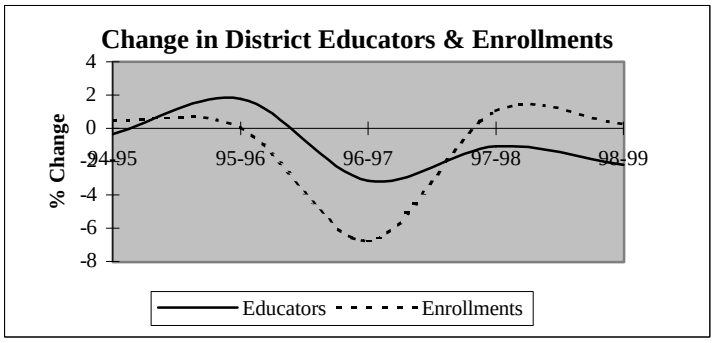
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.9%	5.0%	10.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.4%	3.9%	8.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	90.7%	2.8%	6.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.3%	1.9%	9.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	93.1%	2.3%	4.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	96.4%	0.0%	3.6%	89.7%	2.1%	91.8%	8.2%

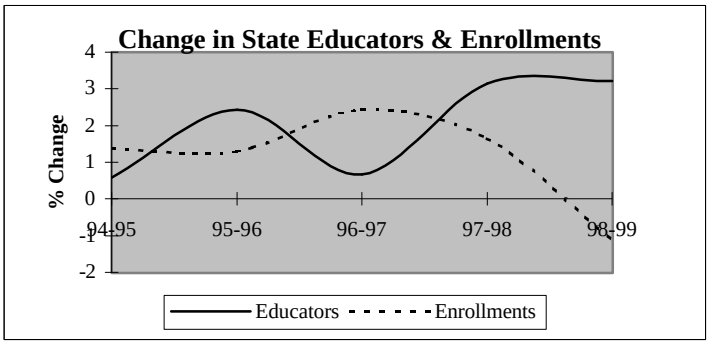
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.2%	8.1%	10.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.3%	4.8%	6.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.1%	2.8%	3.8%	4.1%	4.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	95.2%	95.7%	94.0%	94.4%	93.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.3%	0.9%	0.1%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.7%	1.2%	1.3%	1.4%	2.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: BRISTOL





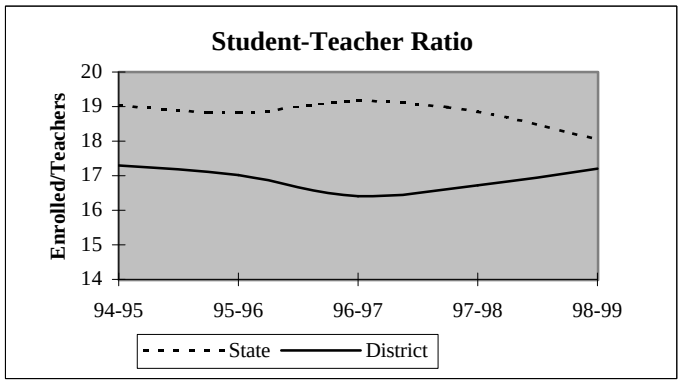
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.7	14.4	13.9	14.2	14.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.3	17.0	16.4	16.7	17.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	5	-9	-3	-6	-	-	-	-	-
% Change in Educators	-0.4%	1.8%	-3.1%	-1.1%	-2.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	21	1	-280	40	10	-	-	-	-	-
% Change in Enrollment	0.5%	0.0%	-6.8%	1.0%	0.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.7%	0.3%	0.4%	0.0%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	4.5%	4.3%	4.4%	4.8%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.3%	10.8%	11.2%	10.9%	10.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.6%	2.9%	2.6%	2.7%	2.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	7.1%	8.3%	9.1%	10.0%	9.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	35.7%	30.8%	33.3%	41.7%	38.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	43.4	44.2	39.8	39.9	42.7	43.1	43.3	37.1	36.4
Average Experience	15.1	15.3	15.9	16.0	16.8	13.9	13.9	13.8	13.7	13.7
Average Salary	36,936	37,135	37,699	37,714	38,076	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.6%	3.0%	2.6%	2.7%	2.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.1%	71.6%	71.5%	71.2%	69.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	8.6%	10.6%	10.3%	7.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	4.4%	na	5.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

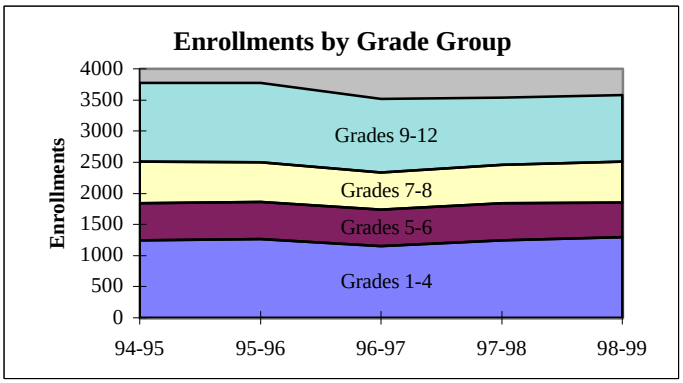
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	282	287	278	275	269	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	257	266	259	255	250	91.1%	92.7%	93.2%	92.7%	92.9%
Newly Hired	25	21	19	20	19	8.9%	7.3%	6.8%	7.3%	7.1%
Transfers In	3	9	2	2	1	12.0%	42.9%	10.5%	10.0%	5.3%
Reentrants	15	7	13	9	8	60.0%	33.3%	68.4%	45.0%	42.1%
First Time Educators	7	5	4	9	10	28.0%	23.8%	21.1%	45.0%	52.6%
Total Exiting Next Year	16	28	23	25	-	5.7%	9.8%	8.3%	9.1%	-
Transfers Out	2	2	6	0	-	12.5%	7.1%	26.1%	0.0%	-
Leave Tennessee Educ.	14	26	17	25	-	87.5%	92.9%	73.9%	100.0%	-

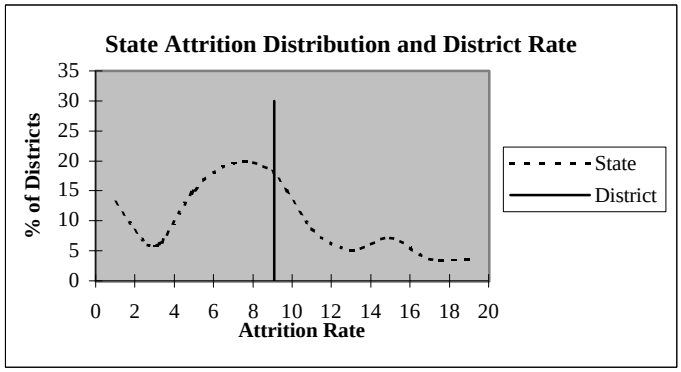
Dynamics Rates	District Rates				
District Attrition	5.7%	9.8%	8.3%	9.1%	-
Transfers In/Out	1.50	4.50	0.33	nc	-

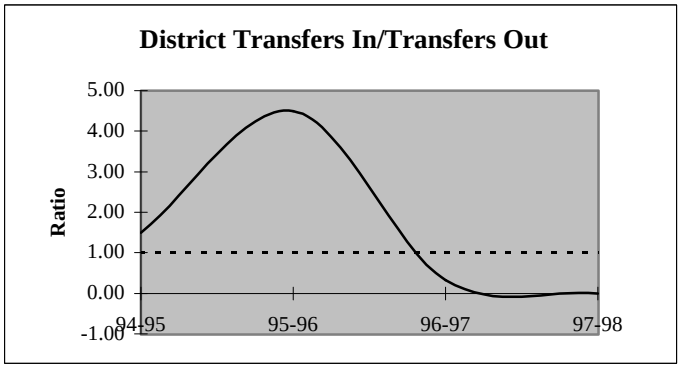
District Report for: BRISTOL

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	282	287	278	275	269	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	13	12	12	13	5.0%	4.5%	4.3%	4.4%	4.8%
Professional Staff	29	31	31	30	29	10.3%	10.8%	11.2%	10.9%	10.8%
Total Teachers	239	243	235	233	227	84.8%	84.7%	84.5%	84.7%	84.4%
Special Education	21	21	25	24	16	8.8%	8.6%	10.6%	10.3%	7.0%
Pre-K & Kindergarten	12	14	14	12	13	5.0%	5.8%	6.0%	5.2%	5.7%
Elementary (1-4)	78	83	79	82	83	32.6%	34.2%	33.6%	35.2%	36.6%
Middle School (5-6)	25	25	24	22	23	10.5%	10.3%	10.2%	9.4%	10.1%
Jr. High (7-8)	29	28	28	28	27	12.1%	11.5%	11.9%	12.0%	11.9%
High School (9-12)	74	72	65	65	65	31.0%	29.6%	27.7%	27.9%	28.6%
Business	2	2	2	2	2	2.7%	2.8%	3.1%	3.1%	3.1%
Language Arts	11	10	7	9	9	14.9%	13.9%	10.8%	13.8%	13.8%
Social Studies	6	6	5	5	5	8.1%	8.3%	7.7%	7.7%	7.7%
Foreign Language	4	4	4	5	5	5.4%	5.6%	6.2%	7.7%	7.7%
Mathematics	7	8	8	7	8	9.5%	11.1%	12.3%	10.8%	12.3%
Science	9	7	8	8	6	12.2%	9.7%	12.3%	12.3%	9.2%
Vocational Education	15	16	15	15	15	20.3%	22.2%	23.1%	23.1%	23.1%
Other High School	20	19	16	14	15	27.0%	26.4%	24.6%	21.5%	23.1%
Total Enrollments	4,134	4,135	3,855	3,895	3,905	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	308	317	311	323	304	7.5%	7.7%	8.1%	8.3%	7.8%
Grades 1-4	1,242	1,267	1,156	1,243	1,299	30.0%	30.6%	30.0%	31.9%	33.3%
Grades 5-6	598	590	583	600	556	14.5%	14.3%	15.1%	15.4%	14.2%
Grades 7-8	673	645	600	611	649	16.3%	15.6%	15.6%	15.7%	16.6%
Grades 9-12	1,264	1,269	1,173	1,080	1,071	30.6%	30.7%	30.4%	27.7%	27.4%
Ungraded	49	47	32	38	26	1.2%	1.1%	0.8%	1.0%	0.7%









District Report for: BRISTOL

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	14	12	11	10	11	5.2%	4.3%	4.1%	3.8%	4.3%
White - Females	5	4	4	5	5	35.7%	33.3%	36.4%	50.0%	45.5%
White - Males	8	7	6	4	5	57.1%	58.3%	54.5%	40.0%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.1%	8.3%	9.1%	10.0%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	31	31	30	28	10.4%	11.2%	11.5%	11.4%	11.0%
White - Females	22	23	23	22	21	78.6%	74.2%	74.2%	73.3%	75.0%
White - Males	6	8	8	8	7	21.4%	25.8%	25.8%	26.7%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	228	234	227	224	216	84.4%	84.5%	84.4%	84.8%	84.7%
White - Females	158	163	159	158	148	69.3%	69.7%	70.0%	70.5%	68.5%
White - Males	64	64	62	60	62	28.1%	27.4%	27.3%	26.8%	28.7%
Black - Females	6	6	5	5	5	2.6%	2.6%	2.2%	2.2%	2.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	0.4%	0.4%	0.4%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	1	1	26	28	1.3%	0.4%	0.5%	11.2%	12.3%
25-29	24	26	21	21	16	10.7%	11.7%	10.0%	9.0%	7.0%
30-34	15	15	15	15	18	6.7%	6.7%	7.1%	6.4%	7.9%
35-39	33	27	19	15	11	14.7%	12.1%	9.0%	6.4%	4.8%
40-45	44	44	35	34	26	19.6%	19.7%	16.6%	14.6%	11.5%
45-49	62	57	56	56	54	27.7%	25.6%	26.5%	24.0%	23.8%
50-54	22	30	41	43	51	9.8%	13.5%	19.4%	18.5%	22.5%
55+	21	23	23	23	23	9.4%	10.3%	10.9%	9.9%	10.1%
Average Age	42.8	43.4	44.2	39.8	39.9					

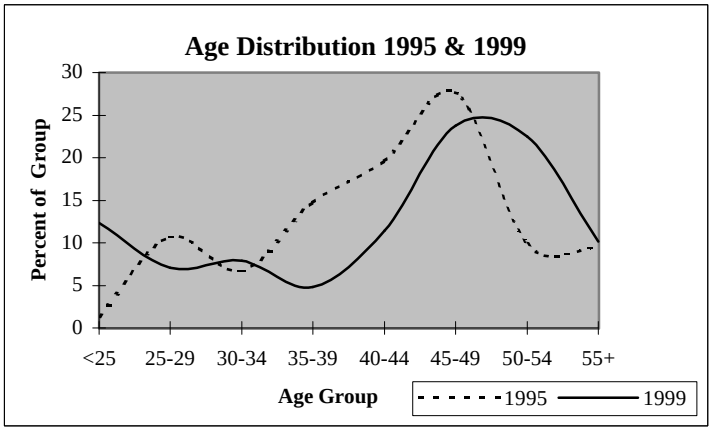
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	40	40	34	32	29	16.7%	16.5%	14.5%	13.7%	12.8%
4-7 Years	23	26	28	32	32	9.6%	10.7%	11.9%	13.7%	14.1%
8-11 Years	30	29	23	21	17	12.6%	11.9%	9.8%	9.0%	7.5%
12-15 Years	24	24	28	26	26	10.0%	9.9%	11.9%	11.2%	11.5%
16-19 Years	33	35	26	24	19	13.8%	14.4%	11.1%	10.3%	8.4%
20+ Years	89	89	96	98	104	37.2%	36.6%	40.9%	42.1%	45.8%
Average Experience	15.1	15.3	15.9	16.0	16.8					

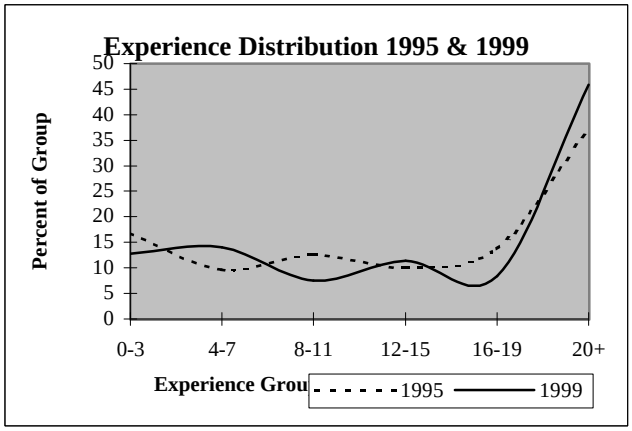
District Report for: BRISTOL

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	16	28	23	25	-	5.7%	9.8%	8.3%	9.1%	-
Attrition from Transfers	2	2	6	0	-	0.7%	0.7%	2.2%	0.0%	-
Attrition from Exits	14	26	17	25	-	5.0%	9.1%	6.1%	9.1%	-
Teacher Attrition	9	23	18	23	-	3.8%	9.5%	7.7%	9.9%	-
Attrition from Transfers	1	2	4	0	-	0.4%	0.8%	1.7%	0.0%	-
Attrition from Exits	8	21	14	23	-	3.3%	8.6%	6.0%	9.9%	-
District Retention										
Educator Retention	266	259	255	250	-	94.3%	90.2%	91.7%	90.9%	-
Teacher Retention	230	220	217	210	-	96.2%	90.5%	92.3%	90.1%	-

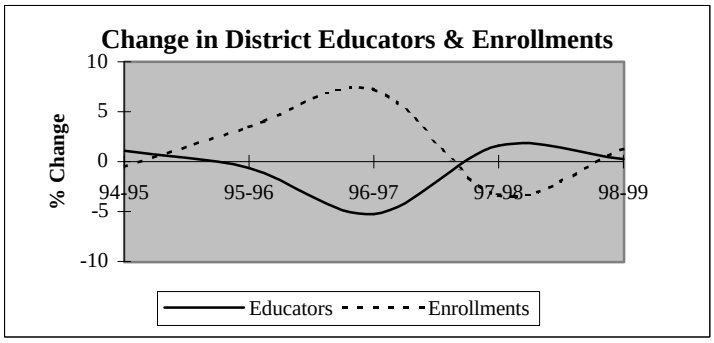
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	82.5%	2.5%	15.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.8%	0.0%	12.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	78.4%	2.0%	19.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.9%	0.0%	7.1%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.5%	2.7%	10.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	78.0%	2.4%	19.5%	89.7%	2.1%	91.8%	8.2%

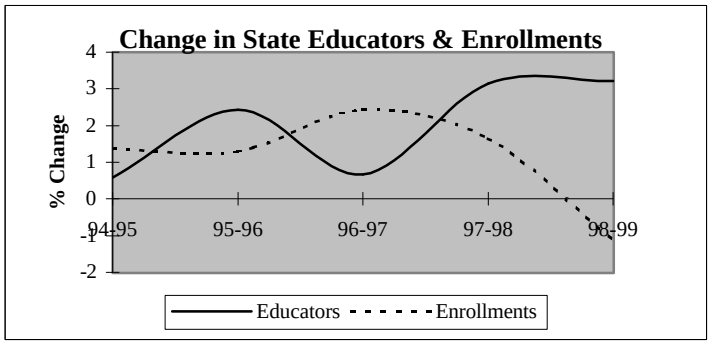
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.2%	7.1%	11.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.9%	4.0%	6.8%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.3%	2.1%	1.8%	3.6%	3.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.1%	95.8%	95.0%	93.8%	94.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.3%	0.4%	0.7%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.6%	1.7%	2.9%	1.8%	1.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: KINGSPORT





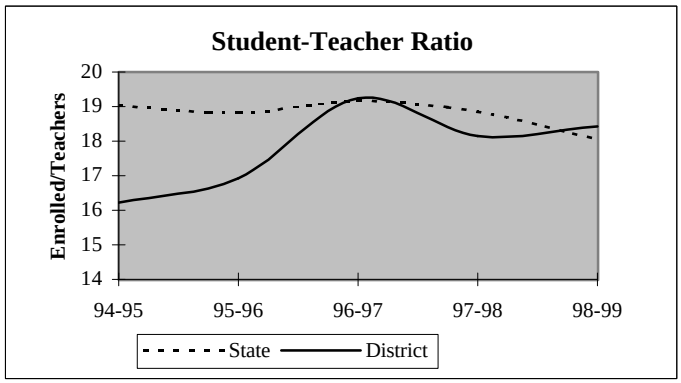
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.8	14.4	16.3	15.4	15.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	16.2	16.9	19.2	18.1	18.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	5	-3	-24	7	1	-	-	-	-	-
% Change in Educators	1.1%	-0.7%	-5.3%	1.6%	0.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-31	217	473	-237	86	-	-	-	-	-
% Change in Enrollment	-0.5%	3.4%	7.2%	-3.4%	1.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.1%	2.2%	1.4%	1.1%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	4.4%	4.6%	5.0%	5.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.7%	10.8%	10.9%	9.8%	9.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.4%	2.7%	2.6%	2.9%	2.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	25.0%	27.3%	29.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.9	44.6	44.6	40.6	40.3	42.7	43.1	43.3	37.1	36.4
Average Experience	15.2	15.7	15.6	15.6	16.0	13.9	13.9	13.8	13.7	13.7
Average Salary	38,838	39,382	40,533	40,764	42,245	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.9%	2.9%	3.1%	3.1%	3.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	76.6%	75.6%	75.3%	73.7%	74.2%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.1%	10.6%	10.7%	11.3%	11.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	9.3%	na	9.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.9%	na	2.4%	-	1.7%	1.7%	1.6%	1.8%

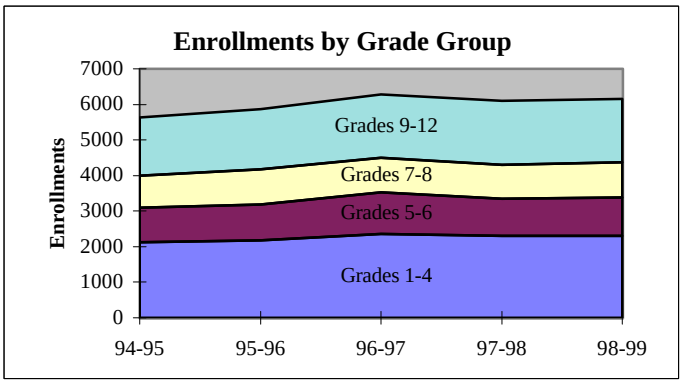
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	458	455	431	438	439	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	420	434	401	393	404	91.7%	95.4%	93.0%	89.7%	92.0%
Newly Hired	38	21	30	45	35	8.3%	4.6%	7.0%	10.3%	8.0%
Transfers In	7	5	6	9	6	18.4%	23.8%	20.0%	20.0%	17.1%
Reentrants	19	5	8	26	20	50.0%	23.8%	26.7%	57.8%	57.1%
First Time Educators	12	11	16	10	9	31.6%	52.4%	53.3%	22.2%	25.7%
Total Exiting Next Year	24	54	38	34	-	5.2%	11.9%	8.8%	7.8%	-
Transfers Out	1	4	6	3	-	4.2%	7.4%	15.8%	8.8%	-
Leave Tennessee Educ.	23	50	32	31	-	95.8%	92.6%	84.2%	91.2%	-

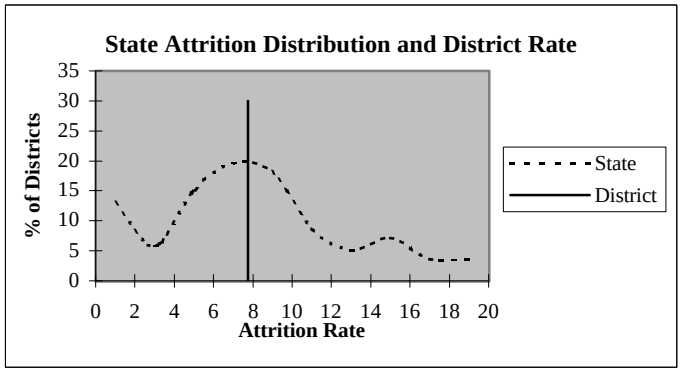
Dynamics Rates	District Rates				
District Attrition	5.2%	11.9%	8.8%	7.8%	-
Transfers In/Out	7.00	1.25	1.00	3.00	-

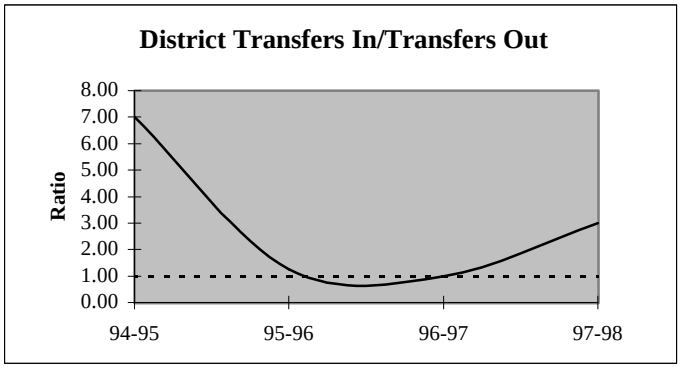
District Report for: KINGSPORT

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	458	455	431	438	439	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	20	20	20	22	24	4.4%	4.4%	4.6%	5.0%	5.5%
Professional Staff	49	49	47	43	43	10.7%	10.8%	10.9%	9.8%	9.8%
Total Teachers	389	386	364	373	372	84.9%	84.8%	84.5%	85.2%	84.7%
Special Education	43	41	39	42	42	11.1%	10.6%	10.7%	11.3%	11.3%
Pre-K & Kindergarten	24	30	23	24	25	6.2%	7.8%	6.3%	6.4%	6.7%
Elementary (1-4)	150	146	144	143	141	38.6%	37.8%	39.6%	38.3%	37.9%
Middle School (5-6)	49	45	44	40	43	12.6%	11.7%	12.1%	10.7%	11.6%
Jr. High (7-8)	37	37	34	35	36	9.5%	9.6%	9.3%	9.4%	9.7%
High School (9-12)	86	87	80	89	85	22.1%	22.5%	22.0%	23.9%	22.8%
Business	3	2	2	3	2	3.5%	2.3%	2.5%	3.4%	2.4%
Language Arts	14	12	12	13	12	16.3%	13.8%	15.0%	14.6%	14.1%
Social Studies	10	12	10	11	11	11.6%	13.8%	12.5%	12.4%	12.9%
Foreign Language	7	7	7	6	6	8.1%	8.0%	8.8%	6.7%	7.1%
Mathematics	12	13	11	14	14	14.0%	14.9%	13.8%	15.7%	16.5%
Science	11	10	10	10	10	12.8%	11.5%	12.5%	11.2%	11.8%
Vocational Education	10	10	11	11	11	11.6%	11.5%	13.8%	12.4%	12.9%
Other High School	19	21	17	21	19	22.1%	24.1%	21.3%	23.6%	22.4%
Total Enrollments	6,314	6,531	7,004	6,767	6,853	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	574	554	591	548	554	9.1%	8.5%	8.4%	8.1%	8.1%
Grades 1-4	2,130	2,177	2,362	2,302	2,300	33.7%	33.3%	33.7%	34.0%	33.6%
Grades 5-6	959	1,017	1,170	1,044	1,078	15.2%	15.6%	16.7%	15.4%	15.7%
Grades 7-8	906	984	967	956	987	14.3%	15.1%	13.8%	14.1%	14.4%
Grades 9-12	1,637	1,686	1,777	1,792	1,784	25.9%	25.8%	25.4%	26.5%	26.0%
Ungraded	108	113	137	125	150	1.7%	1.7%	2.0%	1.8%	2.2%









District Report for: KINGSPORT

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	20	20	20	22	24	4.4%	4.5%	4.8%	5.3%	5.8%
White - Females	5	5	5	6	7	25.0%	25.0%	25.0%	27.3%	29.2%
White - Males	15	15	15	16	17	75.0%	75.0%	75.0%	72.7%	70.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	49	49	47	43	41	10.9%	11.1%	11.2%	10.3%	9.9%
White - Females	37	37	37	32	31	75.5%	75.5%	78.7%	74.4%	75.6%
White - Males	12	11	10	10	9	24.5%	22.4%	21.3%	23.3%	22.0%
Black - Females	0	1	0	1	1	0.0%	2.0%	0.0%	2.3%	2.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	381	374	354	354	350	84.7%	84.4%	84.1%	84.5%	84.3%
White - Females	288	279	262	258	255	75.6%	74.6%	74.0%	72.9%	72.9%
White - Males	82	84	81	85	84	21.5%	22.5%	22.9%	24.0%	24.0%
Black - Females	7	7	8	7	8	1.8%	1.9%	2.3%	2.0%	2.3%
Black - Males	3	3	2	2	2	0.8%	0.8%	0.6%	0.6%	0.6%
Other - Females	1	1	1	2	1	0.3%	0.3%	0.3%	0.6%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	6	2	37	44	0.8%	1.6%	0.6%	9.9%	11.8%
25-29	30	23	21	21	21	8.1%	6.3%	6.2%	5.6%	5.6%
30-34	38	33	32	32	23	10.3%	9.1%	9.5%	8.6%	6.2%
35-39	34	37	36	38	42	9.2%	10.2%	10.7%	10.2%	11.3%
40-45	70	56	51	49	41	19.0%	15.4%	15.1%	13.1%	11.0%
45-49	94	96	90	88	83	25.5%	26.4%	26.7%	23.6%	22.3%
50-54	57	63	61	70	72	15.4%	17.3%	18.1%	18.8%	19.4%
55+	43	50	44	38	46	11.7%	13.7%	13.1%	10.2%	12.4%
Average Age	43.9	44.6	44.6	40.6	40.3					

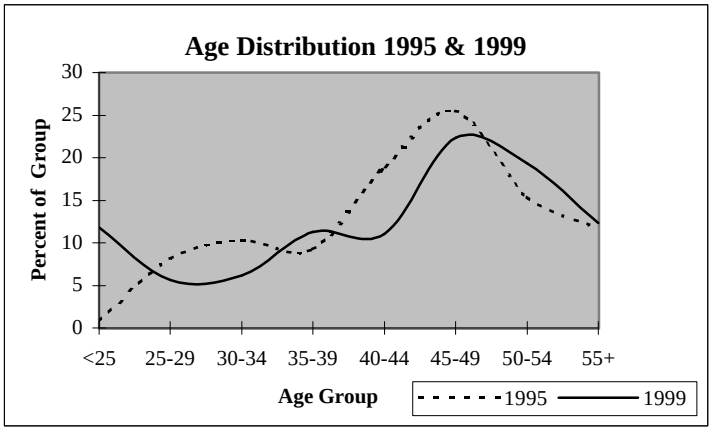
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	48	49	43	46	41	12.3%	12.7%	11.8%	12.3%	11.0%
4-7 Years	51	41	42	46	49	13.1%	10.6%	11.5%	12.3%	13.2%
8-11 Years	55	58	52	52	46	14.1%	15.0%	14.3%	13.9%	12.4%
12-15 Years	38	39	41	45	48	9.8%	10.1%	11.3%	12.1%	12.9%
16-19 Years	58	48	42	40	34	14.9%	12.4%	11.5%	10.7%	9.1%
20+ Years	139	151	144	144	154	35.7%	39.1%	39.6%	38.6%	41.4%
Average Experience	15.2	15.7	15.6	15.6	16.0					

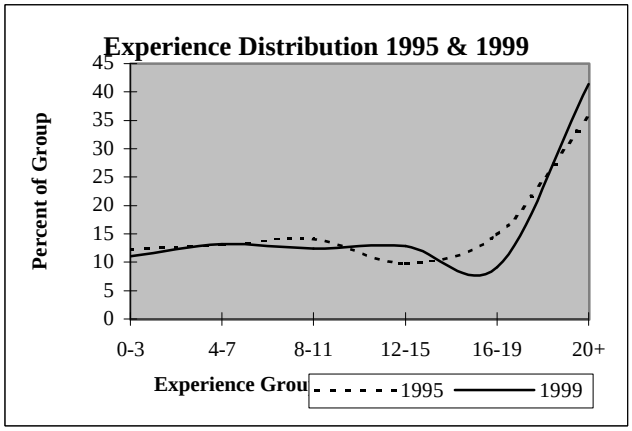
District Report for: KINGSPORT

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	54	38	34	-	5.2%	11.9%	8.8%	7.8%	-
Attrition from Transfers	1	4	6	3	-	0.2%	0.9%	1.4%	0.7%	-
Attrition from Exits	23	50	32	31	-	5.0%	11.0%	7.4%	7.1%	-
Teacher Attrition	22	46	28	29	-	5.7%	11.9%	7.7%	7.8%	-
Attrition from Transfers	1	4	3	3	-	0.3%	1.0%	0.8%	0.8%	-
Attrition from Exits	21	42	25	26	-	5.4%	10.9%	6.9%	7.0%	-
District Retention										
Educator Retention	434	401	393	404	-	94.8%	88.1%	91.2%	92.2%	-
Teacher Retention	367	340	336	344	-	94.3%	88.1%	92.3%	92.2%	-

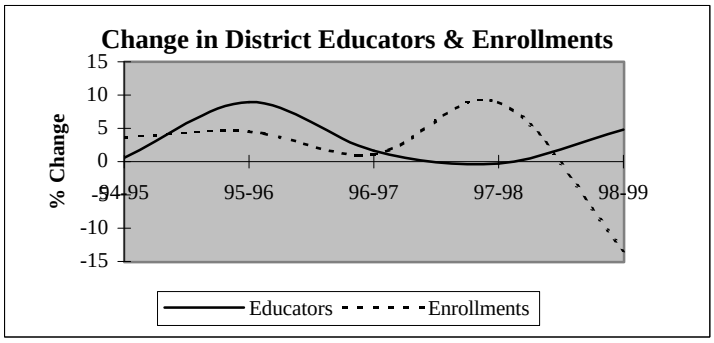
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	64.5%	4.8%	30.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	78.7%	4.9%	16.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	92.0%	0.0%	8.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.9%	1.7%	10.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.8%	1.9%	11.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.3%	3.2%	6.5%	89.7%	2.1%	91.8%	8.2%

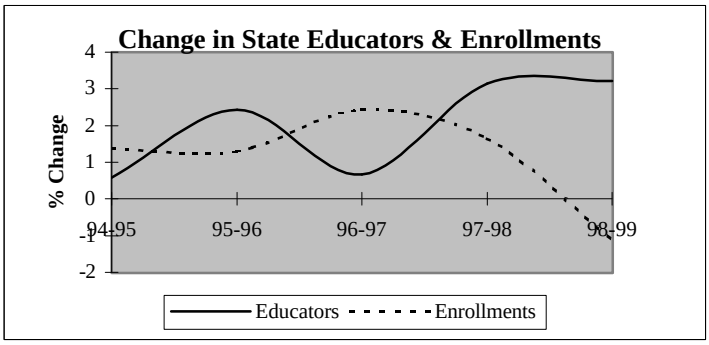
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.8%	10.2%	12.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.8%	5.9%	6.6%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	4.6%	2.9%	4.4%	3.2%	3.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.9%	95.8%	94.2%	91.8%	92.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.2%	0.5%	0.5%	0.7%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.5%	1.1%	0.9%	4.6%	3.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: SUMNER COUNTY





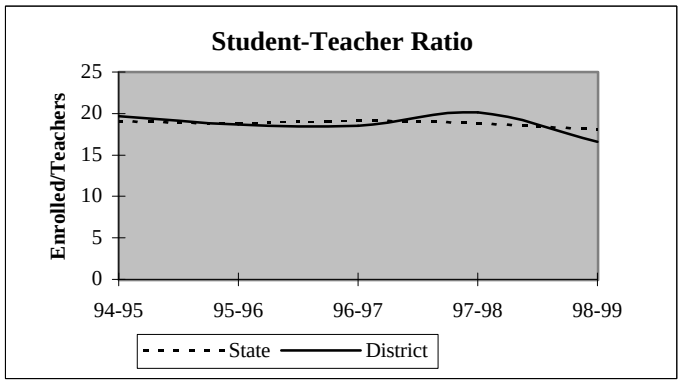
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.7	16.1	16.0	17.4	14.4	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.7	18.7	18.5	20.2	16.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	8	117	23	-4	69	-	-	-	-	-
% Change in Educators	0.6%	8.9%	1.6%	-0.3%	4.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	773	993	242	2,062	-3,360	-	-	-	-	-
% Change in Enrollment	3.7%	4.5%	1.1%	8.9%	-13.3%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	0.8%	0.8%	0.4%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	4.4%	4.3%	4.2%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.2%	9.6%	9.5%	9.3%	8.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.3%	3.0%	2.6%	2.7%	3.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	4.8%	4.8%	4.8%	5.0%	5.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	31.7%	35.5%	37.1%	36.7%	38.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.3	42.3	42.7	35.3	34.4	42.7	43.1	43.3	37.1	36.4
Average Experience	13.1	12.4	12.6	12.7	12.8	13.9	13.9	13.8	13.7	13.7
Average Salary	31,645	31,501	32,695	33,160	34,414	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.4%	3.1%	2.6%	2.7%	3.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.7%	79.3%	79.4%	79.2%	77.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	11.7%	12.2%	12.3%	12.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	7.9%	na	9.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	2.0%	-	1.7%	1.7%	1.6%	1.8%

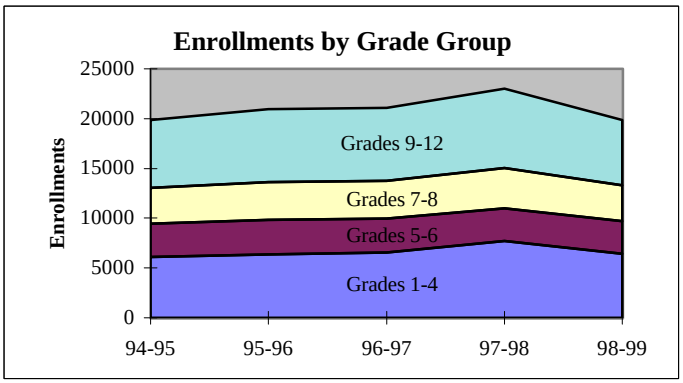
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	1,308	1,425	1,448	1,444	1,513	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,170	1,194	1,283	1,307	1,351	89.4%	83.8%	88.6%	90.5%	89.3%
Newly Hired	138	231	165	137	162	10.6%	16.2%	11.4%	9.5%	10.7%
Transfers In	28	33	20	14	19	20.3%	14.3%	12.1%	10.2%	11.7%
Reentrants	60	99	65	62	68	43.5%	42.9%	39.4%	45.3%	42.0%
First Time Educators	50	99	80	61	75	36.2%	42.9%	48.5%	44.5%	46.3%
Total Exiting Next Year	114	142	141	93	-	8.7%	10.0%	9.7%	6.4%	-
Transfers Out	17	14	16	0	-	14.9%	9.9%	11.3%	0.0%	-
Leave Tennessee Educ.	97	128	125	93	-	85.1%	90.1%	88.7%	100.0%	-

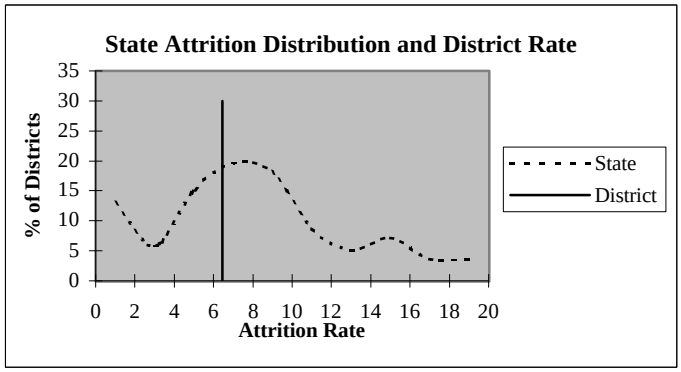
Dynamics Rates	District Rates				
District Attrition	8.7%	10.0%	9.7%	6.4%	-
Transfers In/Out	1.65	2.36	1.25	nc	-

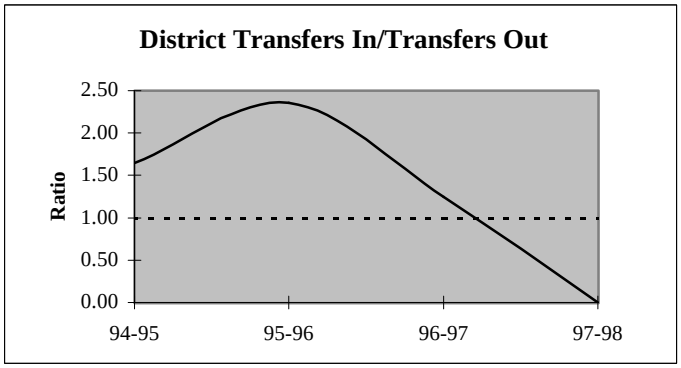
District Report for: SUMNER COUNTY

Profile by Position	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	1,308	1,425	1,448	1,444	1,513	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	63	62	62	60	60	4.8%	4.4%	4.3%	4.2%	4.0%
Professional Staff	134	137	137	134	134	10.2%	9.6%	9.5%	9.3%	8.9%
Total Teachers	1,111	1,226	1,249	1,250	1,319	84.9%	86.0%	86.3%	86.6%	87.2%
Special Education	128	143	153	154	163	11.5%	11.7%	12.2%	12.3%	12.4%
Pre-K & Kindergarten	64	73	72	66	73	5.8%	6.0%	5.8%	5.3%	5.5%
Elementary (1-4)	342	385	402	399	417	30.8%	31.4%	32.2%	31.9%	31.6%
Middle School (5-6)	117	132	133	132	141	10.5%	10.8%	10.6%	10.6%	10.7%
Jr. High (7-8)	137	152	149	154	154	12.3%	12.4%	11.9%	12.3%	11.7%
High School (9-12)	323	341	340	345	371	29.1%	27.8%	27.2%	27.6%	28.1%
Business	3	2	4	7	7	0.9%	0.6%	1.2%	2.0%	1.9%
Language Arts	51	51	42	39	41	15.8%	15.0%	12.4%	11.3%	11.1%
Social Studies	37	39	37	32	36	11.5%	11.4%	10.9%	9.3%	9.7%
Foreign Language	18	16	18	15	16	5.6%	4.7%	5.3%	4.3%	4.3%
Mathematics	44	47	41	44	43	13.6%	13.8%	12.1%	12.8%	11.6%
Science	35	34	32	34	37	10.8%	10.0%	9.4%	9.9%	10.0%
Vocational Education	80	86	89	93	95	24.8%	25.2%	26.2%	27.0%	25.6%
Other High School	55	66	77	81	96	17.0%	19.4%	22.6%	23.5%	25.9%
Total Enrollments	21,895	22,888	23,130	25,192	21,832	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,513	1,541	1,495	1,732	1,394	6.9%	6.7%	6.5%	6.9%	6.4%
Grades 1-4	6,080	6,365	6,543	7,690	6,426	27.8%	27.8%	28.3%	30.5%	29.4%
Grades 5-6	3,337	3,451	3,450	3,330	3,249	15.2%	15.1%	14.9%	13.2%	14.9%
Grades 7-8	3,644	3,827	3,747	3,998	3,643	16.6%	16.7%	16.2%	15.9%	16.7%
Grades 9-12	6,774	7,325	7,314	7,990	6,537	30.9%	32.0%	31.6%	31.7%	29.9%
Ungraded	547	379	581	452	583	2.5%	1.7%	2.5%	1.8%	2.7%









District Report for: SUMNER COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	63	62	62	60	60	5.0%	4.6%	4.5%	4.4%	4.3%
White - Females	19	21	22	21	22	30.2%	33.9%	35.5%	35.0%	36.7%
White - Males	41	38	37	36	35	65.1%	61.3%	59.7%	60.0%	58.3%
Black - Females	1	1	1	1	1	1.6%	1.6%	1.6%	1.7%	1.7%
Black - Males	2	2	2	2	2	3.2%	3.2%	3.2%	3.3%	3.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	129	132	131	129	127	10.3%	9.7%	9.6%	9.5%	9.1%
White - Females	116	120	119	116	115	89.9%	90.9%	90.8%	89.9%	90.6%
White - Males	10	10	10	11	11	7.8%	7.6%	7.6%	8.5%	8.7%
Black - Females	3	2	2	2	1	2.3%	1.5%	1.5%	1.6%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,065	1,165	1,176	1,164	1,210	84.7%	85.7%	85.9%	86.0%	86.6%
White - Females	832	913	930	924	942	78.1%	78.4%	79.1%	79.4%	77.9%
White - Males	197	216	216	208	230	18.5%	18.5%	18.4%	17.9%	19.0%
Black - Females	24	25	22	25	27	2.3%	2.1%	1.9%	2.1%	2.2%
Black - Males	10	8	5	4	7	0.9%	0.7%	0.4%	0.3%	0.6%
Other - Females	0	1	1	1	2	0.0%	0.1%	0.1%	0.1%	0.2%
Other - Males	2	2	2	2	2	0.2%	0.2%	0.2%	0.2%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	13	21	11	237	278	1.3%	2.0%	1.0%	19.0%	21.1%
25-29	115	131	133	116	122	11.1%	12.2%	12.6%	9.3%	9.2%
30-34	123	123	124	121	117	11.9%	11.5%	11.8%	9.7%	8.9%
35-39	134	118	106	111	133	13.0%	11.0%	10.1%	8.9%	10.1%
40-45	188	173	165	155	142	18.2%	16.1%	15.7%	12.4%	10.8%
45-49	220	245	229	213	199	21.3%	22.8%	21.7%	17.0%	15.1%
50-54	140	149	171	176	199	13.6%	13.9%	16.2%	14.1%	15.1%
55+	100	114	115	121	129	9.7%	10.6%	10.9%	9.7%	9.8%
Average Age	42.3	42.3	42.7	35.3	34.4					

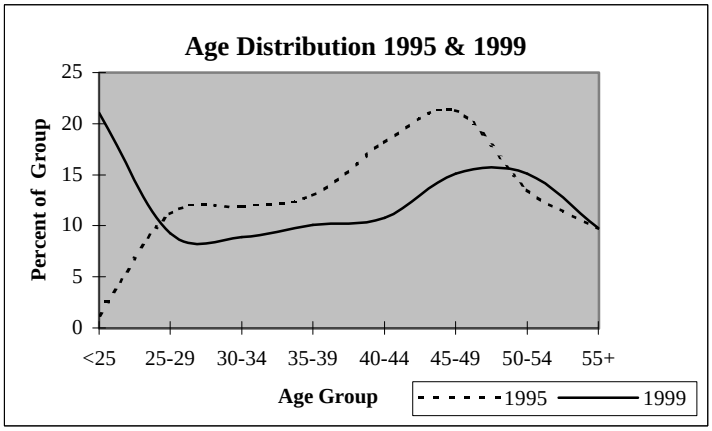
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	210	291	289	278	303	18.9%	23.7%	23.1%	22.2%	23.0%
4-7 Years	164	160	171	193	203	14.8%	13.1%	13.7%	15.4%	15.4%
8-11 Years	143	164	173	160	165	12.9%	13.4%	13.9%	12.8%	12.5%
12-15 Years	132	139	129	136	140	11.9%	11.3%	10.3%	10.9%	10.6%
16-19 Years	161	156	147	131	121	14.5%	12.7%	11.8%	10.5%	9.2%
20+ Years	301	316	340	352	387	27.1%	25.8%	27.2%	28.2%	29.3%
Average Experience	13.1	12.4	12.6	12.7	12.8					

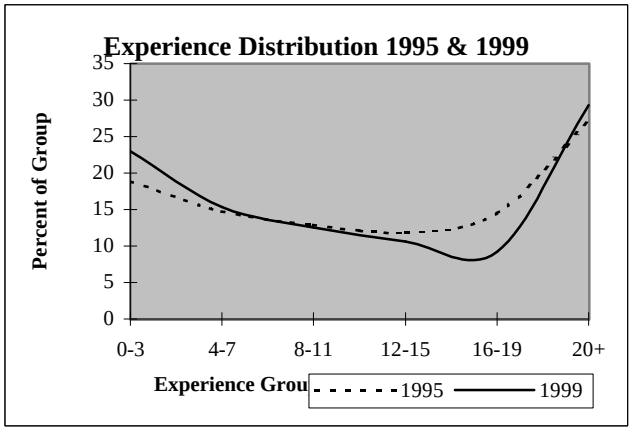
District Report for: SUMNER COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	114	142	141	93	-	8.7%	10.0%	9.7%	6.4%	-
Attrition from Transfers	17	14	16	0	-	1.3%	1.0%	1.1%	0.0%	-
Attrition from Exits	97	128	125	93	-	7.4%	9.0%	8.6%	6.4%	-
Teacher Attrition	101	131	127	75	-	9.1%	10.7%	10.2%	6.0%	-
Attrition from Transfers	15	11	13	0	-	1.4%	0.9%	1.0%	0.0%	-
Attrition from Exits	86	120	114	75	-	7.7%	9.8%	9.1%	6.0%	-
District Retention										
Educator Retention	1,194	1,283	1,307	1,351	-	91.3%	90.0%	90.3%	93.6%	-
Teacher Retention	1,010	1,095	1,122	1,175	-	90.9%	89.3%	89.8%	94.0%	-

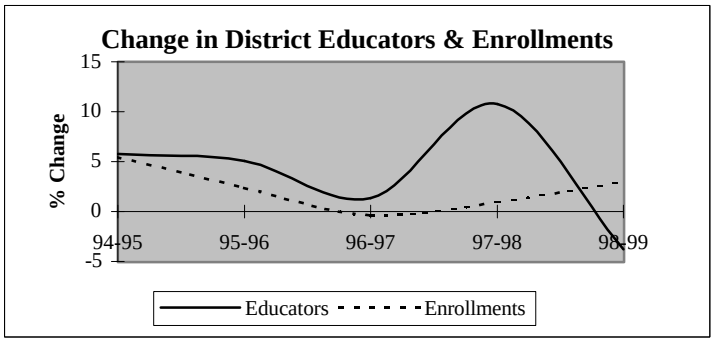
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.6%	2.6%	18.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	84.8%	3.0%	12.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	87.3%	2.7%	9.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	86.3%	1.5%	12.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	84.8%	1.7%	13.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.9%	1.5%	10.7%	89.7%	2.1%	91.8%	8.2%

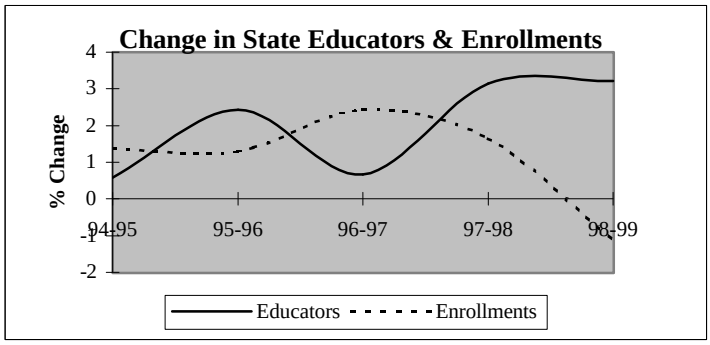
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.6%	15.0%	19.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.9%	9.8%	13.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.7%	8.2%	7.1%	6.0%	6.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	89.2%	86.1%	88.7%	90.4%	90.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.3%	0.8%	0.8%	0.7%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.8%	4.8%	3.5%	2.9%	3.3%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: TIPTON COUNTY





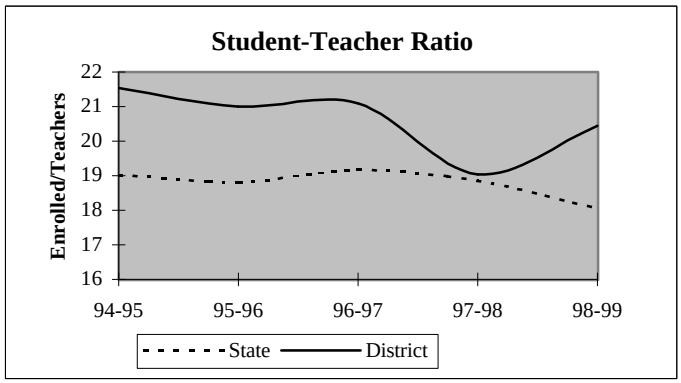
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	19.2	18.7	18.4	16.8	18.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	21.5	21.0	21.1	19.0	20.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	27	25	7	57	-22	-	-	-	-	-
% Change in Educators	5.8%	5.0%	1.3%	10.8%	-3.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	492	229	-40	94	298	-	-	-	-	-
% Change in Enrollment	5.4%	2.4%	-0.4%	1.0%	3.0%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	4.8%	6.1%	5.6%	5.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	5.6%	6.0%	6.6%	6.2%	6.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	17.2%	17.8%	18.2%	16.5%	16.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	29.2%	33.3%	32.3%	34.4%	33.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	36.0%	36.0%	37.5%	39.4%	38.7%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.9	40.3	41.0	33.3	33.0	42.7	43.1	43.3	37.1	36.4
Average Experience	10.9	11.0	11.5	11.2	11.4	13.9	13.9	13.8	13.7	13.7
Average Salary	27,612	29,253	30,092	30,807	33,386	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	16.2%	16.6%	17.2%	15.3%	15.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	79.2%	79.4%	77.9%	77.9%	76.6%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.9%	14.4%	13.2%	13.4%	13.1%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	22.5%	na	21.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

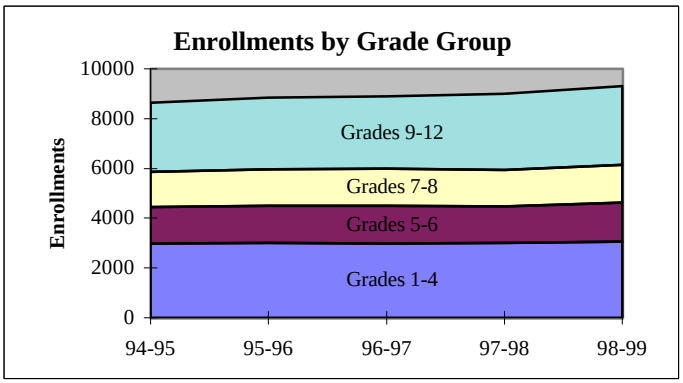
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	496	521	528	585	563	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	414	459	463	505	484	83.5%	88.1%	87.7%	86.3%	86.0%
Newly Hired	82	62	65	80	79	16.5%	11.9%	12.3%	13.7%	14.0%
Transfers In	23	12	11	15	11	28.0%	19.4%	16.9%	18.8%	13.9%
Reentrants	26	20	22	22	19	31.7%	32.3%	33.8%	27.5%	24.1%
First Time Educators	33	30	32	43	49	40.2%	48.4%	49.2%	53.8%	62.0%
Total Exiting Next Year	37	58	23	101	-	7.5%	11.1%	4.4%	17.3%	-
Transfers Out	11	11	12	19	-	29.7%	19.0%	52.2%	18.8%	-
Leave Tennessee Educ.	26	47	11	82	-	70.3%	81.0%	47.8%	81.2%	-

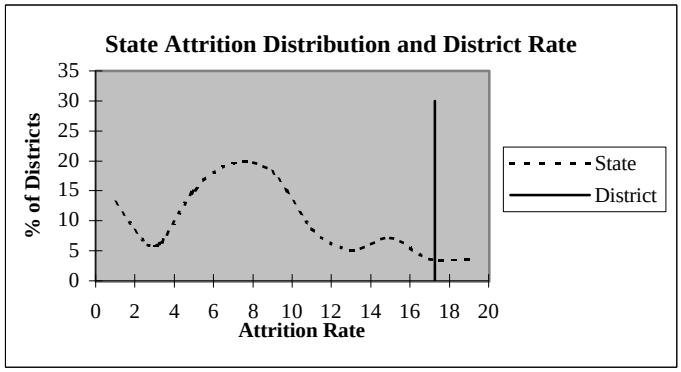
Dynamics Rates	District Rates				
District Attrition	7.5%	11.1%	4.4%	17.3%	-
Transfers In/Out	2.09	1.09	0.92	0.79	-

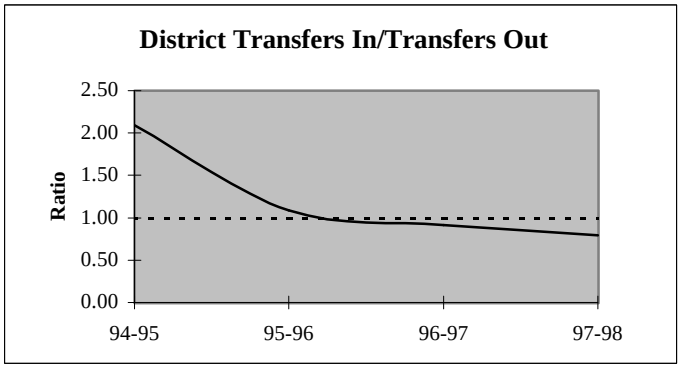
District Report for: TIPTON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	496	521	528	585	563	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	25	25	32	33	31	5.0%	4.8%	6.1%	5.6%	5.5%
Professional Staff	28	31	35	36	37	5.6%	6.0%	6.6%	6.2%	6.6%
Total Teachers	443	465	461	516	495	89.3%	89.3%	87.3%	88.2%	87.9%
Special Education	57	67	61	69	65	12.9%	14.4%	13.2%	13.4%	13.1%
Pre-K & Kindergarten	30	29	29	31	29	6.8%	6.2%	6.3%	6.0%	5.9%
Elementary (1-4)	145	149	147	157	149	32.7%	32.0%	31.9%	30.4%	30.1%
Middle School (5-6)	56	56	61	69	67	12.6%	12.0%	13.2%	13.4%	13.5%
Jr. High (7-8)	43	44	42	49	47	9.7%	9.5%	9.1%	9.5%	9.5%
High School (9-12)	112	120	121	141	138	25.3%	25.8%	26.2%	27.3%	27.9%
Business	4	4	5	6	4	3.6%	3.3%	4.1%	4.3%	2.9%
Language Arts	17	17	18	19	15	15.2%	14.2%	14.9%	13.5%	10.9%
Social Studies	17	18	18	17	19	15.2%	15.0%	14.9%	12.1%	13.8%
Foreign Language	7	6	6	8	8	6.3%	5.0%	5.0%	5.7%	5.8%
Mathematics	14	15	16	19	19	12.5%	12.5%	13.2%	13.5%	13.8%
Science	12	13	12	13	15	10.7%	10.8%	9.9%	9.2%	10.9%
Vocational Education	19	24	23	26	31	17.0%	20.0%	19.0%	18.4%	22.5%
Other High School	22	23	23	33	27	19.6%	19.2%	19.0%	23.4%	19.6%
Total Enrollments	9,538	9,767	9,727	9,821	10,119	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	698	712	689	687	685	7.3%	7.3%	7.1%	7.0%	6.8%
Grades 1-4	2,976	3,018	2,982	2,997	3,053	31.2%	30.9%	30.7%	30.5%	30.2%
Grades 5-6	1,475	1,469	1,506	1,481	1,563	15.5%	15.0%	15.5%	15.1%	15.4%
Grades 7-8	1,406	1,484	1,491	1,462	1,540	14.7%	15.2%	15.3%	14.9%	15.2%
Grades 9-12	2,787	2,885	2,913	3,060	3,160	29.2%	29.5%	29.9%	31.2%	31.2%
Ungraded	196	199	146	134	118	2.1%	2.0%	1.5%	1.4%	1.2%









District Report for: TIPTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	24	24	31	32	30	5.0%	4.8%	6.2%	5.8%	5.7%
White - Females	7	7	9	10	9	29.2%	29.2%	29.0%	31.3%	30.0%
White - Males	10	9	12	11	11	41.7%	37.5%	38.7%	34.4%	36.7%
Black - Females	2	2	3	3	3	8.3%	8.3%	9.7%	9.4%	10.0%
Black - Males	5	6	7	8	7	20.8%	25.0%	22.6%	25.0%	23.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	30	34	36	37	5.9%	6.0%	6.8%	6.5%	7.1%
White - Females	17	17	20	22	24	60.7%	56.7%	58.8%	61.1%	64.9%
White - Males	5	6	8	8	7	17.9%	20.0%	23.5%	22.2%	18.9%
Black - Females	5	6	5	5	5	17.9%	20.0%	14.7%	13.9%	13.5%
Black - Males	1	1	1	1	1	3.6%	3.3%	2.9%	2.8%	2.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	425	446	436	483	457	89.1%	89.2%	87.0%	87.7%	87.2%
White - Females	277	292	283	318	299	65.2%	65.5%	64.9%	65.8%	65.4%
White - Males	79	80	78	91	88	18.6%	17.9%	17.9%	18.8%	19.3%
Black - Females	56	61	61	62	54	13.2%	13.7%	14.0%	12.8%	11.8%
Black - Males	12	13	14	12	14	2.8%	2.9%	3.2%	2.5%	3.1%
Other - Females	1	0	0	0	1	0.2%	0.0%	0.0%	0.0%	0.2%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	13	9	9	110	108	3.2%	2.2%	2.3%	21.3%	21.8%
25-29	65	66	58	66	70	16.0%	15.9%	14.8%	12.8%	14.1%
30-34	62	62	56	53	47	15.3%	14.9%	14.3%	10.3%	9.5%
35-39	53	54	50	49	49	13.1%	13.0%	12.8%	9.5%	9.9%
40-45	67	73	60	64	59	16.5%	17.5%	15.3%	12.4%	11.9%
45-49	80	75	72	66	55	19.7%	18.0%	18.4%	12.8%	11.1%
50-54	37	43	48	65	62	9.1%	10.3%	12.3%	12.6%	12.5%
55+	29	34	38	43	45	7.1%	8.2%	9.7%	8.3%	9.1%
Average Age	39.9	40.3	41.0	33.3	33.0					

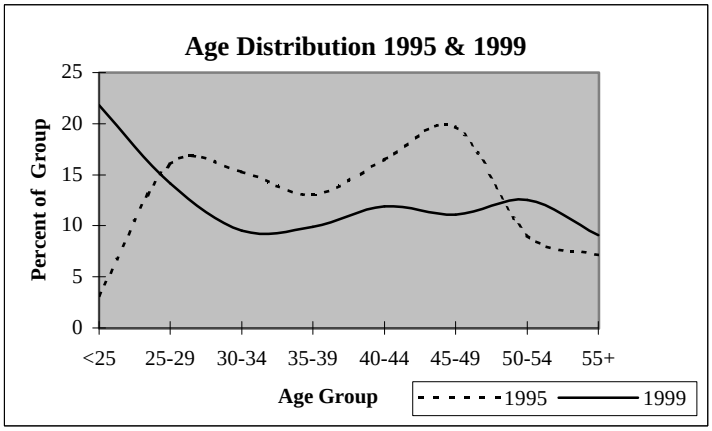
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	143	146	127	144	126	32.3%	31.4%	27.5%	27.9%	25.5%
4-7 Years	63	78	92	116	114	14.2%	16.8%	20.0%	22.5%	23.0%
8-11 Years	55	47	48	47	55	12.4%	10.1%	10.4%	9.1%	11.1%
12-15 Years	41	44	36	46	48	9.3%	9.5%	7.8%	8.9%	9.7%
16-19 Years	44	44	48	43	37	9.9%	9.5%	10.4%	8.3%	7.5%
20+ Years	97	106	110	120	115	21.9%	22.8%	23.9%	23.3%	23.2%
Average Experience	10.9	11.0	11.5	11.2	11.4					

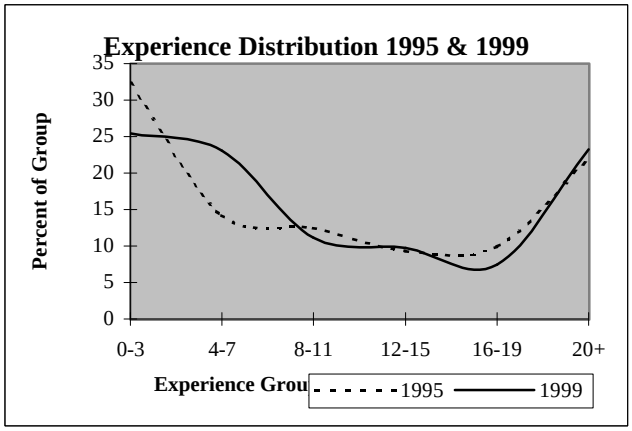
District Report for: TIPTON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	37	58	23	101	-	7.5%	11.1%	4.4%	17.3%	-
Attrition from Transfers	11	11	12	19	-	2.2%	2.1%	2.3%	3.2%	-
Attrition from Exits	26	47	11	82	-	5.2%	9.0%	2.1%	14.0%	-
Teacher Attrition	35	57	19	98	-	7.9%	12.3%	4.1%	19.0%	-
Attrition from Transfers	11	11	10	19	-	2.5%	2.4%	2.2%	3.7%	-
Attrition from Exits	24	46	9	79	-	5.4%	9.9%	2.0%	15.3%	-
District Retention										
Educator Retention	459	463	505	484	-	92.5%	88.9%	95.6%	82.7%	-
Teacher Retention	408	408	442	418	-	92.1%	87.7%	95.9%	81.0%	-

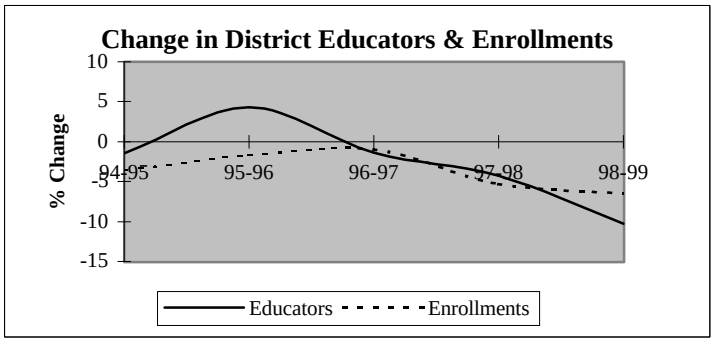
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	77.7%	4.7%	17.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.6%	3.9%	13.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	81.8%	4.7%	13.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	85.2%	4.5%	10.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	89.4%	4.5%	6.1%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	87.3%	1.8%	10.9%	89.7%	2.1%	91.8%	8.2%

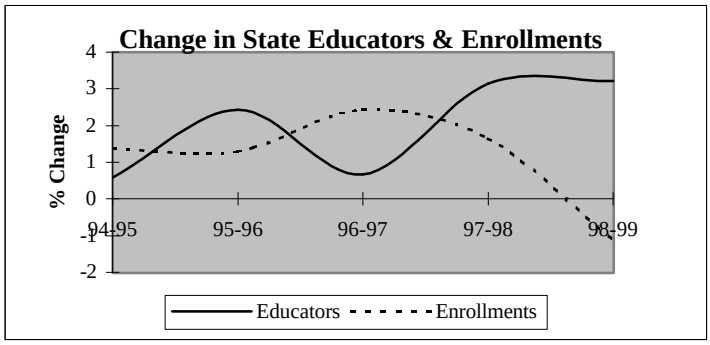
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	11.0%	16.1%	21.0%	-	-	8.7%	12.8%	16.1%
Sex	-	-	6.8%	10.4%	12.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.5%	6.5%	6.1%	7.9%	9.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.5%	90.6%	90.3%	89.1%	87.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.8%	0.4%	0.6%	0.7%	0.5%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.2%	2.5%	3.0%	2.4%	2.5%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: COVINGTON





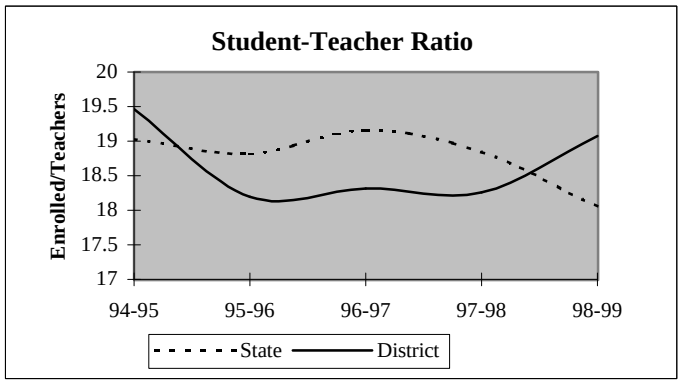
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.4	15.4	15.5	15.3	16.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.5	18.2	18.3	18.3	19.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	3	-1	-3	-7	-	-	-	-	-
% Change in Educators	-1.4%	4.3%	-1.4%	-4.2%	-10.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-42	-19	-11	-58	-68	-	-	-	-	-
% Change in Enrollment	-3.6%	-1.7%	-1.0%	-5.3%	-6.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.8%	5.6%	5.6%	5.9%	3.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.1%	9.7%	9.9%	10.3%	13.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	23.9%	23.5%	18.8%	19.0%	20.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	25.0%	25.0%	25.0%	25.0%	50.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	25.0%	25.0%	25.0%	50.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.0	43.0	42.9	29.3	29.9	42.7	43.1	43.3	37.1	36.4
Average Experience	14.0	14.3	13.4	12.0	11.6	13.9	13.9	13.8	13.7	13.7
Average Salary	30,057	31,067	31,176	30,651	32,175	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	26.8%	24.6%	20.7%	19.2%	20.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	87.9%	82.0%	83.3%	82.5%	86.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	5.2%	8.2%	10.0%	12.3%	7.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	79.0%	na	87.5%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.7%	na	1.5%	-	1.7%	1.7%	1.6%	1.8%

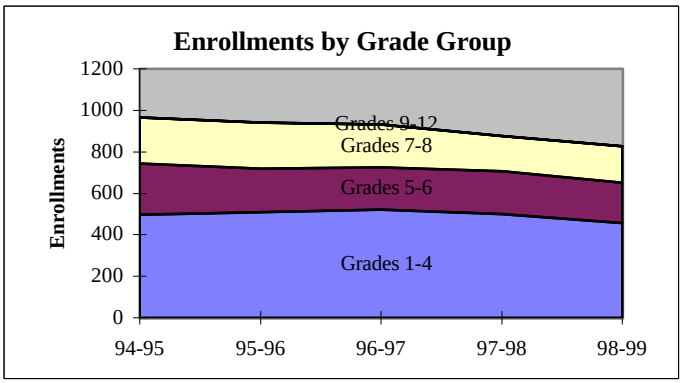
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	69	72	71	68	61	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	57	64	57	53	53	82.6%	88.9%	80.3%	77.9%	86.9%
Newly Hired	12	8	14	15	8	17.4%	11.1%	19.7%	22.1%	13.1%
Transfers In	1	2	2	1	2	8.3%	25.0%	14.3%	6.7%	25.0%
Reentrants	7	2	6	4	1	58.3%	25.0%	42.9%	26.7%	12.5%
First Time Educators	4	4	6	10	5	33.3%	50.0%	42.9%	66.7%	62.5%
Total Exiting Next Year	5	15	18	15	-	7.2%	20.8%	25.4%	22.1%	-
Transfers Out	4	6	5	0	-	80.0%	40.0%	27.8%	0.0%	-
Leave Tennessee Educ.	1	9	13	15	-	20.0%	60.0%	72.2%	100.0%	-

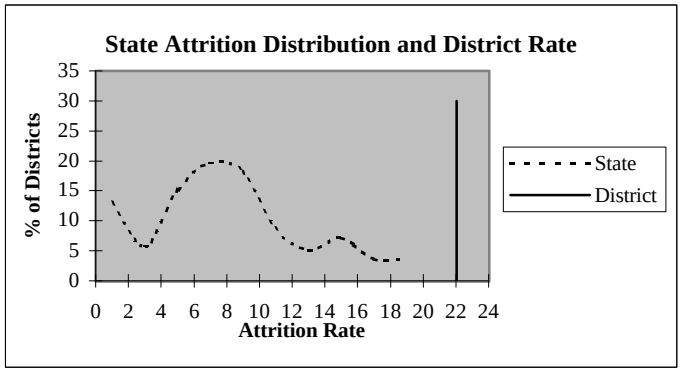
Dynamics Rates	District Rates				
District Attrition	7.2%	20.8%	25.4%	22.1%	-
Transfers In/Out	0.25	0.33	0.40	nc	-

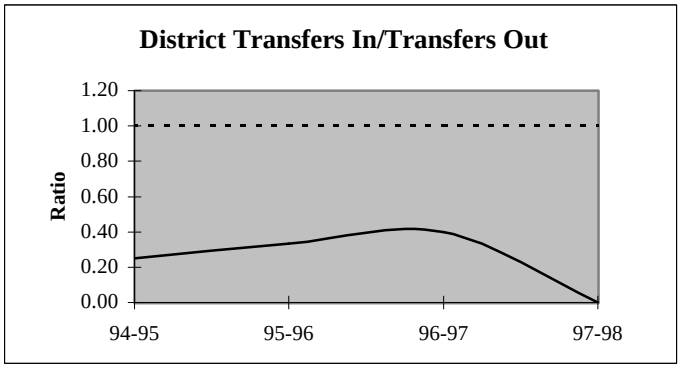
District Report for: COVINGTON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	69	72	71	68	61	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	2	5.8%	5.6%	5.6%	5.9%	3.3%
Professional Staff	7	7	7	7	8	10.1%	9.7%	9.9%	10.3%	13.1%
Total Teachers	58	61	60	57	51	84.1%	84.7%	84.5%	83.8%	83.6%
Special Education	3	5	6	7	4	5.2%	8.2%	10.0%	12.3%	7.8%
Pre-K & Kindergarten	8	7	7	7	6	13.8%	11.5%	11.7%	12.3%	11.8%
Elementary (1-4)	29	30	28	25	27	50.0%	49.2%	46.7%	43.9%	52.9%
Middle School (5-6)	9	10	9	10	9	15.5%	16.4%	15.0%	17.5%	17.6%
Jr. High (7-8)	9	9	10	8	5	15.5%	14.8%	16.7%	14.0%	9.8%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,129	1,110	1,099	1,041	973	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	136	152	143	140	123	12.0%	13.7%	13.0%	13.4%	12.6%
Grades 1-4	497	508	522	499	457	44.0%	45.8%	47.5%	47.9%	47.0%
Grades 5-6	245	210	204	207	193	21.7%	18.9%	18.6%	19.9%	19.8%
Grades 7-8	224	223	205	169	176	19.8%	20.1%	18.7%	16.2%	18.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	27	17	25	26	24	2.4%	1.5%	2.3%	2.5%	2.5%









District Report for: COVINGTON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	4	4	2	6.0%	5.9%	5.8%	6.3%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	3	3	1	75.0%	75.0%	75.0%	75.0%	50.0%
Black - Females	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	50.0%
Black - Males	1	0	0	0	0	25.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	7	7	7	7	8	10.4%	10.3%	10.1%	11.1%	13.8%
White - Females	7	6	7	6	7	100.0%	85.7%	100.0%	85.7%	87.5%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	12.5%
Black - Males	0	1	0	0	0	0.0%	14.3%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	56	57	58	52	48	83.6%	83.8%	84.1%	82.5%	82.8%
White - Females	36	37	39	35	32	64.3%	64.9%	67.2%	67.3%	66.7%
White - Males	5	6	7	7	6	8.9%	10.5%	12.1%	13.5%	12.5%
Black - Females	14	12	10	9	9	25.0%	21.1%	17.2%	17.3%	18.8%
Black - Males	1	2	2	1	1	1.8%	3.5%	3.4%	1.9%	2.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	2	1	18	17	1.9%	3.6%	2.1%	31.6%	33.3%
25-29	6	8	8	7	4	11.1%	14.3%	17.0%	12.3%	7.8%
30-34	2	1	2	4	7	3.7%	1.8%	4.3%	7.0%	13.7%
35-39	10	10	6	5	4	18.5%	17.9%	12.8%	8.8%	7.8%
40-45	12	10	7	3	3	22.2%	17.9%	14.9%	5.3%	5.9%
45-49	11	11	11	7	5	20.4%	19.6%	23.4%	12.3%	9.8%
50-54	5	6	3	7	6	9.3%	10.7%	6.4%	12.3%	11.8%
55+	7	8	9	6	5	13.0%	14.3%	19.1%	10.5%	9.8%
Average Age	43.0	43.0	42.9	29.3	29.9					

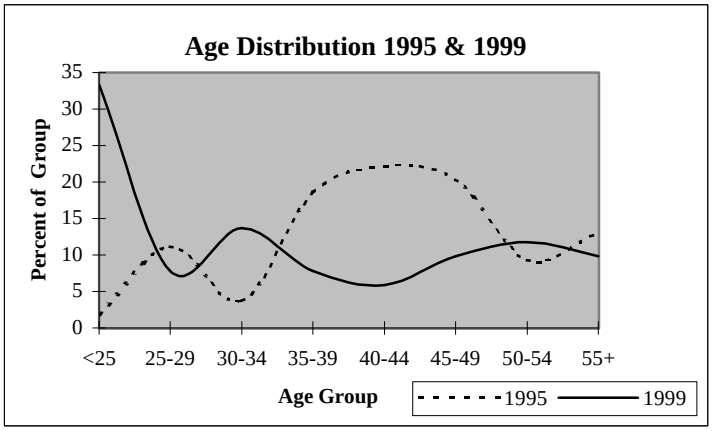
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	14	16	17	20	17	24.1%	26.2%	28.3%	35.1%	33.3%
4-7 Years	5	6	8	9	10	8.6%	9.8%	13.3%	15.8%	19.6%
8-11 Years	9	4	4	4	4	15.5%	6.6%	6.7%	7.0%	7.8%
12-15 Years	4	6	5	3	4	6.9%	9.8%	8.3%	5.3%	7.8%
16-19 Years	10	8	8	5	1	17.2%	13.1%	13.3%	8.8%	2.0%
20+ Years	16	21	18	16	15	27.6%	34.4%	30.0%	28.1%	29.4%
Average Experience	14.0	14.3	13.4	12.0	11.6					

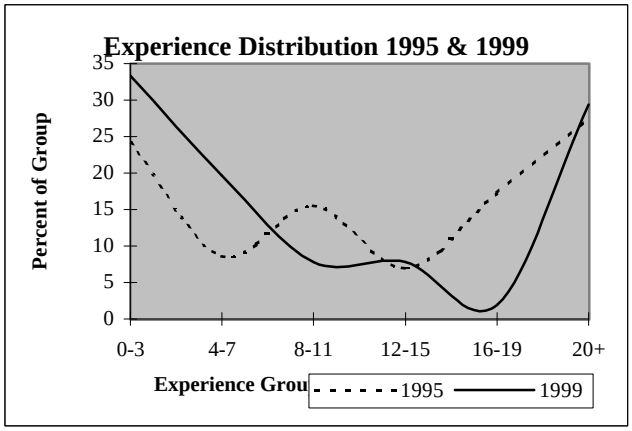
District Report for: COVINGTON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	15	18	15	-	7.2%	20.8%	25.4%	22.1%	-
Attrition from Transfers	4	6	5	0	-	5.8%	8.3%	7.0%	0.0%	-
Attrition from Exits	1	9	13	15	-	1.4%	12.5%	18.3%	22.1%	-
Teacher Attrition	3	14	17	12	-	5.2%	23.0%	28.3%	21.1%	-
Attrition from Transfers	3	6	5	0	-	5.2%	9.8%	8.3%	0.0%	-
Attrition from Exits	0	8	12	12	-	0.0%	13.1%	20.0%	21.1%	-
District Retention										
Educator Retention	64	57	53	53	-	92.8%	79.2%	74.6%	77.9%	-
Teacher Retention	55	47	43	45	-	94.8%	77.0%	71.7%	78.9%	-

Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	60.0%	4.0%	36.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	59.1%	4.5%	36.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	76.5%	17.6%	5.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	73.3%	20.0%	6.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	90.9%	9.1%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	80.0%	10.0%	10.0%	89.7%	2.1%	91.8%	8.2%

Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.5%	21.3%	25.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.3%	16.0%	19.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.2%	6.9%	11.3%	14.7%	8.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	87.0%	90.3%	83.1%	82.4%	90.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.4%	0.0%	1.4%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.3%	2.8%	4.2%	2.9%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





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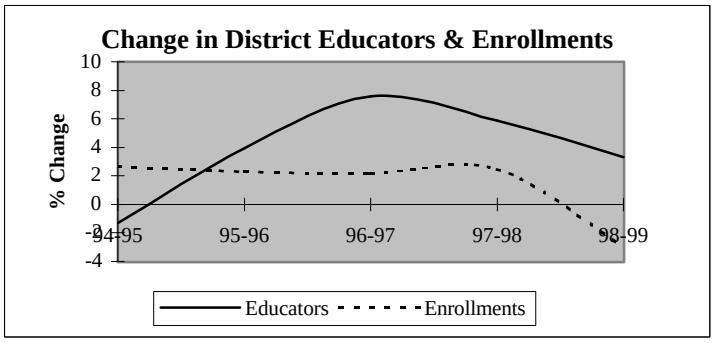
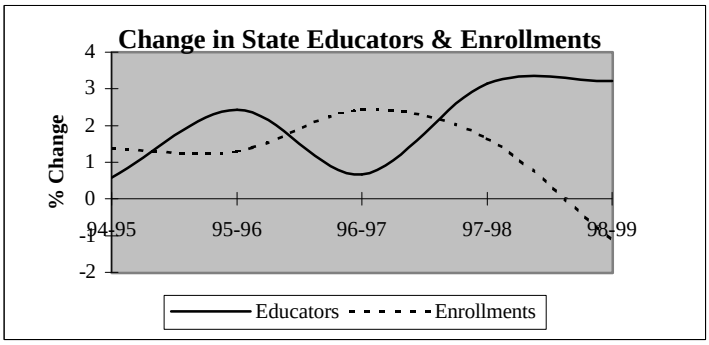
District Report for: TROUSDALE COUNTY





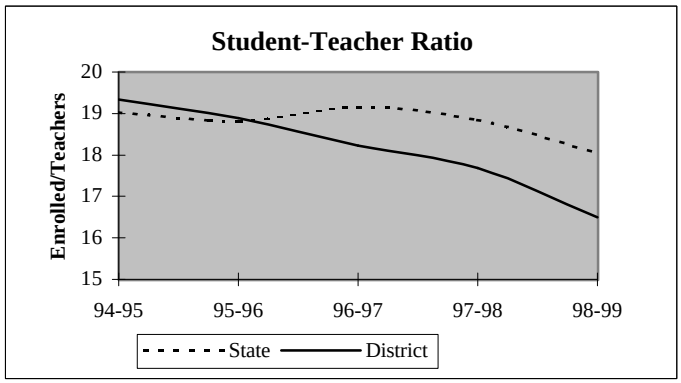
Descriptive Indicators	District 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide 1994-95	1995-96	1996-97	1997-98	1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.3	16.0	15.2	14.7	13.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.3	18.9	18.2	17.7	16.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	-1	3	6	5	3	-	-	-	-	-
% Change in Educators	-1.3%	3.9%	7.6%	5.9%	3.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	32	28	28	32	-39	-	-	-	-	-
% Change in Enrollment	2.7%	2.3%	2.2%	2.5%	-2.9%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	2.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.3%	5.1%	5.9%	5.6%	5.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	10.1%	10.6%	11.1%	10.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.7%	2.6%	2.5%	2.3%	3.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	20.0%	20.0%	20.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	25.0%	25.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.1	39.2	39.0	32.3	31.8	42.7	43.1	43.3	37.1	36.4
Average Experience	10.8	11.1	10.6	10.9	11.2	13.9	13.9	13.8	13.7	13.7
Average Salary	26,526	26,786	28,804	27,463	31,043	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.3%	3.1%	1.5%	1.4%	2.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	68.8%	68.7%	71.8%	73.3%	71.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.9%	11.9%	12.7%	10.7%	12.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	14.1%	na	12.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.1%	na	0.6%	-	1.7%	1.7%	1.6%	1.8%

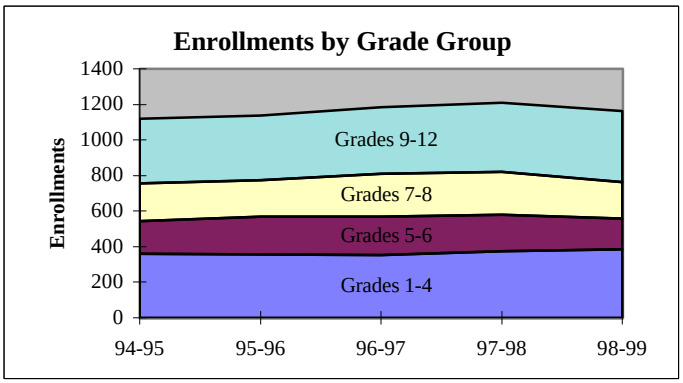
Dynamics of the Workforce	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Total Workforce	76	79	85	90	93	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	63	71	73	79	80	82.9%	89.9%	85.9%	87.8%	86.0%
Newly Hired	13	8	12	11	13	17.1%	10.1%	14.1%	12.2%	14.0%
Transfers In	3	2	1	3	1	23.1%	25.0%	8.3%	27.3%	7.7%
Reentrants	0	0	1	1	4	0.0%	0.0%	8.3%	9.1%	30.8%
First Time Educators	10	6	10	7	8	76.9%	75.0%	83.3%	63.6%	61.5%
Total Exiting Next Year	5	6	6	10	-	6.6%	7.6%	7.1%	11.1%	-
Transfers Out	3	2	3	4	-	60.0%	33.3%	50.0%	40.0%	-
Leave Tennessee Educ.	2	4	3	6	-	40.0%	66.7%	50.0%	60.0%	-

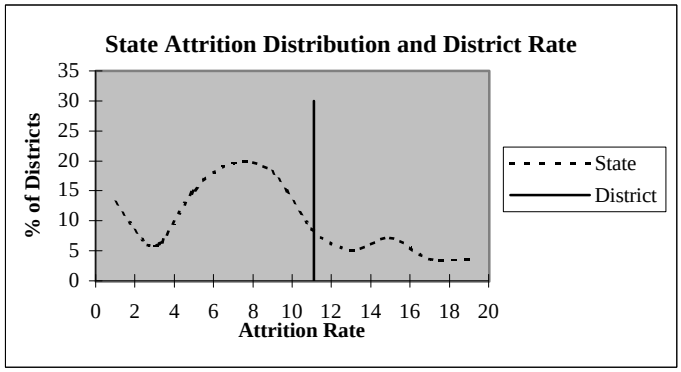
Dynamics Rates	District Rates				
District Attrition	6.6%	7.6%	7.1%	11.1%	-
Transfers In/Out	1.00	1.00	0.33	0.75	-

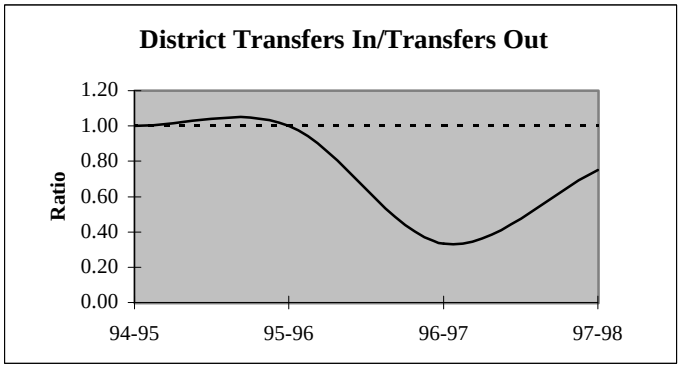
District Report for: TROUSDALE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	76	79	85	90	93	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	5	5.3%	5.1%	5.9%	5.6%	5.4%
Professional Staff	8	8	9	10	10	10.5%	10.1%	10.6%	11.1%	10.8%
Total Teachers	64	67	71	75	78	84.2%	84.8%	83.5%	83.3%	83.9%
Special Education	7	8	9	8	10	10.9%	11.9%	12.7%	10.7%	12.8%
Pre-K & Kindergarten	4	5	5	5	4	6.3%	7.5%	7.0%	6.7%	5.1%
Elementary (1-4)	22	22	23	24	27	34.4%	32.8%	32.4%	32.0%	34.6%
Middle School (5-6)	7	8	9	9	9	10.9%	11.9%	12.7%	12.0%	11.5%
Jr. High (7-8)	7	7	8	9	8	10.9%	10.4%	11.3%	12.0%	10.3%
High School (9-12)	17	17	17	20	20	26.6%	25.4%	23.9%	26.7%	25.6%
Business	0	1	0	1	1	0.0%	5.9%	0.0%	5.0%	5.0%
Language Arts	3	3	3	3	3	17.6%	17.6%	17.6%	15.0%	15.0%
Social Studies	3	2	1	2	2	17.6%	11.8%	5.9%	10.0%	10.0%
Foreign Language	0	1	1	1	1	0.0%	5.9%	5.9%	5.0%	5.0%
Mathematics	2	2	2	2	3	11.8%	11.8%	11.8%	10.0%	15.0%
Science	1	1	2	2	2	5.9%	5.9%	11.8%	10.0%	10.0%
Vocational Education	2	2	2	3	3	11.8%	11.8%	11.8%	15.0%	15.0%
Other High School	6	5	6	6	5	35.3%	29.4%	35.3%	30.0%	25.0%
Total Enrollments	1,238	1,266	1,294	1,326	1,287	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	90	103	98	106	110	7.3%	8.1%	7.6%	8.0%	8.5%
Grades 1-4	360	358	354	376	386	29.1%	28.3%	27.4%	28.4%	30.0%
Grades 5-6	184	212	215	203	172	14.9%	16.7%	16.6%	15.3%	13.4%
Grades 7-8	212	202	240	243	205	17.1%	16.0%	18.5%	18.3%	15.9%
Grades 9-12	365	366	376	386	400	29.5%	28.9%	29.1%	29.1%	31.1%
Ungraded	27	25	11	12	14	2.2%	2.0%	0.9%	0.9%	1.1%









District Report for: TROUSDALE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	4	4	5	5	5	5.5%	5.3%	6.2%	5.8%	5.7%
White - Females	1	1	0	0	0	25.0%	25.0%	0.0%	0.0%	0.0%
White - Males	3	3	4	4	4	75.0%	75.0%	80.0%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	20.0%	20.0%	20.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	8	9	10	10	11.0%	10.5%	11.1%	11.6%	11.4%
White - Females	6	6	8	8	8	75.0%	75.0%	88.9%	80.0%	80.0%
White - Males	2	2	1	2	2	25.0%	25.0%	11.1%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	61	64	67	71	73	83.6%	84.2%	82.7%	82.6%	83.0%
White - Females	40	42	47	51	51	65.6%	65.6%	70.1%	71.8%	69.9%
White - Males	19	20	19	19	20	31.1%	31.3%	28.4%	26.8%	27.4%
Black - Females	1	1	1	1	1	1.6%	1.6%	1.5%	1.4%	1.4%
Black - Males	1	1	0	0	0	1.6%	1.6%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	1	4	16	17	5.2%	1.7%	6.9%	21.3%	21.8%
25-29	8	14	11	14	15	13.8%	24.1%	19.0%	18.7%	19.2%
30-34	6	3	5	5	7	10.3%	5.2%	8.6%	6.7%	9.0%
35-39	9	9	10	10	9	15.5%	15.5%	17.2%	13.3%	11.5%
40-45	12	10	5	4	4	20.7%	17.2%	8.6%	5.3%	5.1%
45-49	16	15	14	15	12	27.6%	25.9%	24.1%	20.0%	15.4%
50-54	2	4	7	8	10	3.4%	6.9%	12.1%	10.7%	12.8%
55+	2	2	2	3	4	3.4%	3.4%	3.4%	4.0%	5.1%
Average Age	39.1	39.2	39.0	32.3	31.8					

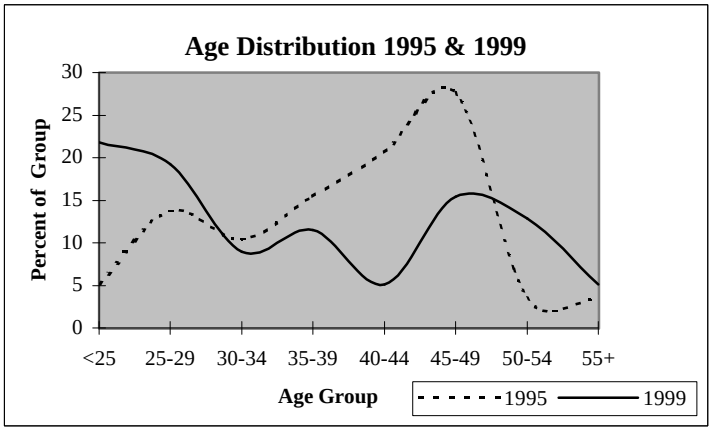
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	21	24	27	24	23	32.8%	35.8%	38.0%	32.0%	29.5%
4-7 Years	5	4	7	11	15	7.8%	6.0%	9.9%	14.7%	19.2%
8-11 Years	8	6	6	7	5	12.5%	9.0%	8.5%	9.3%	6.4%
12-15 Years	7	9	8	9	8	10.9%	13.4%	11.3%	12.0%	10.3%
16-19 Years	11	6	5	5	8	17.2%	9.0%	7.0%	6.7%	10.3%
20+ Years	12	18	18	19	19	18.8%	26.9%	25.4%	25.3%	24.4%
Average Experience	10.8	11.1	10.6	10.9	11.2					

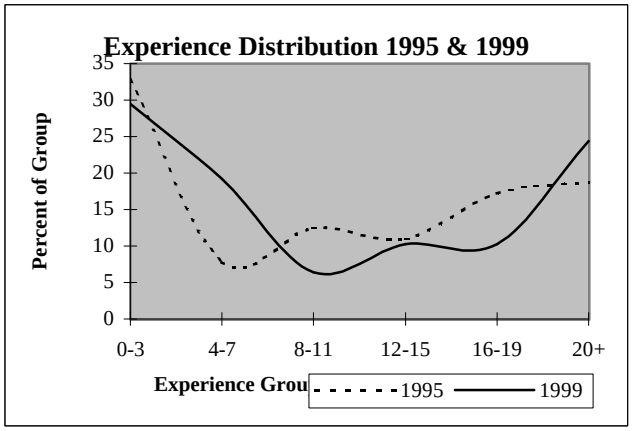
District Report for: TROUSDALE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	5	6	6	10	-	6.6%	7.6%	7.1%	11.1%	-
Attrition from Transfers	3	2	3	4	-	3.9%	2.5%	3.5%	4.4%	-
Attrition from Exits	2	4	3	6	-	2.6%	5.1%	3.5%	6.7%	-
Teacher Attrition	4	4	6	9	-	6.3%	6.0%	8.5%	12.0%	-
Attrition from Transfers	2	2	3	4	-	3.1%	3.0%	4.2%	5.3%	-
Attrition from Exits	2	2	3	5	-	3.1%	3.0%	4.2%	6.7%	-
District Retention										
Educator Retention	71	73	79	80	-	93.4%	92.4%	92.9%	88.9%	-
Teacher Retention	60	63	65	66	-	93.8%	94.0%	91.5%	88.0%	-

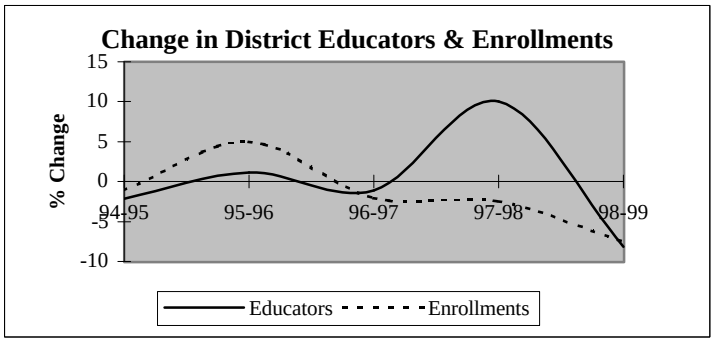
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	74.4%	12.8%	12.8%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	83.3%	10.0%	6.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	77.8%	18.5%	3.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	88.9%	5.6%	5.6%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	80.0%	0.0%	20.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	75.0%	25.0%	0.0%	89.7%	2.1%	91.8%	8.2%

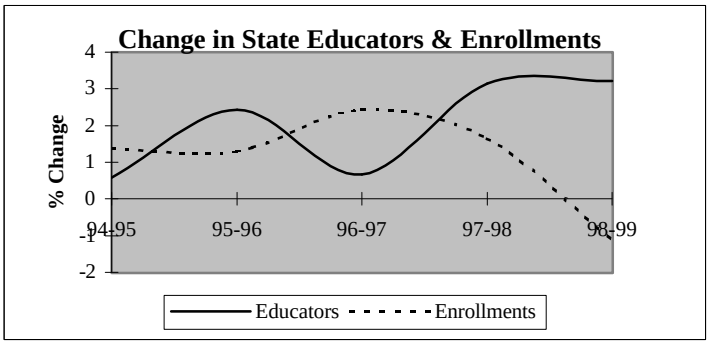
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	18.0%	21.6%	23.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	9.0%	12.4%	13.2%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	13.2%	7.6%	11.8%	7.8%	8.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.8%	92.4%	85.9%	90.0%	88.2%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.0%	0.0%	1.1%	1.1%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.0%	0.0%	2.4%	1.1%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: UNICOI COUNTY





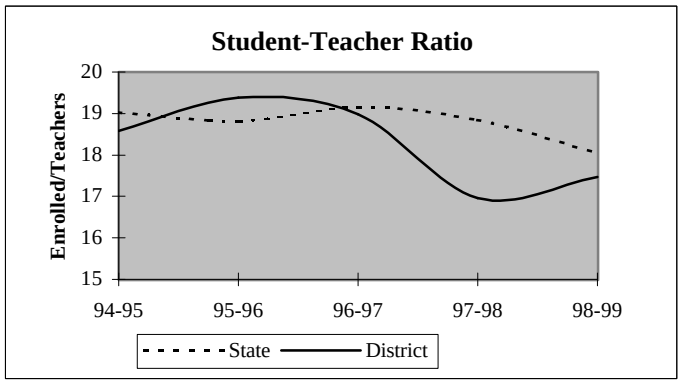
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.8	16.4	16.2	14.4	14.5	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.6	19.4	19.0	17.0	17.5	19.0	18.8	19.2	18.8	18.1
Change in Educators	-4	2	-2	18	-16	-	-	-	-	-
% Change in Educators	-2.2%	1.1%	-1.1%	10.1%	-8.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-32	141	-61	-72	-213	-	-	-	-	-
% Change in Enrollment	-1.1%	5.0%	-2.1%	-2.5%	-7.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.6%	0.0%	1.1%	0.0%	0.0%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.5%	5.0%	5.6%	6.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.5%	9.9%	9.5%	9.6%	11.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.7%	1.1%	1.1%	2.1%	1.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	20.0%	20.0%	22.2%	18.2%	18.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.0	43.0	43.1	40.1	41.0	42.7	43.1	43.3	37.1	36.4
Average Experience	14.2	14.9	14.5	14.1	15.2	13.9	13.9	13.8	13.7	13.7
Average Salary	28,765	29,123	29,922	29,849	31,414	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.0%	1.3%	1.3%	2.5%	1.4%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.7%	75.8%	79.1%	78.4%	77.3%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	12.5%	12.4%	12.4%	14.4%	12.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	3.7%	na	3.4%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	0.4%	-	1.7%	1.7%	1.6%	1.8%

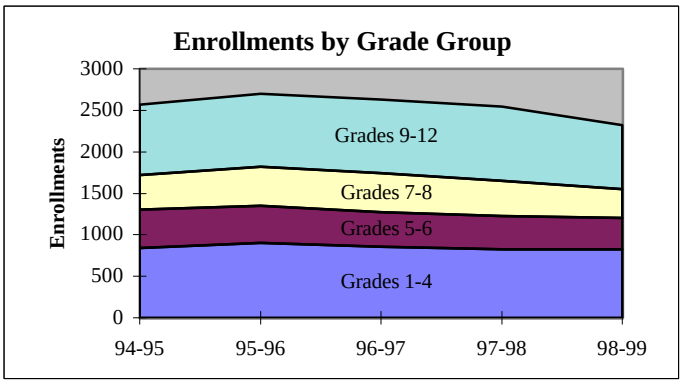
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	179	181	179	197	181	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	162	168	166	172	165	90.5%	92.8%	92.7%	87.3%	91.2%
Newly Hired	17	13	13	25	16	9.5%	7.2%	7.3%	12.7%	8.8%
Transfers In	1	2	2	6	1	5.9%	15.4%	15.4%	24.0%	6.3%
Reentrants	5	5	2	5	6	29.4%	38.5%	15.4%	20.0%	37.5%
First Time Educators	11	6	9	14	9	64.7%	46.2%	69.2%	56.0%	56.3%
Total Exiting Next Year	11	15	7	32	-	6.1%	8.3%	3.9%	16.2%	-
Transfers Out	5	3	6	7	-	45.5%	20.0%	85.7%	21.9%	-
Leave Tennessee Educ.	6	12	1	25	-	54.5%	80.0%	14.3%	78.1%	-

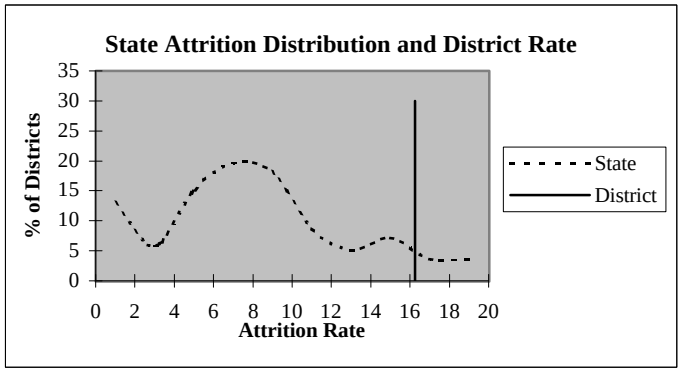
Dynamics Rates	District Rates				
District Attrition	6.1%	8.3%	3.9%	16.2%	-
Transfers In/Out	0.20	0.67	0.33	0.86	-

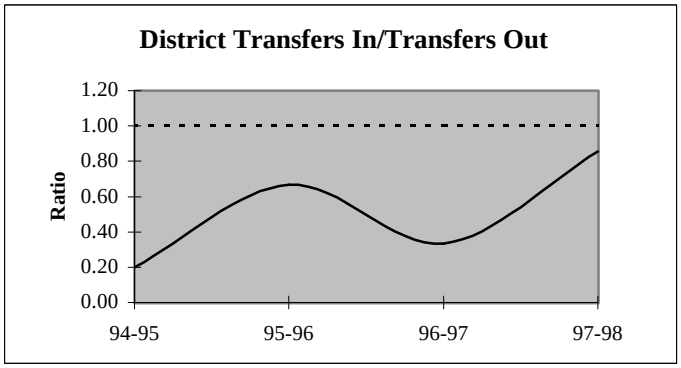
District Report for: UNICOI COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	179	181	179	197	181	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	9	11	11	5.6%	5.5%	5.0%	5.6%	6.1%
Professional Staff	17	18	17	19	20	9.5%	9.9%	9.5%	9.6%	11.0%
Total Teachers	152	153	153	167	150	84.9%	84.5%	85.5%	84.8%	82.9%
Special Education	19	19	19	24	18	12.5%	12.4%	12.4%	14.4%	12.0%
Pre-K & Kindergarten	10	10	12	11	12	6.6%	6.5%	7.8%	6.6%	8.0%
Elementary (1-4)	46	47	51	52	44	30.3%	30.7%	33.3%	31.1%	29.3%
Middle School (5-6)	16	17	16	18	16	10.5%	11.1%	10.5%	10.8%	10.7%
Jr. High (7-8)	19	19	19	22	20	12.5%	12.4%	12.4%	13.2%	13.3%
High School (9-12)	42	41	36	40	40	27.6%	26.8%	23.5%	24.0%	26.7%
Business	1	1	1	1	0	2.4%	2.4%	2.8%	2.5%	0.0%
Language Arts	5	5	5	3	4	11.9%	12.2%	13.9%	7.5%	10.0%
Social Studies	4	5	4	4	4	9.5%	12.2%	11.1%	10.0%	10.0%
Foreign Language	2	2	2	2	2	4.8%	4.9%	5.6%	5.0%	5.0%
Mathematics	5	5	4	5	5	11.9%	12.2%	11.1%	12.5%	12.5%
Science	3	4	3	2	4	7.1%	9.8%	8.3%	5.0%	10.0%
Vocational Education	14	13	12	12	14	33.3%	31.7%	33.3%	30.0%	35.0%
Other High School	8	6	5	11	7	19.0%	14.6%	13.9%	27.5%	17.5%
Total Enrollments	2,825	2,966	2,905	2,833	2,620	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	219	210	211	202	195	7.8%	7.1%	7.3%	7.1%	7.4%
Grades 1-4	838	899	856	824	823	29.7%	30.3%	29.5%	29.1%	31.4%
Grades 5-6	469	451	419	399	378	16.6%	15.2%	14.4%	14.1%	14.4%
Grades 7-8	413	471	470	425	347	14.6%	15.9%	16.2%	15.0%	13.2%
Grades 9-12	851	877	883	894	777	30.1%	29.6%	30.4%	31.6%	29.7%
Ungraded	35	58	66	89	100	1.2%	2.0%	2.3%	3.1%	3.8%









District Report for: UNICOI COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	9	11	11	5.7%	5.6%	5.1%	5.7%	6.3%
White - Females	2	2	2	2	2	20.0%	20.0%	22.2%	18.2%	18.2%
White - Males	8	8	7	9	9	80.0%	80.0%	77.8%	81.8%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	18	17	19	20	9.7%	10.1%	9.7%	9.8%	11.4%
White - Females	13	13	12	13	15	76.5%	72.2%	70.6%	68.4%	75.0%
White - Males	4	5	5	6	5	23.5%	27.8%	29.4%	31.6%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	149	150	149	163	145	84.7%	84.3%	85.1%	84.5%	82.4%
White - Females	111	113	118	127	113	74.5%	75.3%	79.2%	77.9%	77.9%
White - Males	35	35	29	32	30	23.5%	23.3%	19.5%	19.6%	20.7%
Black - Females	3	2	2	2	2	2.0%	1.3%	1.3%	1.2%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	2	0	0.0%	0.0%	0.0%	1.2%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	3	6	15	12	4.7%	2.0%	4.1%	9.0%	8.0%
25-29	14	14	12	16	14	9.3%	9.4%	8.2%	9.6%	9.3%
30-34	21	20	16	21	15	14.0%	13.4%	11.0%	12.6%	10.0%
35-39	14	14	16	13	15	9.3%	9.4%	11.0%	7.8%	10.0%
40-45	26	26	21	19	17	17.3%	17.4%	14.4%	11.4%	11.3%
45-49	35	34	34	34	27	23.3%	22.8%	23.3%	20.4%	18.0%
50-54	16	17	23	29	31	10.7%	11.4%	15.8%	17.4%	20.7%
55+	17	21	18	20	19	11.3%	14.1%	12.3%	12.0%	12.7%
Average Age	42.0	43.0	43.1	40.1	41.0					

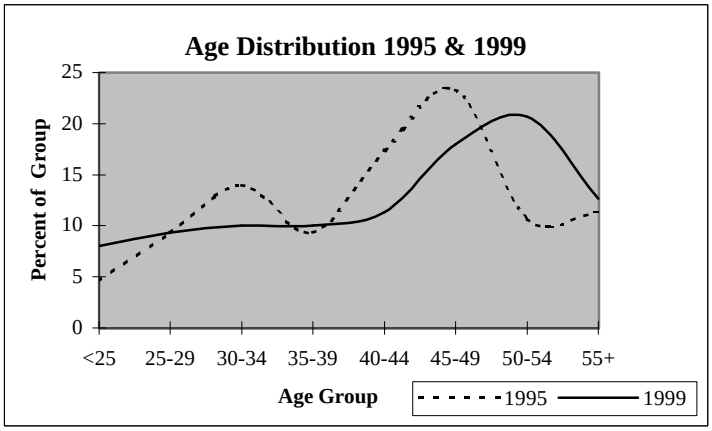
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	26	25	33	35	24	17.1%	16.3%	21.6%	21.0%	16.0%
4-7 Years	17	16	12	18	19	11.2%	10.5%	7.8%	10.8%	12.7%
8-11 Years	22	21	15	18	13	14.5%	13.7%	9.8%	10.8%	8.7%
12-15 Years	20	20	25	23	20	13.2%	13.1%	16.3%	13.8%	13.3%
16-19 Years	16	18	18	20	19	10.5%	11.8%	11.8%	12.0%	12.7%
20+ Years	51	53	50	53	55	33.6%	34.6%	32.7%	31.7%	36.7%
Average Experience	14.2	14.9	14.5	14.1	15.2					

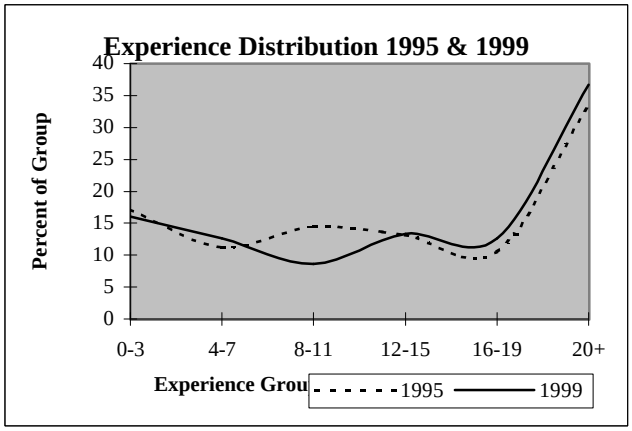
District Report for: UNICOI COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	11	15	7	32	-	6.1%	8.3%	3.9%	16.2%	-
Attrition from Transfers	5	3	6	7	-	2.8%	1.7%	3.4%	3.6%	-
Attrition from Exits	6	12	1	25	-	3.4%	6.6%	0.6%	12.7%	-
Teacher Attrition	8	12	7	30	-	5.3%	7.8%	4.6%	18.0%	-
Attrition from Transfers	3	2	6	6	-	2.0%	1.3%	3.9%	3.6%	-
Attrition from Exits	5	10	1	24	-	3.3%	6.5%	0.7%	14.4%	-
District Retention										
Educator Retention	168	166	172	165	-	93.9%	91.7%	96.1%	83.8%	-
Teacher Retention	144	141	146	137	-	94.7%	92.2%	95.4%	82.0%	-

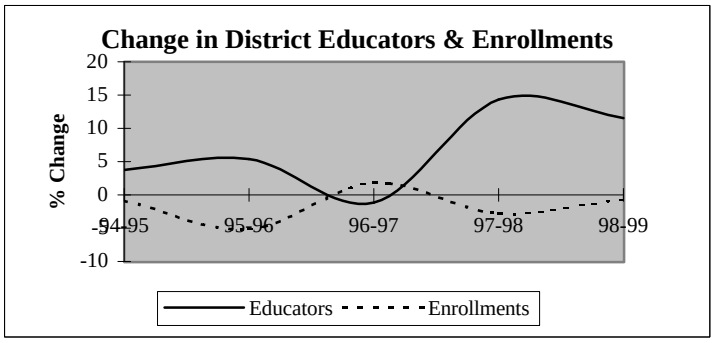
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	62.3%	15.1%	22.6%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.4%	8.8%	8.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.0%	3.3%	16.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.1%	3.4%	3.4%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	88.0%	0.0%	12.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	100.0%	0.0%	0.0%	89.7%	2.1%	91.8%	8.2%

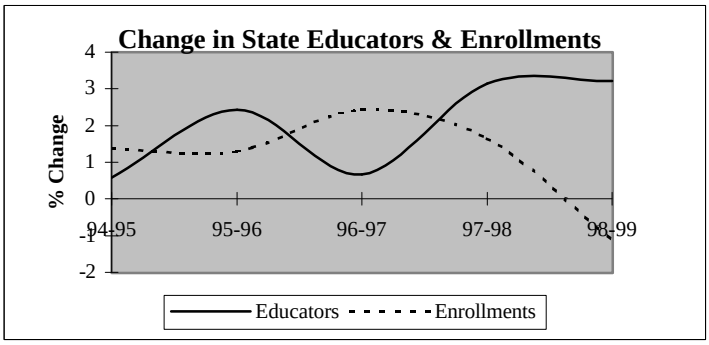
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.8%	12.3%	16.5%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.7%	7.8%	12.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.7%	3.9%	6.1%	9.1%	6.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.5%	93.4%	93.9%	88.3%	91.7%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.6%	0.0%	1.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.8%	2.2%	0.0%	1.5%	1.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: UNION COUNTY





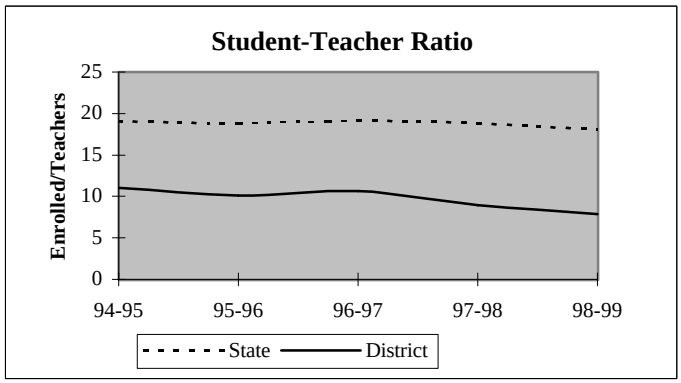
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	9.7	8.8	9.0	7.7	6.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	11.1	10.1	10.7	9.0	7.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	6	9	-2	25	23	-	-	-	-	-
% Change in Educators	3.7%	5.4%	-1.1%	14.3%	11.5%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-15	-85	29	-44	-11	-	-	-	-	-
% Change in Enrollment	-0.9%	-5.2%	1.9%	-2.8%	-0.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.6%	0.6%	1.0%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.2%	4.5%	6.3%	5.5%	4.9%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	7.7%	9.0%	9.1%	9.0%	8.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.6%	0.0%	0.0%	0.5%	0.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	0.0%	12.5%	18.2%	18.2%	18.2%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.0	39.7	40.0	34.6	31.8	42.7	43.1	43.3	37.1	36.4
Average Experience	11.4	11.1	11.7	11.2	10.2	13.9	13.9	13.8	13.7	13.7
Average Salary	26,619	26,591	27,838	27,391	28,254	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.7%	0.0%	0.0%	0.6%	1.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.0%	80.4%	81.1%	78.9%	78.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.5%	11.8%	11.5%	11.7%	13.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.2%	na	0.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.2%	na	1.7%	-	1.7%	1.7%	1.6%	1.8%

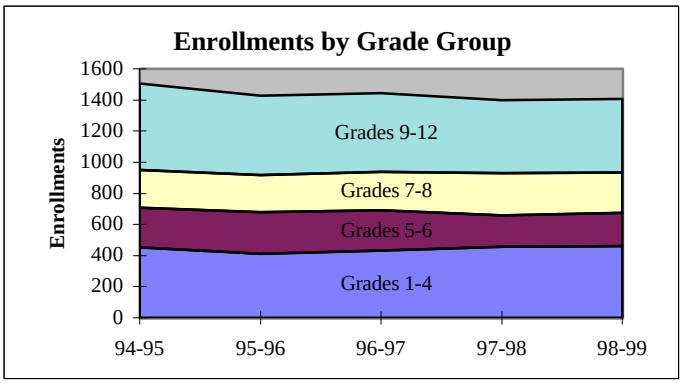
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	168	177	175	200	223	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	141	156	164	166	189	83.9%	88.1%	93.7%	83.0%	84.8%
Newly Hired	27	21	11	34	34	16.1%	11.9%	6.3%	17.0%	15.2%
Transfers In	3	4	2	6	2	11.1%	19.0%	18.2%	17.6%	5.9%
Reentrants	17	6	5	8	10	63.0%	28.6%	45.5%	23.5%	29.4%
First Time Educators	7	11	4	20	22	25.9%	52.4%	36.4%	58.8%	64.7%
Total Exiting Next Year	12	13	9	11	-	7.1%	7.3%	5.1%	5.5%	-
Transfers Out	2	3	2	3	-	16.7%	23.1%	22.2%	27.3%	-
Leave Tennessee Educ.	10	10	7	8	-	83.3%	76.9%	77.8%	72.7%	-

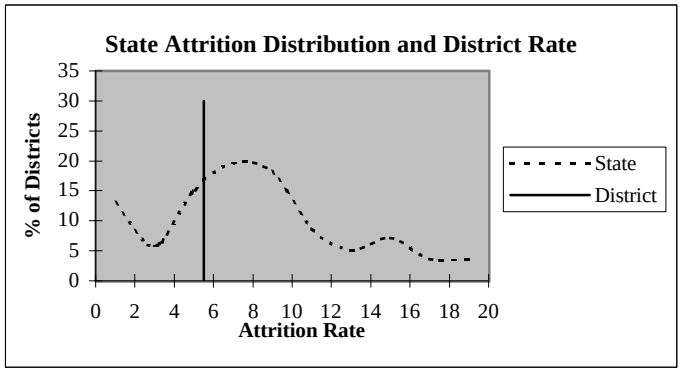
Dynamics Rates	District Rates				
District Attrition	7.1%	7.3%	5.1%	5.5%	-
Transfers In/Out	1.50	1.33	1.00	2.00	-

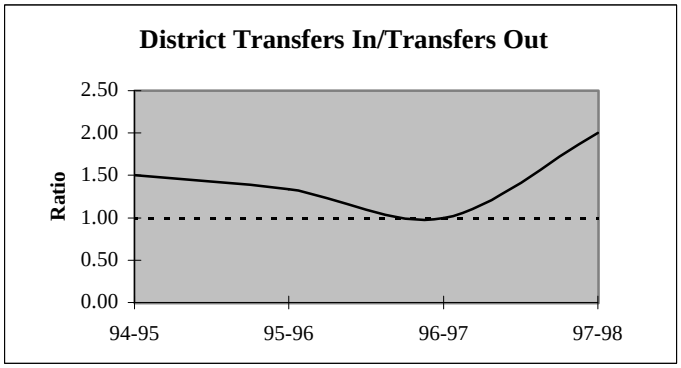
District Report for: UNION COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	168	177	175	200	223	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	8	11	11	11	4.2%	4.5%	6.3%	5.5%	4.9%
Professional Staff	13	16	16	18	19	7.7%	9.0%	9.1%	9.0%	8.5%
Total Teachers	148	153	148	171	193	88.1%	86.4%	84.6%	85.5%	86.5%
Special Education	17	18	17	20	25	11.5%	11.8%	11.5%	11.7%	13.0%
Pre-K & Kindergarten	12	12	11	10	13	8.1%	7.8%	7.4%	5.8%	6.7%
Elementary (1-4)	56	51	55	65	67	37.8%	33.3%	37.2%	38.0%	34.7%
Middle School (5-6)	17	19	16	17	17	11.5%	12.4%	10.8%	9.9%	8.8%
Jr. High (7-8)	12	14	12	13	18	8.1%	9.2%	8.1%	7.6%	9.3%
High School (9-12)	34	39	37	46	53	23.0%	25.5%	25.0%	26.9%	27.5%
Business	2	1	0	3	4	5.9%	2.6%	0.0%	6.5%	7.5%
Language Arts	5	5	4	5	6	14.7%	12.8%	10.8%	10.9%	11.3%
Social Studies	2	3	5	7	7	5.9%	7.7%	13.5%	15.2%	13.2%
Foreign Language	1	1	1	2	2	2.9%	2.6%	2.7%	4.3%	3.8%
Mathematics	3	4	5	5	5	8.8%	10.3%	13.5%	10.9%	9.4%
Science	4	4	3	3	4	11.8%	10.3%	8.1%	6.5%	7.5%
Vocational Education	7	8	9	9	10	20.6%	20.5%	24.3%	19.6%	18.9%
Other High School	10	13	10	12	15	29.4%	33.3%	27.0%	26.1%	28.3%
Total Enrollments	1,637	1,552	1,581	1,537	1,526	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	111	107	120	117	98	6.8%	6.9%	7.6%	7.6%	6.4%
Grades 1-4	452	412	430	457	462	27.6%	26.5%	27.2%	29.7%	30.3%
Grades 5-6	254	267	259	202	211	15.5%	17.2%	16.4%	13.1%	13.8%
Grades 7-8	245	237	248	271	259	15.0%	15.3%	15.7%	17.6%	17.0%
Grades 9-12	553	512	507	467	475	33.8%	33.0%	32.1%	30.4%	31.1%
Ungraded	22	17	17	23	21	1.3%	1.1%	1.1%	1.5%	1.4%









District Report for: UNION COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	7	8	11	11	11	4.2%	4.6%	6.4%	5.7%	5.1%
White - Females	0	1	2	2	2	0.0%	12.5%	18.2%	18.2%	18.2%
White - Males	7	7	9	9	9	100.0%	87.5%	81.8%	81.8%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	16	16	17	18	7.8%	9.2%	9.4%	8.8%	8.4%
White - Females	8	8	12	13	13	61.5%	50.0%	75.0%	76.5%	72.2%
White - Males	5	8	4	4	5	38.5%	50.0%	25.0%	23.5%	27.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	146	150	144	166	185	88.0%	86.2%	84.2%	85.6%	86.4%
White - Females	113	121	117	131	148	77.4%	80.7%	81.3%	78.9%	80.0%
White - Males	32	29	27	34	35	21.9%	19.3%	18.8%	20.5%	18.9%
Black - Females	1	0	0	1	1	0.7%	0.0%	0.0%	0.6%	0.5%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	2	1	27	44	2.1%	1.4%	0.7%	15.8%	22.8%
25-29	26	32	29	27	29	18.4%	22.7%	21.5%	15.8%	15.0%
30-34	22	17	18	23	24	15.6%	12.1%	13.3%	13.5%	12.4%
35-39	22	18	19	20	20	15.6%	12.8%	14.1%	11.7%	10.4%
40-45	19	21	16	18	19	13.5%	14.9%	11.9%	10.5%	9.8%
45-49	25	25	24	25	24	17.7%	17.7%	17.8%	14.6%	12.4%
50-54	10	14	17	17	22	7.1%	9.9%	12.6%	9.9%	11.4%
55+	14	12	11	14	11	9.9%	8.5%	8.1%	8.2%	5.7%
Average Age	40.0	39.7	40.0	34.6	31.8					

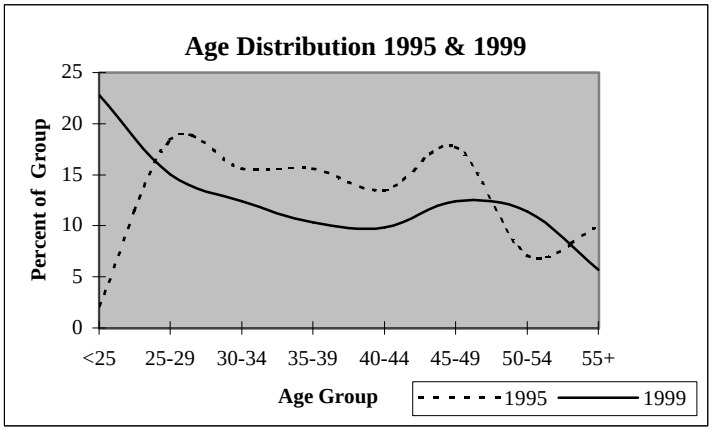
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	43	48	36	45	63	29.1%	31.4%	24.3%	26.3%	32.6%
4-7 Years	25	25	35	41	41	16.9%	16.3%	23.6%	24.0%	21.2%
8-11 Years	19	18	15	18	23	12.8%	11.8%	10.1%	10.5%	11.9%
12-15 Years	8	11	12	15	14	5.4%	7.2%	8.1%	8.8%	7.3%
16-19 Years	21	19	12	7	7	14.2%	12.4%	8.1%	4.1%	3.6%
20+ Years	32	32	38	45	45	21.6%	20.9%	25.7%	26.3%	23.3%
Average Experience	11.4	11.1	11.7	11.2	10.2					

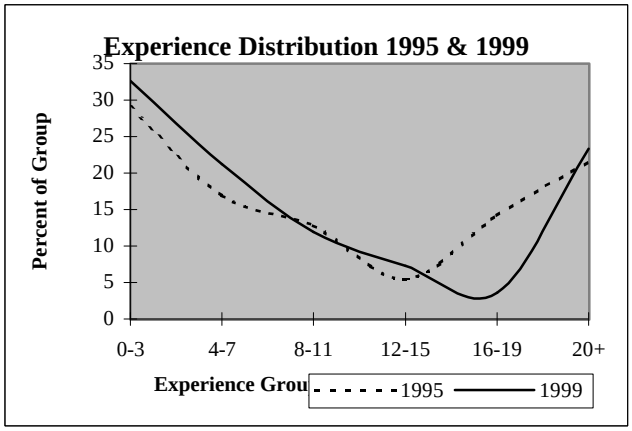
District Report for: UNION COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	12	13	9	11	-	7.1%	7.3%	5.1%	5.5%	-
Attrition from Transfers	2	3	2	3	-	1.2%	1.7%	1.1%	1.5%	-
Attrition from Exits	10	10	7	8	-	6.0%	5.6%	4.0%	4.0%	-
Teacher Attrition	11	12	8	9	-	7.4%	7.8%	5.4%	5.3%	-
Attrition from Transfers	2	3	2	3	-	1.4%	2.0%	1.4%	1.8%	-
Attrition from Exits	9	9	6	6	-	6.1%	5.9%	4.1%	3.5%	-
District Retention										
Educator Retention	156	164	166	189	-	92.9%	92.7%	94.9%	94.5%	-
Teacher Retention	137	141	140	162	-	92.6%	92.2%	94.6%	94.7%	-

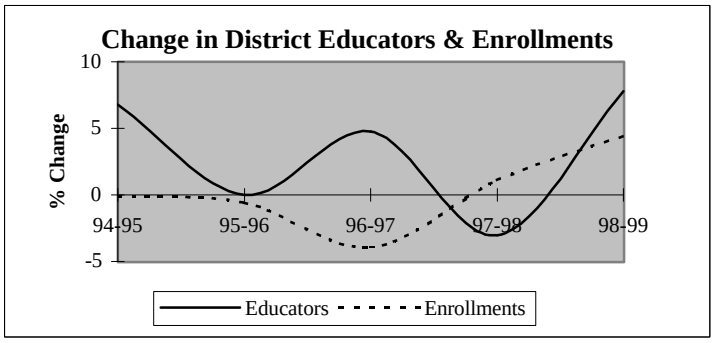
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	84.6%	7.7%	7.7%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	92.7%	1.8%	5.5%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	85.2%	1.9%	13.0%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	87.7%	5.3%	7.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	91.7%	4.2%	4.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.5%	4.8%	4.8%	89.7%	2.1%	91.8%	8.2%

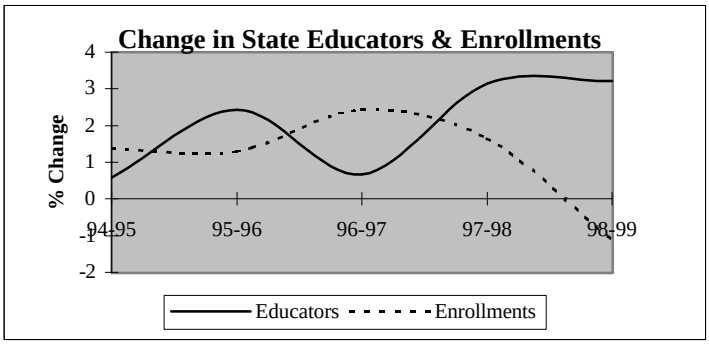
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	5.3%	12.5%	20.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.6%	8.8%	15.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.1%	7.3%	4.6%	10.5%	11.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.3%	90.4%	94.3%	85.5%	84.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.6%	0.0%	0.5%	1.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	6.5%	1.7%	1.1%	3.5%	2.2%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: VAN BUREN COUNTY





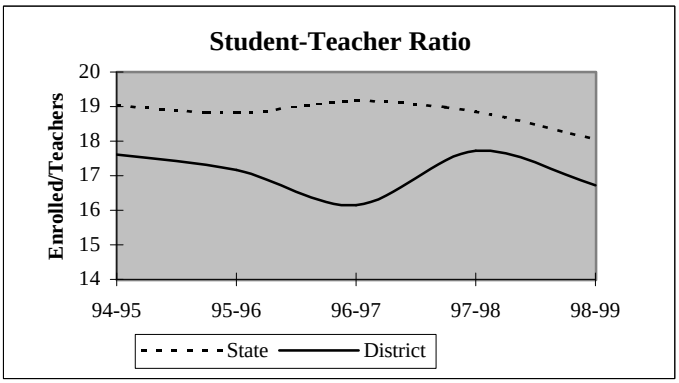
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	13.7	13.6	12.5	13.0	12.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.6	17.2	16.2	17.7	16.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	4	0	3	-2	5	-	-	-	-	-
% Change in Educators	6.8%	0.0%	4.8%	-3.0%	7.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-1	-5	-34	9	37	-	-	-	-	-
% Change in Enrollment	-0.1%	-0.6%	-4.0%	1.1%	4.4%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	1.6%	2.9%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.8%	3.2%	6.1%	4.7%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	17.5%	17.5%	16.7%	21.9%	20.3%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	33.3%	0.0%	0.0%	0.0%	0.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	37.8	38.7	38.7	35.4	34.9	42.7	43.1	43.3	37.1	36.4
Average Experience	11.1	11.2	11.7	11.6	11.2	13.9	13.9	13.8	13.7	13.7
Average Salary	26,640	27,621	29,080	29,026	30,225	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	83.7%	80.0%	80.4%	80.9%	80.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.2%	8.0%	7.8%	8.5%	9.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	0.0%	na	0.1%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.0%	na	0.0%	-	1.7%	1.7%	1.6%	1.8%

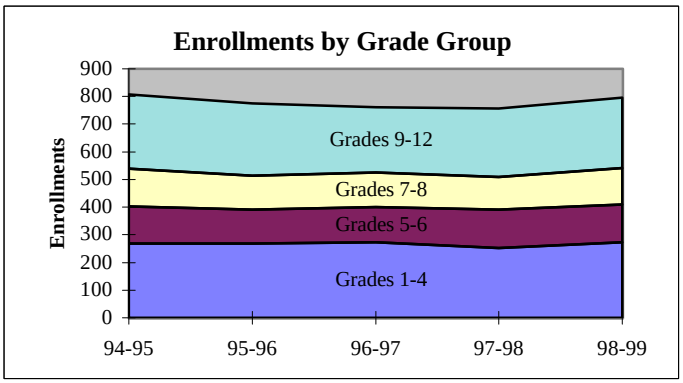
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	63	63	66	64	69	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	54	58	59	64	84.1%	85.7%	87.9%	92.2%	92.8%
Newly Hired	10	9	8	5	5	15.9%	14.3%	12.1%	7.8%	7.2%
Transfers In	2	3	2	1	0	20.0%	33.3%	25.0%	20.0%	0.0%
Reentrants	2	3	3	3	1	20.0%	33.3%	37.5%	60.0%	20.0%
First Time Educators	6	3	3	1	4	60.0%	33.3%	37.5%	20.0%	80.0%
Total Exiting Next Year	9	5	7	0	-	14.3%	7.9%	10.6%	0.0%	-
Transfers Out	4	0	2	0	-	44.4%	0.0%	28.6%	0.0%	-
Leave Tennessee Educ.	5	5	5	0	-	55.6%	100.0%	71.4%	0.0%	-

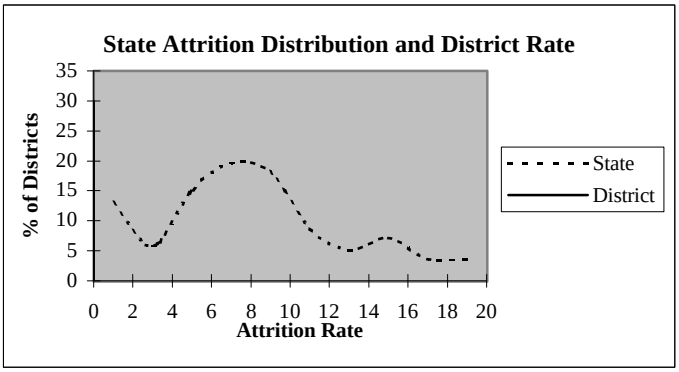
Dynamics Rates	District Rates				
District Attrition	14.3%	7.9%	10.6%	0.0%	-
Transfers In/Out	0.50	nc	1.00	nc	-

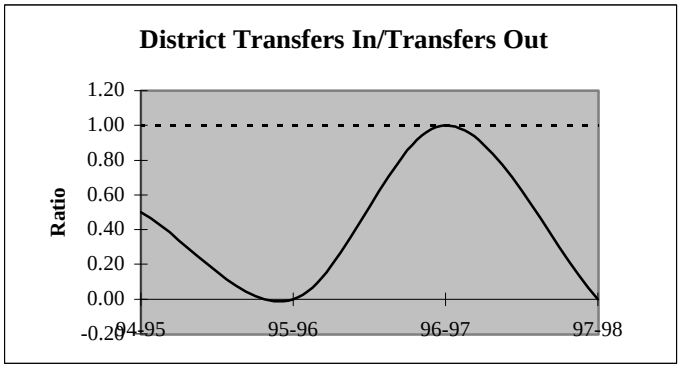
District Report for: VAN BUREN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	63	63	66	64	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	4	3	3	4.8%	3.2%	6.1%	4.7%	4.3%
Professional Staff	11	11	11	14	14	17.5%	17.5%	16.7%	21.9%	20.3%
Total Teachers	49	50	51	47	52	77.8%	79.4%	77.3%	73.4%	75.4%
Special Education	4	4	4	4	5	8.2%	8.0%	7.8%	8.5%	9.6%
Pre-K & Kindergarten	3	3	4	4	5	6.1%	6.0%	7.8%	8.5%	9.6%
Elementary (1-4)	18	19	19	18	18	36.7%	38.0%	37.3%	38.3%	34.6%
Middle School (5-6)	5	4	4	5	7	10.2%	8.0%	7.8%	10.6%	13.5%
Jr. High (7-8)	5	5	5	3	3	10.2%	10.0%	9.8%	6.4%	5.8%
High School (9-12)	14	15	15	13	14	28.6%	30.0%	29.4%	27.7%	26.9%
Business	1	2	1	2	2	7.1%	13.3%	6.7%	15.4%	14.3%
Language Arts	1	2	1	2	2	7.1%	13.3%	6.7%	15.4%	14.3%
Social Studies	1	1	2	1	1	7.1%	6.7%	13.3%	7.7%	7.1%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	7.7%	7.1%
Mathematics	2	3	3	1	1	14.3%	20.0%	20.0%	7.7%	7.1%
Science	1	1	1	1	1	7.1%	6.7%	6.7%	7.7%	7.1%
Vocational Education	3	3	3	3	3	21.4%	20.0%	20.0%	23.1%	21.4%
Other High School	5	3	4	2	3	35.7%	20.0%	26.7%	15.4%	21.4%
Total Enrollments	863	858	824	833	870	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	55	83	63	77	73	6.4%	9.7%	7.6%	9.2%	8.4%
Grades 1-4	268	269	273	252	272	31.1%	31.4%	33.1%	30.3%	31.3%
Grades 5-6	135	122	128	138	138	15.6%	14.2%	15.5%	16.6%	15.9%
Grades 7-8	135	123	124	120	131	15.6%	14.3%	15.0%	14.4%	15.1%
Grades 9-12	269	260	236	246	256	31.2%	30.3%	28.6%	29.5%	29.4%
Ungraded	1	1	0	0	0	0.1%	0.1%	0.0%	0.0%	0.0%









District Report for: VAN BUREN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	3	2	4	3	3	4.8%	3.2%	6.2%	4.8%	4.5%
White - Females	1	0	0	0	0	33.3%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	4	3	3	66.7%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	11	10	13	13	17.5%	17.5%	15.4%	21.0%	19.7%
White - Females	8	8	7	8	8	72.7%	72.7%	70.0%	61.5%	61.5%
White - Males	3	3	3	5	5	27.3%	27.3%	30.0%	38.5%	38.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	49	50	51	46	50	77.8%	79.4%	78.5%	74.2%	75.8%
White - Females	41	40	41	38	42	83.7%	80.0%	80.4%	82.6%	84.0%
White - Males	8	10	10	8	8	16.3%	20.0%	19.6%	17.4%	16.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	4	6	2.2%	2.2%	2.1%	8.5%	11.5%
25-29	14	9	9	9	9	30.4%	20.0%	18.8%	19.1%	17.3%
30-34	6	10	11	9	10	13.0%	22.2%	22.9%	19.1%	19.2%
35-39	5	5	7	5	7	10.9%	11.1%	14.6%	10.6%	13.5%
40-45	5	5	5	8	6	10.9%	11.1%	10.4%	17.0%	11.5%
45-49	9	7	8	5	7	19.6%	15.6%	16.7%	10.6%	13.5%
50-54	3	5	3	4	3	6.5%	11.1%	6.3%	8.5%	5.8%
55+	3	3	4	3	4	6.5%	6.7%	8.3%	6.4%	7.7%
Average Age	37.8	38.7	38.7	35.4	34.9					

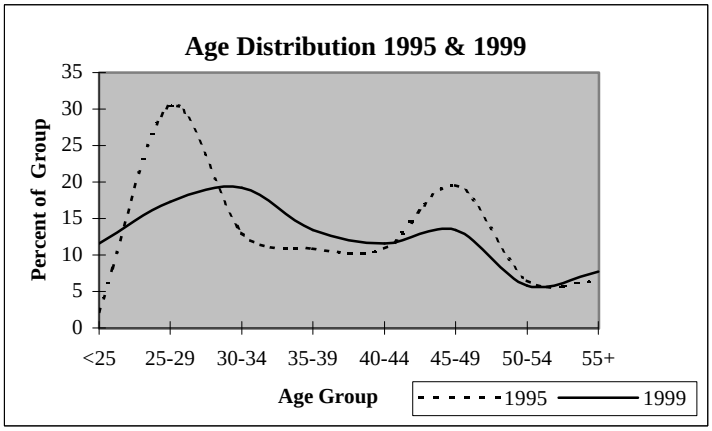
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	16	15	13	10	12	32.7%	30.0%	25.5%	21.3%	23.1%
4-7 Years	8	11	11	9	10	16.3%	22.0%	21.6%	19.1%	19.2%
8-11 Years	5	5	5	9	10	10.2%	10.0%	9.8%	19.1%	19.2%
12-15 Years	4	2	6	4	5	8.2%	4.0%	11.8%	8.5%	9.6%
16-19 Years	3	5	4	5	5	6.1%	10.0%	7.8%	10.6%	9.6%
20+ Years	13	12	12	10	10	26.5%	24.0%	23.5%	21.3%	19.2%
Average Experience	11.1	11.2	11.7	11.6	11.2					

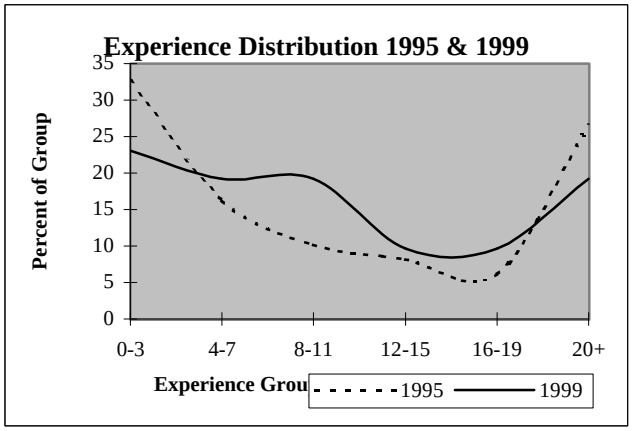
District Report for: VAN BUREN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	9	5	7	0	-	14.3%	7.9%	10.6%	0.0%	-
Attrition from Transfers	4	0	2	0	-	6.3%	0.0%	3.0%	0.0%	-
Attrition from Exits	5	5	5	0	-	7.9%	7.9%	7.6%	0.0%	-
Teacher Attrition	8	4	7	0	-	16.3%	8.0%	13.7%	0.0%	-
Attrition from Transfers	4	0	2	0	-	8.2%	0.0%	3.9%	0.0%	-
Attrition from Exits	4	4	5	0	-	8.2%	8.0%	9.8%	0.0%	-
District Retention										
Educator Retention	54	58	59	64	-	85.7%	92.1%	89.4%	100.0%	-
Teacher Retention	41	46	44	47	-	83.7%	92.0%	86.3%	100.0%	-

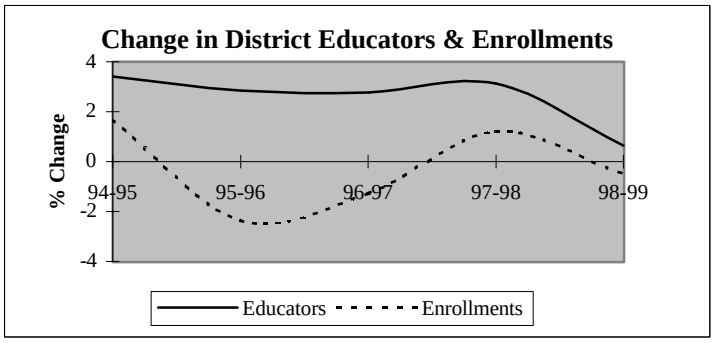
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	66.7%	11.1%	22.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	90.0%	0.0%	10.0%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.7%	6.7%	6.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	100.0%	0.0%	0.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	82.4%	11.8%	5.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.7%	0.0%	8.3%	89.7%	2.1%	91.8%	8.2%

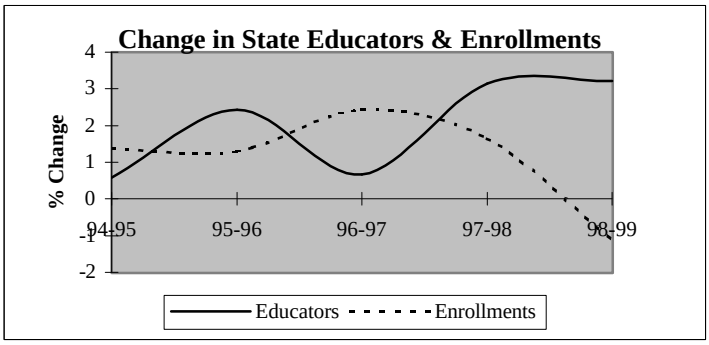
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.5%	13.5%	20.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	5.3%	9.5%	14.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	11.1%	4.8%	6.1%	1.6%	5.8%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	82.5%	92.1%	89.4%	96.9%	91.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	3.2%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.2%	3.2%	4.5%	1.6%	2.9%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WARREN COUNTY





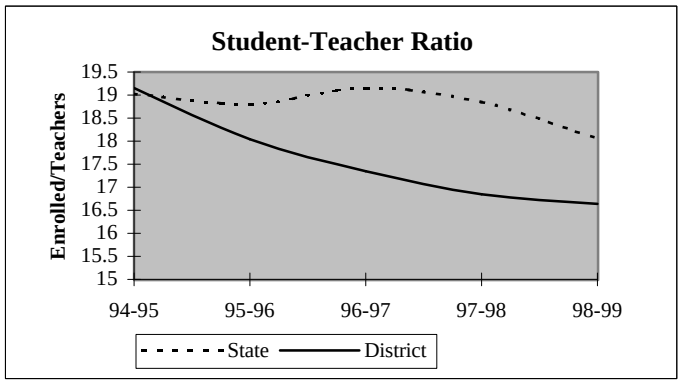
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	15.4	14.8	14.5	14.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.1	18.0	17.3	16.8	16.6	19.0	18.8	19.2	18.8	18.1
Change in Educators	14	12	12	14	3	-	-	-	-	-
% Change in Educators	3.4%	2.8%	2.8%	3.1%	0.7%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	114	-161	-86	79	-32	-	-	-	-	-
% Change in Enrollment	1.7%	-2.3%	-1.3%	1.2%	-0.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.2%	0.2%	0.4%	0.4%	0.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	4.6%	4.5%	4.1%	4.1%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.4%	10.1%	10.3%	9.8%	9.7%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.4%	1.2%	0.9%	1.1%	0.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.0%	5.3%	5.3%	5.6%	5.6%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	38.1%	35.0%	40.0%	36.8%	36.8%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.3	42.0	42.4	39.8	39.8	42.7	43.1	43.3	37.1	36.4
Average Experience	13.2	13.4	13.8	13.9	14.4	13.9	13.9	13.8	13.7	13.7
Average Salary	29,632	30,176	30,998	31,191	32,409	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.4%	1.1%	0.8%	1.0%	0.5%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.5%	78.7%	79.0%	78.8%	79.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.1%	8.9%	8.7%	8.8%	9.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.4%	na	7.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.6%	na	1.7%	-	1.7%	1.7%	1.6%	1.8%

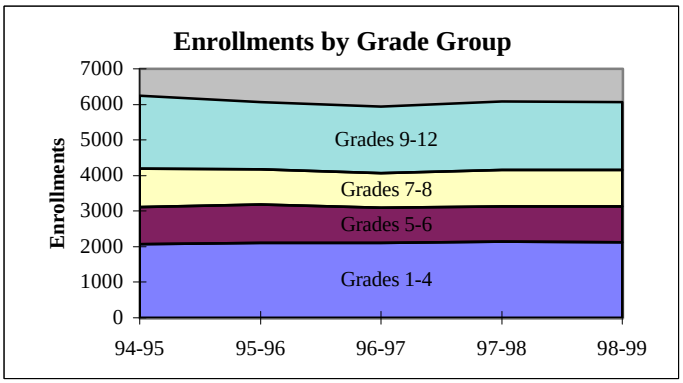
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	423	435	447	461	464	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	385	408	417	412	430	91.0%	93.8%	93.3%	89.4%	92.7%
Newly Hired	38	27	30	49	34	9.0%	6.2%	6.7%	10.6%	7.3%
Transfers In	8	4	3	11	5	21.1%	14.8%	10.0%	22.4%	14.7%
Reentrants	17	9	13	14	14	44.7%	33.3%	43.3%	28.6%	41.2%
First Time Educators	13	14	14	24	15	34.2%	51.9%	46.7%	49.0%	44.1%
Total Exiting Next Year	15	18	35	31	-	3.5%	4.1%	7.8%	6.7%	-
Transfers Out	3	6	11	9	-	20.0%	33.3%	31.4%	29.0%	-
Leave Tennessee Educ.	12	12	24	22	-	80.0%	66.7%	68.6%	71.0%	-

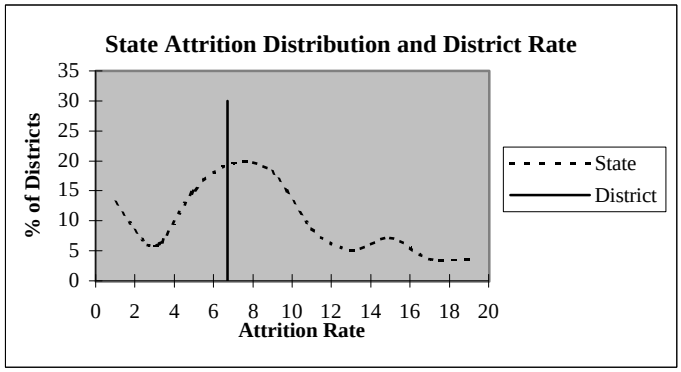
Dynamics Rates	District Rates				
District Attrition	3.5%	4.1%	7.8%	6.7%	-
Transfers In/Out	2.67	0.67	0.27	1.22	-

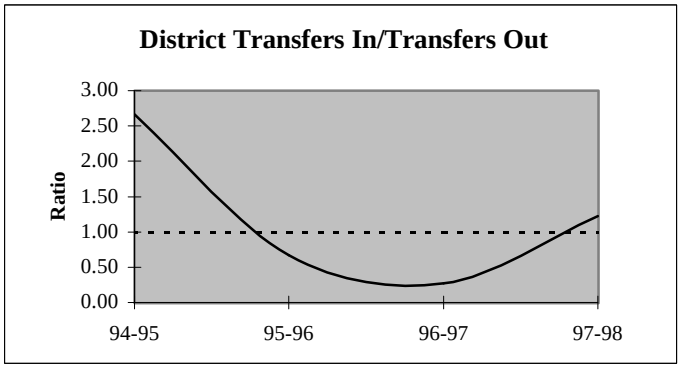
District Report for: WARREN COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	423	435	447	461	464	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	21	20	20	19	19	5.0%	4.6%	4.5%	4.1%	4.1%
Professional Staff	44	44	46	45	45	10.4%	10.1%	10.3%	9.8%	9.7%
Total Teachers	358	371	381	397	400	84.6%	85.3%	85.2%	86.1%	86.2%
Special Education	29	33	33	35	36	8.1%	8.9%	8.7%	8.8%	9.0%
Pre-K & Kindergarten	21	22	25	24	28	5.9%	5.9%	6.6%	6.0%	7.0%
Elementary (1-4)	128	135	137	146	145	35.8%	36.4%	36.0%	36.8%	36.3%
Middle School (5-6)	39	41	44	46	44	10.9%	11.1%	11.5%	11.6%	11.0%
Jr. High (7-8)	47	49	46	49	51	13.1%	13.2%	12.1%	12.3%	12.8%
High School (9-12)	94	91	96	97	96	26.3%	24.5%	25.2%	24.4%	24.0%
Business	4	4	4	4	4	4.3%	4.4%	4.2%	4.1%	4.2%
Language Arts	14	14	13	14	14	14.9%	15.4%	13.5%	14.4%	14.6%
Social Studies	10	10	12	13	13	10.6%	11.0%	12.5%	13.4%	13.5%
Foreign Language	6	7	6	4	4	6.4%	7.7%	6.3%	4.1%	4.2%
Mathematics	13	11	12	14	14	13.8%	12.1%	12.5%	14.4%	14.6%
Science	9	8	8	6	7	9.6%	8.8%	8.3%	6.2%	7.3%
Vocational Education	20	22	21	21	22	21.3%	24.2%	21.9%	21.6%	22.9%
Other High School	18	15	20	21	18	19.1%	16.5%	20.8%	21.6%	18.8%
Total Enrollments	6,855	6,694	6,608	6,687	6,655	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	495	529	526	510	506	7.2%	7.9%	8.0%	7.6%	7.6%
Grades 1-4	2,070	2,102	2,105	2,144	2,132	30.2%	31.4%	31.9%	32.1%	32.0%
Grades 5-6	1,039	1,077	987	993	995	15.2%	16.1%	14.9%	14.8%	15.0%
Grades 7-8	1,091	996	969	1,025	1,025	15.9%	14.9%	14.7%	15.3%	15.4%
Grades 9-12	2,048	1,885	1,881	1,912	1,907	29.9%	28.2%	28.5%	28.6%	28.7%
Ungraded	112	105	140	103	90	1.6%	1.6%	2.1%	1.5%	1.4%









District Report for: WARREN COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	20	19	19	18	18	4.8%	4.4%	4.3%	4.0%	4.0%
White - Females	7	6	7	6	6	35.0%	31.6%	36.8%	33.3%	33.3%
White - Males	12	12	11	11	11	60.0%	63.2%	57.9%	61.1%	61.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.0%	5.3%	5.3%	5.6%	5.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	44	46	45	45	10.5%	10.3%	10.5%	9.9%	9.9%
White - Females	37	37	39	38	39	84.1%	84.1%	84.8%	84.4%	86.7%
White - Males	7	7	7	7	6	15.9%	15.9%	15.2%	15.6%	13.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	354	365	375	390	392	84.7%	85.3%	85.2%	86.1%	86.2%
White - Females	273	285	295	306	309	77.1%	78.1%	78.7%	78.5%	78.8%
White - Males	76	76	77	80	81	21.5%	20.8%	20.5%	20.5%	20.7%
Black - Females	3	3	2	2	2	0.8%	0.8%	0.5%	0.5%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	2	1	1	1	0	0.6%	0.3%	0.3%	0.3%	0.0%
Other - Males	0	0	0	1	0	0.0%	0.0%	0.0%	0.3%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	5	1	4	32	36	1.4%	0.3%	1.1%	8.1%	9.0%
25-29	45	46	43	46	46	12.9%	13.0%	11.9%	11.6%	11.5%
30-34	40	42	44	39	35	11.5%	11.9%	12.2%	9.8%	8.8%
35-39	50	44	37	37	39	14.3%	12.4%	10.3%	9.3%	9.8%
40-45	67	64	61	65	60	19.2%	18.1%	16.9%	16.4%	15.0%
45-49	80	80	85	80	75	22.9%	22.6%	23.6%	20.2%	18.8%
50-54	35	49	58	67	78	10.0%	13.8%	16.1%	16.9%	19.5%
55+	27	28	28	31	31	7.7%	7.9%	7.8%	7.8%	7.8%
Average Age	41.3	42.0	42.4	39.8	39.8					

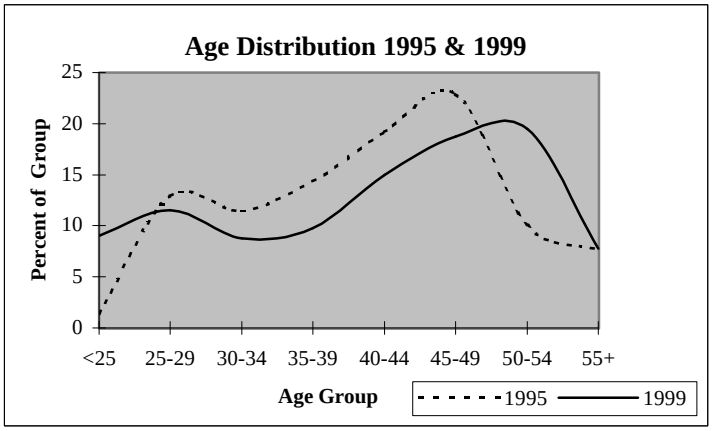
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	63	66	58	68	60	17.6%	17.8%	15.2%	17.1%	15.0%
4-7 Years	54	55	63	62	59	15.1%	14.8%	16.5%	15.6%	14.8%
8-11 Years	52	58	50	48	48	14.5%	15.6%	13.1%	12.1%	12.0%
12-15 Years	39	36	42	45	54	10.9%	9.7%	11.0%	11.3%	13.5%
16-19 Years	49	44	51	45	43	13.7%	11.9%	13.4%	11.3%	10.8%
20+ Years	101	112	117	129	136	28.2%	30.2%	30.7%	32.5%	34.0%
Average Experience	13.2	13.4	13.8	13.9	14.4					

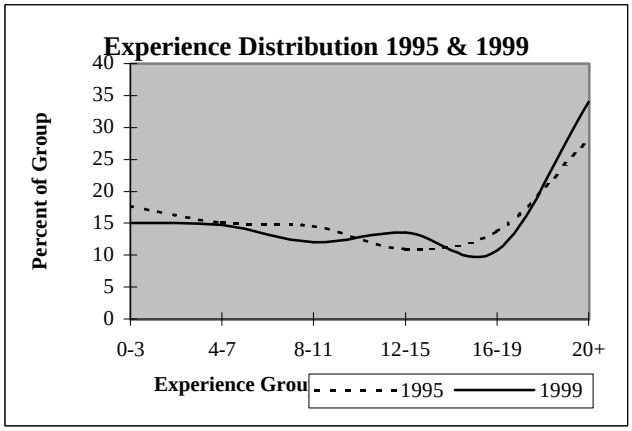
District Report for: WARREN COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	15	18	35	31	-	3.5%	4.1%	7.8%	6.7%	-
Attrition from Transfers	3	6	11	9	-	0.7%	1.4%	2.5%	2.0%	-
Attrition from Exits	12	12	24	22	-	2.8%	2.8%	5.4%	4.8%	-
Teacher Attrition	15	15	30	27	-	4.2%	4.0%	7.9%	6.8%	-
Attrition from Transfers	3	6	9	8	-	0.8%	1.6%	2.4%	2.0%	-
Attrition from Exits	12	9	21	19	-	3.4%	2.4%	5.5%	4.8%	-
District Retention										
Educator Retention	408	417	412	430	-	96.5%	95.9%	92.2%	93.3%	-
Teacher Retention	343	356	351	370	-	95.8%	96.0%	92.1%	93.2%	-

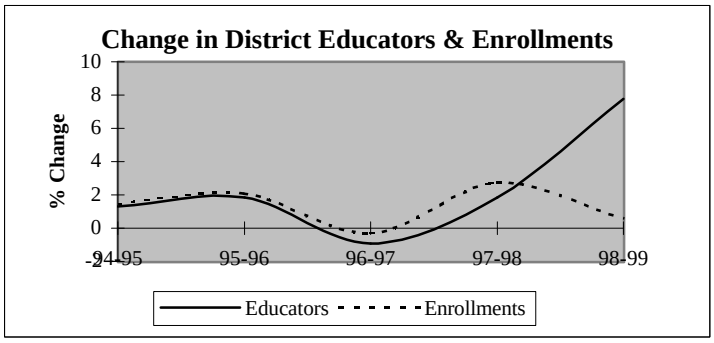
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.2%	8.3%	15.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.7%	8.4%	4.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	91.7%	2.8%	5.6%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.9%	4.9%	1.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.4%	1.3%	6.3%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	93.1%	0.0%	6.9%	89.7%	2.1%	91.8%	8.2%

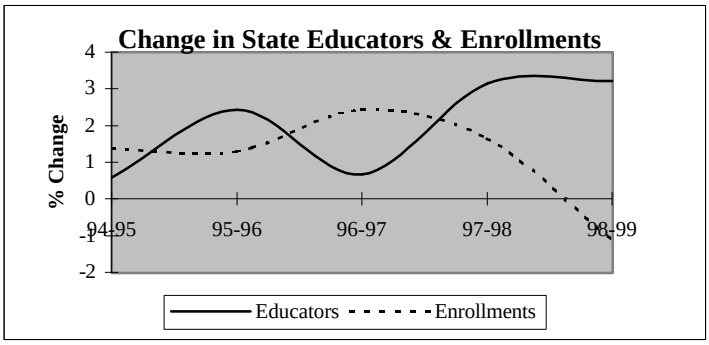
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.5%	10.5%	15.2%	-	-	8.7%	12.8%	16.1%
Sex	-	-	3.9%	8.0%	10.9%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.4%	4.1%	3.6%	6.9%	4.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.7%	93.8%	94.0%	90.9%	92.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.2%	0.2%	0.2%	0.4%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.7%	1.8%	2.2%	1.7%	2.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WASHINGTON COUNTY





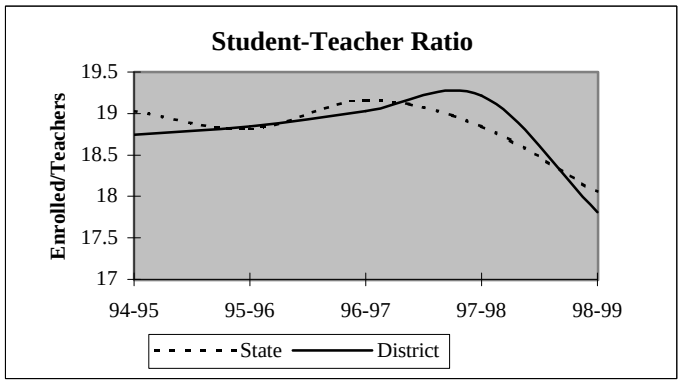
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.1	16.1	16.2	16.4	15.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.7	18.8	19.0	19.2	17.8	19.0	18.8	19.2	18.8	18.1
Change in Educators	7	10	-5	10	43	-	-	-	-	-
% Change in Educators	1.3%	1.9%	-0.9%	1.8%	7.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	124	179	-27	239	53	-	-	-	-	-
% Change in Enrollment	1.5%	2.1%	-0.3%	2.7%	0.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.3%	0.9%	0.6%	0.5%	0.7%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.3%	4.4%	4.2%	4.5%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	9.9%	10.0%	10.5%	10.3%	9.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.7%	1.5%	1.5%	1.3%	1.4%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	4.0%	3.8%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.4%	37.5%	34.8%	36.0%	38.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	44.9	45.1	45.0	40.5	39.7	42.7	43.1	43.3	37.1	36.4
Average Experience	15.7	15.8	15.8	15.3	14.9	13.9	13.9	13.8	13.7	13.7
Average Salary	32,177	32,092	33,309	33,426	41,817	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.6%	1.3%	1.3%	0.9%	0.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	75.3%	75.5%	74.9%	74.5%	75.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.9%	9.0%	9.3%	7.9%	8.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.9%	na	1.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.4%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

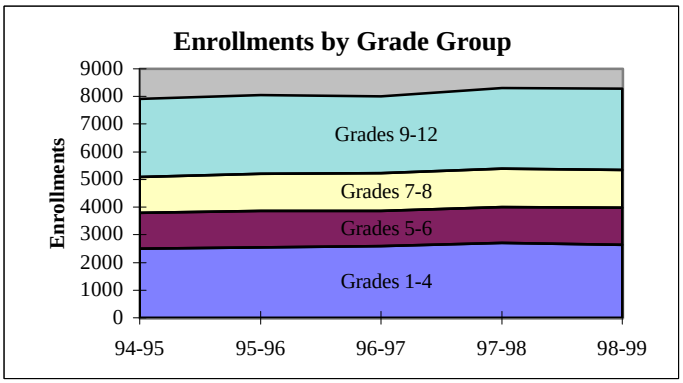
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	538	548	543	553	596	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	492	505	501	498	536	91.4%	92.2%	92.3%	90.1%	89.9%
Newly Hired	46	43	42	55	60	8.6%	7.8%	7.7%	9.9%	10.1%
Transfers In	7	3	7	11	4	15.2%	7.0%	16.7%	20.0%	6.7%
Reentrants	21	18	15	15	15	45.7%	41.9%	35.7%	27.3%	25.0%
First Time Educators	18	22	20	29	41	39.1%	51.2%	47.6%	52.7%	68.3%
Total Exiting Next Year	33	47	45	17	-	6.1%	8.6%	8.3%	3.1%	-
Transfers Out	5	7	1	6	-	15.2%	14.9%	2.2%	35.3%	-
Leave Tennessee Educ.	28	40	44	11	-	84.8%	85.1%	97.8%	64.7%	-

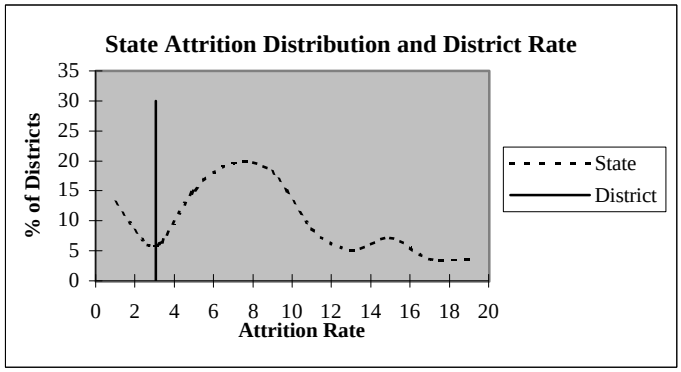
Dynamics Rates	District Rates				
District Attrition	6.1%	8.6%	8.3%	3.1%	-
Transfers In/Out	1.40	0.43	7.00	1.83	-

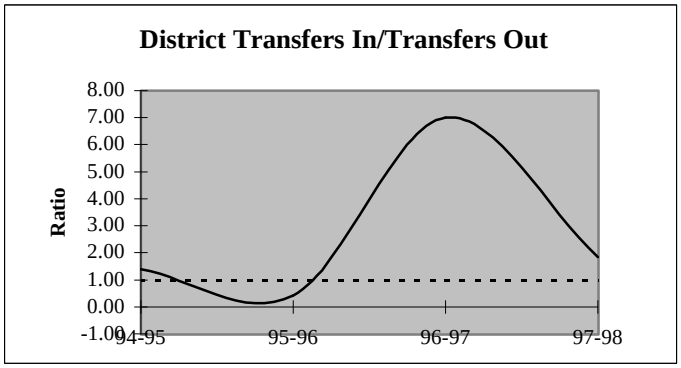
District Report for: WASHINGTON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	538	548	543	553	596	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	24	23	25	26	4.3%	4.4%	4.2%	4.5%	4.4%
Professional Staff	53	55	57	57	59	9.9%	10.0%	10.5%	10.3%	9.9%
Total Teachers	462	469	463	471	511	85.9%	85.6%	85.3%	85.2%	85.7%
Special Education	41	42	43	37	44	8.9%	9.0%	9.3%	7.9%	8.6%
Pre-K & Kindergarten	30	33	31	31	35	6.5%	7.0%	6.7%	6.6%	6.8%
Elementary (1-4)	166	169	170	186	193	35.9%	36.0%	36.7%	39.5%	37.8%
Middle School (5-6)	49	51	50	47	58	10.6%	10.9%	10.8%	10.0%	11.4%
Jr. High (7-8)	46	44	44	49	50	10.0%	9.4%	9.5%	10.4%	9.8%
High School (9-12)	130	130	125	121	131	28.1%	27.7%	27.0%	25.7%	25.6%
Business	4	5	3	4	4	3.1%	3.8%	2.4%	3.3%	3.1%
Language Arts	20	20	19	16	19	15.4%	15.4%	15.2%	13.2%	14.5%
Social Studies	14	11	14	13	13	10.8%	8.5%	11.2%	10.7%	9.9%
Foreign Language	7	7	5	6	7	5.4%	5.4%	4.0%	5.0%	5.3%
Mathematics	15	17	16	15	15	11.5%	13.1%	12.8%	12.4%	11.5%
Science	11	13	12	12	13	8.5%	10.0%	9.6%	9.9%	9.9%
Vocational Education	28	29	31	24	30	21.5%	22.3%	24.8%	19.8%	22.9%
Other High School	31	28	25	31	30	23.8%	21.5%	20.0%	25.6%	22.9%
Total Enrollments	8,658	8,837	8,810	9,049	9,102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	645	660	667	608	649	7.4%	7.5%	7.6%	6.7%	7.1%
Grades 1-4	2,505	2,538	2,602	2,704	2,636	28.9%	28.7%	29.5%	29.9%	29.0%
Grades 5-6	1,294	1,320	1,261	1,291	1,333	14.9%	14.9%	14.3%	14.3%	14.6%
Grades 7-8	1,282	1,339	1,361	1,407	1,371	14.8%	15.2%	15.4%	15.5%	15.1%
Grades 9-12	2,822	2,862	2,770	2,893	2,932	32.6%	32.4%	31.4%	32.0%	32.2%
Ungraded	110	118	149	146	181	1.3%	1.3%	1.7%	1.6%	2.0%









District Report for: WASHINGTON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	23	24	22	25	26	4.4%	4.5%	4.2%	4.7%	4.5%
White - Females	7	9	8	8	9	30.4%	37.5%	36.4%	32.0%	34.6%
White - Males	16	15	14	16	16	69.6%	62.5%	63.6%	64.0%	61.5%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	4.0%	3.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	52	54	55	56	58	9.9%	10.1%	10.4%	10.5%	10.1%
White - Females	39	41	41	42	44	75.0%	75.9%	74.5%	75.0%	75.9%
White - Males	11	11	12	12	11	21.2%	20.4%	21.8%	21.4%	19.0%
Black - Females	2	2	2	2	3	3.8%	3.7%	3.6%	3.6%	5.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	450	456	450	451	488	85.7%	85.4%	85.4%	84.8%	85.3%
White - Females	333	338	333	337	369	74.0%	74.1%	74.0%	74.7%	75.6%
White - Males	110	112	111	110	115	24.4%	24.6%	24.7%	24.4%	23.6%
Black - Females	5	4	4	3	3	1.1%	0.9%	0.9%	0.7%	0.6%
Black - Males	1	1	2	1	1	0.2%	0.2%	0.4%	0.2%	0.2%
Other - Females	1	1	0	0	0	0.2%	0.2%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	2	2	4	46	56	0.5%	0.5%	0.9%	9.8%	11.0%
25-29	40	43	42	50	67	9.0%	9.8%	9.8%	10.6%	13.1%
30-34	37	34	33	37	49	8.4%	7.7%	7.7%	7.9%	9.6%
35-39	46	45	42	47	38	10.4%	10.2%	9.8%	10.0%	7.4%
40-45	70	65	55	49	44	15.8%	14.7%	12.8%	10.4%	8.6%
45-49	102	96	98	87	74	23.1%	21.8%	22.8%	18.5%	14.5%
50-54	77	82	78	80	99	17.4%	18.6%	18.2%	17.0%	19.4%
55+	68	74	77	75	84	15.4%	16.8%	17.9%	15.9%	16.4%
Average Age	44.9	45.1	45.0	40.5	39.7					

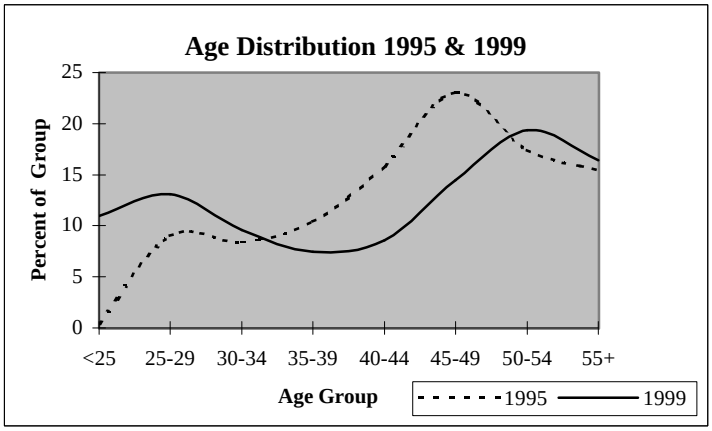
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	67	81	75	88	107	14.5%	17.3%	16.2%	18.7%	20.9%
4-7 Years	45	34	45	51	63	9.7%	7.2%	9.7%	10.8%	12.3%
8-11 Years	45	41	40	39	40	9.7%	8.7%	8.6%	8.3%	7.8%
12-15 Years	63	66	60	48	44	13.6%	14.1%	13.0%	10.2%	8.6%
16-19 Years	55	58	57	67	64	11.9%	12.4%	12.3%	14.2%	12.5%
20+ Years	187	189	186	178	193	40.5%	40.3%	40.2%	37.8%	37.8%
Average Experience	15.7	15.8	15.8	15.3	14.9					

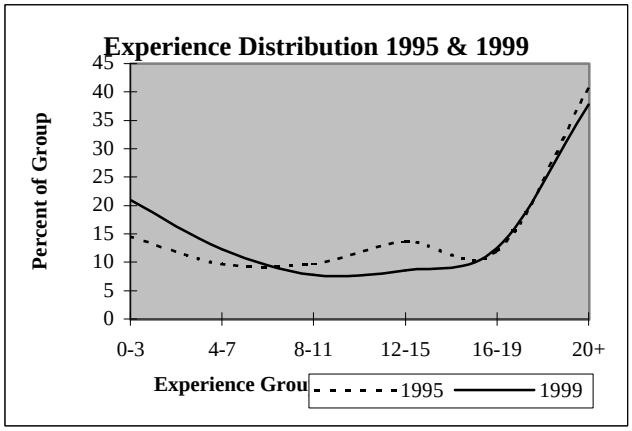
District Report for: WASHINGTON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	33	47	45	17	-	6.1%	8.6%	8.3%	3.1%	-
Attrition from Transfers	5	7	1	6	-	0.9%	1.3%	0.2%	1.1%	-
Attrition from Exits	28	40	44	11	-	5.2%	7.3%	8.1%	2.0%	-
Teacher Attrition	27	40	41	15	-	5.8%	8.5%	8.9%	3.2%	-
Attrition from Transfers	4	5	0	6	-	0.9%	1.1%	0.0%	1.3%	-
Attrition from Exits	23	35	41	9	-	5.0%	7.5%	8.9%	1.9%	-
District Retention										
Educator Retention	505	501	498	536	-	93.9%	91.4%	91.7%	96.9%	-
Teacher Retention	435	429	422	456	-	94.2%	91.5%	91.1%	96.8%	-

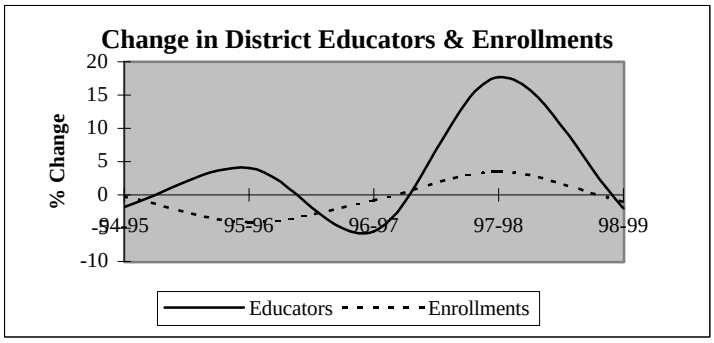
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	88.6%	3.5%	7.9%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	85.0%	2.8%	12.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	92.3%	0.0%	7.7%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.0%	0.0%	10.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	94.8%	3.4%	1.7%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	92.6%	1.9%	5.6%	89.7%	2.1%	91.8%	8.2%

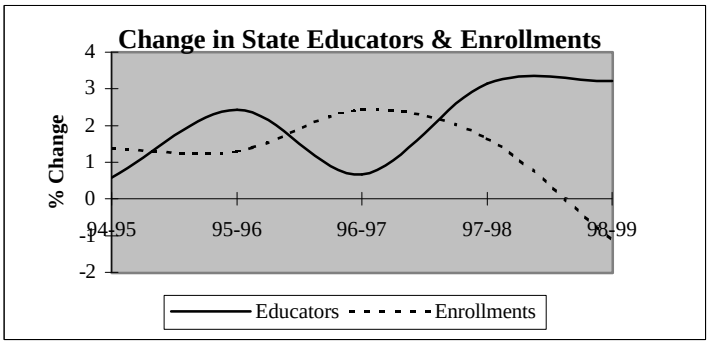
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.6%	13.4%	18.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.1%	8.1%	14.0%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.8%	4.9%	4.8%	5.4%	8.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	90.5%	92.9%	92.4%	92.4%	89.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.2%	0.2%	0.4%	0.2%	0.2%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.5%	2.0%	2.4%	2.0%	2.0%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: JOHNSON CITY





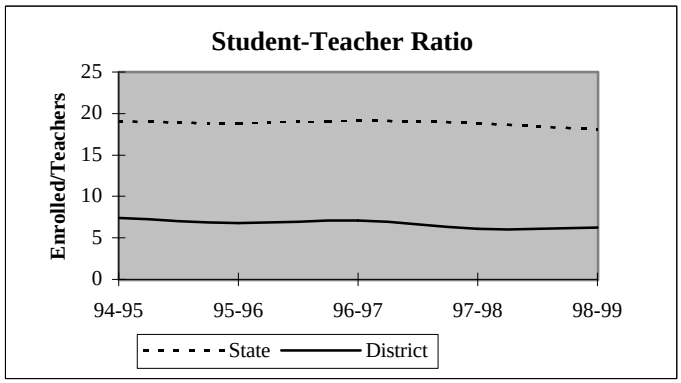
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	6.2	5.7	6.0	5.3	5.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	7.4	6.8	7.1	6.1	6.2	19.0	18.8	19.2	18.8	18.1
Change in Educators	-8	17	-24	73	-10	-	-	-	-	-
% Change in Educators	-1.9%	4.1%	-5.5%	17.7%	-2.1%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-6	-109	-21	87	-27	-	-	-	-	-
% Change in Enrollment	-0.2%	-4.2%	-0.8%	3.5%	-1.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.2%	0.7%	0.2%	1.0%	1.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.0%	4.8%	4.1%	3.7%	4.0%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.0%	10.8%	11.4%	9.5%	10.1%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	2.7%	2.8%	3.5%	4.1%	4.6%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	4.8%	4.8%	5.9%	5.6%	5.3%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	38.1%	38.1%	47.1%	38.9%	31.6%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.9	44.1	44.5	36.9	37.9	42.7	43.1	43.3	37.1	36.4
Average Experience	15.0	15.0	15.3	14.2	15.2	13.9	13.9	13.8	13.7	13.7
Average Salary	36,066	36,188	37,628	37,695	39,283	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	2.9%	3.1%	3.8%	4.5%	5.1%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	77.3%	77.4%	79.6%	77.0%	77.0%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.7%	9.5%	9.5%	8.1%	7.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	13.2%	na	13.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.7%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

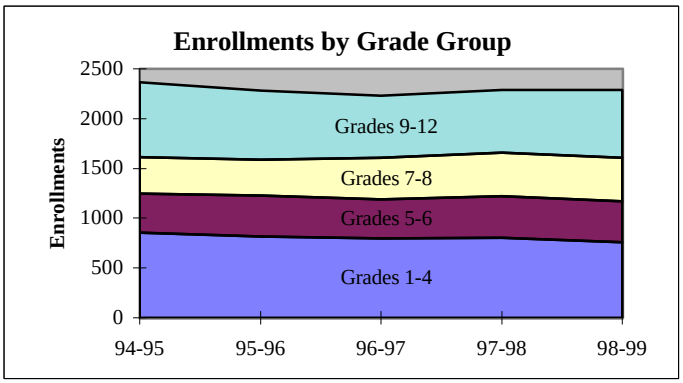
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	419	436	412	485	475	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	376	395	387	406	439	89.7%	90.6%	93.9%	83.7%	92.4%
Newly Hired	43	41	25	79	36	10.3%	9.4%	6.1%	16.3%	7.6%
Transfers In	8	5	4	14	7	18.6%	12.2%	16.0%	17.7%	19.4%
Reentrants	25	22	13	33	15	58.1%	53.7%	52.0%	41.8%	41.7%
First Time Educators	10	14	8	32	14	23.3%	34.1%	32.0%	40.5%	38.9%
Total Exiting Next Year	24	49	6	46	-	5.7%	11.2%	1.5%	9.5%	-
Transfers Out	4	0	2	10	-	16.7%	0.0%	33.3%	21.7%	-
Leave Tennessee Educ.	20	49	4	36	-	83.3%	100.0%	66.7%	78.3%	-

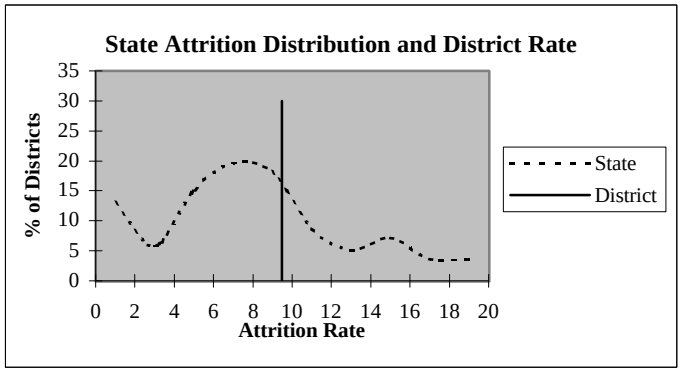
Dynamics Rates	District Rates				
District Attrition	5.7%	11.2%	1.5%	9.5%	-
Transfers In/Out	2.00	nc	2.00	1.40	-

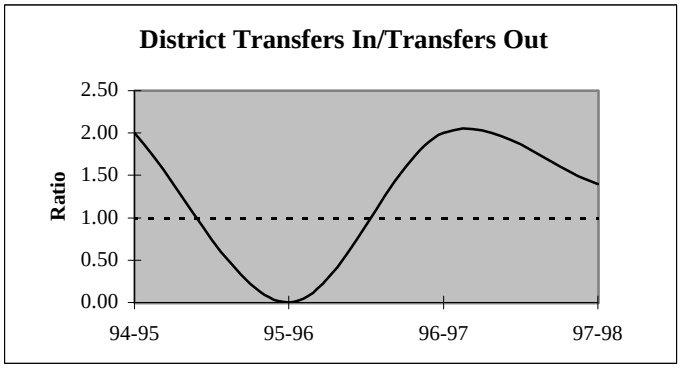
District Report for: JOHNSON CITY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	419	436	412	485	475	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	21	21	17	18	19	5.0%	4.8%	4.1%	3.7%	4.0%
Professional Staff	46	47	47	46	48	11.0%	10.8%	11.4%	9.5%	10.1%
Total Teachers	352	368	348	421	408	84.0%	84.4%	84.5%	86.8%	85.9%
Special Education	34	35	33	34	31	9.7%	9.5%	9.5%	8.1%	7.6%
Pre-K & Kindergarten	25	27	29	38	32	7.1%	7.3%	8.3%	9.0%	7.8%
Elementary (1-4)	131	138	129	156	154	37.2%	37.5%	37.1%	37.1%	37.7%
Middle School (5-6)	38	39	39	47	48	10.8%	10.6%	11.2%	11.2%	11.8%
Jr. High (7-8)	33	33	30	35	35	9.4%	9.0%	8.6%	8.3%	8.6%
High School (9-12)	91	96	88	111	108	25.9%	26.1%	25.3%	26.4%	26.5%
Business	1	1	1	1	1	1.1%	1.0%	1.1%	0.9%	0.9%
Language Arts	13	13	11	9	12	14.3%	13.5%	12.5%	8.1%	11.1%
Social Studies	9	9	9	12	11	9.9%	9.4%	10.2%	10.8%	10.2%
Foreign Language	7	7	6	7	9	7.7%	7.3%	6.8%	6.3%	8.3%
Mathematics	11	11	12	13	12	12.1%	11.5%	13.6%	11.7%	11.1%
Science	10	10	8	11	11	11.0%	10.4%	9.1%	9.9%	10.2%
Vocational Education	18	20	21	24	22	19.8%	20.8%	23.9%	21.6%	20.4%
Other High School	22	25	20	34	30	24.2%	26.0%	22.7%	30.6%	27.8%
Total Enrollments	2,609	2,500	2,479	2,566	2,539	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	196	177	214	216	193	7.5%	7.1%	8.6%	8.4%	7.6%
Grades 1-4	854	819	796	803	761	32.7%	32.8%	32.1%	31.3%	30.0%
Grades 5-6	395	410	396	418	410	15.1%	16.4%	16.0%	16.3%	16.1%
Grades 7-8	366	356	412	436	434	14.0%	14.2%	16.6%	17.0%	17.1%
Grades 9-12	751	699	627	633	685	28.8%	28.0%	25.3%	24.7%	27.0%
Ungraded	47	39	34	60	56	1.8%	1.6%	1.4%	2.3%	2.2%









District Report for: JOHNSON CITY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	21	21	17	18	19	5.1%	5.0%	4.2%	3.9%	4.1%
White - Females	7	7	7	6	5	33.3%	33.3%	41.2%	33.3%	26.3%
White - Males	13	13	9	11	13	61.9%	61.9%	52.9%	61.1%	68.4%
Black - Females	1	1	1	1	1	4.8%	4.8%	5.9%	5.6%	5.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	46	47	47	46	48	11.1%	11.1%	11.6%	9.9%	10.4%
White - Females	39	39	40	40	41	84.8%	83.0%	85.1%	87.0%	85.4%
White - Males	7	8	7	6	7	15.2%	17.0%	14.9%	13.0%	14.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	347	356	341	401	393	83.8%	84.0%	84.2%	86.2%	85.4%
White - Females	259	270	261	297	291	74.6%	75.8%	76.5%	74.1%	74.0%
White - Males	78	75	67	86	82	22.5%	21.1%	19.6%	21.4%	20.9%
Black - Females	8	8	8	12	12	2.3%	2.2%	2.3%	3.0%	3.1%
Black - Males	2	3	4	4	6	0.6%	0.8%	1.2%	1.0%	1.5%
Other - Females	0	0	1	2	2	0.0%	0.0%	0.3%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	2	1	75	68	0.3%	0.6%	0.3%	17.8%	16.7%
25-29	26	27	21	29	26	8.0%	8.1%	6.7%	6.9%	6.4%
30-34	28	28	28	31	28	8.6%	8.4%	8.9%	7.4%	6.9%
35-39	38	40	39	42	36	11.7%	12.0%	12.4%	10.0%	8.8%
40-45	73	72	60	59	57	22.4%	21.6%	19.0%	14.0%	14.0%
45-49	68	64	64	67	74	20.9%	19.2%	20.3%	15.9%	18.1%
50-54	48	57	58	64	66	14.7%	17.1%	18.4%	15.2%	16.2%
55+	44	43	44	54	53	13.5%	12.9%	14.0%	12.8%	13.0%
Average Age	43.9	44.1	44.5	36.9	37.9					

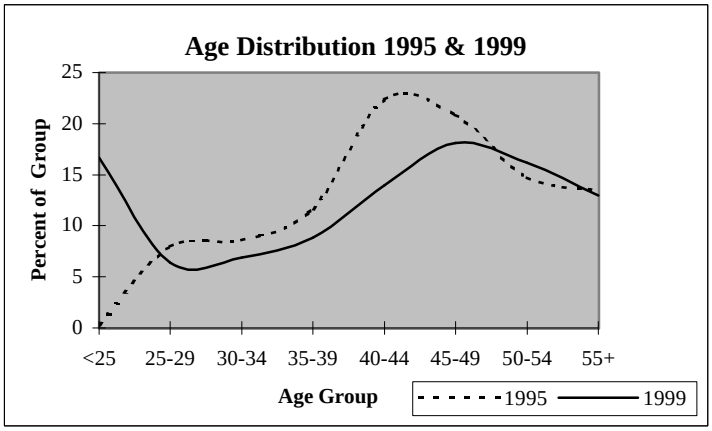
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	46	55	41	84	66	13.1%	14.9%	11.8%	20.0%	16.2%
4-7 Years	36	38	39	52	48	10.2%	10.3%	11.2%	12.4%	11.8%
8-11 Years	43	41	40	36	45	12.2%	11.1%	11.5%	8.6%	11.0%
12-15 Years	43	44	50	45	41	12.2%	12.0%	14.4%	10.7%	10.0%
16-19 Years	68	66	52	54	52	19.3%	17.9%	14.9%	12.8%	12.7%
20+ Years	116	124	126	150	156	33.0%	33.7%	36.2%	35.6%	38.2%
Average Experience	15.0	15.0	15.3	14.2	15.2					

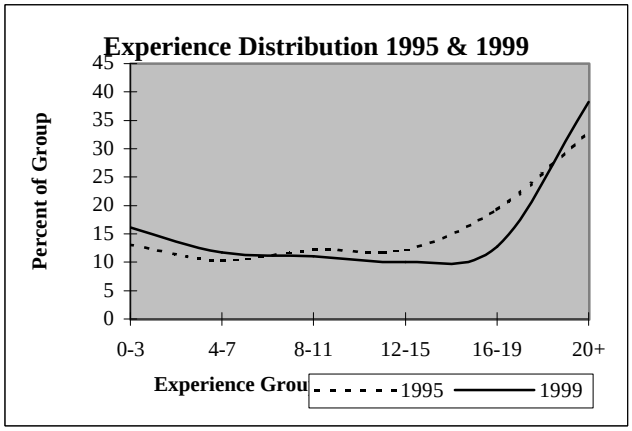
District Report for: JOHNSON CITY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	24	49	6	46	-	5.7%	11.2%	1.5%	9.5%	-
Attrition from Transfers	4	0	2	10	-	1.0%	0.0%	0.5%	2.1%	-
Attrition from Exits	20	49	4	36	-	4.8%	11.2%	1.0%	7.4%	-
Teacher Attrition	24	42	6	43	-	6.8%	11.4%	1.7%	10.2%	-
Attrition from Transfers	4	0	2	9	-	1.1%	0.0%	0.6%	2.1%	-
Attrition from Exits	20	42	4	34	-	5.7%	11.4%	1.1%	8.1%	-
District Retention										
Educator Retention	395	387	406	439	-	94.3%	88.8%	98.5%	90.5%	-
Teacher Retention	328	326	342	378	-	93.2%	88.6%	98.3%	89.8%	-

Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	59.7%	9.1%	31.2%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	89.2%	2.7%	8.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.9%	1.6%	9.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	82.1%	0.0%	17.9%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	84.6%	5.8%	9.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	90.9%	1.8%	7.3%	89.7%	2.1%	91.8%	8.2%

Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.2%	9.9%	12.7%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.7%	5.1%	7.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	3.8%	3.2%	2.4%	7.2%	4.2%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.2%	92.9%	95.1%	88.0%	92.8%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.0%	0.2%	0.0%	0.8%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	4.1%	3.7%	2.4%	3.9%	2.5%	3.4%	2.8%	2.7%	2.7%	2.8%





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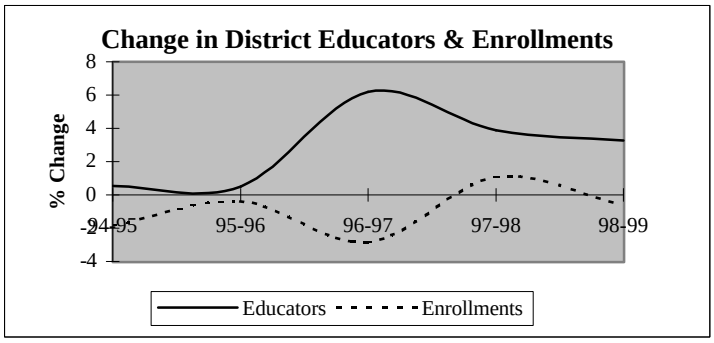
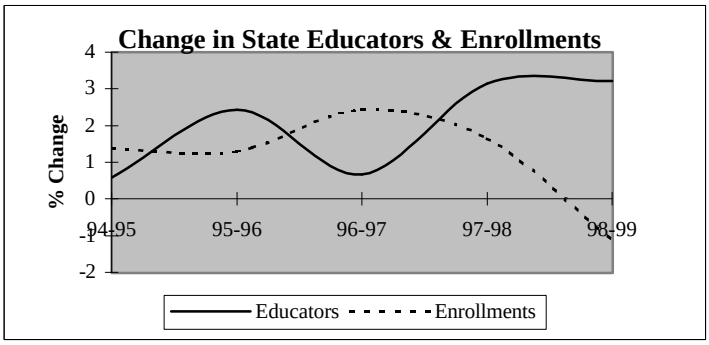
District Report for: WAYNE COUNTY





Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.3	15.1	13.8	13.5	13.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.5	18.1	16.8	16.4	16.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	1	1	12	8	7	-	-	-	-	-
% Change in Educators	0.5%	0.5%	6.2%	3.9%	3.3%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-56	-11	-84	31	-18	-	-	-	-	-
% Change in Enrollment	-1.9%	-0.4%	-2.9%	1.1%	-0.6%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.5%	1.0%	0.5%	1.4%	2.3%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	3.6%	4.4%	4.7%	4.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	13.0%	12.9%	13.1%	13.1%	14.5%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	0.5%	0.5%	0.5%	0.5%	0.5%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	11.1%	14.3%	11.1%	30.0%	30.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.3	40.6	41.1	35.7	35.6	42.7	43.1	43.3	37.1	36.4
Average Experience	12.7	12.7	13.2	12.6	13.3	13.9	13.9	13.8	13.7	13.7
Average Salary	27,272	28,228	29,905	29,487	30,982	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	0.6%	0.6%	0.6%	0.6%	0.6%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	71.7%	70.4%	71.8%	71.0%	70.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	11.9%	11.1%	10.6%	10.2%	11.2%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	1.5%	na	1.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.0%	na	0.8%	-	1.7%	1.7%	1.6%	1.8%

Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	193	194	206	214	221	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	177	177	183	189	207	91.7%	91.2%	88.8%	88.3%	93.7%
Newly Hired	16	17	23	25	14	8.3%	8.8%	11.2%	11.7%	6.3%
Transfers In	0	1	1	1	4	0.0%	5.9%	4.3%	4.0%	28.6%
Reentrants	5	6	14	7	3	31.3%	35.3%	60.9%	28.0%	21.4%
First Time Educators	11	10	8	17	7	68.8%	58.8%	34.8%	68.0%	50.0%
Total Exiting Next Year	16	11	17	7	-	8.3%	5.7%	8.3%	3.3%	-
Transfers Out	2	2	3	0	-	12.5%	18.2%	17.6%	0.0%	-
Leave Tennessee Educ.	14	9	14	7	-	87.5%	81.8%	82.4%	100.0%	-

Dynamics Rates	District Rates				
District Attrition	8.3%	5.7%	8.3%	3.3%	-
Transfers In/Out	0.00	0.50	0.33	nc	-

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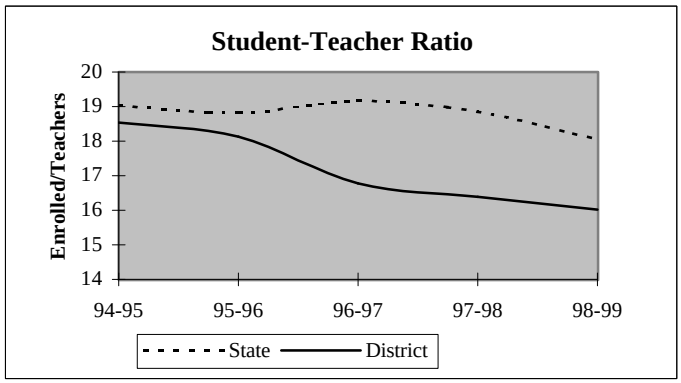
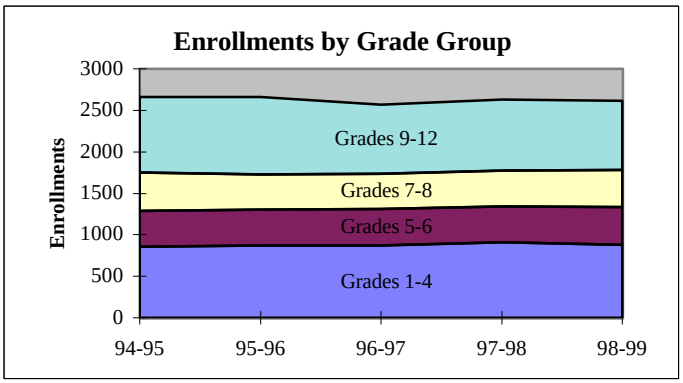
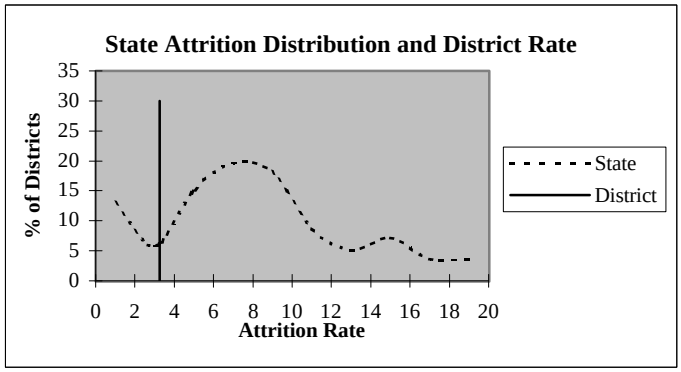
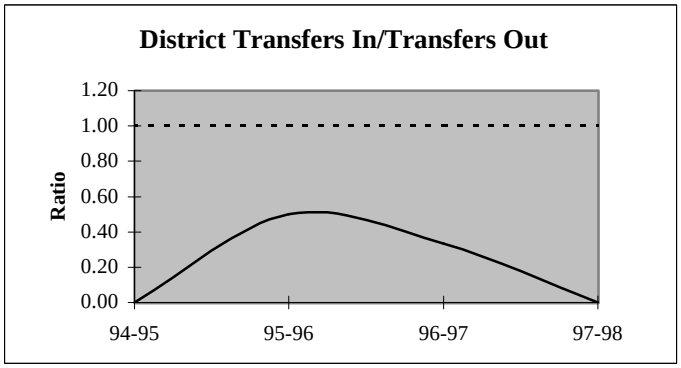
District Report for: WAYNE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	193	194	206	214	221	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	7	9	10	10	4.7%	3.6%	4.4%	4.7%	4.5%
Professional Staff	25	25	27	28	32	13.0%	12.9%	13.1%	13.1%	14.5%
Total Teachers	159	162	170	176	179	82.4%	83.5%	82.5%	82.2%	81.0%
Special Education	19	18	18	18	20	11.9%	11.1%	10.6%	10.2%	11.2%
Pre-K & Kindergarten	10	9	9	9	10	6.3%	5.6%	5.3%	5.1%	5.6%
Elementary (1-4)	46	49	52	59	57	28.9%	30.2%	30.6%	33.5%	31.8%
Middle School (5-6)	15	15	18	20	20	9.4%	9.3%	10.6%	11.4%	11.2%
Jr. High (7-8)	19	18	20	17	16	11.9%	11.1%	11.8%	9.7%	8.9%
High School (9-12)	50	53	53	53	56	31.4%	32.7%	31.2%	30.1%	31.3%
Business	1	1	1	1	2	2.0%	1.9%	1.9%	1.9%	3.6%
Language Arts	7	7	7	5	5	14.0%	13.2%	13.2%	9.4%	8.9%
Social Studies	7	4	3	7	7	14.0%	7.5%	5.7%	13.2%	12.5%
Foreign Language	2	2	3	2	2	4.0%	3.8%	5.7%	3.8%	3.6%
Mathematics	6	7	5	6	6	12.0%	13.2%	9.4%	11.3%	10.7%
Science	3	4	5	6	6	6.0%	7.5%	9.4%	11.3%	10.7%
Vocational Education	14	14	13	12	13	28.0%	26.4%	24.5%	22.6%	23.2%
Other High School	10	14	16	14	15	20.0%	26.4%	30.2%	26.4%	26.8%
Total Enrollments	2,948	2,937	2,853	2,884	2,866	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	221	222	248	219	217	7.5%	7.6%	8.7%	7.6%	7.6%
Grades 1-4	853	871	871	913	880	28.9%	29.7%	30.5%	31.7%	30.7%
Grades 5-6	434	436	437	426	453	14.7%	14.8%	15.3%	14.8%	15.8%
Grades 7-8	460	419	430	435	451	15.6%	14.3%	15.1%	15.1%	15.7%
Grades 9-12	913	937	830	854	829	31.0%	31.9%	29.1%	29.6%	28.9%
Ungraded	67	52	37	37	36	2.3%	1.8%	1.3%	1.3%	1.3%









District Report for: WAYNE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	9	7	8	9	9	4.7%	3.6%	3.9%	4.4%	4.2%
White - Females	1	1	1	3	3	11.1%	14.3%	12.5%	33.3%	33.3%
White - Males	8	6	7	6	6	88.9%	85.7%	87.5%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	25	27	28	32	13.1%	13.0%	13.2%	13.7%	15.0%
White - Females	13	13	15	15	18	52.0%	52.0%	55.6%	53.6%	56.3%
White - Males	12	12	12	13	14	48.0%	48.0%	44.4%	46.4%	43.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	157	161	169	168	173	82.2%	83.4%	82.8%	82.0%	80.8%
White - Females	112	113	121	122	124	71.3%	70.2%	71.6%	72.6%	71.7%
White - Males	44	47	47	45	48	28.0%	29.2%	27.8%	26.8%	27.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	3	5	3	24	27	2.0%	3.3%	1.9%	13.6%	15.1%
25-29	21	20	24	26	21	13.8%	13.2%	15.4%	14.8%	11.7%
30-34	27	22	23	20	19	17.8%	14.6%	14.7%	11.4%	10.6%
35-39	25	23	20	23	27	16.4%	15.2%	12.8%	13.1%	15.1%
40-45	21	26	27	22	22	13.8%	17.2%	17.3%	12.5%	12.3%
45-49	30	30	23	25	20	19.7%	19.9%	14.7%	14.2%	11.2%
50-54	11	11	20	22	27	7.2%	7.3%	12.8%	12.5%	15.1%
55+	14	14	16	14	16	9.2%	9.3%	10.3%	8.0%	8.9%
Average Age	40.3	40.6	41.1	35.7	35.6					

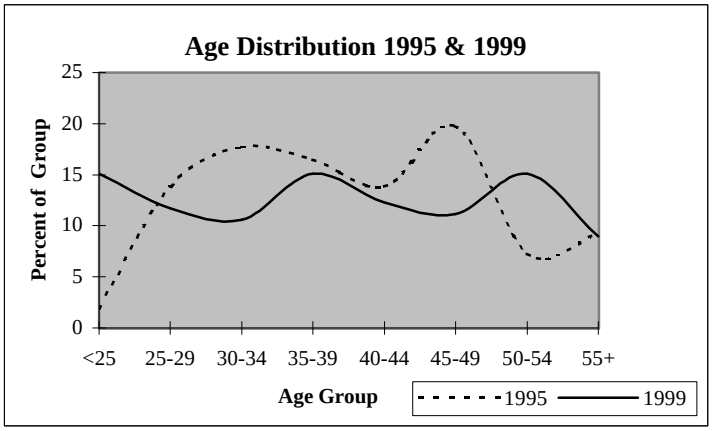
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	38	42	29	35	35	23.9%	25.9%	17.1%	19.9%	19.6%
4-7 Years	21	19	31	35	38	13.2%	11.7%	18.2%	19.9%	21.2%
8-11 Years	18	21	27	24	20	11.3%	13.0%	15.9%	13.6%	11.2%
12-15 Years	21	17	17	14	16	13.2%	10.5%	10.0%	8.0%	8.9%
16-19 Years	19	18	19	21	18	11.9%	11.1%	11.2%	11.9%	10.1%
20+ Years	42	45	47	47	52	26.4%	27.8%	27.6%	26.7%	29.1%
Average Experience	12.7	12.7	13.2	12.6	13.3					

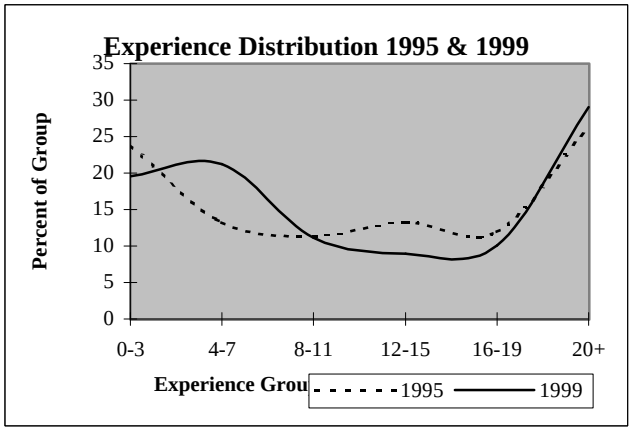
District Report for: WAYNE COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	16	11	17	7	-	8.3%	5.7%	8.3%	3.3%	-
Attrition from Transfers	2	2	3	0	-	1.0%	1.0%	1.5%	0.0%	-
Attrition from Exits	14	9	14	7	-	7.3%	4.6%	6.8%	3.3%	-
Teacher Attrition	14	10	14	7	-	8.8%	6.2%	8.2%	4.0%	-
Attrition from Transfers	1	2	2	0	-	0.6%	1.2%	1.2%	0.0%	-
Attrition from Exits	13	8	12	7	-	8.2%	4.9%	7.1%	4.0%	-
District Retention										
Educator Retention	177	183	189	207	-	91.7%	94.3%	91.7%	96.7%	-
Teacher Retention	145	152	156	169	-	91.2%	93.8%	91.8%	96.0%	-

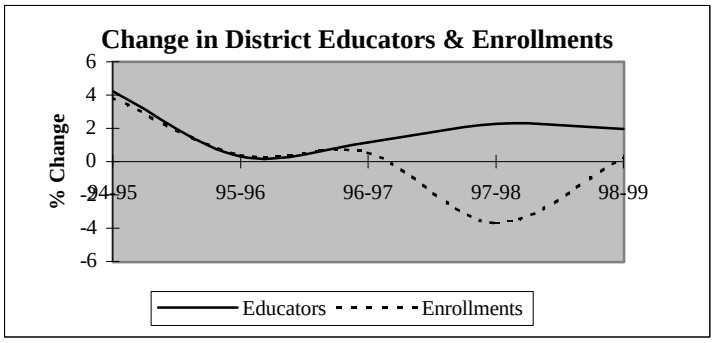
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	79.6%	0.0%	20.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	87.0%	4.3%	8.7%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	82.9%	0.0%	17.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	92.3%	0.0%	7.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	86.8%	0.0%	13.2%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.4%	0.0%	5.6%	89.7%	2.1%	91.8%	8.2%

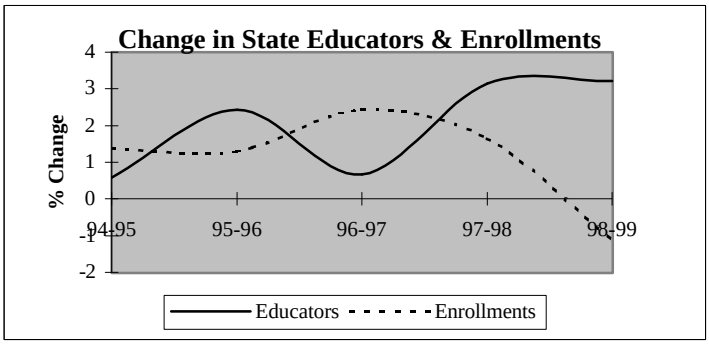
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	3.2%	9.5%	10.3%	-	-	8.7%	12.8%	16.1%
Sex	-	-	1.4%	5.0%	6.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.2%	6.7%	4.9%	8.9%	8.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.2%	91.2%	87.9%	88.3%	90.0%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.6%	2.1%	7.3%	2.8%	1.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WEAKLEY COUNTY





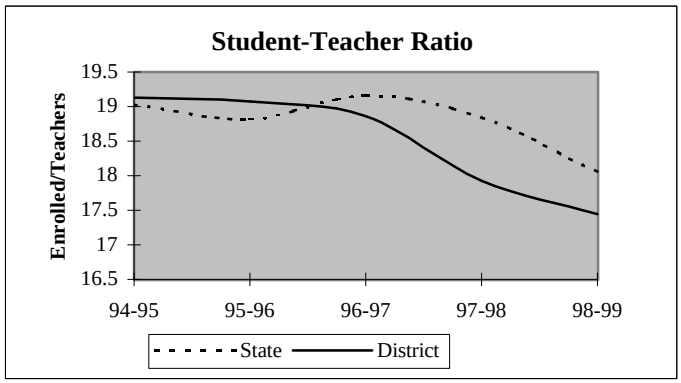
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.2	16.3	16.2	15.2	15.0	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.1	19.1	18.9	17.9	17.4	19.0	18.8	19.2	18.8	18.1
Change in Educators	14	1	4	8	7	-	-	-	-	-
% Change in Educators	4.2%	0.3%	1.2%	2.3%	2.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	208	21	30	-208	12	-	-	-	-	-
% Change in Enrollment	3.9%	0.4%	0.5%	-3.7%	0.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.0%	1.7%	1.7%	1.7%	1.6%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.9%	4.9%	4.6%	5.0%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.1%	9.8%	9.7%	10.1%	9.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.8%	4.4%	3.5%	3.2%	3.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	5.9%	5.9%	6.3%	11.1%	12.5%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	29.4%	29.4%	25.0%	16.7%	12.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	43.2	43.6	39.6	39.5	42.7	43.1	43.3	37.1	36.4
Average Experience	14.0	14.3	14.5	14.0	14.3	13.9	13.9	13.8	13.7	13.7
Average Salary	28,808	28,990	29,859	29,636	31,186	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.8%	4.5%	3.4%	2.4%	2.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	80.2%	80.7%	80.7%	80.6%	81.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.8%	7.8%	8.3%	8.9%	9.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	8.9%	na	9.8%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	0.8%	na	0.7%	-	1.7%	1.7%	1.6%	1.8%

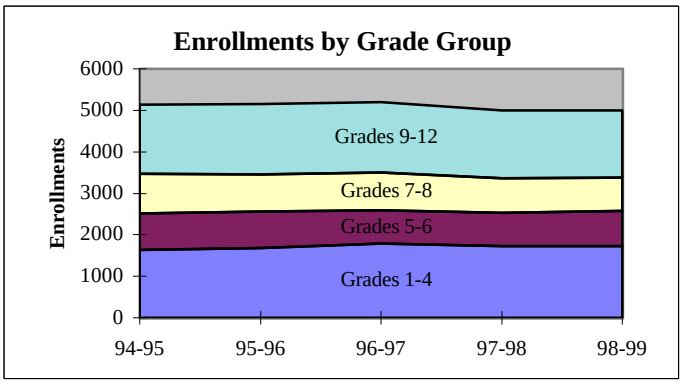
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	345	346	350	358	365	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	311	323	320	311	337	90.1%	93.4%	91.4%	86.9%	92.3%
Newly Hired	34	23	30	47	28	9.9%	6.6%	8.6%	13.1%	7.7%
Transfers In	10	6	3	11	3	29.4%	26.1%	10.0%	23.4%	10.7%
Reentrants	7	7	10	14	6	20.6%	30.4%	33.3%	29.8%	21.4%
First Time Educators	17	10	17	22	19	50.0%	43.5%	56.7%	46.8%	67.9%
Total Exiting Next Year	22	26	39	21	-	6.4%	7.5%	11.1%	5.9%	-
Transfers Out	4	4	8	3	-	18.2%	15.4%	20.5%	14.3%	-
Leave Tennessee Educ.	18	22	31	18	-	81.8%	84.6%	79.5%	85.7%	-

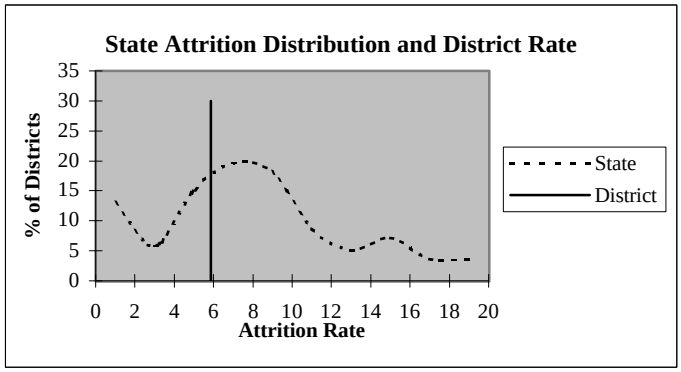
Dynamics Rates	District Rates				
District Attrition	6.4%	7.5%	11.1%	5.9%	-
Transfers In/Out	2.50	1.50	0.38	3.67	-

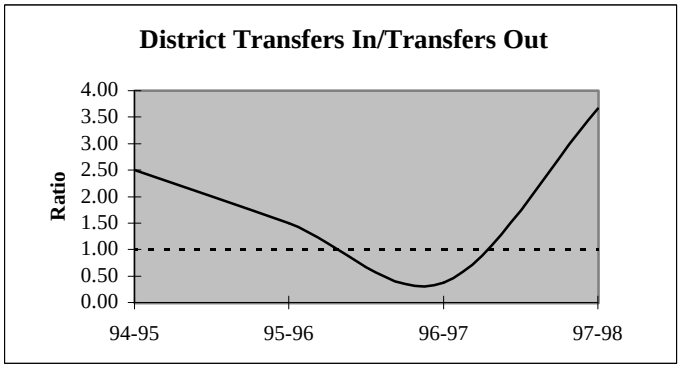
District Report for: WEAKLEY COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	345	346	350	358	365	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	16	18	16	4.9%	4.9%	4.6%	5.0%	4.4%
Professional Staff	35	34	34	36	36	10.1%	9.8%	9.7%	10.1%	9.9%
Total Teachers	293	295	300	304	313	84.9%	85.3%	85.7%	84.9%	85.8%
Special Education	23	23	25	27	29	7.8%	7.8%	8.3%	8.9%	9.3%
Pre-K & Kindergarten	20	22	21	23	22	6.8%	7.5%	7.0%	7.6%	7.0%
Elementary (1-4)	87	87	88	90	97	29.7%	29.5%	29.3%	29.6%	31.0%
Middle School (5-6)	40	41	36	35	42	13.7%	13.9%	12.0%	11.5%	13.4%
Jr. High (7-8)	29	30	32	33	35	9.9%	10.2%	10.7%	10.9%	11.2%
High School (9-12)	94	92	98	96	88	32.1%	31.2%	32.7%	31.6%	28.1%
Business	6	7	7	4	2	6.4%	7.6%	7.1%	4.2%	2.3%
Language Arts	12	14	10	11	10	12.8%	15.2%	10.2%	11.5%	11.4%
Social Studies	11	14	8	9	7	11.7%	15.2%	8.2%	9.4%	8.0%
Foreign Language	4	4	4	6	6	4.3%	4.3%	4.1%	6.3%	6.8%
Mathematics	11	12	13	13	13	11.7%	13.0%	13.3%	13.5%	14.8%
Science	8	11	10	8	9	8.5%	12.0%	10.2%	8.3%	10.2%
Vocational Education	19	14	15	26	23	20.2%	15.2%	15.3%	27.1%	26.1%
Other High School	23	16	31	19	18	24.5%	17.4%	31.6%	19.8%	20.5%
Total Enrollments	5,606	5,627	5,657	5,449	5,461	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	434	450	416	405	415	7.7%	8.0%	7.4%	7.4%	7.6%
Grades 1-4	1,642	1,687	1,783	1,732	1,721	29.3%	30.0%	31.5%	31.8%	31.5%
Grades 5-6	875	867	814	795	850	15.6%	15.4%	14.4%	14.6%	15.6%
Grades 7-8	956	907	900	834	801	17.1%	16.1%	15.9%	15.3%	14.7%
Grades 9-12	1,669	1,685	1,696	1,641	1,630	29.8%	29.9%	30.0%	30.1%	29.8%
Ungraded	30	31	48	42	44	0.5%	0.6%	0.8%	0.8%	0.8%









District Report for: WEAKLEY COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	17	17	16	18	16	5.0%	5.0%	4.7%	5.2%	4.5%
White - Females	5	5	4	3	2	29.4%	29.4%	25.0%	16.7%	12.5%
White - Males	11	11	11	13	12	64.7%	64.7%	68.8%	72.2%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.9%	5.9%	6.3%	5.6%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.6%	6.3%
Professional Staff	35	34	34	35	35	10.4%	10.0%	10.0%	10.1%	9.9%
White - Females	28	27	26	27	26	80.0%	79.4%	76.5%	77.1%	74.3%
White - Males	6	6	7	6	7	17.1%	17.6%	20.6%	17.1%	20.0%
Black - Females	1	1	1	2	2	2.9%	2.9%	2.9%	5.7%	5.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	286	288	291	295	303	84.6%	85.0%	85.3%	84.8%	85.6%
White - Females	223	223	229	233	243	78.0%	77.4%	78.7%	79.0%	80.2%
White - Males	52	52	52	55	53	18.2%	18.1%	17.9%	18.6%	17.5%
Black - Females	8	10	8	7	6	2.8%	3.5%	2.7%	2.4%	2.0%
Black - Males	2	2	1	0	1	0.7%	0.7%	0.3%	0.0%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	0.3%	0.3%	0.3%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	3	2	28	29	2.5%	1.1%	0.7%	9.2%	9.3%
25-29	28	29	30	31	36	9.9%	10.4%	10.8%	10.2%	11.5%
30-34	22	19	19	31	32	7.8%	6.8%	6.8%	10.2%	10.2%
35-39	43	42	38	30	25	15.2%	15.1%	13.6%	9.9%	8.0%
40-45	54	58	60	54	53	19.1%	20.8%	21.5%	17.8%	16.9%
45-49	62	59	58	49	56	21.9%	21.1%	20.8%	16.1%	17.9%
50-54	30	29	33	43	42	10.6%	10.4%	11.8%	14.1%	13.4%
55+	37	40	39	38	40	13.1%	14.3%	14.0%	12.5%	12.8%
Average Age	42.8	43.2	43.6	39.6	39.5					

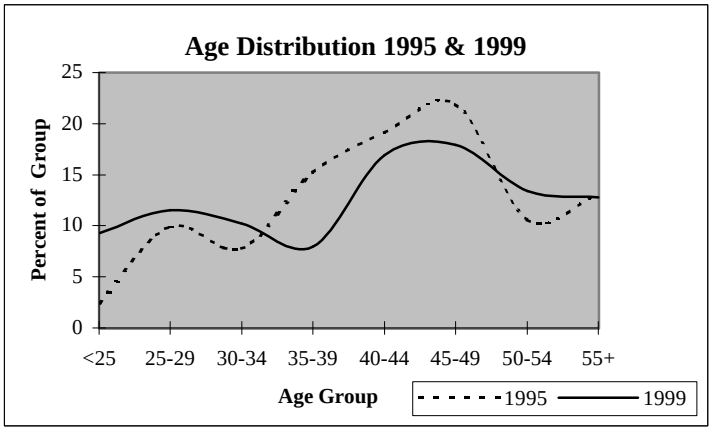
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	53	53	52	60	60	18.1%	18.0%	17.3%	19.7%	19.2%
4-7 Years	32	31	38	40	41	10.9%	10.5%	12.7%	13.2%	13.1%
8-11 Years	30	35	29	35	37	10.2%	11.9%	9.7%	11.5%	11.8%
12-15 Years	38	37	36	27	30	13.0%	12.5%	12.0%	8.9%	9.6%
16-19 Years	52	44	40	29	32	17.7%	14.9%	13.3%	9.5%	10.2%
20+ Years	88	95	105	113	113	30.0%	32.2%	35.0%	37.2%	36.1%
Average Experience	14.0	14.3	14.5	14.0	14.3					

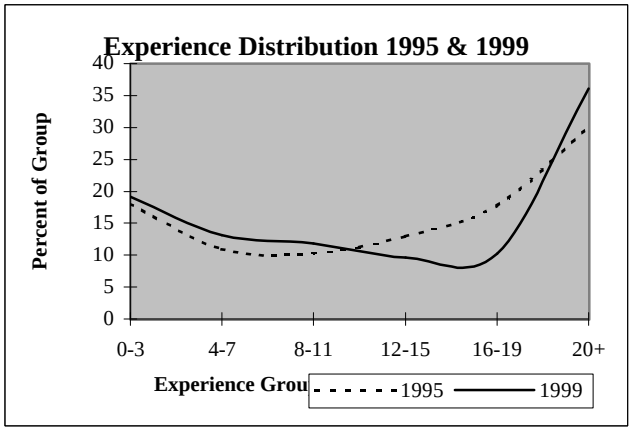
District Report for: WEAKLEY COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	22	26	39	21	-	6.4%	7.5%	11.1%	5.9%	-
Attrition from Transfers	4	4	8	3	-	1.2%	1.2%	2.3%	0.8%	-
Attrition from Exits	18	22	31	18	-	5.2%	6.4%	8.9%	5.0%	-
Teacher Attrition	19	22	34	19	-	6.5%	7.5%	11.3%	6.3%	-
Attrition from Transfers	3	3	7	3	-	1.0%	1.0%	2.3%	1.0%	-
Attrition from Exits	16	19	27	16	-	5.5%	6.4%	9.0%	5.3%	-
District Retention										
Educator Retention	323	320	311	337	-	93.6%	92.5%	88.9%	94.1%	-
Teacher Retention	274	273	266	285	-	93.5%	92.5%	88.7%	93.8%	-

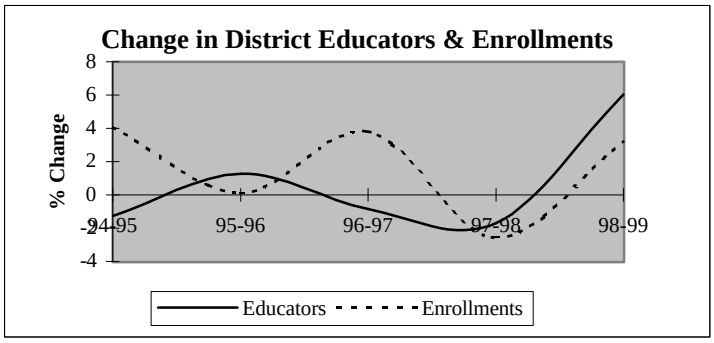
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.0%	8.5%	13.4%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	80.8%	2.7%	16.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.9%	0.0%	11.1%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.6%	3.8%	5.7%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	92.2%	2.0%	5.9%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.7%	2.6%	2.6%	89.7%	2.1%	91.8%	8.2%

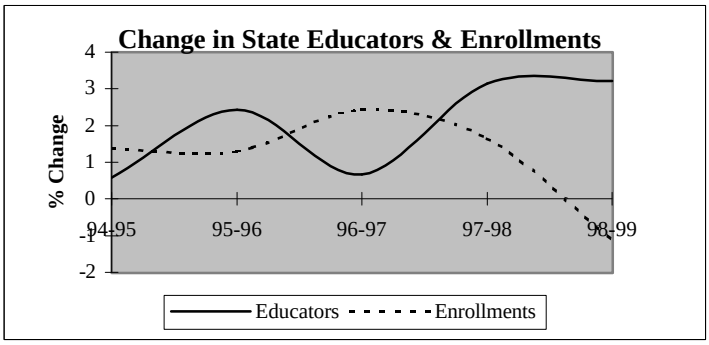
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	6.6%	12.1%	14.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.3%	9.5%	11.1%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	6.7%	3.5%	5.4%	6.7%	6.0%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.3%	95.1%	92.0%	90.8%	92.3%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.0%	0.6%	0.6%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	1.4%	1.4%	2.0%	2.0%	1.6%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WHITE COUNTY





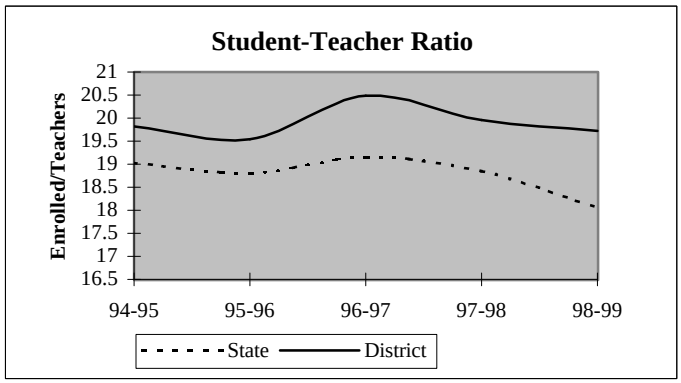
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	16.8	16.6	17.4	17.2	16.8	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	19.8	19.5	20.5	20.0	19.7	19.0	18.8	19.2	18.8	18.1
Change in Educators	-3	3	-2	-4	14	-	-	-	-	-
% Change in Educators	-1.3%	1.3%	-0.8%	-1.7%	6.0%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	154	4	150	-106	129	-	-	-	-	-
% Change in Enrollment	4.1%	0.1%	3.8%	-2.6%	3.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.0%	0.8%	0.4%	0.0%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.7%	4.6%	4.7%	4.3%	5.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.6%	10.5%	10.6%	9.5%	9.8%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	1.3%	1.7%	1.7%	1.8%	1.7%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	18.2%	18.2%	18.2%	20.0%	38.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	41.6	41.9	42.1	40.5	39.7	42.7	43.1	43.3	37.1	36.4
Average Experience	13.8	13.8	14.3	14.1	13.6	13.9	13.9	13.8	13.7	13.7
Average Salary	28,000	29,049	30,470	30,595	31,420	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	1.5%	2.0%	2.1%	2.1%	2.0%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	78.9%	78.7%	79.5%	80.5%	79.9%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	10.1%	9.9%	9.0%	9.5%	9.6%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	2.7%	na	2.9%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.0%	na	0.5%	-	1.7%	1.7%	1.6%	1.8%

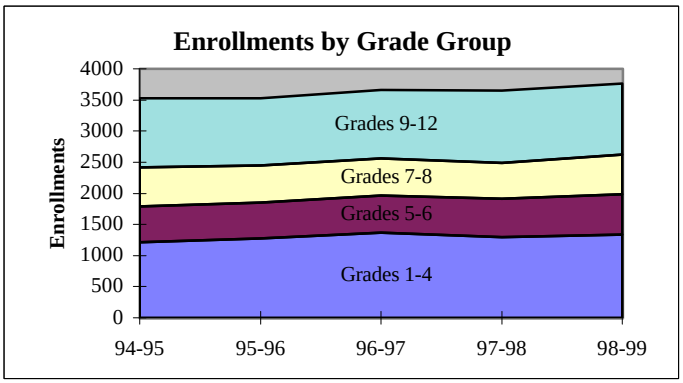
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	235	238	236	232	246	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	217	223	221	214	225	92.3%	93.7%	93.6%	92.2%	91.5%
Newly Hired	18	15	15	18	21	7.7%	6.3%	6.4%	7.8%	8.5%
Transfers In	4	2	1	4	0	22.2%	13.3%	6.7%	22.2%	0.0%
Reentrants	2	5	5	1	3	11.1%	33.3%	33.3%	5.6%	14.3%
First Time Educators	12	8	9	13	18	66.7%	53.3%	60.0%	72.2%	85.7%
Total Exiting Next Year	12	17	22	7	-	5.1%	7.1%	9.3%	3.0%	-
Transfers Out	1	2	2	0	-	8.3%	11.8%	9.1%	0.0%	-
Leave Tennessee Educ.	11	15	20	7	-	91.7%	88.2%	90.9%	100.0%	-

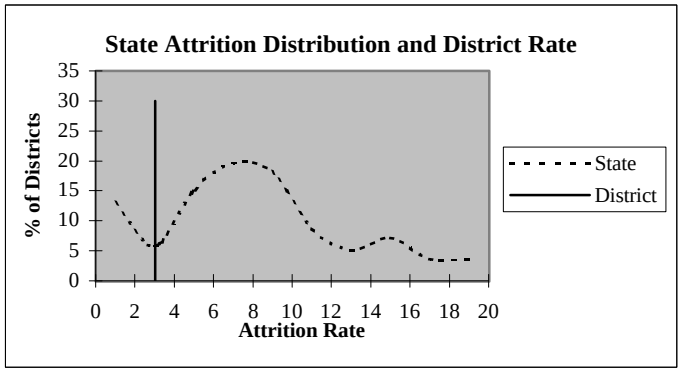
Dynamics Rates	District Rates				
District Attrition	5.1%	7.1%	9.3%	3.0%	-
Transfers In/Out	4.00	1.00	0.50	nc	-

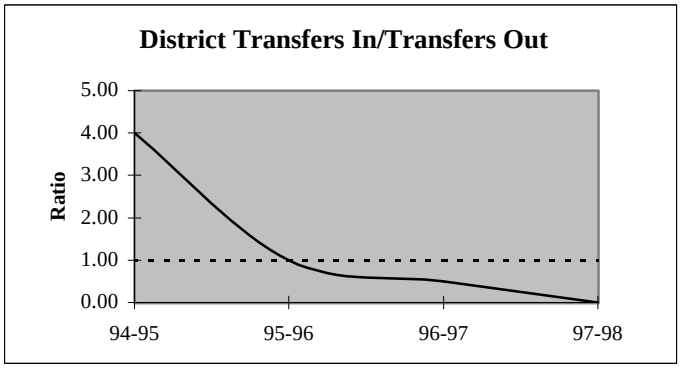
District Report for: WHITE COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	235	238	236	232	246	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	10	13	4.7%	4.6%	4.7%	4.3%	5.3%
Professional Staff	25	25	25	22	24	10.6%	10.5%	10.6%	9.5%	9.8%
Total Teachers	199	202	200	200	209	84.7%	84.9%	84.7%	86.2%	85.0%
Special Education	20	20	18	19	20	10.1%	9.9%	9.0%	9.5%	9.6%
Pre-K & Kindergarten	17	19	17	15	15	8.5%	9.4%	8.5%	7.5%	7.2%
Elementary (1-4)	67	66	72	73	79	33.7%	32.7%	36.0%	36.5%	37.8%
Middle School (5-6)	22	24	23	26	28	11.1%	11.9%	11.5%	13.0%	13.4%
Jr. High (7-8)	25	26	26	26	28	12.6%	12.9%	13.0%	13.0%	13.4%
High School (9-12)	48	47	44	41	39	24.1%	23.3%	22.0%	20.5%	18.7%
Business	1	2	2	1	2	2.1%	4.3%	4.5%	2.4%	5.1%
Language Arts	8	6	5	5	5	16.7%	12.8%	11.4%	12.2%	12.8%
Social Studies	6	7	7	4	4	12.5%	14.9%	15.9%	9.8%	10.3%
Foreign Language	2	1	1	2	2	4.2%	2.1%	2.3%	4.9%	5.1%
Mathematics	6	5	6	5	5	12.5%	10.6%	13.6%	12.2%	12.8%
Science	5	5	4	5	5	10.4%	10.6%	9.1%	12.2%	12.8%
Vocational Education	12	13	12	10	8	25.0%	27.7%	27.3%	24.4%	20.5%
Other High School	8	8	7	9	8	16.7%	17.0%	15.9%	22.0%	20.5%
Total Enrollments	3,944	3,948	4,098	3,992	4,121	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	340	332	353	302	315	8.6%	8.4%	8.6%	7.6%	7.6%
Grades 1-4	1,215	1,276	1,364	1,296	1,333	30.8%	32.3%	33.3%	32.5%	32.3%
Grades 5-6	578	576	605	618	655	14.7%	14.6%	14.8%	15.5%	15.9%
Grades 7-8	625	597	589	579	632	15.8%	15.1%	14.4%	14.5%	15.3%
Grades 9-12	1,105	1,081	1,100	1,153	1,140	28.0%	27.4%	26.8%	28.9%	27.7%
Ungraded	81	86	87	44	46	2.1%	2.2%	2.1%	1.1%	1.1%









District Report for: WHITE COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	11	11	11	10	13	4.8%	4.7%	4.8%	4.4%	5.4%
White - Females	2	2	2	2	5	18.2%	18.2%	18.2%	20.0%	38.5%
White - Males	9	9	9	8	8	81.8%	81.8%	81.8%	80.0%	61.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	25	25	22	24	10.9%	10.7%	10.9%	9.7%	10.0%
White - Females	20	20	20	17	19	80.0%	80.0%	80.0%	77.3%	79.2%
White - Males	5	5	5	5	5	20.0%	20.0%	20.0%	22.7%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	194	197	193	194	202	84.3%	84.5%	84.3%	85.8%	84.5%
White - Females	152	153	153	155	161	78.4%	77.7%	79.3%	79.9%	79.7%
White - Males	39	40	36	35	37	20.1%	20.3%	18.7%	18.0%	18.3%
Black - Females	2	3	3	3	3	1.0%	1.5%	1.6%	1.5%	1.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	4	3	4	14	15	2.1%	1.5%	2.1%	7.0%	7.2%
25-29	27	27	22	22	28	13.8%	13.6%	11.3%	11.0%	13.4%
30-34	23	24	23	20	26	11.8%	12.1%	11.9%	10.0%	12.4%
35-39	24	24	22	25	25	12.3%	12.1%	11.3%	12.5%	12.0%
40-45	35	35	35	33	27	17.9%	17.6%	18.0%	16.5%	12.9%
45-49	42	45	45	40	36	21.5%	22.6%	23.2%	20.0%	17.2%
50-54	20	19	23	29	31	10.3%	9.5%	11.9%	14.5%	14.8%
55+	20	22	20	17	21	10.3%	11.1%	10.3%	8.5%	10.0%
Average Age	41.6	41.9	42.1	40.5	39.7					

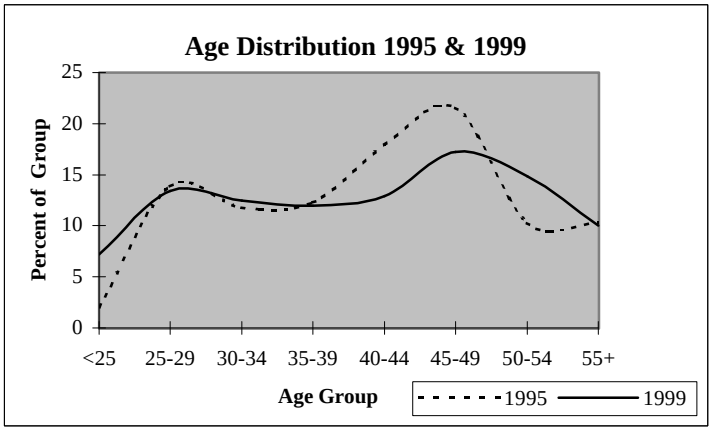
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	42	44	38	39	45	21.1%	21.8%	19.0%	19.5%	21.5%
4-7 Years	23	23	30	29	36	11.6%	11.4%	15.0%	14.5%	17.2%
8-11 Years	19	23	18	16	17	9.5%	11.4%	9.0%	8.0%	8.1%
12-15 Years	20	14	14	19	17	10.1%	6.9%	7.0%	9.5%	8.1%
16-19 Years	29	29	31	25	19	14.6%	14.4%	15.5%	12.5%	9.1%
20+ Years	66	69	69	72	75	33.2%	34.2%	34.5%	36.0%	35.9%
Average Experience	13.8	13.8	14.3	14.1	13.6					

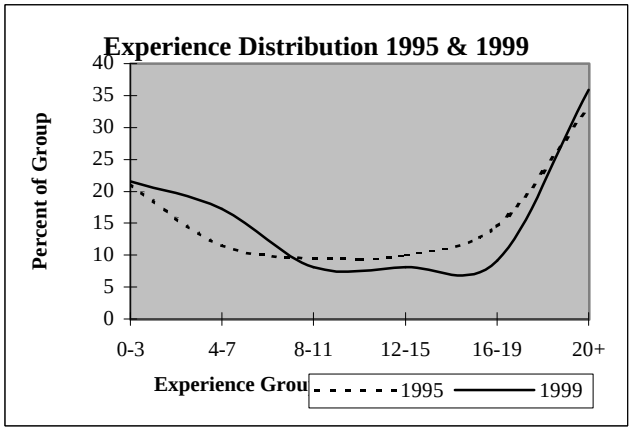
District Report for: WHITE COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	12	17	22	7	-	5.1%	7.1%	9.3%	3.0%	-
Attrition from Transfers	1	2	2	0	-	0.4%	0.8%	0.8%	0.0%	-
Attrition from Exits	11	15	20	7	-	4.7%	6.3%	8.5%	3.0%	-
Teacher Attrition	11	17	19	7	-	5.5%	8.4%	9.5%	3.5%	-
Attrition from Transfers	1	2	2	0	-	0.5%	1.0%	1.0%	0.0%	-
Attrition from Exits	10	15	17	7	-	5.0%	7.4%	8.5%	3.5%	-
District Retention										
Educator Retention	223	221	214	225	-	94.9%	92.9%	90.7%	97.0%	-
Teacher Retention	188	185	181	193	-	94.5%	91.6%	90.5%	96.5%	-

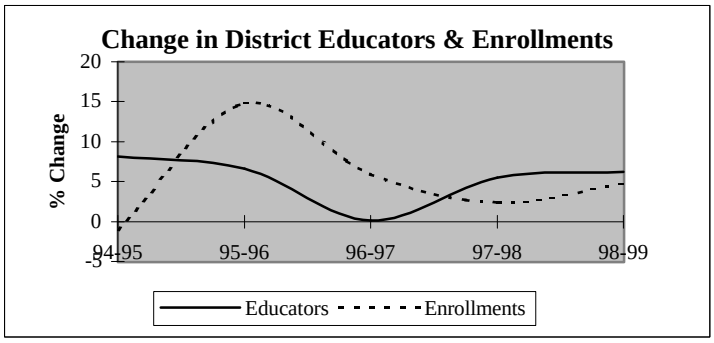
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	83.3%	1.7%	15.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	93.6%	0.0%	6.4%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	89.6%	0.0%	10.4%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	93.2%	2.3%	4.5%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	97.4%	2.6%	0.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	91.4%	2.9%	5.7%	89.7%	2.1%	91.8%	8.2%

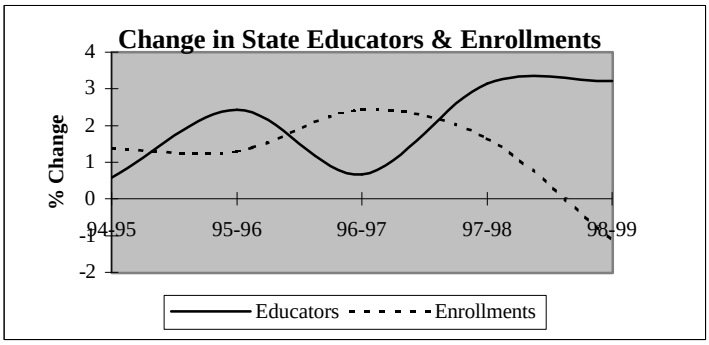
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	9.3%	11.7%	14.9%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.7%	6.6%	10.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.1%	4.2%	4.7%	6.5%	7.7%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.5%	95.0%	93.2%	93.1%	91.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.0%	0.8%	0.0%	0.0%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	0.4%	0.0%	2.1%	0.4%	0.8%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: WILLIAMSON COUNTY





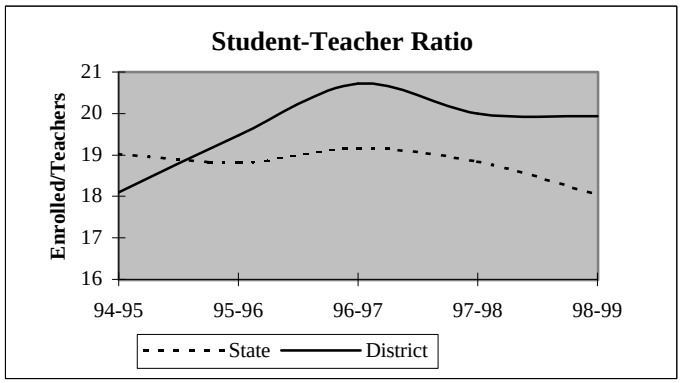
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	15.5	16.7	17.7	17.2	16.9	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	18.1	19.5	20.7	20.0	19.9	19.0	18.8	19.2	18.8	18.1
Change in Educators	72	63	1	56	67	-	-	-	-	-
% Change in Educators	8.2%	6.6%	0.1%	5.5%	6.2%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	-151	2,186	1,005	427	860	-	-	-	-	-
% Change in Enrollment	-1.0%	14.8%	5.9%	2.4%	4.7%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	2.3%	3.1%	2.7%	2.2%	2.2%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	3.4%	3.6%	4.3%	4.5%	4.5%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.7%	10.4%	10.2%	9.6%	10.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	3.8%	3.3%	3.4%	3.6%	3.9%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	6.5%	8.3%	4.5%	4.3%	6.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	40.6%	35.1%	47.7%	50.0%	51.0%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	43.2	43.7	44.3	33.5	31.2	42.7	43.1	43.3	37.1	36.4
Average Experience	13.1	13.4	13.7	13.4	12.8	13.9	13.9	13.8	13.7	13.7
Average Salary	33,897	34,716	36,011	35,902	36,515	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	3.8%	3.1%	3.3%	3.6%	3.7%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	81.0%	81.9%	80.6%	79.9%	79.4%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	9.4%	10.1%	10.0%	11.0%	9.8%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.7%	na	7.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.3%	na	1.2%	-	1.7%	1.7%	1.6%	1.8%

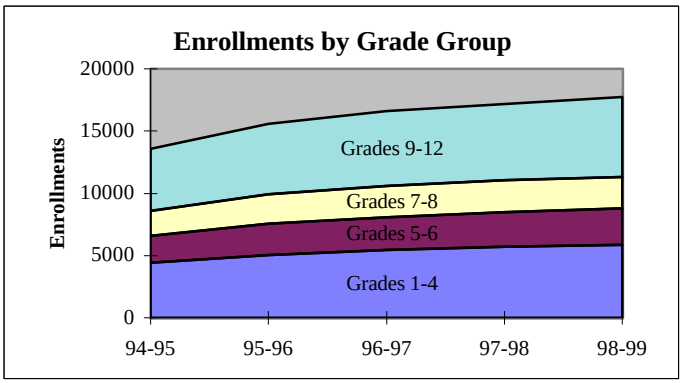
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	953	1,016	1,017	1,073	1,140	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	795	908	887	897	955	83.4%	89.4%	87.2%	83.6%	83.8%
Newly Hired	158	108	130	176	185	16.6%	10.6%	12.8%	16.4%	16.2%
Transfers In	35	25	24	31	26	22.2%	23.1%	18.5%	17.6%	14.1%
Reentrants	95	65	82	88	82	60.1%	60.2%	63.1%	50.0%	44.3%
First Time Educators	28	18	24	57	77	17.7%	16.7%	18.5%	32.4%	41.6%
Total Exiting Next Year	45	129	120	118	-	4.7%	12.7%	11.8%	11.0%	-
Transfers Out	9	12	20	3	-	20.0%	9.3%	16.7%	2.5%	-
Leave Tennessee Educ.	36	117	100	115	-	80.0%	90.7%	83.3%	97.5%	-

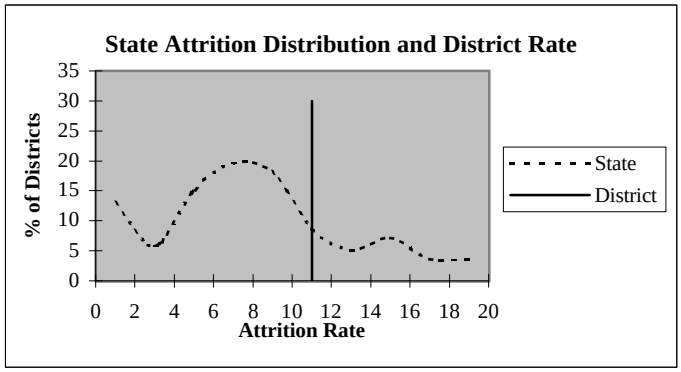
Dynamics Rates	District Rates				
District Attrition	4.7%	12.7%	11.8%	11.0%	-
Transfers In/Out	3.89	2.08	1.20	10.33	-

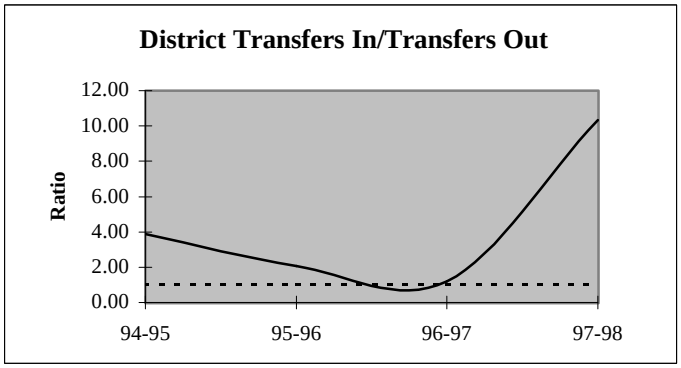
District Report for: WILLIAMSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	953	1,016	1,017	1,073	1,140	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	32	37	44	48	51	3.4%	3.6%	4.3%	4.5%	4.5%
Professional Staff	102	106	104	103	121	10.7%	10.4%	10.2%	9.6%	10.6%
Total Teachers	819	873	869	922	968	85.9%	85.9%	85.4%	85.9%	84.9%
Special Education	77	88	87	101	95	9.4%	10.1%	10.0%	11.0%	9.8%
Pre-K & Kindergarten	54	62	62	65	69	6.6%	7.1%	7.1%	7.0%	7.1%
Elementary (1-4)	298	315	307	317	338	36.4%	36.1%	35.3%	34.4%	34.9%
Middle School (5-6)	83	89	84	97	110	10.1%	10.2%	9.7%	10.5%	11.4%
Jr. High (7-8)	75	82	84	94	92	9.2%	9.4%	9.7%	10.2%	9.5%
High School (9-12)	232	237	245	248	264	28.3%	27.1%	28.2%	26.9%	27.3%
Business	9	7	6	5	5	3.9%	3.0%	2.4%	2.0%	1.9%
Language Arts	37	41	38	37	41	15.9%	17.3%	15.5%	14.9%	15.5%
Social Studies	32	31	31	30	33	13.8%	13.1%	12.7%	12.1%	12.5%
Foreign Language	20	21	20	22	19	8.6%	8.9%	8.2%	8.9%	7.2%
Mathematics	28	30	30	28	34	12.1%	12.7%	12.2%	11.3%	12.9%
Science	34	33	34	34	38	14.7%	13.9%	13.9%	13.7%	14.4%
Vocational Education	37	40	45	44	45	15.9%	16.9%	18.4%	17.7%	17.0%
Other High School	35	34	41	48	49	15.1%	14.3%	16.7%	19.4%	18.6%
Total Enrollments	14,817	17,003	18,008	18,435	19,295	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,053	1,209	1,202	1,222	1,325	7.1%	7.1%	6.7%	6.6%	6.9%
Grades 1-4	4,423	5,059	5,437	5,719	5,861	29.9%	29.8%	30.2%	31.0%	30.4%
Grades 5-6	2,156	2,484	2,648	2,761	2,909	14.6%	14.6%	14.7%	15.0%	15.1%
Grades 7-8	2,031	2,381	2,486	2,567	2,528	13.7%	14.0%	13.8%	13.9%	13.1%
Grades 9-12	4,984	5,650	6,032	6,146	6,429	33.6%	33.2%	33.5%	33.3%	33.3%
Ungraded	170	220	203	20	243	1.1%	1.3%	1.1%	0.1%	1.3%









District Report for: WILLIAMSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	31	36	44	47	49	3.4%	3.7%	4.6%	4.7%	4.6%
White - Females	11	11	20	23	24	35.5%	30.6%	45.5%	48.9%	49.0%
White - Males	18	22	22	22	22	58.1%	61.1%	50.0%	46.8%	44.9%
Black - Females	1	1	1	1	1	3.2%	2.8%	2.3%	2.1%	2.0%
Black - Males	1	2	1	1	2	3.2%	5.6%	2.3%	2.1%	4.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	99	101	99	98	112	10.7%	10.4%	10.3%	9.8%	10.6%
White - Females	81	85	83	82	94	81.8%	84.2%	83.8%	83.7%	83.9%
White - Males	15	13	12	13	13	15.2%	12.9%	12.1%	13.3%	11.6%
Black - Females	2	2	3	2	4	2.0%	2.0%	3.0%	2.0%	3.6%
Black - Males	1	1	1	1	0	1.0%	1.0%	1.0%	1.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Teachers	791	836	821	853	897	85.9%	85.9%	85.2%	85.5%	84.8%
White - Females	623	674	656	676	707	78.8%	80.6%	79.9%	79.2%	78.8%
White - Males	138	136	138	146	157	17.4%	16.3%	16.8%	17.1%	17.5%
Black - Females	17	15	15	18	19	2.1%	1.8%	1.8%	2.1%	2.1%
Black - Males	9	8	9	9	10	1.1%	1.0%	1.1%	1.1%	1.1%
Other - Females	4	3	3	3	3	0.5%	0.4%	0.4%	0.4%	0.3%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.1%	0.1%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	7	10	3	239	299	0.9%	1.3%	0.4%	25.9%	30.9%
25-29	66	61	55	52	65	8.9%	8.1%	7.7%	5.6%	6.7%
30-34	71	80	70	64	62	9.6%	10.7%	9.8%	6.9%	6.4%
35-39	87	78	72	66	67	11.8%	10.4%	10.1%	7.2%	6.9%
40-45	155	139	119	101	84	21.0%	18.5%	16.7%	11.0%	8.7%
45-49	173	176	177	166	144	23.4%	23.5%	24.9%	18.0%	14.9%
50-54	110	116	128	138	149	14.9%	15.5%	18.0%	15.0%	15.4%
55+	70	90	87	96	98	9.5%	12.0%	12.2%	10.4%	10.1%
Average Age	43.2	43.7	44.3	33.5	31.2					

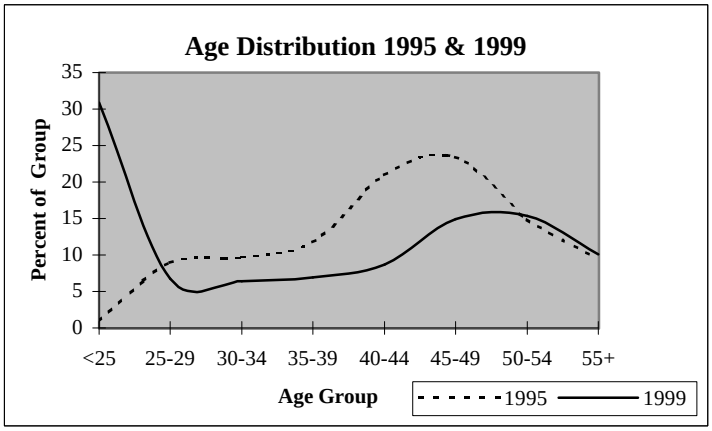
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	133	135	118	160	198	16.2%	15.5%	13.6%	17.4%	20.5%
4-7 Years	120	133	153	148	142	14.7%	15.2%	17.6%	16.1%	14.7%
8-11 Years	128	133	114	121	134	15.6%	15.2%	13.1%	13.1%	13.8%
12-15 Years	113	117	117	113	114	13.8%	13.4%	13.5%	12.3%	11.8%
16-19 Years	115	116	120	118	111	14.0%	13.3%	13.8%	12.8%	11.5%
20+ Years	210	239	247	262	269	25.6%	27.4%	28.4%	28.4%	27.8%
Average Experience	13.1	13.4	13.7	13.4	12.8					

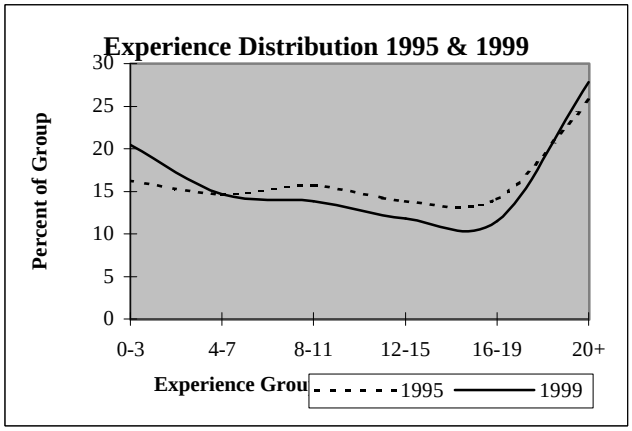
District Report for: WILLIAMSON COUNTY

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	45	129	120	118	-	4.7%	12.7%	11.8%	11.0%	-
Attrition from Transfers	9	12	20	3	-	0.9%	1.2%	2.0%	0.3%	-
Attrition from Exits	36	117	100	115	-	3.8%	11.5%	9.8%	10.7%	-
Teacher Attrition	41	104	105	104	-	5.0%	11.9%	12.1%	11.3%	-
Attrition from Transfers	8	10	18	2	-	1.0%	1.1%	2.1%	0.2%	-
Attrition from Exits	33	94	87	102	-	4.0%	10.8%	10.0%	11.1%	-
District Retention										
Educator Retention	908	887	897	955	-	95.3%	87.3%	88.2%	89.0%	-
Teacher Retention	778	769	764	818	-	95.0%	88.1%	87.9%	88.7%	-

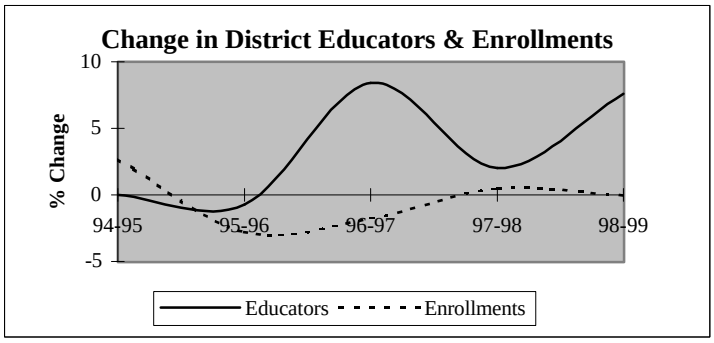
Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	76.2%	2.7%	21.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	86.5%	1.2%	12.3%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.8%	4.7%	14.5%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.2%	0.5%	16.3%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	83.0%	2.3%	14.8%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.2%	0.6%	10.1%	89.7%	2.1%	91.8%	8.2%

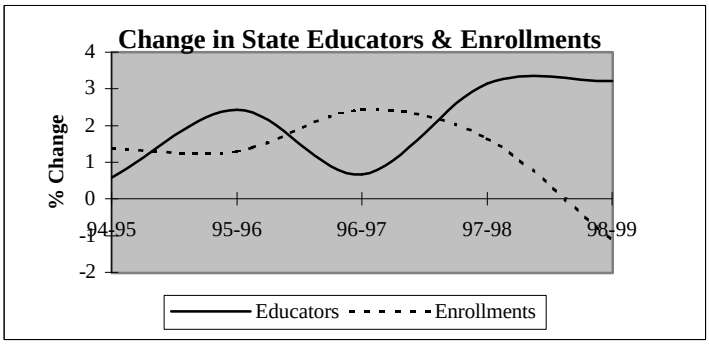
Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	8.0%	12.9%	16.1%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.8%	6.4%	9.5%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.7%	2.4%	3.6%	6.2%	9.1%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	84.2%	92.0%	89.7%	86.6%	84.4%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.9%	0.9%	0.9%	0.8%	0.8%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	8.3%	4.7%	5.8%	6.4%	5.7%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: FRANKLIN





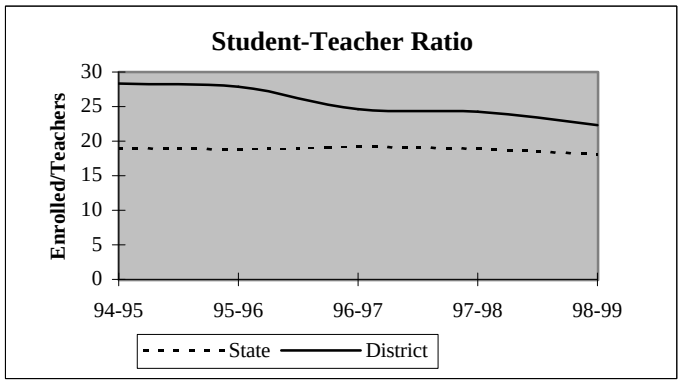
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	24.1	23.6	21.4	21.1	19.6	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	28.4	27.8	24.7	24.2	22.3	19.0	18.8	19.2	18.8	18.1
Change in Educators	0	-2	23	6	23	-	-	-	-	-
% Change in Educators	0.0%	-0.7%	8.4%	2.0%	7.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	175	-184	-115	32	-4	-	-	-	-	-
% Change in Enrollment	2.7%	-2.8%	-1.8%	0.5%	-0.1%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	1.8%	1.8%	3.0%	2.3%	2.8%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.4%	5.1%	4.4%	4.3%	4.3%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.5%	9.9%	8.8%	8.6%	8.0%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	6.1%	6.1%	5.3%	6.7%	7.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	8.3%	7.1%	7.7%	0.0%	7.7%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	58.3%	64.3%	69.2%	69.2%	71.4%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	42.8	43.3	43.2	34.1	32.7	42.7	43.1	43.3	37.1	36.4
Average Experience	13.0	13.3	12.3	12.7	12.6	13.9	13.9	13.8	13.7	13.7
Average Salary	36,069	36,254	36,622	37,317	38,815	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	5.4%	5.5%	4.5%	6.1%	6.3%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	91.0%	89.2%	87.9%	88.6%	88.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	13.2%	12.5%	12.1%	12.5%	13.3%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	24.6%	na	24.0%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.1%	na	1.0%	-	1.7%	1.7%	1.6%	1.8%

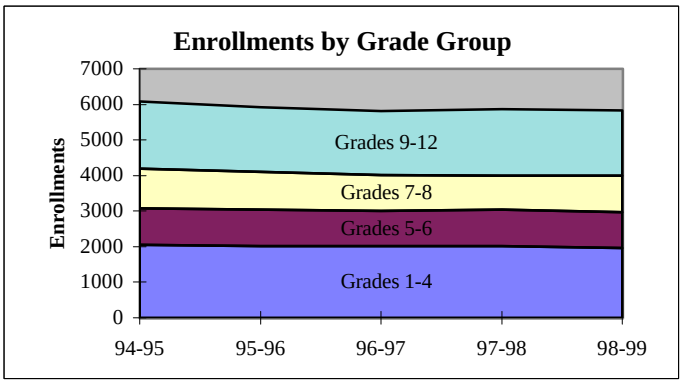
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	275	273	296	302	325	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	240	257	245	269	282	87.3%	94.1%	82.8%	89.1%	86.8%
Newly Hired	35	16	51	33	43	12.7%	5.9%	17.2%	10.9%	13.2%
Transfers In	10	2	9	5	7	28.6%	12.5%	17.6%	15.2%	16.3%
Reentrants	16	7	26	18	24	45.7%	43.8%	51.0%	54.5%	55.8%
First Time Educators	9	7	16	10	12	25.7%	43.8%	31.4%	30.3%	27.9%
Total Exiting Next Year	18	28	27	20	-	6.5%	10.3%	9.1%	6.6%	-
Transfers Out	2	3	2	1	-	11.1%	10.7%	7.4%	5.0%	-
Leave Tennessee Educ.	16	25	25	19	-	88.9%	89.3%	92.6%	95.0%	-

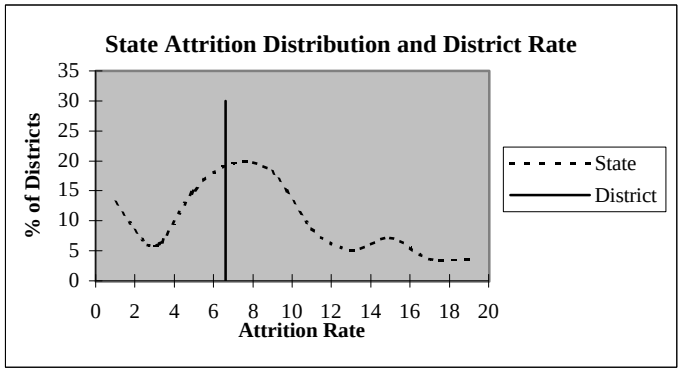
Dynamics Rates	District Rates				
District Attrition	6.5%	10.3%	9.1%	6.6%	-
Transfers In/Out	5.00	0.67	4.50	5.00	-

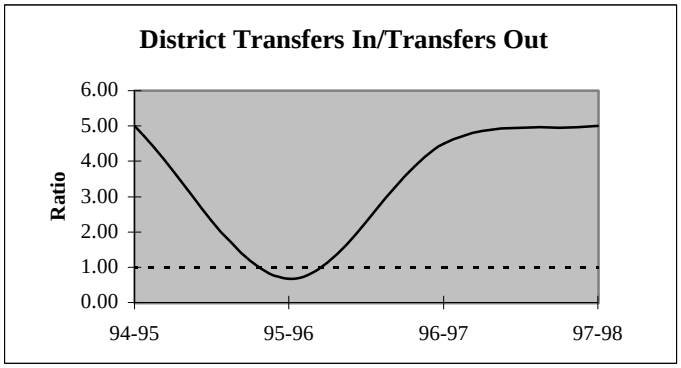
District Report for: FRANKLIN

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	275	273	296	302	325	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	14	13	13	14	4.4%	5.1%	4.4%	4.3%	4.3%
Professional Staff	29	27	26	26	26	10.5%	9.9%	8.8%	8.6%	8.0%
Total Teachers	234	232	257	263	285	85.1%	85.0%	86.8%	87.1%	87.7%
Special Education	31	29	31	33	38	13.2%	12.5%	12.1%	12.5%	13.3%
Pre-K & Kindergarten	19	19	24	24	23	8.1%	8.2%	9.3%	9.1%	8.1%
Elementary (1-4)	118	114	125	133	144	50.4%	49.1%	48.6%	50.6%	50.5%
Middle School (5-6)	35	37	43	38	40	15.0%	15.9%	16.7%	14.4%	14.0%
Jr. High (7-8)	29	31	32	35	40	12.4%	13.4%	12.5%	13.3%	14.0%
High School (9-12)	2	2	2	0	0	0.9%	0.9%	0.8%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	2	2	2	0	0	100.0%	100.0%	100.0%	0.0%	0.0%
Total Enrollments	6,640	6,456	6,341	6,373	6,369	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	499	470	467	459	480	7.5%	7.3%	7.4%	7.2%	7.5%
Grades 1-4	2,047	2,017	2,009	2,022	1,956	30.8%	31.2%	31.7%	31.7%	30.7%
Grades 5-6	1,038	1,027	993	1,014	1,006	15.6%	15.9%	15.7%	15.9%	15.8%
Grades 7-8	1,111	1,056	1,002	966	1,025	16.7%	16.4%	15.8%	15.2%	16.1%
Grades 9-12	1,891	1,823	1,811	1,864	1,844	28.5%	28.2%	28.6%	29.2%	29.0%
Ungraded	54	63	59	48	58	0.8%	1.0%	0.9%	0.8%	0.9%









District Report for: FRANKLIN

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	12	14	13	12	13	4.5%	5.4%	4.6%	4.2%	4.2%
White - Females	6	8	8	8	9	50.0%	57.1%	61.5%	66.7%	69.2%
White - Males	5	5	4	4	3	41.7%	35.7%	30.8%	33.3%	23.1%
Black - Females	1	1	1	0	0	8.3%	7.1%	7.7%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	27	26	26	25	11.0%	10.3%	9.3%	9.1%	8.1%
White - Females	21	20	20	19	18	72.4%	74.1%	76.9%	73.1%	72.0%
White - Males	5	4	3	3	3	17.2%	14.8%	11.5%	11.5%	12.0%
Black - Females	3	3	3	4	4	10.3%	11.1%	11.5%	15.4%	16.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	223	220	242	247	270	84.5%	84.3%	86.1%	86.7%	87.7%
White - Females	191	186	204	206	225	85.7%	84.5%	84.3%	83.4%	83.3%
White - Males	20	22	27	26	28	9.0%	10.0%	11.2%	10.5%	10.4%
Black - Females	12	11	10	15	16	5.4%	5.0%	4.1%	6.1%	5.9%
Black - Males	0	1	1	0	1	0.0%	0.5%	0.4%	0.0%	0.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	1	1	1	60	75	0.5%	0.5%	0.5%	22.8%	26.3%
25-29	28	24	27	20	22	13.1%	11.7%	13.4%	7.6%	7.7%
30-34	19	19	17	21	25	8.9%	9.3%	8.4%	8.0%	8.8%
35-39	17	11	14	15	15	7.9%	5.4%	6.9%	5.7%	5.3%
40-45	49	48	39	32	30	22.9%	23.4%	19.3%	12.2%	10.5%
45-49	52	50	51	57	52	24.3%	24.4%	25.2%	21.7%	18.2%
50-54	25	29	33	36	39	11.7%	14.1%	16.3%	13.7%	13.7%
55+	23	23	20	22	27	10.7%	11.2%	9.9%	8.4%	9.5%
Average Age	42.8	43.3	43.2	34.1	32.7					

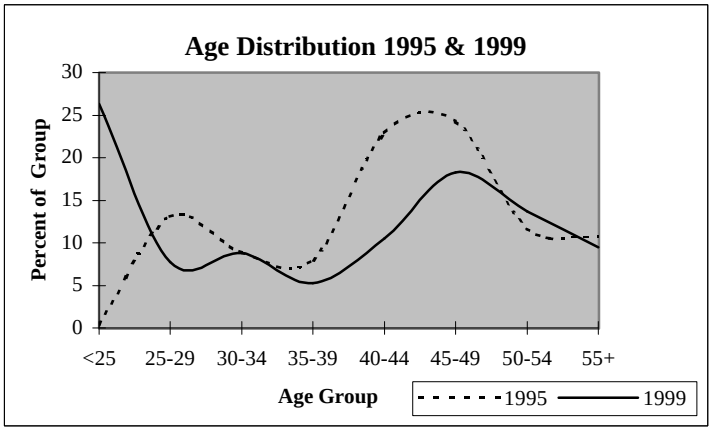
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	40	34	52	55	54	17.1%	14.7%	20.2%	20.9%	18.9%
4-7 Years	37	40	46	40	55	15.8%	17.2%	17.9%	15.2%	19.3%
8-11 Years	29	30	30	33	28	12.4%	12.9%	11.7%	12.5%	9.8%
12-15 Years	33	27	29	24	35	14.1%	11.6%	11.3%	9.1%	12.3%
16-19 Years	37	32	38	42	39	15.8%	13.8%	14.8%	16.0%	13.7%
20+ Years	58	69	62	69	74	24.8%	29.7%	24.1%	26.2%	26.0%
Average Experience	13.0	13.3	12.3	12.7	12.6					

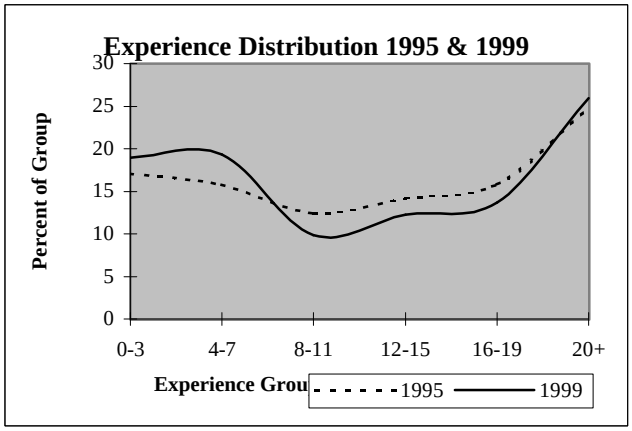
District Report for: FRANKLIN

Attrition	District Counts					District Rates				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	18	28	27	20	-	6.5%	10.3%	9.1%	6.6%	-
Attrition from Transfers	2	3	2	1	-	0.7%	1.1%	0.7%	0.3%	-
Attrition from Exits	16	25	25	19	-	5.8%	9.2%	8.4%	6.3%	-
Teacher Attrition	15	24	24	18	-	6.4%	10.3%	9.3%	6.8%	-
Attrition from Transfers	1	3	2	1	-	0.4%	1.3%	0.8%	0.4%	-
Attrition from Exits	14	21	22	17	-	6.0%	9.1%	8.6%	6.5%	-
District Retention										
Educator Retention	257	245	269	282	-	93.5%	89.7%	90.9%	93.4%	-
Teacher Retention	219	208	233	245	-	93.6%	89.7%	90.7%	93.2%	-

Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	81.5%	0.0%	18.5%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	82.1%	1.8%	16.1%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	88.7%	0.0%	11.3%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	90.2%	0.0%	9.8%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	87.5%	0.0%	12.5%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	82.7%	3.8%	13.5%	89.7%	2.1%	91.8%	8.2%

Survey Data Quality	District Percentages					Statewide Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	7.1%	9.9%	13.4%	-	-	8.7%	12.8%	16.1%
Sex	-	-	2.5%	5.2%	6.7%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	7.6%	4.4%	6.1%	5.0%	5.5%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	85.8%	93.4%	86.5%	89.1%	88.9%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.4%	0.0%	2.0%	1.3%	0.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	6.2%	2.2%	5.4%	4.6%	5.5%	3.4%	2.8%	2.7%	2.7%	2.8%





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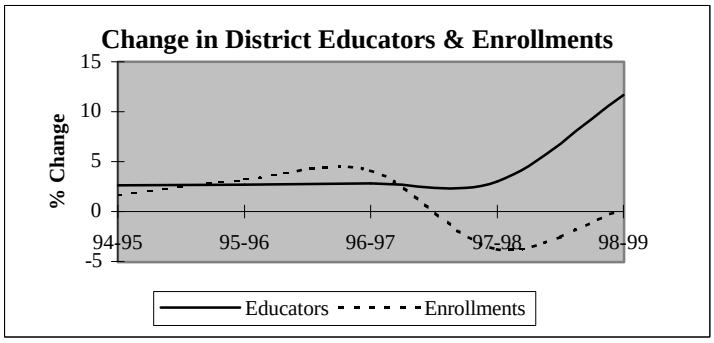
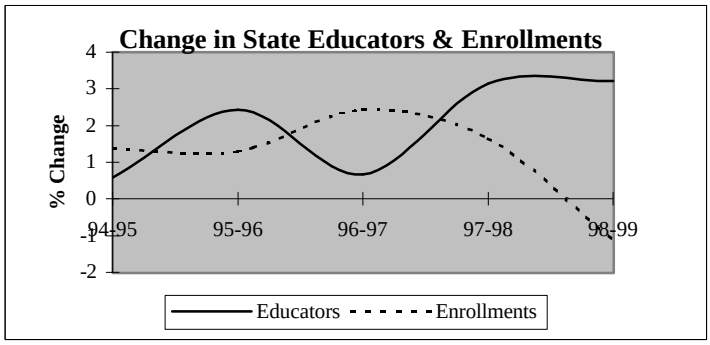
District Report for: WILSON COUNTY





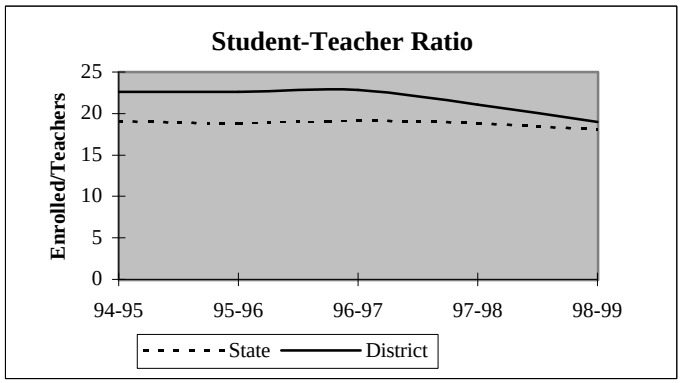
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	19.2	19.3	19.5	18.2	16.3	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	22.6	22.6	22.8	21.1	19.0	19.0	18.8	19.2	18.8	18.1
Change in Educators	16	17	18	20	79	-	-	-	-	-
% Change in Educators	2.6%	2.7%	2.8%	3.0%	11.6%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	198	384	503	-482	22	-	-	-	-	-
% Change in Enrollment	1.7%	3.2%	4.1%	-3.8%	0.2%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.3%	0.2%	0.0%	0.1%	0.4%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	4.5%	4.4%	4.7%	4.9%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	10.7%	10.5%	9.9%	8.8%	9.6%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	4.7%	4.4%	4.7%	4.4%	4.1%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	7.1%	7.1%	6.5%	6.1%	6.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	32.1%	32.1%	38.7%	48.5%	48.5%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	40.7	41.3	42.1	34.2	33.0	42.7	43.1	43.3	37.1	36.4
Average Experience	11.6	11.9	12.0	11.9	11.5	13.9	13.9	13.8	13.7	13.7
Average Salary	29,387	29,410	30,626	30,939	32,154	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	4.6%	4.3%	4.6%	4.2%	3.8%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	82.8%	81.3%	81.7%	81.7%	80.5%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	7.4%	8.1%	8.0%	9.4%	8.0%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	6.0%	na	6.6%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	1.0%	na	0.8%	-	1.7%	1.7%	1.6%	1.8%

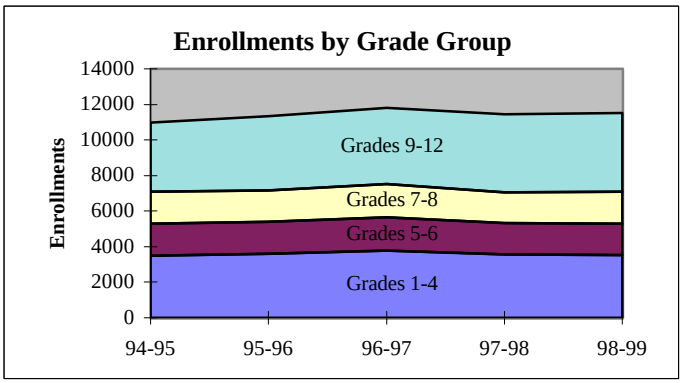
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	624	641	659	679	758	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	537	580	583	588	646	86.1%	90.5%	88.5%	86.6%	85.2%
Newly Hired	87	61	76	91	112	13.9%	9.5%	11.5%	13.4%	14.8%
Transfers In	22	7	8	11	16	25.3%	11.5%	10.5%	12.1%	14.3%
Reentrants	27	29	30	30	35	31.0%	47.5%	39.5%	33.0%	31.3%
First Time Educators	38	25	38	50	61	43.7%	41.0%	50.0%	54.9%	54.5%
Total Exiting Next Year	44	58	71	33	-	7.1%	9.0%	10.8%	4.9%	-
Transfers Out	7	12	21	2	-	15.9%	20.7%	29.6%	6.1%	-
Leave Tennessee Educ.	37	46	50	31	-	84.1%	79.3%	70.4%	93.9%	-

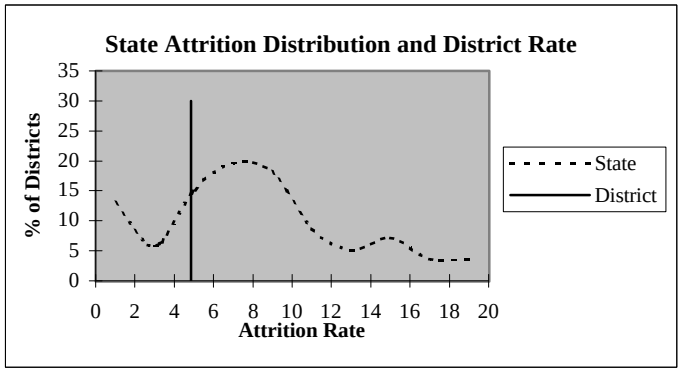
Dynamics Rates	District Rates				
District Attrition	7.1%	9.0%	10.8%	4.9%	-
Transfers In/Out	3.14	0.58	0.38	5.50	-

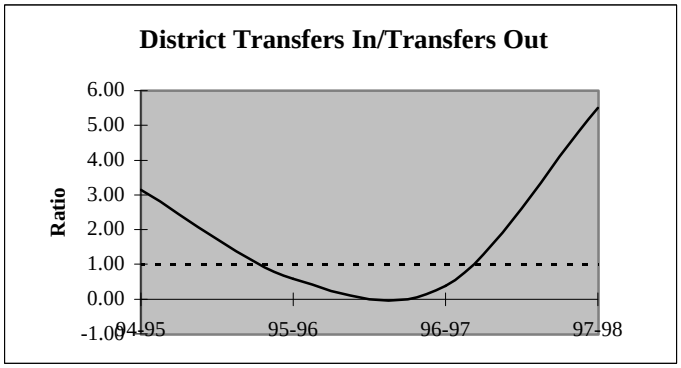
District Report for: WILSON COUNTY

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	624	641	659	679	758	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	28	28	31	33	33	4.5%	4.4%	4.7%	4.9%	4.4%
Professional Staff	67	67	65	60	73	10.7%	10.5%	9.9%	8.8%	9.6%
Total Teachers	529	546	563	586	652	84.8%	85.2%	85.4%	86.3%	86.0%
Special Education	39	44	45	55	52	7.4%	8.1%	8.0%	9.4%	8.0%
Pre-K & Kindergarten	36	37	40	39	42	6.8%	6.8%	7.1%	6.7%	6.4%
Elementary (1-4)	175	180	184	188	216	33.1%	33.0%	32.7%	32.1%	33.1%
Middle School (5-6)	56	59	61	69	76	10.6%	10.8%	10.8%	11.8%	11.7%
Jr. High (7-8)	54	54	59	58	60	10.2%	9.9%	10.5%	9.9%	9.2%
High School (9-12)	169	172	174	177	206	31.9%	31.5%	30.9%	30.2%	31.6%
Business	7	8	7	7	8	4.1%	4.7%	4.0%	4.0%	3.9%
Language Arts	25	29	29	27	30	14.8%	16.9%	16.7%	15.3%	14.6%
Social Studies	20	20	17	22	25	11.8%	11.6%	9.8%	12.4%	12.1%
Foreign Language	9	10	9	9	12	5.3%	5.8%	5.2%	5.1%	5.8%
Mathematics	23	25	24	24	27	13.6%	14.5%	13.8%	13.6%	13.1%
Science	17	16	19	21	22	10.1%	9.3%	10.9%	11.9%	10.7%
Vocational Education	29	29	30	34	40	17.2%	16.9%	17.2%	19.2%	19.4%
Other High School	39	35	39	33	42	23.1%	20.3%	22.4%	18.6%	20.4%
Total Enrollments	11,957	12,341	12,844	12,362	12,384	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	823	880	910	859	778	6.9%	7.1%	7.1%	6.9%	6.3%
Grades 1-4	3,478	3,582	3,770	3,551	3,539	29.1%	29.0%	29.4%	28.7%	28.6%
Grades 5-6	1,809	1,808	1,892	1,773	1,764	15.1%	14.7%	14.7%	14.3%	14.2%
Grades 7-8	1,804	1,769	1,852	1,743	1,781	15.1%	14.3%	14.4%	14.1%	14.4%
Grades 9-12	3,888	4,172	4,283	4,363	4,422	32.5%	33.8%	33.3%	35.3%	35.7%
Ungraded	155	130	137	73	100	1.3%	1.1%	1.1%	0.6%	0.8%









District Report for: WILSON COUNTY

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	28	28	31	33	33	4.7%	4.6%	5.0%	5.2%	4.7%
White - Females	8	8	11	15	15	28.6%	28.6%	35.5%	45.5%	45.5%
White - Males	18	18	18	16	16	64.3%	64.3%	58.1%	48.5%	48.5%
Black - Females	1	1	1	1	1	3.6%	3.6%	3.2%	3.0%	3.0%
Black - Males	1	1	1	1	1	3.6%	3.6%	3.2%	3.0%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	67	67	64	57	69	11.2%	11.0%	10.3%	8.9%	9.8%
White - Females	59	59	56	50	59	88.1%	88.1%	87.5%	87.7%	85.5%
White - Males	5	5	5	4	6	7.5%	7.5%	7.8%	7.0%	8.7%
Black - Females	3	3	3	3	4	4.5%	4.5%	4.7%	5.3%	5.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	504	516	527	548	604	84.1%	84.5%	84.7%	85.9%	85.6%
White - Females	396	403	414	434	479	78.6%	78.1%	78.6%	79.2%	79.3%
White - Males	85	91	89	91	102	16.9%	17.6%	16.9%	16.6%	16.9%
Black - Females	19	18	20	19	19	3.8%	3.5%	3.8%	3.5%	3.1%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	3	3	3	3	3	0.6%	0.6%	0.6%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	8	8	4	121	160	1.7%	1.7%	0.9%	20.6%	24.5%
25-29	65	61	59	50	53	13.4%	12.7%	12.6%	8.5%	8.1%
30-34	60	58	46	60	63	12.4%	12.1%	9.8%	10.2%	9.7%
35-39	69	58	57	50	57	14.3%	12.1%	12.2%	8.5%	8.7%
40-45	119	107	101	95	83	24.6%	22.3%	21.5%	16.2%	12.7%
45-49	83	96	107	100	110	17.1%	20.0%	22.8%	17.1%	16.9%
50-54	46	59	59	67	75	9.5%	12.3%	12.6%	11.4%	11.5%
55+	34	33	36	43	51	7.0%	6.9%	7.7%	7.3%	7.8%
Average Age	40.7	41.3	42.1	34.2	33.0					

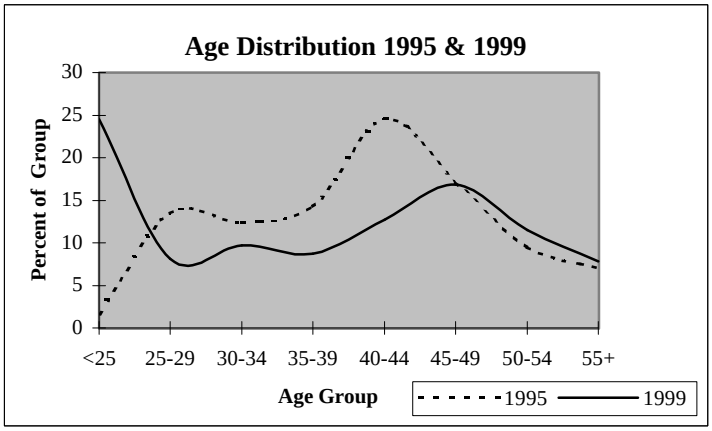
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	123	133	130	148	181	23.3%	24.4%	23.1%	25.3%	27.8%
4-7 Years	86	83	96	95	104	16.3%	15.2%	17.1%	16.2%	16.0%
8-11 Years	70	72	69	71	76	13.2%	13.2%	12.3%	12.1%	11.7%
12-15 Years	58	65	61	56	65	11.0%	11.9%	10.8%	9.6%	10.0%
16-19 Years	79	64	68	65	58	14.9%	11.7%	12.1%	11.1%	8.9%
20+ Years	113	129	139	151	168	21.4%	23.6%	24.7%	25.8%	25.8%
Average Experience	11.6	11.9	12.0	11.9	11.5					

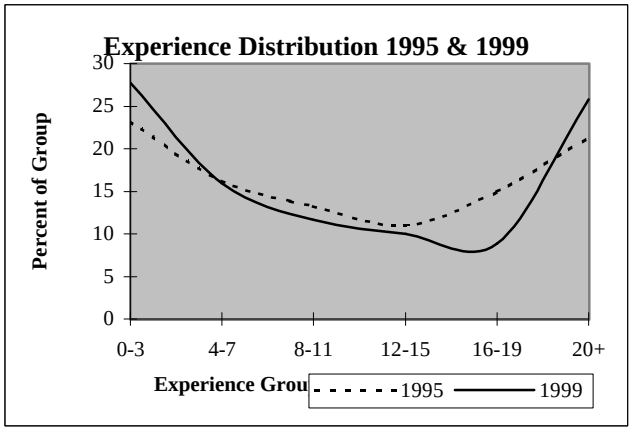
District Report for: WILSON COUNTY

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	44	58	71	33	-	7.1%	9.0%	10.8%	4.9%	-
Attrition from Transfers	7	12	21	2	-	1.1%	1.9%	3.2%	0.3%	-
Attrition from Exits	37	46	50	31	-	5.9%	7.2%	7.6%	4.6%	-
Teacher Attrition	36	50	62	31	-	6.8%	9.2%	11.0%	5.3%	-
Attrition from Transfers	5	11	18	2	-	0.9%	2.0%	3.2%	0.3%	-
Attrition from Exits	31	39	44	29	-	5.9%	7.1%	7.8%	4.9%	-
District Retention										
Educator Retention	580	583	588	646	-	92.9%	91.0%	89.2%	95.1%	-
Teacher Retention	493	496	501	555	-	93.2%	90.8%	89.0%	94.7%	-

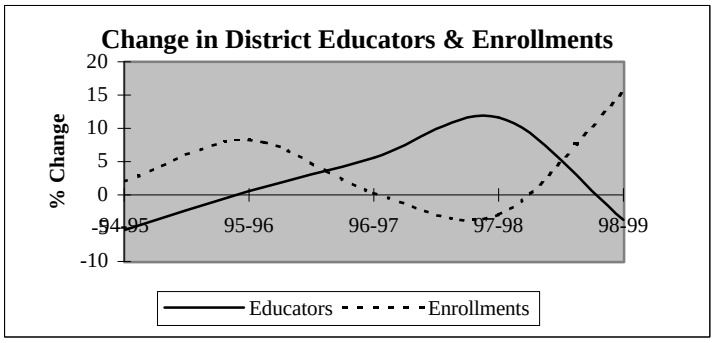
Teacher Retention 5 Year Average Retention Rate	District Rates Retained	Transfer	Attrition	Statewide Rates Retained	Transfer	Total	Attrition
New Entrants	82.7%	4.3%	13.0%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	91.0%	4.2%	4.8%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	86.9%	5.2%	7.8%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	83.1%	3.7%	13.2%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	85.7%	1.7%	12.6%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	89.7%	1.7%	8.5%	89.7%	2.1%	91.8%	8.2%

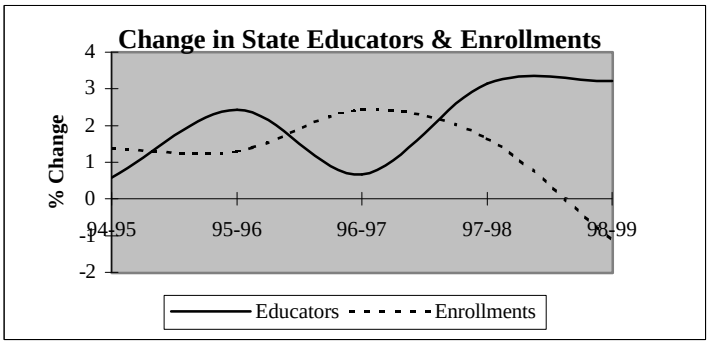
Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	10.0%	16.4%	22.6%	-	-	8.7%	12.8%	16.1%
Sex	-	-	4.5%	9.9%	15.4%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	8.3%	5.5%	7.1%	8.0%	10.6%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	86.4%	90.6%	88.5%	87.3%	85.6%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	1.4%	0.6%	0.9%	1.2%	0.4%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	3.8%	3.3%	3.5%	3.5%	3.4%	3.4%	2.8%	2.7%	2.7%	2.8%





District Report for: LEBANON





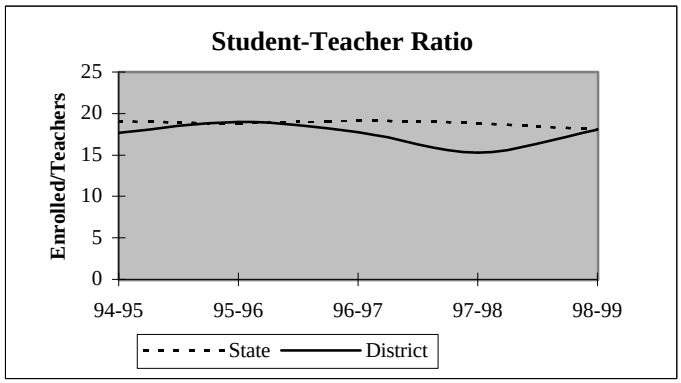
Descriptive Indicators	District 1994-95	District 1995-96	District 1996-97	District 1997-98	District 1998-99	Statewide 1994-95	Statewide 1995-96	Statewide 1996-97	Statewide 1997-98	Statewide 1998-99
Supply & Demand Indicators										
Student to Educator Ratio	14.7	15.8	15.0	13.0	15.7	16.3	16.2	16.4	16.2	15.5
Student to Teacher Ratio	17.6	19.0	17.7	15.3	18.1	19.0	18.8	19.2	18.8	18.1
Change in Educators	-10	1	10	22	-8	-	-	-	-	-
% Change in Educators	-5.3%	0.6%	5.6%	11.6%	-3.8%	0.6%	2.4%	0.7%	3.1%	3.2%
Change in Enrollments	52	216	9	-85	426	-	-	-	-	-
% Change in Enrollment	2.0%	8.3%	0.3%	-3.0%	15.5%	1.4%	1.3%	2.4%	1.6%	-1.1%
Workforce										
% Part-Time	0.6%	0.0%	0.0%	0.9%	0.5%	0.7%	0.8%	0.7%	0.7%	0.7%
% Administrative Staff	5.6%	5.6%	5.3%	4.7%	4.4%	4.5%	4.4%	4.5%	4.5%	4.4%
% Professional Staff	11.2%	11.2%	10.1%	10.0%	8.9%	9.6%	9.6%	9.6%	9.5%	9.6%
% Minority	7.6%	7.0%	6.7%	7.0%	6.3%	12.2%	12.2%	12.1%	12.2%	12.3%
% Minority in Admin.	10.0%	10.0%	10.0%	10.0%	11.1%	16.6%	17.0%	16.7%	17.2%	16.7%
% Female in Admin.	30.0%	30.0%	30.0%	30.0%	33.3%	33.1%	34.2%	36.3%	37.4%	38.6%
Teachers										
Average Age	39.6	40.4	40.9	34.0	34.0	42.7	43.1	43.3	37.1	36.4
Average Experience	11.4	12.3	12.0	11.4	12.1	13.9	13.9	13.8	13.7	13.7
Average Salary	31,191	31,789	32,507	32,277	34,472	32,429	33,051	33,907	34,489	35,958
% Minority Teachers	7.7%	7.1%	6.7%	7.1%	6.2%	12.0%	12.0%	12.0%	12.1%	12.2%
% Female Teachers	89.2%	89.9%	88.8%	90.6%	89.8%	79.0%	79.1%	79.2%	79.4%	79.3%
% Special Ed. Teachers	8.8%	9.4%	8.1%	8.3%	7.4%	10.8%	10.9%	10.9%	10.8%	10.9%
Enrollment										
% Minority	-	-	21.2%	na	20.2%	-	25.3%	26.0%	na	26.5%
% Special Education	-	-	2.2%	na	1.9%	-	1.7%	1.7%	1.6%	1.8%

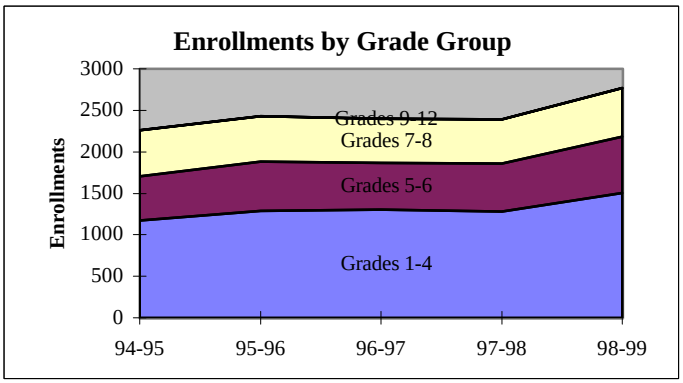
Dynamics of the Workforce	District Counts 1994-95	District Counts 1995-96	District Counts 1996-97	District Counts 1997-98	District Counts 1998-99	District Percentages 1994-95	District Percentages 1995-96	District Percentages 1996-97	District Percentages 1997-98	District Percentages 1998-99
Total Workforce	178	179	189	211	203	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	160	170	168	178	181	89.9%	95.0%	88.9%	84.4%	89.2%
Newly Hired	18	9	21	33	22	10.1%	5.0%	11.1%	15.6%	10.8%
Transfers In	4	3	1	5	2	22.2%	33.3%	4.8%	15.2%	9.1%
Reentrants	6	4	4	9	13	33.3%	44.4%	19.0%	27.3%	59.1%
First Time Educators	8	2	16	19	7	44.4%	22.2%	76.2%	57.6%	31.8%
Total Exiting Next Year	8	11	11	30	-	4.5%	6.1%	5.8%	14.2%	-
Transfers Out	1	2	2	3	-	12.5%	18.2%	18.2%	10.0%	-
Leave Tennessee Educ.	7	9	9	27	-	87.5%	81.8%	81.8%	90.0%	-

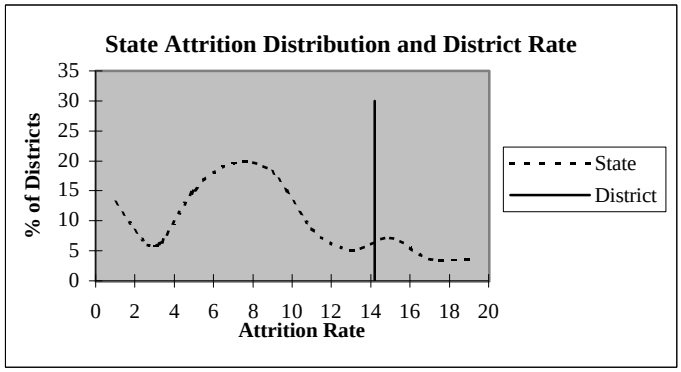
Dynamics Rates	District Rates				
District Attrition	4.5%	6.1%	5.8%	14.2%	-
Transfers In/Out	4.00	1.50	0.50	1.67	-

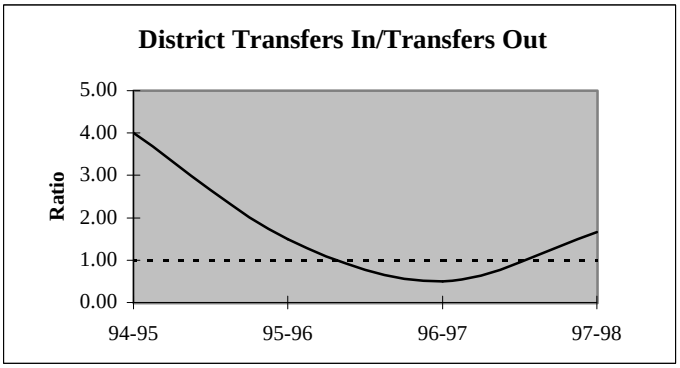
District Report for: LEBANON

Profile by Position	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Total Educators	178	179	189	211	203	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	10	10	10	9	5.6%	5.6%	5.3%	4.7%	4.4%
Professional Staff	20	20	19	21	18	11.2%	11.2%	10.1%	10.0%	8.9%
Total Teachers	148	149	160	180	176	83.1%	83.2%	84.7%	85.3%	86.7%
Special Education	13	14	13	15	13	8.8%	9.4%	8.1%	8.3%	7.4%
Pre-K & Kindergarten	16	16	20	22	20	10.8%	10.7%	12.5%	12.2%	11.4%
Elementary (1-4)	76	76	82	94	93	51.4%	51.0%	51.3%	52.2%	52.8%
Middle School (5-6)	24	24	24	27	28	16.2%	16.1%	15.0%	15.0%	15.9%
Jr. High (7-8)	18	18	20	21	22	12.2%	12.1%	12.5%	11.7%	12.5%
High School (9-12)	1	1	1	1	0	0.7%	0.7%	0.6%	0.6%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	1	1	1	1	0	100.0%	100.0%	100.0%	100.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	2,612	2,828	2,837	2,752	3,178	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	290	328	390	308	349	11.1%	11.6%	13.7%	11.2%	11.0%
Grades 1-4	1,176	1,287	1,304	1,281	1,500	45.0%	45.5%	46.0%	46.5%	47.2%
Grades 5-6	526	596	564	576	680	20.1%	21.1%	19.9%	20.9%	21.4%
Grades 7-8	559	547	529	532	590	21.4%	19.3%	18.6%	19.3%	18.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	61	70	50	55	59	2.3%	2.5%	1.8%	2.0%	1.9%









District Report for: LEBANON

Profile by Known Race and Gender	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Administrative	10	10	10	10	9	5.8%	5.8%	5.6%	5.0%	4.8%
White - Females	2	2	2	2	2	20.0%	20.0%	20.0%	20.0%	22.2%
White - Males	7	7	7	7	6	70.0%	70.0%	70.0%	70.0%	66.7%
Black - Females	1	1	1	1	1	10.0%	10.0%	10.0%	10.0%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	20	20	19	21	18	11.6%	11.7%	10.6%	10.6%	9.5%
White - Females	16	16	15	17	15	80.0%	80.0%	78.9%	81.0%	83.3%
White - Males	3	3	3	3	2	15.0%	15.0%	15.8%	14.3%	11.1%
Black - Females	1	1	1	1	1	5.0%	5.0%	5.3%	4.8%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	142	141	150	168	162	82.6%	82.5%	83.8%	84.4%	85.7%
White - Females	117	118	125	143	139	82.4%	83.7%	83.3%	85.1%	85.8%
White - Males	14	13	15	13	13	9.9%	9.2%	10.0%	7.7%	8.0%
Black - Females	11	10	10	12	10	7.7%	7.1%	6.7%	7.1%	6.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Age Distribution Teachers by Age Group	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
Up to 24	6	0	3	35	35	4.3%	0.0%	2.1%	19.4%	19.9%
25-29	26	31	24	23	19	18.4%	21.8%	16.8%	12.8%	10.8%
30-34	15	14	18	21	23	10.6%	9.9%	12.6%	11.7%	13.1%
35-39	21	18	20	20	17	14.9%	12.7%	14.0%	11.1%	9.7%
40-45	18	21	18	18	18	12.8%	14.8%	12.6%	10.0%	10.2%
45-49	36	34	29	25	23	25.5%	23.9%	20.3%	13.9%	13.1%
50-54	12	13	19	27	31	8.5%	9.2%	13.3%	15.0%	17.6%
55+	7	11	12	11	10	5.0%	7.7%	8.4%	6.1%	5.7%
Average Age	39.6	40.4	40.9	34.0	34.0					

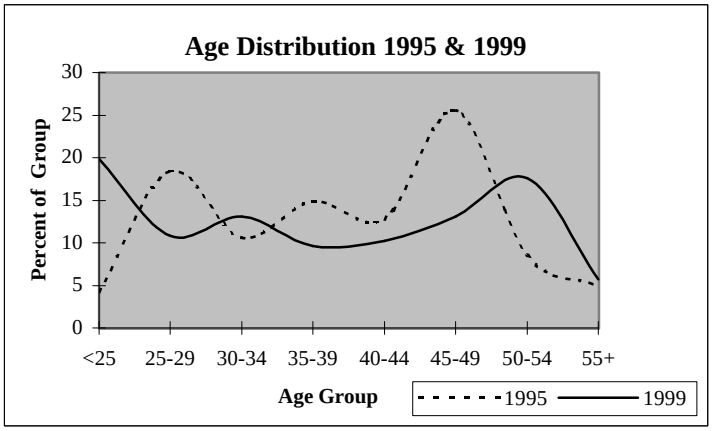
Experience Distribution Teachers by Experience	District Counts					District Percentages				
	1994-95	1995-96	1996-97	1997-98	1998-99	1994-95	1995-96	1996-97	1997-98	1998-99
0-3 Years	40	32	36	48	41	27.0%	21.5%	22.5%	26.7%	23.3%
4-7 Years	20	26	28	34	35	13.5%	17.4%	17.5%	18.9%	19.9%
8-11 Years	20	19	19	18	19	13.5%	12.8%	11.9%	10.0%	10.8%
12-15 Years	14	16	22	18	20	9.5%	10.7%	13.8%	10.0%	11.4%
16-19 Years	20	12	11	16	14	13.5%	8.1%	6.9%	8.9%	8.0%
20+ Years	34	44	44	46	47	23.0%	29.5%	27.5%	25.6%	26.7%
Average Experience	11.4	12.3	12.0	11.4	12.1					

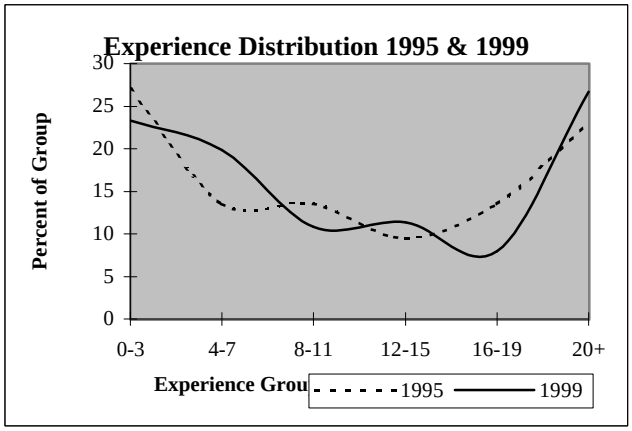
District Report for: LEBANON

Attrition	District Counts 1994-95	1995-96	1996-97	1997-98	1998-99	District Rates 1994-95	1995-96	1996-97	1997-98	1998-99
Educator Attrition	8	11	11	30	-	4.5%	6.1%	5.8%	14.2%	-
Attrition from Transfers	1	2	2	3	-	0.6%	1.1%	1.1%	1.4%	-
Attrition from Exits	7	9	9	27	-	3.9%	5.0%	4.8%	12.8%	-
Teacher Attrition	6	8	10	24	-	4.1%	5.4%	6.3%	13.3%	-
Attrition from Transfers	1	1	2	3	-	0.7%	0.7%	1.3%	1.7%	-
Attrition from Exits	5	7	8	21	-	3.4%	4.7%	5.0%	11.7%	-
District Retention										
Educator Retention	170	168	178	181	-	95.5%	93.9%	94.2%	85.8%	-
Teacher Retention	142	141	150	156	-	95.9%	94.6%	93.8%	86.7%	-

Teacher Retention	District Rates			Statewide Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition	Retained	Transfer	Total	Attrition
New Entrants	78.7%	8.2%	13.1%	79.5%	5.5%	85.0%	15.0%
1 Year of Experience	95.8%	0.0%	4.2%	84.8%	3.4%	88.2%	11.8%
2 Years of Experience	80.4%	8.7%	10.9%	86.3%	3.1%	89.4%	10.6%
3 Years of Experience	84.0%	4.0%	12.0%	87.9%	2.8%	90.7%	9.3%
4 Years of Experience	80.0%	0.0%	20.0%	88.2%	2.7%	90.9%	9.1%
5 Years of Experience	94.1%	0.0%	5.9%	89.7%	2.1%	91.8%	8.2%

Survey Data Quality	District Percentages 1994-95	1995-96	1996-97	1997-98	1998-99	Statewide Percentages 1994-95	1995-96	1996-97	1997-98	1998-99
Incomplete Responses										
Race	-	-	14.0%	20.3%	23.8%	-	-	8.7%	12.8%	16.1%
Sex	-	-	8.0%	13.7%	16.3%	-	-	4.6%	7.8%	10.1%
Experience Increment										
% Increment by 0	5.6%	1.7%	8.5%	9.5%	4.4%	5.9%	5.0%	5.8%	6.5%	6.7%
% Increment by 1	91.6%	96.1%	89.4%	86.7%	90.1%	90.1%	91.8%	91.0%	90.3%	90.0%
% Increment by 2	0.6%	0.6%	0.0%	0.5%	1.0%	0.6%	0.4%	0.5%	0.5%	0.5%
% Other Increment	2.2%	1.7%	2.1%	3.3%	4.4%	3.4%	2.8%	2.7%	2.7%	2.8%





Appendix A
State of Tennessee
Data Processing Notes 2000
Distribution and Preliminary Data Files

1. Educators are selected from the distribution database for inclusion as long as they are both "Active" in the "Record Status" field and their "Months/days Paid" are greater than zero. In the case of the 1996-97 distribution file it was necessary to "reset" the record status field for those educators showing continuously increasing experience from 1995-96 through 1997-98. This methodology was dropped in subsequent years after discussion with Deborah Gilliam regarding the use of the Active flag in the distribution file.

2. FTE is set to 1.0 for all educators and then adjusted for part time or split schedule work using the "Percent Part-time Daily" field.

3. Each individual educator is then assigned to a position grouping using the TCHASSIGN field from the distribution database. The cross-walk from tchassign to dynamics position is provided as an attachment.

4. The educators partial FTE's are than aggregated by ssn/teacher number, district, and dynamics position and sorted from lowest to highest.

5. A single dynamics position is then selected for each educator according to the highest partial FTE totaled in the step above. Ties are broken first by highest total partial FTE, and then by lowest dynamics position number.

6. Once the position has been determined, each educator is assigned to a single district (System Number) by selecting the district in which they spend the majority of their time in that position. Ties are broken by highest total partial FTE, and then by lowest district number.

7. The educators classified as teachers grades 9-12 (dynamics position '900') are then broken down into their assignments using the preliminary staff data files. First, each 9-12 educator is matched to their assignment data. Each course that they report as an assignment is cross-walked to a dynamics position (from '905' to '990'). The courses are then counted by dynamics groups for each person to determine where the majority of the educators time spent. Ties are broken by lowest dynamics position code. In this step is it possible for educators classified as grades 9-12 to be moved into the special education category.

Special Processing Note: The 1997-98 preliminary staff file was not created due to a problem encountered during a change in data collection procedures. The 1998-99 preliminary file was used with the 1997-98 distribution file to breakout the High School teachers using the methodology outlined about.

Appendix B
State of Tennessee
Data Processing Notes 2000
Tennessee Institutions of Higher Education (IHE) Files

Processing of the Tennessee Board of Regent of Higher Education (IHE) begins with the graduates of Tennessee Institutions of Higher Education. One file exists each for graduates of Public and of Private Institutions.

1. The graduate files have multiple record types within the same file. Therefor, the first step is to separate the file into its individual file components. One set of records contains data on degrees issued, while another record type includes information on teacher licensure status. Data files prior to 1996 have licensure data on the same record for graduates while non-degree recipient licensure information is included on a separate record. A degree record exists for each degree issued in the fiscal year of the data file (July to June). For data files after 1996, licensure data is only available on the licensure record whether a degree was granted or not and was merged into the degree data. In the case of the data files after 1996, licensure records exist for every teaching or administrator license issued during that fiscal year. In either set of files a licensure record may, or may not be accompanied by a degree record.

2. Tennessee is concerned with first time entry into Public Education through Tennessee IHEs. Bachelor's degree recipients seeking first time licensure are the largest source of new hires in public education and are determined by merging the degree recipients in a given year with the licensure data. The remaining licensure data are for post bachelors who are seeking first time licensure. This group makes up the second largest source of new hires in public education.

3. Data for these two groups are aggregated by fiscal year (July to June), race, sex and IHE and presented in the Graduates and Yield tables in the Tennessee Summary Report of Educator Supply and Demand. This is slightly different from how Data and Decision Analysis (DaDA) typically aggregates graduates for yield. DaDA usually aggregates the data from the Fall Semester (graduates in late fall) through the Summer Semester (graduates in late summer). This allows for graduates in the Summer Semester to be counted in the next year of employment. In the case of the Tennessee data, yield into employment is allowed for the year of the IHE file to account for these Summer Semester graduates as well as those educators who are employed throughout the year as they receive licensure. The yield tables report a consistent yield of two years (current and one year out) to ensure comparability of the data across time.

4. Entry into Public Education is determined by analyzing the Department of Education Distribution and Preliminary data files. New hires are defined as those persons with zero years of experience in the current year, and no known record of employment in any previous year. This becomes the entry year for the educators. It is this entry year that is used with the IHE data to calculate the yield information.

Appendix C
State of Tennessee
Position Code to Tennessee Position Crosswalk

Code	Position Description	Tennessee Teaching Position	Tennessee Position Name
110	Superintendents	10	Superintendent
115	Assistant Superintendents	11	Asst. Superintendent
121	Elementary Principals	03	Principal (Elem.)
123	Secondary Principals	04	Principal (Sec)
124	Elem. & Sec. Principals	05	Principal (Elem. & Sec)
126	Asst. Elem. Principals	06	Asst. Principal (Elem.)
128	Asst. Sec. Principals	07	Asst. Principal (Sec)
129	Asst. Elem. & Sec. Principals	08	Asst. Principal (Elem. & Sec)
190	Other Administrative	74	Spec Ed Principal
		19	Principal & Superintendent
		63	Vocational Principal
210	Guidance Counselors	40	Guidance Counselor (Elem.)
		41	Guidance Counselor (Sec)
		42	Guidance Counselor (Elem. & Sec)
220	Librarians	28	Librarian (Elem. & Sec)
		31	Librarian (Elem.)
		32	Librarian (Sec)
280	Supervisors	16	Supv of Instruction (Sec)
		17	Supv of Instruction (Elem.)
		20	Supv of Inst. (Elem. & Sec)
		21	Materials Supervisor
		23	School Food Service Supervisor
		24	Special Education Supervisor
		75	Spec Ed Supervisor
		25	Vocational Supervisor
		62	Vocational Supervisor
		92	Chapter 1 Supervisor
290	Other Professional Staff	72	Spec Ed Related Ser, Prof. Pers
		73	Spec Ed School Psychologist
		29	Other System Wide (NCL)
		30	Other System Wide (CL)
		18	Attendance Teacher
		22	School Psychologist
		26	School Social Worker
		76	Speech/Hearing Specialist
		77	Audiologist
		33	Assessment Personnel
		34	Assessment Personnel

(Continued)

State of Tennessee
Position Code to Tennessee Position Crosswalk
(Continued)

Code	Position Description	Tennessee Teaching Position	Tennessee Position Name
310	Special Education	46	Learning Disabilities
		47	SMR
		50	Home Instruction
		51	Hospital Instruction
		52	Multiple Disabilities
		53	Speech & Hearing
		54	Severe Speech & Hearing
		55	Severe Hard of Hearing
		56	Visually Handicapped
		57	EMR
		58	Experimental Spec Ed
		59	Emotionally Disturbed
		68	Spec Ed Teacher (Elem.)
		69	Spec Ed Teacher (Sec)
		70	Spec Ed Teacher (OPTS 7,8,9)
		71	Home/Hospital Instruction
400	Early Childhood Education	79	Pre-K Teacher
500	Kindergarten Teachers	80	Kindergarten Teacher
		00	Kindergarten
600	Elementary Teachers	01	Elementary Teacher
		27	Music Teacher (Elem.)
		36	Art Teacher (Elem.)
		37	Phys Ed Teacher (Elem.)
		81	Grade 1 Teacher
		82	Grade 2 Teacher
		83	Grade 3 Teacher
		84	Grade 4 Teacher
		90	Chapter 1 Teacher (Elem.)
		64	Vocational Teacher (Elem.)
700	Middle School Teachers	85	Grade 5 Teacher
		86	Grade 6 Teacher
800	Jr. High School Teachers	87	Grade 7 Teacher
		88	Grade 8 Teacher
900	Total High School Teachers	02	High School Teacher
		89	Grade 9-12 Teacher
		91	Chapter 1 Teacher (Sec)
980	High School - Vocational Ed.	60	Vocational Teacher
		61	Vocational Teacher (TSC)
999	High School - Other Teacher	99	Unknown

State of Tennessee
Position Code to Tennessee Position Crosswalk
(Continued)

The High School grouping (900 series above) are then split into the categories shown below using the assignment data from the preliminary report. Please refer to Appendix B for a description of the processing steps used.

Code	Position Description
905	High School - Business
915	High School - Language Arts
930	High School - Social Studies
940	High School - Foreign Languages
960	High School - Mathematics
970	High School - Science