

Table 1. How Well does Pre-Tenure Value-Added Effectiveness Predict Post-Tenure Effectiveness?

Reading Scores	Post Tenure Quintile Rank				
Pre-Tenure Quintile Rank	Bottom Quintile	Second Quintile	Third Quintile	Fourth Quintile	Top Quintile
Bottom Quintile	32%	23%	19%	16%	11%
Second Quintile	27%	14%	27%	18%	14%
Third Quintile	21%	23%	30%	18%	7%
Fourth Quintile	16%	27%	18%	18%	21%
Top Quintile	5%	13%	5%	30%	46%

Source: Dan Goldhaber