

EXHIBIT 5

PRIVILEGED AND CONFIDENTIAL
Prepared at the Request of Counsel

PRELIMINARY
October 15, 2012

Analysis of the Racial/Ethnic Composition of TUSD Principals
Availability Rates Derived From US DOE NCES Schools and Staffing Surveys (SASS)
"Public School Principal Data File" 2007 - 2008

Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Principals	Expected Number of TUSD Hispanic Principals	Actual Number of TUSD Hispanic Principals	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	10.78%	87	9.4	31	21.6	7.5 *
AZ, CA, NM, TX	18.94%	87	16.5	31	14.5	4.0 *
United States	6.49%	87	5.6	31	25.4	11.0 *

* Statistically significant.

http://nces.ed.gov/surveys/sass/tables_list_2009323.asp

National Center for Education Statistics

Table 2. Number of public school principals and percentage distribution of school principals, by race/ethnicity and state: 2007-08

State	Total number of principals	Race/ethnicity				Other ¹
		Hispanic, regardless of race	White, non-Hispanic	Black, non-Hispanic		
United States	90,470	6.5	80.9	10.6	2.0	
Arizona	1,910	10.8 !	87.1	†	†	
California	9,170	17.2	73.4	4.8 !	4.7 !	
Colorado	1,600	8.2 !	86.9	†	†	
Nevada	540	†	88.3	4.6 !	3.4 !	
New Mexico	710	37.4	57.9	†	†	
Texas	8,300	21.2	68.2	9.2 !	†	
Utah	900	†	97.4	†	†	

Rounds to zero.

! Interpret data with caution. The standard error for this estimate is equal to 30 percent or more of the estimate's value.

† Reporting standards not met.

¹ Other includes American Indian/Alaska Native, non-Hispanic; Asian, non-Hispanic; Native Hawaiian or Other Pacific Islander, non-Hispanic; or Two or more races, non-Hispanic.

NOTE: Black includes African American and Hispanic includes Latino. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey (SASS), "Public School Principal Data File," 2007-08.

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Analysis of the Racial/Ethnic Composition of TUSD Teachers

Availability Rates Derived From US DOE NCES Schools and Staffing Surveys (SASS) "Public School Teacher Data File" 2007 - 2008

Hispanic v. All Others

Geographic Area	Hispanic Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Hispanic Teachers	Actual Number of TUSD Hispanic Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	13.90%	2,936	408.1	741	332.9	17.8 *
AZ, CA, NM, TX	21.26%	2,936	624.1	741	116.9	5.3 *
Surrounding states ¹	19.87%	2,936	583.3	741	157.7	7.3 *
United States	7.06%	2,936	207.2	741	533.8	38.5 *

Black v. All Others

Geographic Area	Black Availability Rate	Total Number of TUSD Teachers	Expected Number of TUSD Black Teachers	Actual Number of TUSD Black Teachers	Difference Between Actual and Expected	Number of Standard Deviations of Difference
Arizona	2.50%	2,936	73.4	86	12.6	1.5
AZ, CA, TX	5.70%	2,936	167.5	86	-81.5	-6.5 *
United States	7.00%	2,936	205.5	86	-119.5	-8.6 *

¹California, Nevada, Utah, Colorado, New Mexico and Texas

* Statistically significant.

http://nces.ed.gov/surveys/sass/tables_list_2009323.asp

National Center for Education Statistics

Table 2. Percentage distribution of public school teachers, by race/ethnicity and state: 2007-08

State	Total number of teachers	Race/ethnicity							
		White, non-Hispanic	Black, non-Hispanic	American Indian/Alaska Native, non-Hispanic	Asian, non-Hispanic	Native Hawaiian or other Pacific Islander, non-Hispanic	Hispanic, regardless of race	Two or more races, non-Hispanic ¹	
United States	3,404,500	83.1	7.0	0.5	1.2	0.2	7.1	0.9	
Arizona	66,500	78.7	2.5 !	2.0	†	†	13.9	2.0	
California	310,000	70.5	4.4	†	4.2	0.8 !	18.1	1.1	
Colorado	50,100	89.0	†	†	†	#	7.5	†	
Nevada	23,700	83.2	†	†	†	†	6.4	2.4	
New Mexico	22,700	58.1	†	2.1 !	†	†	35.8	2.6	
Texas	340,400	66.4	7.9	†	†	#	24.6	†	
Utah	27,200	96.2	†	†	†	†	2.0 !	†	

Rounds to zero

! Interpret data with caution. The standard error for this estimate is equal to 30 percent or more of the estimate's value.

† Reporting standards not met.

! Two or more races, non-Hispanic includes all non-Hispanic respondents who selected more than one race.

NOTE: Teachers include both full-time and part-time teachers. Black includes African American and Hispanic includes Latino. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Schools and Staffing Survey (SASS), "Public School Teacher Data File," 2007-08.