



# **GOK-OMKADERING IN HET BASISONDERWIJS**

Evaluatie van het nieuwe systeem

Hans Tierens, Mike Smet and Kristof De Witte



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# Beleidssamenvatting

Sinds 2002 werd in Vlaanderen het Gelijke Onderwijskansenbeleid (GOK-beleid) geïmplementeerd. Dit GOK-beleid voorziet bijkomende middelen voor scholen met leerlingen met een socio-economisch kwetsbare achtergrond. Het oorspronkelijke GOK-programma voorzag in het basisonderwijs bijkomende lestijden en in het secundair onderwijs bijkomende uren-leraar naargelang het aandeel leerlingen die aantikten op vooraf bepaalde indicatoren. Tevens werden een aantal bijkomende voorwaarden opgelegd: in het basisonderwijs en in de eerste graad van het secundair onderwijs was een minimum van 10% aantikkende leerlingen vereist en in de tweede en derde graad van het secundair onderwijs werd een minimumdrempel van 25% aantikkende leerlingen gehanteerd om in aanmerking te komen voor de bijkomende middelen. Een tweede bijkomende drempel was dat scholen minimum 6 lestijden of uren-leraar moesten genereren om aanspraak te kunnen maken op de GOK-middelen. Deze GOK-uren werden in principe toegekend in cycli van drie jaar en dienden ingezet te worden op een vooraf bepaald thema. In het secundair onderwijs gelden de basisprincipes van dit systeem nog steeds, maar in het basisonderwijs werd het systeem van de GOK-lestijden vanaf het schooljaar 2012-2013 vervangen door een geïntegreerd systeem waarbij de SES-lestijden (die toegekend worden op basis van de socio-economische status van de leerlingen in een school) integraal deel uitmaken van de omkadering. Het systeem van minimumdrempels, driejarige cycli en inzet van de middelen voor een specifiek thema werden daarbij afgeschaft.

Dit rapport focust op het 'nieuwe' geïntegreerde systeem dat vanaf het schooljaar 2012-2013 werd geïmplementeerd in het basisonderwijs. Bovenop de gewone lestijden volgens de schalen kunnen scholen ook SES-lestijden genereren. In dit nieuwe systeem worden drie indicatoren gebruikt om leerlingen met lage SES te identificeren: (1) de leerling ontvangt een schooltoelage; (2) de moeder van de leerling heeft geen diploma secundair onderwijs<sup>1</sup> en (3) de thuistaal van de leerling is niet Nederlands. Elke leerling die voldoet aan een van de kenmerken genereert (eventueel cumulatief per kenmerk indien de leerling aantikt op meerdere kenmerken) voor de school een aantal SES-lestijden: (1) 0,11917 SES-lestijden voor het kenmerk 'schooltoelage'; (2) 0,26710 SES-lestijden voor het kenmerk 'opleiding moeder' en (3) 0,29116 SES-lestijden voor het kenmerk 'thuistaal'. Tenslotte is het mogelijk dat sommige scholen recht hebben op additionele lestijden volgens de schalen: indien het gemiddelde

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<sup>1</sup> Of de moeder heeft geen studiegetuigschrift van het tweede leerjaar van de derde graad BSO of een daarmee gelijkwaardig studiebewijs.

aantal kleuters of het gemiddelde aantal leerlingen lager onderwijs per voltijdse (kleuter)onderwijzer boven de 18,5 zou stijgen, ontvangt de school additionele lestijden zodat de verhouding leerling/leerkracht niet meer boven de 18,5 uitkomt. Verder zijn er nog een aantal bijkomende compensaties, bv. de 'Brusselweging', waarbij leerlingen in scholen die gevestigd zijn in het Brussels Hoofdstedelijk Gewest gewogen worden aan 1,11 voor de lestijden volgens de schalen of een weging aan 1,05 voor leerlingen in scholen die gelegen zijn in dunbevolkte gebieden<sup>2</sup>.

Gelijke onderwijskansenbeleid en het toekennen van bijkomende middelen om dit te ondersteunen is een beleidsmaatregel die niet enkel in Vlaanderen toegepast wordt. In vele andere landen tracht men ongelijkheden in onderwijs te compenseren en te remediëren. Er bestaat dan ook een waaier aan internationale literatuur die dit beleid evalueert en tracht te kwantificeren in welke mate bijkomende middelen leiden tot betere onderwijsuitkomsten. De initiatieven kunnen gericht zijn op scholen (bv. reductie van klasgrootte, verlenging van een opleiding, bijkomende middelen voor ICT, bijkomende middelen (werking en/of omkadering) voor scholen met veel doelgroep-leerlingen, ...), op leerkrachten (bv. verbeteren van werkomstandigheden, variabele verloning, ...) en op leerlingen of hun ouders (bv. vouchers, al dan niet met voorwaarden).

Een eerder SONO-rapport (De Witte, Smet & Van Assche, 2017b) gaf aan dat dergelijke maatregelen veelal ofwel zeer kleine, ofwel niet-significante, ofwel tegenstrijdige effecten genereren. De resultaten zijn bovendien zeer afhankelijk van de specifieke context waarin de maatregelen geïmplementeerd werden. Het is bijgevolg nauwelijks mogelijk om specifieke interventies te identificeren die resulteren in een eenduidig positieve (of negatieve) impact.

In dit rapport onderzoeken we of de introductie van het nieuwe financieringsmechanisme in het schooljaar 2012-2013 geleid heeft tot een meetbare impact op een aantal onderwijsuitkomsten, zoals schoolse vertraging en doorstroom naar het secundair onderwijs. De doorstroom naar het secundair onderwijs wordt geoperationaliseerd via 4 indicatoren: (1) doorstroom van lager onderwijs naar de A-stroom; (2) doorstroom naar het tweede jaar van de eerste graad voor leerlingen die ingestoomd zijn in 1A (dit wil zeggen dat deze studenten ook in 2B kunnen inschrijven), (3) succesvol doorstroom doorheen de hele eerste graad in de A-stroom (d.w.z. zonder zittenblijven inschrijven in 2A) en (4) het doorstromen in het 'modeltraject' waarmee wordt bedoeld dat de leerling zonder enige schoolse vertraging (zowel in basis- als secundair onderwijs) in het tweede jaar van het secundair onderwijs

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<sup>2</sup> Hier worden slechts de grote lijnen van het huidige omkaderingssysteem voor het basisonderwijs besproken. In een eerder SONO-rapport (De Witte, Smet & Van Assche, 2017a) werd het financieringssysteem reeds meer in detail besproken.

belandt. Aangezien kwalitatief onderzoek uitwijst dat de eerste twee uitkomstvariabelen ook onderhevig kunnen zijn aan schoolbeleid (Juchtmans, Smet & De Witte, 2019), moeten we voorzichtig zijn met de interpretatie van deze variabelen als maatstaf voor kwaliteit of prestaties. Desalniettemin zijn de variabelen—bij gebrek aan andere gestandaardiseerde uitkomsten—goede benaderingen (zie De Witte et al., 2017b). Daarenboven liggen onze empirische resultaten voor de verschillende modellen ook in dezelfde lijn, wat suggereert dat de vertekening door inmenging van het schoolbeleid nagenoeg verwaarloosbaar is.

Om na te gaan of de implementatie van het nieuwe systeem een impact heeft gehad op de hierboven beschreven onderwijsuitkomsten, maken we gebruik van bestaande administratieve databanken die ter beschikking gesteld werden door het Vlaams Ministerie van Onderwijs en Vorming. De gegevens hebben betrekking op vier schooljaren voor en vier schooljaren na de start van het nieuwe systeem. Aangezien er in het nieuwe systeem voor het basisonderwijs geen drempel meer is voor het verkrijgen van SES-lestijden, is het niet mogelijk om (zoals in het eerdere SONO-rapport over het effect van GOK-uren in het secundair onderwijs; De Witte et al., 2017b; De Witte, D’Inverno & Smet, 2018) deze drempel te gebruiken om een oorzakelijke impact van de bijkomende middelen te meten.

In dit rapport gebruiken we een andere strategie om na te gaan of het nieuwe systeem een impact heeft gehad op indicatoren voor onderwijsuitkomsten: we modelleren of de impact van het aandeel SES-leerlingen in een school op de onderwijsuitkomsten verschillend is voor of na de introductie van het nieuwe systeem. Bijkomende gaan we na of de effecten verschillend zijn voor verschillende subpopulaties.

Vooreerst wordt er in een aantal basismodellen nagegaan of de impact van het aandeel SES-leerlingen op de onderwijsuitkomsten is gewijzigd in de periode 2008 tot 2016 en of er zich een breuk heeft voorgedaan in deze trend naar aanleiding van de implementatie van het nieuwe systeem in 2012. Deze modellen worden zowel geschat voor alle leerlingen samen als apart voor SES-leerlingen (om de effectiviteit van het beleid na te gaan voor de specifieke doelgroep-studenten) en niet-SES-leerlingen (om te controleren of deze studenten mee profiteren van de gegenereerde lestijden of net negatief beïnvloed worden door de aanwezigheid van een (te) groot aantal GOK-leerlingen).

Uit de basismodellen blijkt dat over de tijd heen de kans op zittenblijven daalt. Deze trend heeft zich al ingezet voor de invoering van het nieuwe systeem en lijkt niet te wijzigen na invoering ervan. Hoe hoger het aandeel SES-leerlingen in een school, des te groter de kans dat een school zittenblijvers telt en des te meer zittenblijvers de school zal hebben. Dit effect vinden we voornamelijk voor SES-leerlingen. Voor niet-SES-leerlingen observeren we een negatief of niet-significant verband.

In de basismodellen onderzoeken we ook de doorstroom van het lager naar het secundair onderwijs. Hier vinden we voor de vier sub-indicatoren een licht negatieve trend die niet lijkt te wijzigen naar aanleiding van het invoeren van het nieuwe systeem. Het aandeel SES-leerlingen in de school heeft opnieuw een negatief effect op de instroom- en doorstroomuitkomsten. Na de beleidshervorming wordt dit effect een beetje sterker, maar dit verschil smelt snel weg over de tijd. Wat opvallender is, is dat de SES-leerlingen zelf positief worden beïnvloed door een groot aantal SES-leerlingen (wat logisch lijkt aangezien deze studenten net meer middelen en lestijden verwerven voor de school, dewelke geënt zijn op het reduceren van de kloof tussen beide groepen leerlingen). Deze, eerder verrassende, resultaten lijken een interessante piste voor verder onderzoek, aangezien deze effecten en mogelijke verklaringen voor dit effect niet expliciet getest kunnen worden met behulp van de verkregen data.

In een tweede set analyses worden controlevariabelen aan de basismodellen toegevoegd om een beter beeld te verkrijgen van het werkelijke effect van het aandeel SES-leerlingen in de school. Deze controlevariabelen bestaan voornamelijk uit kenmerken van de school, en meer bepaald de leeftijd en ervaring van zowel schooldirectie en het leerkrachtenkorps. De geschatte modellen lijken sterk overeen te komen met de resultaten en conclusies die werden afgeleid uit de basismodellen. Er werden geen substantiële veranderingen waargenomen met betrekking tot de grootte van de effecten, noch voor de richting van de effecten op de uitkomstvariabelen. We merken wel op dat, alleszins voor de beleidshervorming, de effecten van het aantal SES-leerlingen licht wijzigen naargelang de kenmerken van het schoolpersoneel.

Tenslotte worden nog enkele robuustheidsanalyses uitgevoerd. Specifieker worden alle verschillende modellen herschat op basis van aparte socio-economische indicatoren ( 'opleiding van de moeder', 'thuis taal anders dan het Nederlands' en het 'verkrijgen van een schooltoelage', alsook de combinatie van 'opleiding van de moeder' en 'thuis taal anders dan het Nederlands'). Verder worden deelsteekproeven opgesplitst naar geografische locatie (vb. provincies), schoolnetten en de dosis SES-lestijden die een school toegewezen krijgt (vb. kwartielen van de totale pot SES-lestijden). Over het algemeen vinden we opnieuw dat de basismodellen vrij robuust zijn over de verschillende subgroepen. Desalniettemin merken we toch wat heterogeniteit in de modellen op naargelang de provincies, hoewel deze sterk gedreven kunnen zijn door kleine resulterende steekproefgroottes dewelke de betrouwbaarheid en generaliseerbaarheid van deze sub-analyses kunnen aantasten.

Als sluitstuk van deze studie merken de onderzoekers ook op dat de verkregen data geen informatie bevatten met betrekking tot de schoolse kennis en vaardigheden van de studenten. Deze informatie kan echter dienen tot zeer sterke indicator en instrument om na te gaan in hoeverre de kloof tussen



SES-leerlingen en niet-SES-leerlingen effectief kan worden gedicht door toedoen van het toekennen van meer (SES-)lestijden. Daarenboven lijkt het de onderzoekers ook nuttig om een beeld te krijgen omtrent de concrete aanwending van deze (SES-)lestijden in en door de school. Deze informatie zou inzichten kunnen opleveren omtrent de specifieke acties (en hun effectiviteit/efficiëntie) waarmee scholen de kloof trachten te dichten.

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# Introduction

Over the last decades, ensuring and strengthening equal educational opportunities for all students has been a policy priority for the Flemish Government (OECD, 2017). There are several underlying reasons urging for policy actions. A first reason lies in the observation that Flanders continues to experience a high disparity in basic skills and achievement, which seems to be largely explained by the student socio-economic background (OECD 2013, 2017a). More specifically, students with a migrant background face the highest performance gap in the OECD. Second, the unequal distribution of experienced teachers across schools preserves and even exacerbates this performance gap (Nusche et al., 2015). Third, the educational system has to deal with the segregation of secondary schools with respect to track choices. This means that, even though track choices are best made taking the student's ability and ambitions into account, the actual track/school choice is made based on perceived prestige; where general education is generally perceived as the most prestigious and vocational education is perceived as the least prestigious track. A fourth reason lies in the increasing heterogeneity of the school population in terms of poverty, language, culture and family structure. Projections suggest that the population growth will be concentrated in disadvantaged groups, mainly consisting of first and second generation migrants.

Since 2002, the Flemish Ministry of Education promoted the 'Equal Educational Opportunities (EEO) program' (in Flemish: *'Gelijke Onderwijskansenbeleid / GOK-beleid'*), which aimed to achieve optimal learning outcomes and realize growth opportunities for all students. The EEO-program provided additional funding to schools in primary and secondary education if the respective schools did serve a significant share of disadvantaged students. The criteria for being considered a "disadvantaged" student slightly changed over the years, changing from educational outcome-oriented towards a basis of student background characteristics and, more specifically, students' socio-economic status. Similar programs are popular in many countries as socio-economic status has been widely recognized as one of the most important drivers affecting educational outcomes (Agasisti et al., 2018; Dahl and Lochner, 2012; Haveman and Wolfe, 1995) and subsequent labor market outcomes (Grenet, 2013; Oosterbeek & Webbink, 2007; Pischke & von Wachter, 2008; Stephens and Yang, 2014).

In the original EEO-program, started in 2002, funding was awarded to schools based on the share of disadvantaged students served by the school. Although there is sufficient leeway in the exact use of the EEO-funding, these extra resources can only be used for hiring additional teachers and teacher support (hence, equivalently expressed in teaching hours). A student was considered 'disadvantaged' if the student satisfied one of the following five conditions (indicators): (1) the student receives an educational grant, which serves as a proxy for family income [weighted by 0.4]; (2) the student's mother does not have a secondary education degree, which proxies the parental educational background [weighted by 0.6]; (3) the student lives outside of the family home [weighted by 0.8]; (4) the parents are part of the travelling population [weighted by 0.8]; and (5) the student does not speak Dutch (i.e., the native language) at home [weighted by 0.2]. It should be noted that the last indicator is only a complementary indicator (i.e., satisfying only this condition is not enough to identify the student as 'disadvantaged') used for getting extra funding following the philosophy that students who do not speak the native language in their home environment become 'more disadvantaged'.

Each of these indicators were weighted using a 'pointscale-system' resulting in a 'weighted share of disadvantaged students' for each school. In addition, there were several corrections and additional weighting to award more funding to particular school characteristics. More specifically, the weighting of concentration schools (i.e., schools with more than 80% of disadvantaged students) and schools in the Brussels Capital region got an additional weighting (equal to factor 1.5) to increase the funding to counter the specific needs of these schools. After the weighting, the total amount of additional funding/teaching hours assigned to a school is decided upon every three years and it is based on the amount and type of disadvantaged students per school in the year before the start of the 3-year cycle. Additionally, to avoid fragmentation of resources, a school is only awarded with additional funding/teaching hours if a 'weighted' share of disadvantaged students exceeded the exogenously set threshold of 10% and the total number of teaching hours accrued exceeded the minimal threshold of six hours.

Starting from the school year 2012-2013, however, the EEO-system was integrated in the general school funding and drastically changed in several ways. First, the five indicators were reduced to three indicators being (i) receiving an educational grant [0.11917], (ii) lower-than-secondary educational level of the student's mother [0.26710], and (iii) not speaking Dutch in the home environment [0.29116]. Each respective indicator yields a predetermined number of teaching hours (reported above between square brackets). Second, since the thresholds on the number of generated teaching hours and share of disadvantaged students were removed, each

‘disadvantaged’ student generates additional teaching hours. The teaching hours awarded to each indicator cumulatively grant a certain number of teaching hours to each student. Third, the weighting schemes have been simplified. Now, the deprecated indicators (i.e., being part of the travelling population and students not living with their family) give additional weight to the disadvantaged student. Additionally, the historical weighting at the school level (i.e., for concentration schools and schools in the Brussels Capital region) was updated. Fourth, the three-year cycle has been replaced by an annual calculation of teaching hours, which is due to the integration of EEO-funding in the general school funding mechanism.

Recently, Franck, Nicaise and Lavrijsen (2017) summarized some of the findings on the effectiveness of EEO-funding on improving educational outcomes for disadvantaged students. Empirical research for Flanders (e.g., Ooghe, 2011) found barely any causal impact of EEO-initiatives on improving educational outcomes. While Ooghe (2011) found some evidence that disadvantaged students and students with low socio-economic status in primary education are able to take advantage of the additional funding, this effect is largely insufficient to close the gap in educational outcomes. More recent studies by Bellens et al. (2013a, 2013b) were not able to replicate these results. In sum, the effectiveness of EEO-funding is deemed, both in international and Flemish contexts, questionable; inconclusive evidence or null findings dominate the empirical research on this topic.

This report unfolds as follows. In the next sections, we briefly review several general initiatives for Equal Educational Opportunities and focus on the possible causal impact of such initiatives on educational outcomes. In the next section, the used data set will be presented and described. The results section will discuss the use of several count regression models on the educational outcomes at the school-level, followed by a discussion and a conclusion in the last two sections.

## Equal Educational Opportunities: general initiatives

*“It comes down to what your priorities are, and if public education is about kids, then every decision we make should be focused on the question of ‘Is this good for a child?’ And that should be the driving focus and the priority when we decide what our policies should be and what our laws should be” — Campbell Brown*

In keeping with the views of Campbell Brown, numerous financial initiatives are directed towards promoting equal educational opportunities for disadvantaged students. These initiatives are often

multilevel in nature in the sense that, some are directed at the school level, some at the teacher level and some at the level of students and their parents or legal guardians (De Witte, Smet & Van Assche, 2017a).

The school level interventions generally involve direct investments in schools in terms of reducing class sizes (Krueger & Whitmore, 2001), extending the length of an educational program (Aakvik, Salvane, & Vaage, 2010), providing additional money for investment in ICT material (Leuven, Lindahl, Oosterbeek & Webbink, 2007), and extra funding for staff working in schools with high proportions of disadvantaged students (De Witte, D'Inverno & Smet, 2018). At the teacher level initiatives are targeted towards improving teachers' working conditions (Leuven et al., 2007), wages (Hendricks, 2014), teacher incentives (Podgursky & Springer, 2007) and group incentives (Lavy, 2002) such that their likelihood of turnover reduces and students benefit from having motivated and efficient teachers (De Witte et al., 2017a). Incentives directed towards students and their parents or guardians include providing vouchers (Levin, 2002) that cover for complete or partial educational expenses of the student and conditional cash transfer (CCT) programs (De Witte et al., 2017a). CCTs involve providing vouchers or monetary compensation to parents or guardians on the condition that they allow their children to avail educational benefits (Maluccio & Flores, 2005). It can also involve penalizing family welfare grants if children fail to attend school (Dee 2011). Therefore, CCT programs use both positive and negative reinforcement to ensure students enroll in schools, attend classes and vulnerable students such as students living in foster homes are not deprived of educational opportunities (De Witte et al., 2017a).

The impact of these initiatives can be evaluated based on three types of financing principles namely, equity, adequacy and efficiency (De Witte et al., 2017a). Financial equity or equity in funding refers to achieving fair competition in schools by ensuring that the general conditions in schools where students thrive are either equal or compensated for wherever necessary (Blanchard, 1986; De Witte et al., 2017a). While equity focuses on achieving fair inputs, the aim of adequacy lies in achieving an acceptable standard of outcome for everyone (De Witte et al., 2017a). Although the end goal of both financial distribution processes are the same, equity takes a more 'push' approach to achieving equal opportunities by allocating resources fairly whereas adequacy takes a more 'pull' approach of allocating resources such that everyone is pulled to achieve a set standard or goal. Finally, the principle of efficiency is aimed at maximizing outputs variables with minimum input investments (De Witte et al., 2017a). However, some student and family variables like minority status, parental education, prior academic achievements can't be adequately ascribed to a financial value (De Witte et al., 2017a). As such, financial efficiency is generally computed using school level input variables like teacher salary, number of personnel, school resources (De Witte & López-Torres, 2017) and quantifiable output

variables such as test scores, attendance rates and teacher value added (Portela, Johnes, & Thanassoulis, 2016). In the following section we discuss research findings about the causal impact of various financial interventions aimed at achieving equal educational opportunities in terms of their equity, adequacy and efficiency.

## **Causal Impact of Equal Educational Opportunities (EEO) Initiatives**

Most research examining the impact of EEO initiatives shows mixed results which makes it difficult to take a conclusive stand about their functional value. Therefore, researchers conclude that the success or failure of such incentives might depend on the context in which they are used (De Witte et al., 2017a). Nevertheless, there exist some interventions that have been reported to have comparatively higher success rates in terms of enhancing equity and adequacy in educational opportunities (De Witte et al., 2017a).

Starting with school level interventions, research shows that reducing class size cannot be considered an effective way of improving educational outcomes as they show both negative (Bonesrønning, 2003; Dobbelsteen, Levin & Oosterbeek, 2002) and positive outcomes (Bressoux, Kramarz & Prost, 2009; Ecalle, Magnan, & Gibert, 2006). Even the little positive impact of class size reduction on disadvantaged students are often found to be inconsistent across programs and nations (De Witte et al., 2017a; Li & Konstantopoulos, 2016; Duflo, Dupas, & Kremer, 2015; Hoxby, 2000). Similarly research examining the effect of extending the length of individual educational programs fails to find expected results (De Witte et al., 2017a). In terms of starting wages and lifetime earnings, extending programs in vocational courses is found to have very low positive effects (Oosterbeek and Webbink, 2007). On the contrary, increasing the duration of compulsory education is often found to benefit disadvantaged students and lower inequality (Aakvik, Salvanes & Vaage, 2010). However, it's noteworthy that extending years of mandatory education also implies increased costs and possible reduction in efficiency (De Witte et al., 2017a). Research examining the effect of extending daily instruction time to increase the duration of a program are scarce. However, based on a few causal studies (Meyer & Van Klaveren, 2013; Battistin & Meroni, 2016), De Witte et al. (2017a) found the adequacy outcomes of such an intervention to be rather limited.

Initiatives that invest in direct funding of schools often provide for ICT materials and extra funding for staff working in schools with higher population of disadvantaged students. Studies show that providing additional funding for ICT does not reduce educational inequality among students, at least in terms of traditional educational outcomes (Leuven et al., 2007; Leuven & Oosterbeek, 2003; Angrist & Lavy's,

2002). Causal research examining the impact of providing extra funding for staff in disadvantaged schools is rather limited. However, a study by Henry, Fortner & Thompson (2010) and Ooghe (2011) found significant positive impacts on students test scores and an increase in equity and adequacy among participating schools. However, they also indicate that the intervention is rather costly and it doesn't necessarily increase equality among participating schools.

At the teacher level, interventions oriented towards raising teacher wages (Hendricks, 2014; Britton & Propper, 2016), improving teachers' working conditions (Kraft, Marinell & Shen-Wei Yee, 2016) and introducing performance based pay for teachers and groups (Springer, Swain & Rodriguez, 2016; Duflo, Hanna & Ryan, 2012; Steele, Murnane, & Willett, 2010; Lavy, 2002) are found to significantly reduce teacher turnover rate in disadvantaged schools. While good working conditions and better wages help attract experienced teachers to work in disadvantaged school and retain them, performance based pay helps retain teachers who are motivated and are able to show progress in terms of student outcomes and achievements (De Witte et al., 2017a). With respect to equity and adequacy, reduction in teacher turnover ensures that students in those schools continue to benefit from experienced and motivated teachers. As for the efficiency of such interventions, De Witte et al. (2017a) state that since the investment and implementation of teacher oriented interventions vary widely according to context, it is very difficult to comment on their efficiency.

Interventions such as voucher programs and conditional cash transfer programs that are directed towards students and their parents or legal guardians are known to have a high success rate and greater efficiency (De Witte et al., 2017a). Voucher programs mostly enable students financially to attend schools of their choice at reduced costs. The underlying assumption is that reducing financial limitations for students and parents would enable them to choose the best schools thereby encouraging competing schools to perform better (Hannaway & Woodroffe, 2003). As such, the success of voucher programs primarily rest on whether disadvantaged students choose to attend better performing schools (generally assumed for private schools) and whether the 'better' schools actually outperform public schools. Research shows that disadvantaged students do not tend to shy away from using their vouchers to apply for private schools (Peterson et al., 2003), however, since private schools generally have the right to decide who gets admitted, it is often the better performing students of public schools who are able to get admission in private schools using the voucher programs (De Witte et al., 2017a; Hsieh and Uquiola, 2006). Therefore in terms of reducing educational gaps and increasing equity and adequacy, voucher programs do not seem to have a significant impact, unless the educational system is highly segregated with clear qualitative differences (De Witte et al., 2017a). That is, students benefit academically only if they use voucher programs to move from public schools

to join better performing private schools (Cowen, 2012; Hastings & Weinstein, 2008). In other contexts the equity and adequacy outcomes of voucher programs are mixed (De Witte et al., 2017a). Therefore, not surprisingly, in terms of efficiency too, voucher programs yield mixed results with some studies reporting significant positive effects on student achievement (Mills & Wolf, 2017; Hoxby, 2003; Nechyba, 2000) and the others reporting on the contrary (Ladd, 2002).

On the other hand, conditional cash transfer programs seem to consistently yield good results in terms of decreasing absenteeism and increasing enrollment rates in schools, especially those that are situated in poorer areas (De Witte et al., 2017a). Since CTCs involve offering or withholding monetary incentive condition to the performance of desired behavior like students attending school, the financial investment in this case is relatively less (De Witte et al., 2017a). Therefore in the advancement of equal educational opportunities, CCTs prove to be efficient interventions for reaching the most vulnerable groups.

In terms of adequacy, research done by Maluccio & Flores (2005) on Nicaragua's Red de Proteccion Social program, shows that using CTC interventions increased enrollment in schools by 17.7%, daily attendance by 11% and overall attendance rates by 6.5%. A similar research by Dubois, de Janvry and Sadoulet (2012) also finds positive causal effects of CTC initiatives on school enrollment in Mexico. Several other studies of similar nature also found positive effects in terms of enhanced adequacy through CCT programs across nations (Galiani & McEwan, 2013; Glewwe & Kassouf, 2012; Schady, Araujo, Peña, & López-Calva, 2008). Similarly, evidence for the impact of CCT programs in enhancing equity are found in studies done in Cambodia (Schady & Filmer, 2006), Bangladesh (Khandker, Pitt, & Fuwa, 2003) and Malawi (Baird, McIntosh, & Özler, 2011) significant improvements in enrollment of girls in school was reported.



# Methodology

We examine the effect of the equal educational opportunities program by using a large administrative dataset at the nursery and primary education level. In our data, we observe schools between school years 2008-2009 and 2015-2016, which means that we observe schools for four school years before the system reform and four years after the introduction of the new system. The data are obtained from the Flemish Ministry of Education. We observed complete data at the school level for 1 968 schools.

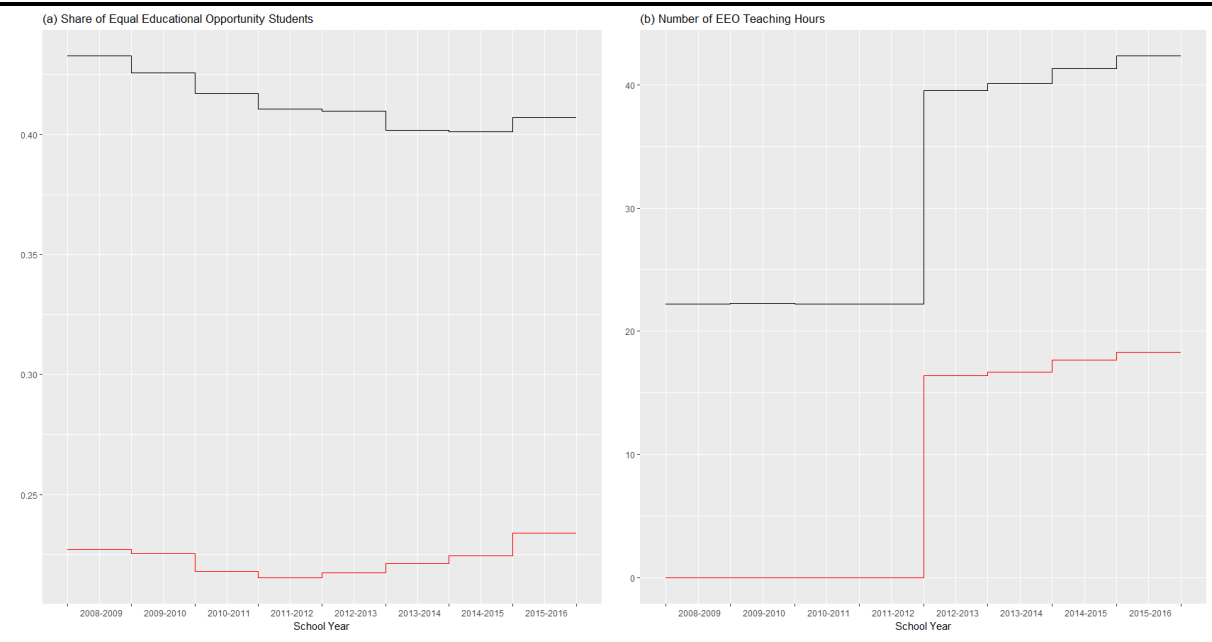
## Data

The data include information on the percentage of disadvantaged students in reference to the total number of students in the school—the data also contains a subdivision in the number of students for each socio-economic indicator—and the total amount of EEO-related teaching hours received. The share of equal educational opportunity students (i.e., disadvantaged students) seems to remain fairly stable over time, both with respect to the aggregate measure of ‘equal opportunities’ (i.e., as soon as one of the socio-economic indicators has a value of one, the student is seen as ‘disadvantaged’ and, thus, eligible for equal educational opportunity funding) and with respect to each separate socio-economic indicator. There is no evident substantial structural break in the relative numbers of disadvantaged students in schools across the years (see left hand side panel of Figure 1).

Additional information on the different indicators is visualized in Figure 2. We can see that there is, on average across all schools, a small decrease in the number of students who generate EEO related teaching hours based on their mother’s educational level. The number of students receiving educational grants seemed to decline until the policy reform, after which it steadily increased. The number of students generating EEO related teaching hours based on speaking any other language but Dutch at home has been increasing over the full observation window. This persistent growth has reached the same level of magnitude as the students with a low parental education. The general trend in the total number of EEO students is similar to that of the students receiving an educational grant (which is also the most prominent socio-economic indicator).

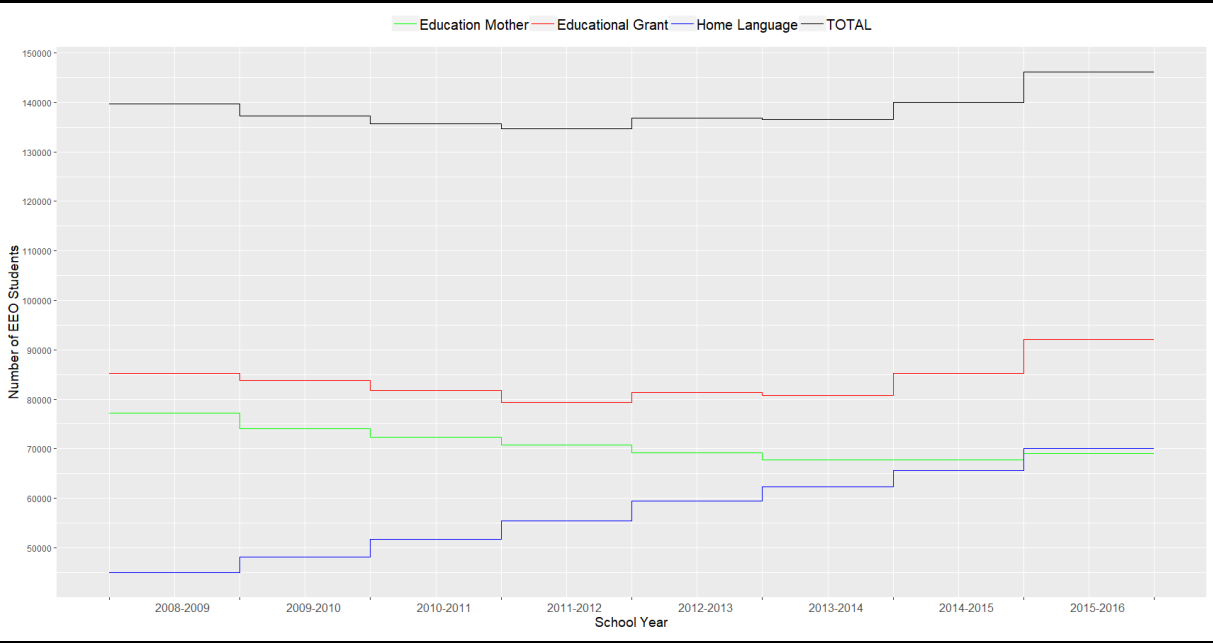
The teaching hours awarded to schools, however, show more fluctuations, which could be due to an additional input of (financial) means at the same time of the introduction of the new system (see right hand side panel of Figure 1). First, we see that all schools are awarded some additional teaching hours after the system reform. The minimum awarded teaching hours, however, ‘only’ equals two additional teaching hours, which can be considered a small dosage. Due to the sudden surge of additional financial means, there are schools which did see the EEO teaching hours rise to more than 80, even though they did not get any funding prior to the system reform. However, these cases are quite rare as the schools which did not get EEO teaching hours before the reform, are awarded, on average, about 16 additional teaching hours. This is close to a full-time equivalent teacher. Second, schools which were eligible to additional EEO teaching hours prior to the system reform experience more or less equal rises in the EEO teaching hours. Hence, their teaching hours increased, on average, from 22 hours to 40 hours. The maximum awarded teaching hours, which are probably awarded to concentration schools (i.e., more than 80% disadvantaged students), rises from 162 (i.e., almost 7 full-time teachers) up to 253 (11.5 full-time equivalents). As can be seen on Figure 1, the increase in the number of Equal Educational Opportunity teaching hours indeed (on average) behaves similarly, regardless of having received additional teaching hour prior to the system reform.

Figure 1: Evolution plots



Note: Black line corresponds to having received EEO-related teaching hours prior to the reform, whereas the red line corresponds to schools without teaching hours before the reform.

Figure 2: Number of Equal Educational Opportunity Students



Second, we retain some school characteristics such as the school location (i.e., province and NIS code), the education network of the school, and some school-workforce characteristics. More specifically, we observed the number of full-time equivalents, the average age and the average tenure in the school for both the teaching workforce and the school leader. Using this data we can control whether experience matters with respect to the effectiveness of equal opportunity funding (and teaching hours).

Lastly, we have aggregated student-level data to the school-level. Our data contains data on a total of 858 197 distinct students across 8 school years, spanning a period from school year 2008-09 to school year 2015-16. The number of observed students (and disadvantaged students) for each school year are reported in Table 1. We aggregate student-level data in order to get an indication about some educational outcome measures at the school-level. More specifically, we calculate the number of students with grade retention throughout nursery and primary education. This measure is computed on a yearly basis, meaning that, for each school year, we sum the number of students who have to retake the current grade in the next year. Hence, we lose one year of our observation period to compute this outcome variable. Next to grade retention, we also compute the number of 6<sup>th</sup>-grade students (i.e., the last year of primary education) who choose to follow the A-track in the first grade of secondary education. This A-track is considered the most ‘high’ track and is expected to lead to following the general, technical or artistic education track after the second year of secondary education. Hence, we also compute the number of students (in former sixth grade)

who did not repeat the first year of secondary education, given that they chose to follow the A-track in secondary education. As such, this educational outcome measure also counts the number of students which pass the first year in the A-track of secondary education but enroll in the B-track after the first year. By comparing the inflow in A-track and full enrollment in the A-track in Table 1, we can see that this occurs for on average 2 163 students (4.3%) each year. Next, we observe the number of students for each school who enroll in the second year of the A-track in secondary education. Lastly, we count the number of students for each school who progressed without any grade retention (in both primary and secondary education) into the second year of the A-track in secondary education. For the latter three outcomes, we lose one more year of our observation period after the reform. It is important to note that, due to data limitations, we lose the two last year-observations of the post-reform period, leaving only two school years to infer the post-reform time trend. Therefore, the results from these models should be interpreted carefully.

Table 1: Number of Observed Individuals per School Year

Year	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
<b>Student Population</b>								
Number of students	358 120	355 650	356 706	358 882	362 791	368 315	376 569	385 183
Number of 6 <sup>th</sup> graders	57 102	55 859	55 303	55 347	54 264	54 316	54 972	57 067
Number of EEO students	139 744	137 342	135 658	134 722	136 781	136 596	140 061	146 113
<b>Outcome Measures</b>								
Grade Retention	10 267	10 520	9 541	8 353	8 327	8 181	7 445	n.a.
Inflow in A-track	52 783	51 777	51 288	51 286	50 256	50 398	50 730	n.a.
Non-Repeat after first year in A-track	51 228	50 392	49 955	50 045	48 989	48 956	n.a.	n.a.
Full Enrollment in A-track	48 878	48 169	47 788	47 871	46 932	46 949	n.a.	n.a.
Model Trajectory	48 758	48 052	47 692	47 774	46 858	46 949	n.a.	n.a.

## Analysis of Educational Outcome Measures

In this study, we examine the influence of equal educational opportunity teaching hours, which are aimed to improve the educational outcomes of all students in a school but, in particular, bridge the apparent gap between disadvantaged students and non-disadvantaged students. However, since many ‘transient’ measures were taken at the time of the policy reform, and a large portion of additional financial means were put in the equal educational opportunity program at that time, we should not use the teaching hours to examine the impact of the policy reform as this measure will most likely affect (bias) the inferred effect of the reform.

The remainder of this section outlines the statistical models, used to explain the educational outcome measures at the school level. We provide additional important details for the

interpretation of these models. We discuss how the effect of equal educational opportunity funding will be inferred and how these effects change after a new policy has been introduced.

### **Count model: some caveats**

The educational outcome measures at the school level are all counting variables (Blevins, Tsang, & Spain, 2015), which means that, for each school year, we have counted the number of students in each school who has experienced a certain event (e.g., grade retention, inflow in the A-track, etc.). Typically outcome variables resulting from such counting processes, hereafter called count data, are modelled using a count regression technique, assuming an underlying positive, integer distribution for which the Poisson distribution or Negative Binomial distributions are popular choices. Blevins et al. (2015) highlight that traditional linear regression (also called Ordinary Least Squares) heavily relies on the normality assumption (i.e., the residuals need to be follow a Gaussian distribution), which is more often than not violated when working with count data. Hence, the traditional regression model is inappropriate and may result in biased parameter estimates and heavily biased standard errors, which makes most statistical inference unreliable.

In Figure 3, a visual inspection of our outcome variables is reported. These figures contain histograms of the number of students proportional to the total number of students in the school, for all students (top figure) and the target groups (bottom figures; disadvantaged students on the left, other students at the right). In Figure 3, pane A, it is easy to see that a big proportion of our outcome variable results in a zero-count. Theoretically, this is reasonable and to be expected, since grade retention is (luckily) not very frequent in nursery and primary education. However, methodologically, the (excessive) occurrence of zero outcomes results in biased and inaccurate estimates if a ‘traditional’ count distribution is assumed. The count regression models do not assume normality of the error distribution (we note that the classical assumptions on the absence of multicollinearity and cleaning outliers from the data are still checked and proved valid). Hence, we will use a more complicated, but more fine-grained statistical models called zero-inflated count regression models. This family of models explicitly takes the occurrence of excessive zeroes into account. We will briefly discuss two models below: the zero-inflated count model and the two-part hurdle count model.

A zero-inflated model takes zero-inflation into account using a two-part modeling approach. In the first part of the model, the excess zeroes are filtered out using a binomial model (0/1), and the remaining outcome distribution is then modelled as a Poisson count density. A hurdle model is a similar two-part model which involves fitting a model for a ‘zero count’ outcome in the first part,

the second part fits a (truncated) count distribution for modeling the exact count. The difference with a zero-inflated count density is that the hurdle model does not allow zeroes to occur in the count density (i.e., the zero-inflated model only filters 'excess zeroes'). The hurdle model, hereby, allows us to study the zero-outcome process separately from the positive count process. In other words, for the grade retention analysis, a hurdle model allows to detect to what extent equal educational opportunities funding results in a 'best of class' outcome of schools (i.e., no grade retention-students in a given year at all), and the effect of equal opportunities funding on reducing the number of students experiencing grade retention in the school. Our methodology will consist of estimating hurdle regression models to examine the effect of equal opportunity funding on the grade retention within a school (i.e., the number of students who retake the same grade in the following year, irrespective of which year the student has to retake). Practically, this will result in a dual regression, consisting of (1) the incidence model which envelops a logistic regression predicting the probability of having at least one grade retention student versus zero students with grade retention in the school, and (2) a count regression model to predict the number of grade retention students in the school, provided they have at least one student with grade retention.

From the B, C, D and E panes of Figure 3 it is clear that the count distribution of each educational outcome with respect to the inflow, non-repeat and full enrollment in the A-track in secondary education as well as the model trajectory (i.e., progression through the first two years of secondary education without grade retention in either nursery, primary and secondary education) does not really suffer from zero-inflation compared to the distribution of grade retention (see the A-pane of Figure 3). Theoretically, the absence of zero-inflation also makes sense since inflow in the A-track in the first year of secondary education is a much more likely outcome than retaking a year in nursery or primary education. Note that the figures with respect to inflow and full enrollment in the A-track in the first grade of secondary education are all plotted with respect to the number of students in 6<sup>th</sup> grade of the school. In conclusion, we will use the ordinary count regression model, assuming a Poisson distribution, to model the inflow, non-repeat and full enrollment in the A-track in secondary education.

It is important to note that there is a very high correlation between the educational outcomes in secondary education; the correlation between Inflow in the A-track of secondary education is highly correlated with Non-repeat, Full Enrollment and Model Trajectory ( $r > 0.82$ ). The latter three educational outcomes are nearly identical ( $r > 0.997$ ). This means that we will almost always find nearly identical results for all outcomes at the school level.

To ease interpretation involving scale differences and mitigate the impact of high (multi-)collinearity in our models, we have transformed all covariates (except our general time trend variable) into (standardized) Z-scores. Hence, our coefficients should be interpreted as follows:

- for the incidence part (i.e., logistic regression) of the Grade Retention models, an increase of our covariate with one standard deviation will lead to a ‘beta’-unit increase in the log-odds (i.e., the probability of observing some grade retention in the school relative to the probability of observing no grade retention in the school). As such, positive coefficients have an undesirable effect, since it decreases the odds of observing a ‘grade retention free / best in class’ school.
- For the latency part (i.e., count regression) of the Grade Retention models, an increase in our covariate with one standard deviation will lead to a ‘beta’-unit increase in the  $\log(\text{number})$  of grade retention students. As such, we can regard these coefficients as semi-elasticities, which means that a one standard deviation increase will lead to an ‘ $\exp(\text{beta}) - 1$ ’ percentage change in the number of grade retention students in a school.
- For the count regression models for Inflow in A-track, Non-Repeat after the first year in the A-track, Full Enrollment in the A-track and Model Trajectory, we use a similar interpretation as for the latency part of the hurdle models.

It should also be noted that all count regression models (and parts) were controlled for the total number of students in the school, for grade retention, or for the number of students in the 6<sup>th</sup> grade of the school, for all inflow, non-repeat, full enrollment in the A-track of secondary education and the model trajectory. We used this quantity as an (log)offset, which means that we make our counts relative to the ‘reference’ population in the school (i.e., equivalent to controlling for school size in a more direct way).

Figure 3: Distribution of Educational Outcomes: Grade Retention (A), Inflow in A-track in Secondary Education (B), Non-Repeat after First Year in A-track (C), Full Enrollment in A-track (D) and Model Trajectory (E)

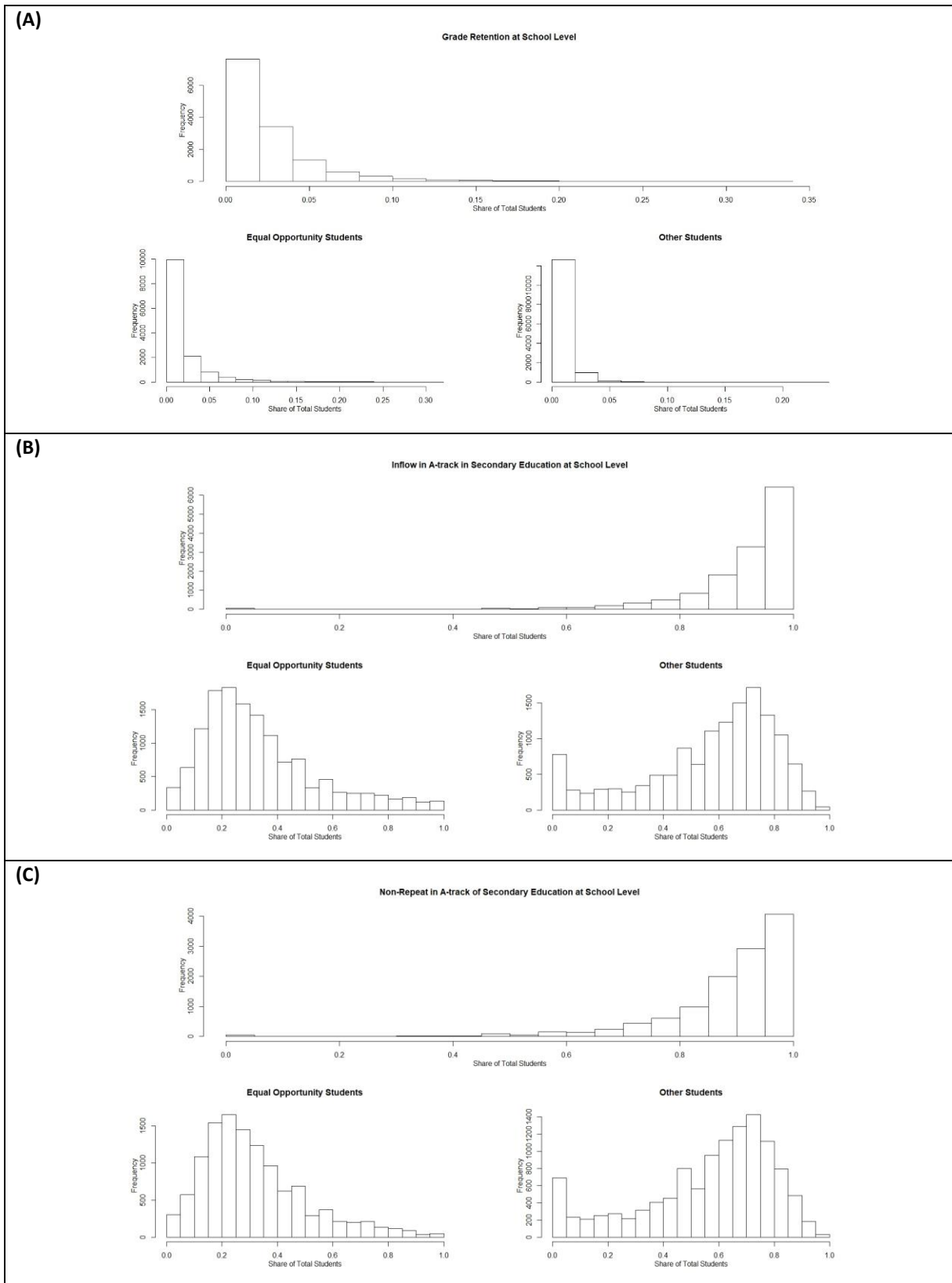
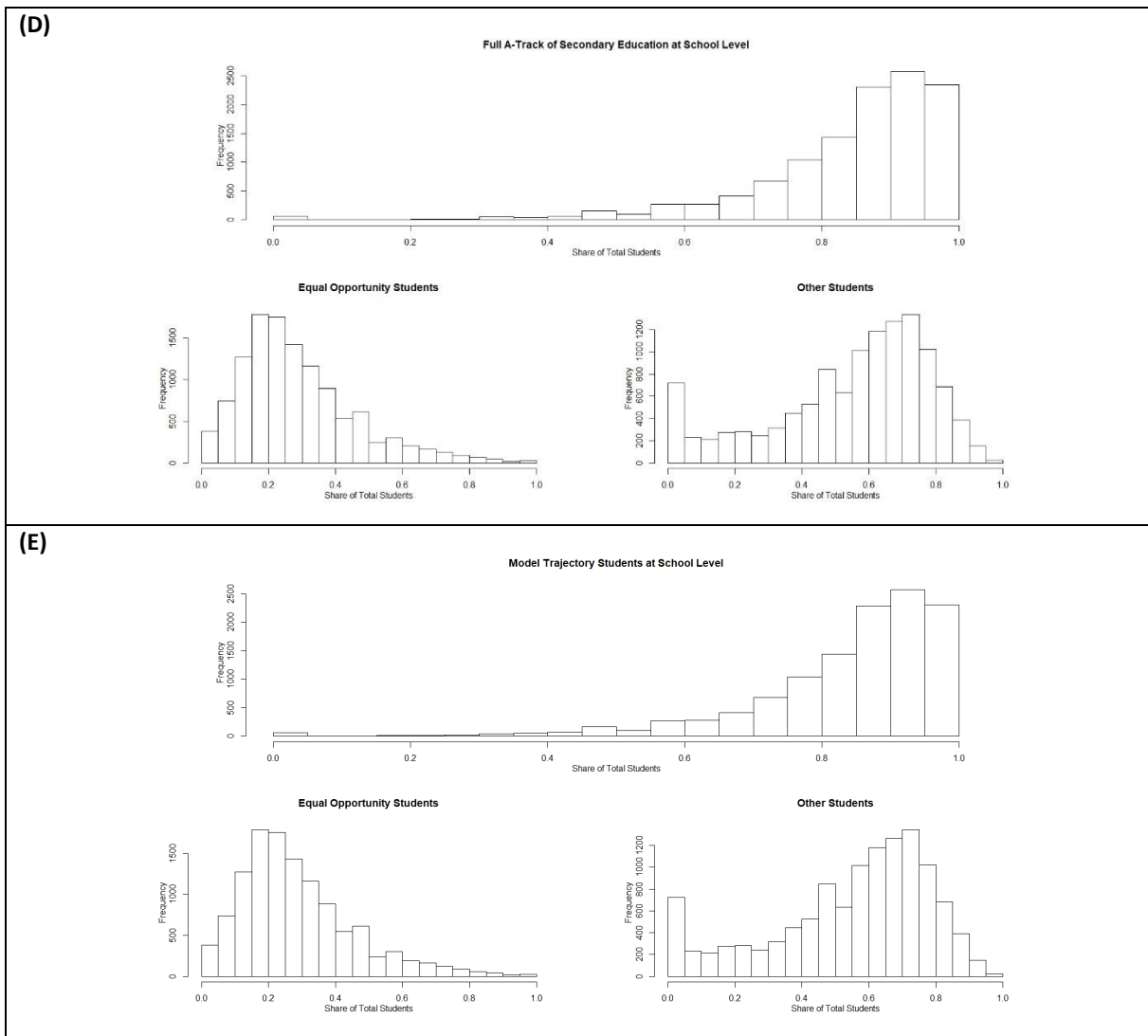




Figure 3 (continued)



### The effect of equal educational opportunities funding

It is important to stress that it is not possible to draw any causal conclusions from the models discussed below. Previous research, in particular Ooghe (2011) and De Witte, Smet and Van Assche (2017), have exploited a clear structural break in the observations using a regression discontinuity design. This type of analysis allows/strenghtens the causal interpretation of the empirical findings. However, it is impossible to apply causal regression techniques to our data. Since the exogenous threshold (i.e., 10% disadvantaged students) had been lifted in the new system it becomes impossible to exploit this structural feature to detect causal impact of educational opportunities funding.

The simulation of a threshold, by synthetically establishing the threshold to our data and analyzing schools in the vicinity of this ‘simulated’ threshold is impossible as well. The reason is that sudden additional input shocks of financial means at the time of introducing the new system shrouds proper identification in the neighborhood of the ‘simulated’ threshold. Additionally, three years after the introduction of the new system, the Flemish government made sure to smooth the effects of the new system for schools which would experience a negative impact on the total number of additional teaching hours. Hence, there are too many ‘uncontrollable’ factors around the ‘threshold’, hence prohibiting causal interpretation of the impact of equal educational opportunity teaching hours.

Alternatively, we can use the number of ‘disadvantaged’ students as a good proxy for the equal educational opportunities system. The effectiveness of the new system can be most clearly seen in the number of disadvantaged students, as the new system/policy is oriented to providing additional means to deflect the lower-level educational quality (knowledge, skills and abilities) of ‘disadvantaged students’ towards the level of the non-disadvantaged students, without harming the current level of the latter group. Hence, the policy is aimed at bridging the gap between both groups. Hence, the effect of the number of EEO students (relative to the total student population in a school) can be continuously observed in our data and is likely to convey a good indication about the effectiveness of the new system. In this way, we can also study whether the impact of the share of disadvantaged students in a school differs before/after the change in the system and whether its effects differ across target groups (i.e., Who benefits most: disadvantages or non-disadvantaged students in the school?).

To test the robustness of our results, we will provide multiple robustness checks where the model is ran for multiple subpopulations; including separate analyses for each socio-economic indicator of Equal Educational Opportunities (i.e., distinguishing Educational level of the mother, non-Dutch home language and educational grant), analyses per geographical province, analyses per school network and also different regression models for each quartile of Equal Educational Opportunity teaching hours. The main sensitivities will be briefly discussed at the end of the results section. All statistical output resulting from these robustness checks will be reported in the Appendix section of this report.

# Results

## Baseline Effects of the Share of EEO students

In Table 2 and Table 3, the baseline effects are reported for the whole student population in the school, as well as for each target group in the data (i.e., disadvantaged students (EEO students) and other students). We also estimate separate models before and after the introduction of the new system, to test whether the evolutions persist or the impact of the EEO funding changes. In these baseline models, we only take the relative size of the population of disadvantaged students in the school into account (i.e., the ratio of the number of disadvantaged students on the total number of students in the school), including a time trend and the interaction term which moderates the relationship between both. Hence we allow that the effect of the relative number of disadvantaged students in a school on the educational outcome measures in a school differs over time. We also tested a series of multilevel models, to take into account the nesting of our time observations within schools. The results of these analyses (see Appendix A.1) did not yield any different results. Hence, for the sake of parsimony, we will only report the easier single-level models.

### Grade Retention

The predictive model for Grade Retention in nursery and/or primary education shows that there is a negative time trend in the share of students experiencing grade retention (see Table 2). That is, there is a negative time trend in the incidence model, which means that over time the probability of becoming a ‘best in class’ (i.e., a grade retention-free) school increases. Hence, over time, there are fewer schools who experience grade retention. The negative time trend also persists in the count model, which suggests that over time the degree of grade retention (i.e., grade retention rate) of students decreases steadily. The parameters, however, are not extremely big. The effect of the time trend does not seem to be affected by the system reform. Neither is there much of a difference between the time trends on grade retention model for disadvantaged students or other students alike.

The effect of the relative number of disadvantaged students in a school seems to have a large positive impact on the prevalence of grade retention (i.e., the parameter of the Share of EEO

students is highly positive and large in magnitude for the incidence model). Hence, the higher the relative number of disadvantaged students in a school, the more likely to observe grade retention in the school and the more students will actually experience grade retention. These effects seem to become a little worse after the policy reform, suggesting that the presence of a large share of disadvantaged students makes schools even more likely to experience grade retention after the reform. Judging the interaction effect, however, this drawback effect seems to dampen out over time.

The effect of the relative size of disadvantaged student populations in a school on the total number of grade retention students is also positive, which means that more disadvantaged students in a school seem to increase the number of students experiencing grade retention. However, this effect does not seem to change much over time, at least, not after the reform.

It can also be observed that grade retention for non-disadvantaged students is not really affected by a high proportion of disadvantaged students in their school. In fact, the higher the proportion of disadvantaged peer students becomes, the less likely it is to observe grade retention for non-disadvantaged students in the school. Note that this effect only plays with respect to observing any-versus-zero grade retention in the school and not with respect to the number of non-disadvantaged students who experience grade retention. This can be observed as the parameters of the share of disadvantaged students are not statistically significantly different from zero. However, after the policy reform, this 'defensive' effect seems to lose significance, suggesting the effect is not as conclusive any longer (it should be noted too that this observation could be due to sample size issues, since the magnitude of the estimated parameter has not changed).

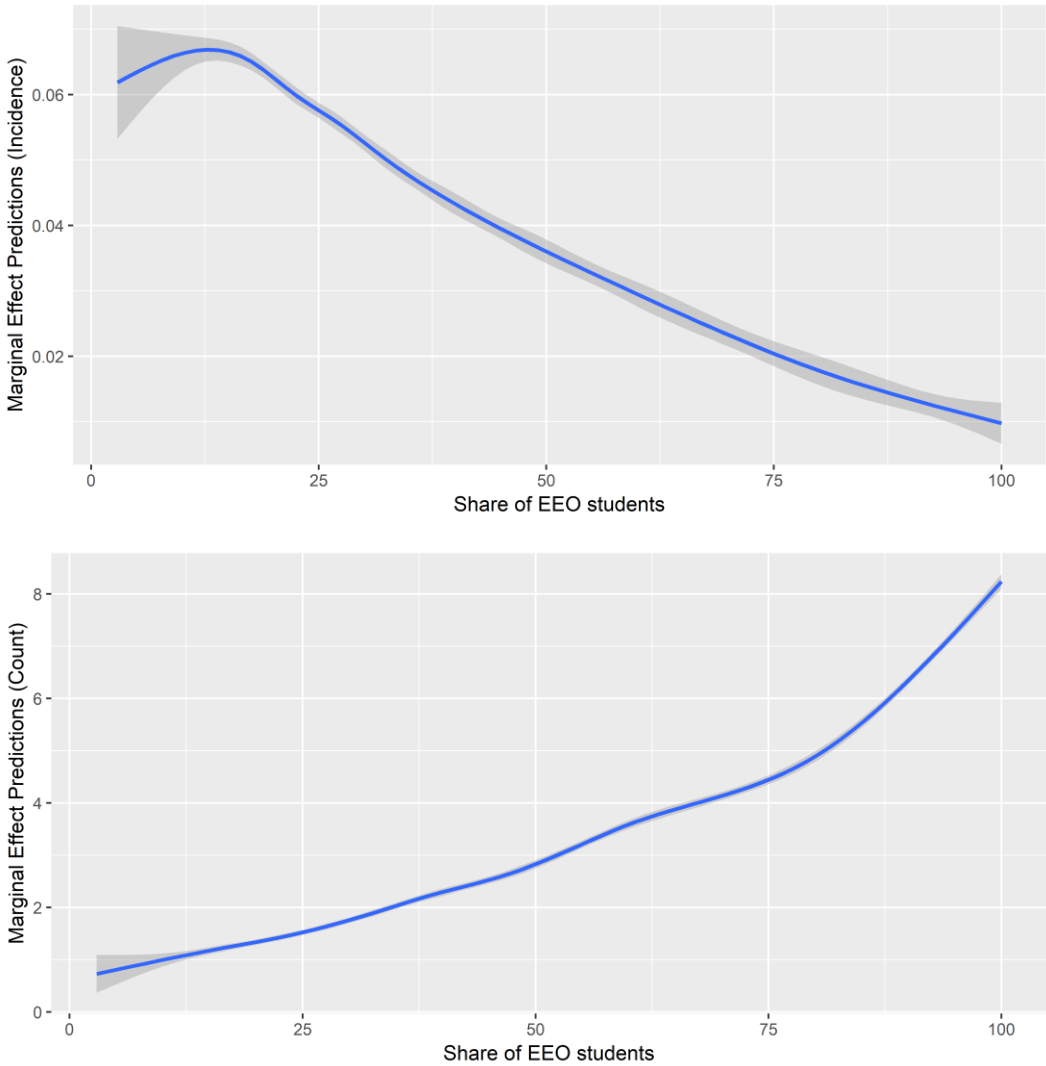
The magnitude of the effect of the relative number of disadvantaged students is visualized in Figure 4. In this figure, the effects over the range of all different values of the share of disadvantaged students in a school is plotted, both for the incidence model (i.e., probability of experiencing some grade retention compared to no grade retention) and the count model. For the incidence model, we can see that the magnitude of the effects in percentage points is quite low; each percentage point increase in the share of disadvantaged students in a school will yield an increase in percentage points in the probability of experiencing some school retention from 0.01% to 0.07%. With respect to the count model, we can see that the increasing number of students experiencing grade retention, however, increases with a range from 1 up to 8 students, where the highest increases occur in schools with the most disadvantaged students.

Table 2: Baseline Models Identifying the Effect of the Share of EEO students  
*Model on Grade Retention*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Grade Retention</b>									
Count Model									
(Intercept)	-3.65*** (0.01)	-3.64*** (0.01)	-3.64*** (0.05)	-4.11*** (0.01)	-4.10*** (0.01)	-4.12*** (0.07)	-4.61*** (0.02)	-4.62*** (0.02)	-4.66*** (0.10)
Trend	-0.05*** (0.00)	-0.04*** (0.01)	-0.05*** (0.01)	-0.05*** (0.00)	-0.03*** (0.01)	-0.05*** (0.01)	-0.05*** (0.00)	-0.04*** (0.01)	-0.04* (0.02)
Share EEO students	0.60*** (0.01)	0.59*** (0.01)	0.58*** (0.04)	0.79*** (0.01)	0.78*** (0.01)	0.78*** (0.05)	-0.01 (0.02)	0.00 (0.02)	-0.02 (0.12)
Trend x Share of EEO students	-0.02*** (0.00)	-0.02*** (0.00)	-0.01 (0.01)	-0.02*** (0.00)	-0.03*** (0.00)	-0.01 (0.01)	-0.01* (0.01)	-0.02 (0.01)	-0.01 (0.02)
Incidence Model (Grade Retention > 0)									
(Intercept)	-2.55*** (0.06)	-2.38*** (0.08)	-2.00*** (0.30)	-3.52*** (0.05)	-3.44*** (0.06)	-2.90*** (0.25)	-4.24*** (0.03)	-4.19*** (0.04)	-4.07*** (0.17)
Trend	-0.10*** (0.02)	-0.23*** (0.04)	-0.20*** (0.06)	-0.07*** (0.01)	-0.12*** (0.03)	-0.19*** (0.05)	-0.08*** (0.01)	-0.13*** (0.02)	-0.11** (0.03)
Share EEO students	1.06*** (0.08)	1.04*** (0.11)	1.61*** (0.38)	1.50*** (0.07)	1.43*** (0.09)	2.22*** (0.35)	-0.26*** (0.03)	-0.30*** (0.04)	-0.30 (0.17)
Trend x Share of EEO students	-0.06** (0.02)	-0.08 (0.05)	-0.16* (0.07)	-0.04* (0.02)	-0.03 (0.04)	-0.17** (0.07)	-0.00 (0.01)	0.04 (0.02)	0.00 (0.03)
AIC	68539.79	40174.73	28356.34	55482.21	32636.46	22842.97	43035.91	25431.37	17607.57
Log Likelihood	-34261.89	-20079.36	-14170.17	-27733.11	-16310.23	-11413.48	-21509.95	-12707.68	-8795.78
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Two-Part Hurdle Model; distinguishing the Count Model for the number of Grade Retention students and the Incidence Model for the occurrence of Grade Retention.  
 \*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Figure 4: Marginal Effects Plots for the Baseline Grade Retention Model



**Inflow, Non-Repeat, Full Enrollment in the A-track in Secondary Education and following the Model Trajectory**

Since the models for both the inflow, non-repeat, full enrollment in the A-track in secondary education and the model trajectory are very similar to each other, we will discuss these results together (see Table 3).

We can observe a small negative time trend, showing that the inflow, non-repeat, full enrollment and following the model trajectory of former sixth-grade students decreases over time, in general as well as for both disadvantaged and non-disadvantaged groups. The time trend seems to be get a little stronger for the disadvantaged target group, however, this difference is hardly statistically significant. It can also be observed that, in general, the relative size of the disadvantaged student population negatively affects the inflow, non-repeat, full enrollment of sixth-graders into the A-

track of secondary education, as well as them following the model trajectory. This effect is a little worse after the policy reform, but this difference seems to dampen out quickly. The differences pre-reform versus post-reform are negligible in magnitude. In general, this time trend is not desirable, however, its magnitude is not very large either.

It is much more striking, however, that the relative proportion of disadvantaged students in a school (for which the school is awarded additional EEO teaching hours) has a positive influence on inflow, non-repeat, full enrollment in the A-track in secondary education and following the model trajectory for the target group of disadvantaged students. The most striking observation is, however, that even though there is a positive effect for disadvantaged students, there is also a negative effect on the non-disadvantaged former sixth grade students in the school. This negative effect persists and does not seem to reduce after the reform.

In Figure 5, the marginal effects of the baseline models for the number of students experiencing inflow, non-repeat, full enrollment in the second year of the A-track of secondary education, and following the model trajectory are visualized. The figure suggests that the influence of the relative number of disadvantaged students in a school is negative. The effect becomes worst in the vicinity of thirteen percent of disadvantaged students in a school. With respect to inflow in the A-track, the effect of an additional percentage point of disadvantaged students leads to a decrement of one student who will go to the A-track (for schools who did not have a high relative number of disadvantaged students yet). Increasing levels of the relative number of disadvantaged students will first worsen the decrement of students enrolling in the A-track, after which the decrement improves for schools who already have a lot of disadvantaged students. Very similar patterns can be found for non-repeat, full enrollment and model trajectory. In fact, the similarity between these effect patterns is driven by the high correlation of the outcome variables.

Table 3: Baseline Models Identifying the Effect of the Share of EEO students  
*Models on Inflow in A-track of Secondary Education, Non-Repeat after First Year in A-track, Full Enrollment in A-track and Model Trajectory*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Inflow in A-track of Secondary Education</b>									
(Intercept)	-1.92*** (0.00)	-1.93*** (0.00)	-1.93*** (0.02)	-3.01*** (0.01)	-3.00*** (0.01)	-2.97*** (0.03)	-2.43*** (0.00)	-2.45*** (0.01)	-2.46*** (0.02)
Trend	-0.02*** (0.00)	-0.01*** (0.00)	-0.01*** (0.00)	-0.02*** (0.00)	-0.02*** (0.00)	-0.03*** (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.01** (0.00)
Share EEO students	-0.14*** (0.00)	-0.13*** (0.00)	-0.15*** (0.02)	0.30*** (0.00)	0.30*** (0.01)	0.28*** (0.02)	-0.51*** (0.01)	-0.50*** (0.01)	-0.52*** (0.03)
Trend x Share EEO students	0.01*** (0.00)	0.00 (0.00)	0.01** (0.00)	0.02*** (0.00)	0.01*** (0.00)	0.02*** (0.00)	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)
AIC	90116.35	51659.65	38448.02	71738.47	41294.79	30444.92	84222.79	47935.00	36281.73
Log Likelihood	-45054.17	-25825.83	-19220.01	-35865.24	-20643.39	-15218.46	-42107.40	-23963.50	-18136.86
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904
<b>Non-Repeat after First Year in A-track</b>									
(Intercept)	-1.95*** (0.00)	-1.96*** (0.00)	-1.94*** (0.03)	-3.06*** (0.01)	-3.05*** (0.01)	-2.95*** (0.05)	-2.45*** (0.00)	-2.47*** (0.01)	-2.45*** (0.04)
Trend	-0.02*** (0.00)	-0.01*** (0.00)	-0.02** (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.05*** (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.02* (0.01)
Share EEO students	-0.17*** (0.00)	-0.16*** (0.00)	-0.13*** (0.03)	0.27*** (0.01)	0.27*** (0.01)	0.25*** (0.04)	-0.52*** (0.01)	-0.51*** (0.01)	-0.47*** (0.05)
Trend x Share of EEO students	0.01*** (0.00)	0.00 (0.00)	-0.00 (0.01)	0.02*** (0.00)	0.01*** (0.00)	0.02* (0.01)	0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)
AIC	76870.01	51348.07	25515.05	60934.17	40856.69	20080.19	71940.88	47710.95	24225.04
Log Likelihood	-38431.00	-25670.04	-12753.53	-30463.09	-20424.35	-10036.10	-35966.44	-23851.48	-12108.52
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936
<b>Full Enrollment in A-track</b>									
(Intercept)	-2.00*** (0.00)	-2.01*** (0.00)	-1.98*** (0.03)	-3.15*** (0.01)	-3.14*** (0.01)	-3.04*** (0.05)	-2.48*** (0.00)	-2.49*** (0.01)	-2.47*** (0.04)
Trend	-0.02*** (0.00)	-0.01*** (0.00)	-0.02** (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.05*** (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.02* (0.01)
Share of EEO students	-0.19*** (0.00)	-0.19*** (0.00)	-0.15*** (0.03)	0.25*** (0.01)	0.25*** (0.01)	0.24*** (0.05)	-0.52*** (0.01)	-0.51*** (0.01)	-0.47*** (0.05)
Trend x Share of EEO students	0.01*** (0.00)	0.01* (0.00)	0.00 (0.01)	0.02*** (0.00)	0.02*** (0.00)	0.02* (0.01)	0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)
AIC	76654.12	51168.29	25481.25	59820.17	40068.07	19755.12	71602.37	47478.92	24120.05
Log Likelihood	-38323.06	-25580.15	-12736.62	-29906.08	-20030.03	-9873.56	-35797.19	-23735.46	-12056.03
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936
<b>Model Trajectory</b>									
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.15*** (0.03)	-1.31*** (0.01)	-1.30*** (0.01)	-1.22*** (0.05)	-0.64*** (0.00)	-0.66*** (0.01)	-0.64*** (0.04)
Trend	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	-0.00 (0.00)	-0.01 (0.00)	-0.03* (0.01)	-0.01*** (0.00)	-0.01 (0.00)	-0.00 (0.01)
Share of EEO students	-0.11*** (0.00)	-0.12*** (0.00)	-0.10** (0.03)	0.35*** (0.01)	0.34*** (0.01)	0.32*** (0.05)	-0.46*** (0.01)	-0.46*** (0.01)	-0.44*** (0.05)
Trend x Share of EEO students	0.01*** (0.00)	0.01*** (0.00)	0.00 (0.01)	0.01*** (0.00)	0.02*** (0.00)	0.02* (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.01 (0.01)

Ordinary Count Regression Model assuming a Poisson distribution

A Z-score was computed for the Share of EEO students, so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05



Figure 5: Marginal Effects Plots for the Baseline Inflow in A-track in Secondary Education (A), Non-Repeat after First Year in A-track (B), Full Enrollment in A-track (C) and Model Trajectory (D) Models

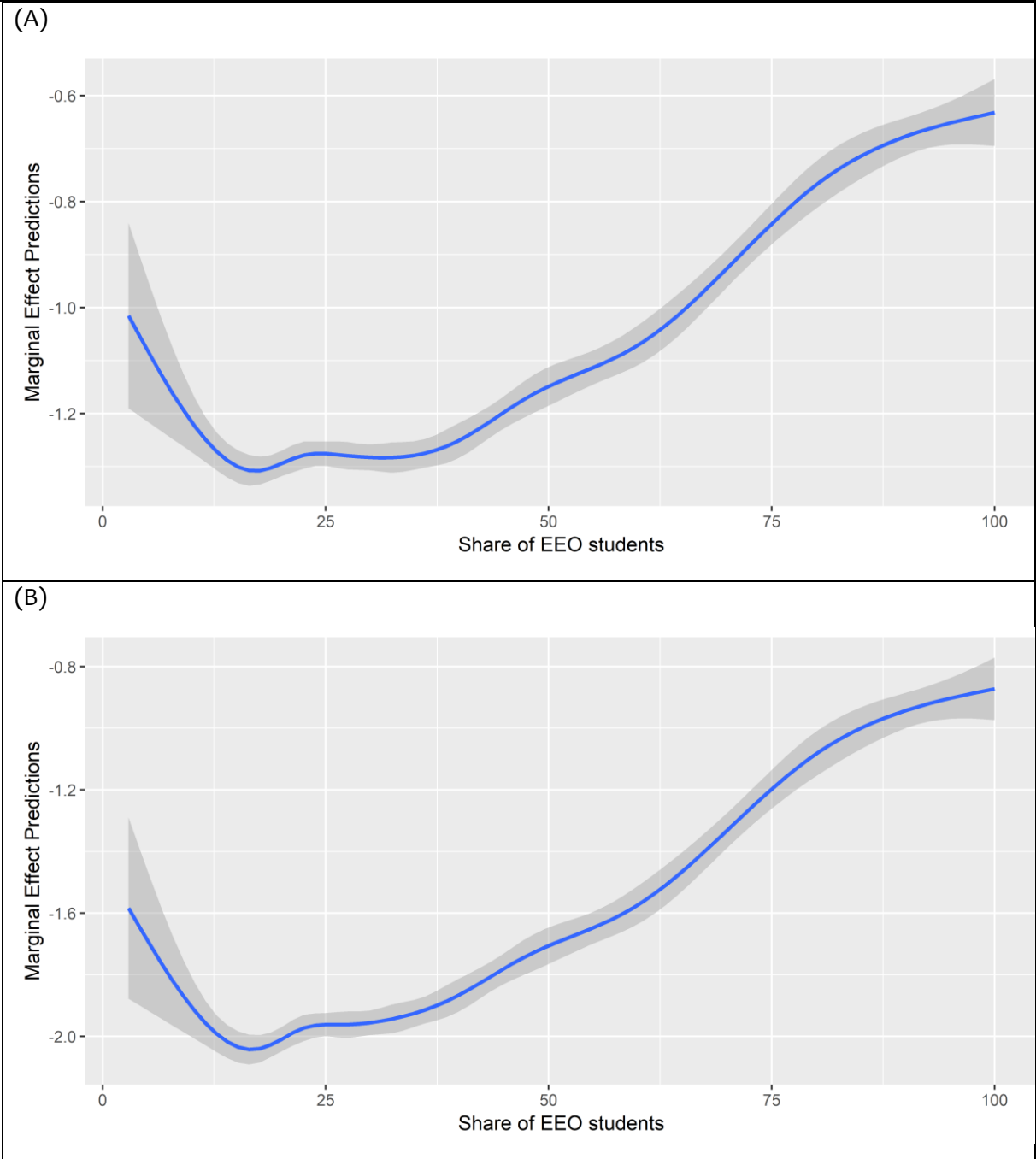
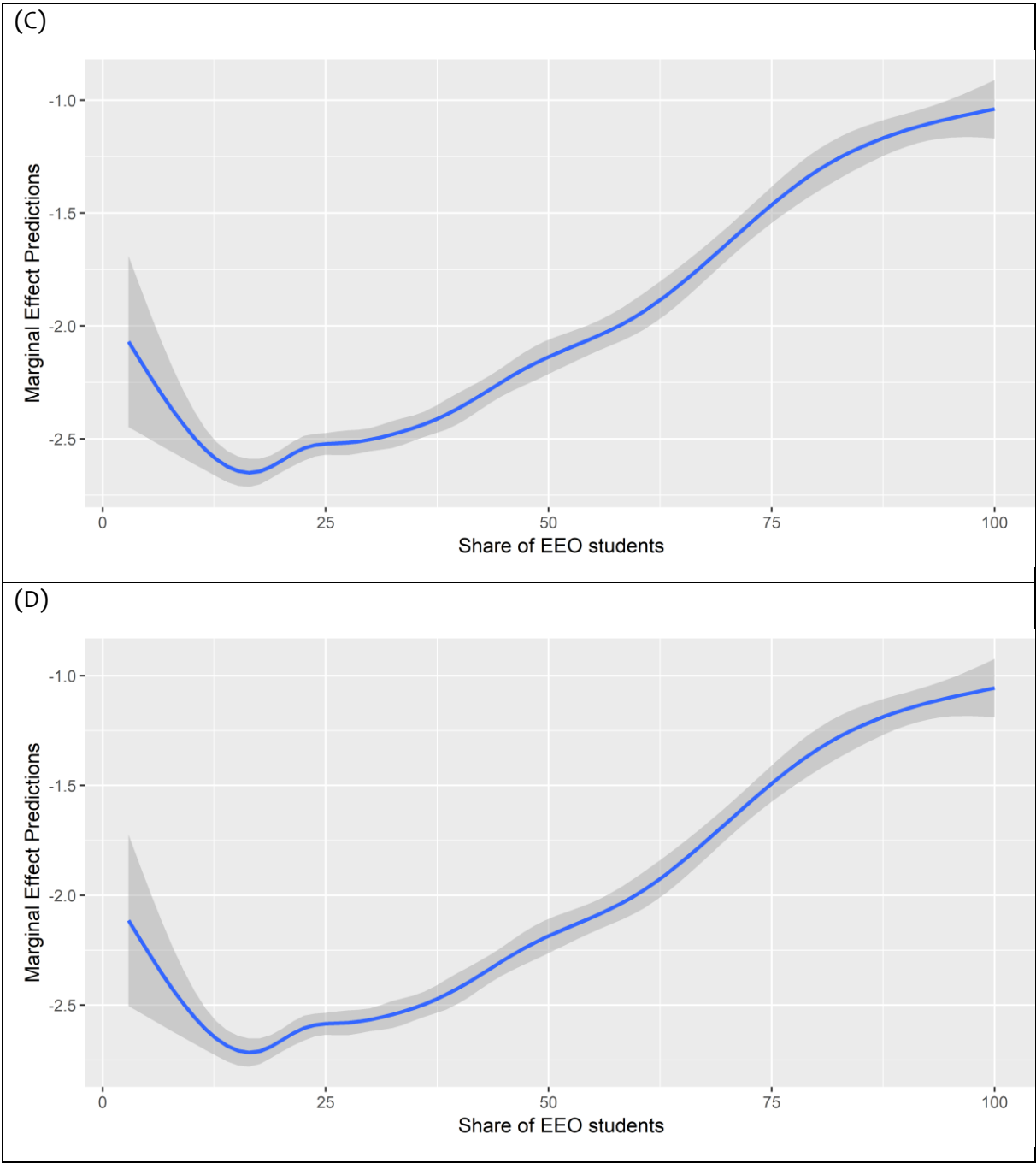


Figure 5: (continued)



## Conditional Effects of the Share of EEO students

Previous research by Bargagli Stoffi, De Witte and Gnecco (2019) has explored the heterogeneity of the effectiveness of equal educational opportunities funding and teaching hours differs across schools. This research has applied advanced and flexible machine learning techniques, which provide ample indications for heterogeneity related to the school environment, more specifically the age and experience (tenure) of the teaching workforce and the school leader (principal). Slightly higher effectiveness of the equal educational opportunity programs could be found for schools with a younger teacher workforce and less experienced principal. In this regard, we estimated conditional models allowing the effect of the Share of disadvantaged (EEO) students to differ with respect to the schools' workforce<sup>3</sup>. We will focus on the age and tenure/experience of both the teaching workforce and the principal. For sake of completeness, we included the models investigating the baseline effects of these variables—that is, without interaction terms with the share of disadvantaged students—in Appendix A.2. Additional regional heterogeneity will be integrated in the robustness checks (see later).

### Grade Retention

The effects of the full model explaining grade retention in nursery and/or primary schools are reported in Table 4. In the incidence model, explaining the probability of observing students with grade retention relative to the probability of observing a grade retention-free school, we can see that the conclusions from the baseline models still hold at large. This means that the negative time trend still holds for all target groups (i.e., in general, but also for both disadvantaged and non-disadvantaged subpopulations of a school). This means that grade retention becomes less frequently observed in schools over time. The effect of the relative size of the disadvantaged student population in a school increases the probability of observing grade retention. After the policy reform, these effects become a lot larger, which is rather undesirable. This effect seems to dampen out over time, however, judging the size of the interaction effect, it might take a few years before the effect is nullified entirely. Again, it can be observed that these effects are most

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<sup>3</sup> The resulting models are called moderation models, where the baseline effect of the Share of EEO students in a school is allowed to differ with respect to the value of the moderating variable. In terms of interpretation, these models consist of the **main effect** (parameter estimate of Share of EEO students), which is only interpretable when all relevant moderators take the value of zero. (Note that the predictors are transformed into Z-scores, which means the value of zero corresponds to the sample average value). The parameter value of the **interaction terms** express the changes in the main effect caused by a single unit (i.e. one standard deviation) increase in the moderating variable, keeping all other variables constant (i.e., 'ceteris paribus').

pronounced for the disadvantaged student population, whereas they serve as protective effects for the non-disadvantaged student population (although the effect becomes statistically insignificant after the reform).

Additionally, the effects of the share of disadvantaged students in a school were moderated by the composition and characteristics of the schools' workforce. However, this holds only before the policy reform. Older principals and younger teachers seemed to be more effective in protecting the school against grade retention, which only partially replicated the findings of Bargagli Stoffi, De Witte and Gnecco (2019). It should also be noted that these effects entirely lose significance after the policy reform (even though the parameter estimates become more in line with previous findings).

For the count model, which explains the (relative) number of grade retention students in a school, given that there were any, all conclusions from the baseline model are unaffected as well. We observe a small decline, over time, of the number of students who experience grade retention. This decline, however, ceased to exist after the policy reform (or at least, lost statistical significance). The share of disadvantaged students in a school's student population increases grade retention, however only for the disadvantaged students in the school. This effect grew even larger after the policy reform and very slowly dilutes over time. The effect, instead, becomes stronger if the tenure of the principal was large (before the policy reform only) and if the average teacher tenure is large (after the policy reform only). The non-disadvantaged student population is barely affected by the share of disadvantaged students. However, before the policy reform, schools with an older principal and younger teaching force would decrease the effect of the share of disadvantaged students in the school population on grade retention of non-disadvantaged students even further. After the policy reform, nothing is left of these protective effects of the schools' workforce characteristics.

### **Successful Inflow in the A-track of Secondary Education**

In Table 5, the results of the inflow of former sixth-grade students of a school into the A-track of secondary education are reported. Similarly to the grade retention model, these models are similar to the results from the baseline models.

In general, the time trend shows that inflow, non-repeat and full enrollment in the A-track becomes less frequent over time. This trend tends to disappear after the reform, except for non-disadvantaged students where this trend seems to grow even a little larger. The effect of the share of disadvantaged students in the school seems to exert a negative influence on the inflow in the A-

track in general. However, this effect is only highly prosperous for disadvantaged students and highly negative for non-disadvantaged students. The effect grows larger for disadvantaged students after the policy reform, without any diluting factors but rather strengthened by an older teaching workforce. The effect for the non-disadvantaged students becomes less large, but still highly significant, after the policy reform. This effect worsens even more over time (after the reform) and is enlarged in schools with an older principal. Luckily, an older teaching workforce mitigates this effect a little.

Table 4: Effects of Share of EEO students on Grade Retention Heterogeneity across Target Groups

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.64*** (0.01)	-3.64*** (0.01)	-3.64*** (0.08)	-4.10*** (0.01)	-4.10*** (0.01)	-4.20*** (0.12)	-4.60*** (0.02)	-4.62*** (0.02)	-4.79*** (0.17)
Trend	-0.05*** (0.00)	-0.04*** (0.01)	-0.05** (0.02)	-0.05*** (0.00)	-0.04*** (0.01)	-0.03 (0.03)	-0.05*** (0.00)	-0.03** (0.01)	-0.01 (0.03)
Share EEO students	0.59*** (0.01)	0.58*** (0.01)	0.72*** (0.06)	0.78*** (0.01)	0.77*** (0.01)	1.01*** (0.08)	-0.01 (0.02)	-0.00 (0.02)	-0.21 (0.20)
Average Principal Age	0.03* (0.01)	0.03 (0.02)	0.02 (0.02)	0.08*** (0.02)	0.12*** (0.03)	0.00 (0.03)	-0.05 (0.03)	-0.11** (0.04)	0.02 (0.05)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.02 (0.02)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.03)
Average Teacher Age	-0.01 (0.01)	-0.00 (0.02)	-0.01 (0.02)	-0.05* (0.02)	-0.07* (0.03)	-0.02 (0.03)	0.06* (0.03)	0.12*** (0.04)	-0.04 (0.04)
Average Teacher Tenure	-0.03*** (0.01)	-0.02* (0.01)	-0.04*** (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.04** (0.02)	-0.06*** (0.01)	-0.08*** (0.02)	-0.04* (0.02)
Trend x	-0.02*** (0.00)	-0.03*** (0.00)	-0.04*** (0.01)	-0.02*** (0.00)	-0.03*** (0.01)	-0.06*** (0.02)	-0.01 (0.01)	-0.02 (0.01)	0.03 (0.04)
Share EEO students	0.03** (0.01)	0.04** (0.01)	0.03 (0.02)	0.00 (0.01)	-0.01 (0.02)	0.04 (0.02)	-0.08** (0.03)	-0.11** (0.04)	-0.07 (0.05)
Average Principal Age x	0.01* (0.01)	0.02** (0.01)	0.00 (0.01)	0.01* (0.01)	0.02* (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.03)
Average Principal Tenure x	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.02)	0.01 (0.01)	0.01 (0.02)	0.02 (0.02)	0.09** (0.03)	0.12** (0.04)	0.02 (0.05)
Average Teacher Age x	0.02*** (0.00)	0.02** (0.01)	0.03*** (0.01)	0.02** (0.01)	0.01 (0.01)	0.04*** (0.01)	-0.00 (0.01)	-0.02 (0.02)	0.01 (0.02)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.48*** (0.07)	-2.29*** (0.09)	-0.40 (0.55)	-3.46*** (0.05)	-3.36*** (0.06)	-1.26** (0.47)	-4.23*** (0.04)	-4.18*** (0.04)	-4.03*** (0.31)
Trend	-0.12*** (0.02)	-0.24*** (0.04)	-0.51*** (0.11)	-0.08*** (0.01)	-0.14*** (0.03)	-0.51*** (0.09)	-0.09*** (0.01)	-0.13*** (0.02)	-0.12 (0.06)
Share EEO students	1.11*** (0.09)	1.13*** (0.12)	2.43*** (0.67)	1.57*** (0.08)	1.51*** (0.09)	3.72*** (0.62)	-0.27*** (0.04)	-0.30*** (0.04)	-0.52 (0.30)
Average Principal Age	0.00 (0.09)	-0.05 (0.13)	0.17 (0.11)	-0.08 (0.07)	-0.12 (0.11)	0.14 (0.10)	0.01 (0.05)	0.01 (0.07)	0.03 (0.08)
Average Principal Tenure	-0.01 (0.05)	-0.07 (0.08)	-0.05 (0.07)	0.02 (0.04)	-0.05 (0.06)	-0.02 (0.06)	0.04 (0.03)	0.06 (0.04)	0.02 (0.04)
Average Teacher Age	0.06 (0.09)	0.11 (0.14)	0.09 (0.11)	0.12 (0.07)	0.17 (0.11)	0.15 (0.10)	0.00 (0.05)	0.01 (0.07)	-0.02 (0.07)
Average Teacher Tenure	0.07 (0.05)	0.18* (0.07)	0.12 (0.07)	0.06 (0.04)	0.17** (0.06)	0.08 (0.06)	-0.02 (0.03)	-0.01 (0.04)	-0.01 (0.04)
Trend x	-0.07** (0.02)	-0.09 (0.05)	-0.31* (0.13)	-0.05** (0.02)	-0.03 (0.04)	-0.46*** (0.12)	0.00 (0.01)	0.04 (0.02)	0.05 (0.06)
Share EEO students	-0.16 (0.10)	-0.39** (0.15)	0.12 (0.14)	-0.20* (0.09)	-0.25 (0.14)	0.01 (0.13)	-0.12* (0.05)	-0.20** (0.07)	-0.06 (0.07)
Average Principal Age x	-0.02 (0.06)	-0.09 (0.09)	-0.02 (0.08)	-0.02 (0.06)	-0.13 (0.08)	-0.01 (0.07)	0.05 (0.03)	0.03 (0.04)	0.08 (0.04)
Average Principal Tenure x	0.20 (0.11)	0.46** (0.17)	0.08 (0.14)	0.27** (0.10)	0.40** (0.15)	0.24 (0.13)	0.08 (0.05)	0.19** (0.07)	-0.01 (0.07)
Average Teacher Age x	0.02 (0.05)	0.11 (0.08)	-0.00 (0.08)	0.05 (0.05)	0.13 (0.07)	0.08 (0.08)	-0.03 (0.02)	-0.04 (0.04)	-0.03 (0.04)
Average Teacher Tenure x									
Share EEO students									
AIC	68381.84	40037.83	28317.26	55331.08	32493.28	22802.57	43002.28	25403.82	17609.64
Log Likelihood	-34166.92	-19994.92	-14134.63	-27641.54	-16222.64	-11377.28	-21477.14	-12677.91	-8780.82
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend), so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 5: Effects of Share of EEO students on the Inflow in A-track of Secondary Education Heterogeneity across Target Groups

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.00)	-0.08*** (0.00)	-0.04 (0.03)	-1.17*** (0.01)	-1.16*** (0.01)	-1.18*** (0.05)	-0.60*** (0.00)	-0.61*** (0.01)	-0.49*** (0.04)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.01*** (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.01* (0.00)	-0.03*** (0.01)
Share EEO students	-0.05*** (0.00)	-0.06*** (0.00)	-0.01 (0.03)	0.41*** (0.00)	0.40*** (0.01)	0.53*** (0.04)	-0.44*** (0.01)	-0.44*** (0.01)	-0.32*** (0.05)
Average Principal Age	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.03* (0.01)	-0.02* (0.01)	-0.03** (0.01)	0.01 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.00)	0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.02 (0.01)	0.03*** (0.01)	0.03*** (0.01)	0.02* (0.01)
Average Teacher Tenure	0.00 (0.00)	0.01* (0.00)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)	-0.00 (0.01)	0.01 (0.00)	0.01 (0.00)	0.01 (0.00)
Trend x	0.00** (0.00)	0.00 (0.00)	-0.01 (0.01)	0.01*** (0.00)	0.01*** (0.00)	-0.01 (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.03** (0.01)
Share EEO students									
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.02*** (0.01)	-0.03** (0.01)	-0.01 (0.01)	-0.06*** (0.01)	-0.08*** (0.01)	-0.03* (0.01)
Share EEO students									
Average Principal Tenure x	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Share EEO students									
Average Teacher Age x	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.04*** (0.01)	0.04*** (0.01)	0.04*** (0.01)	0.07*** (0.01)	0.09*** (0.01)	0.06*** (0.01)
Share EEO students									
Average Teacher Tenure x	0.01* (0.00)	0.01 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	0.01 (0.00)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)
Share EEO students									
AIC	73472.05	41872.63	31614.55	65273.65	37374.78	27895.26	71424.59	40467.59	30951.52
Log Likelihood	-36724.03	-20924.31	-15795.28	-32624.83	-18675.39	-13935.63	-35700.30	-20221.79	-15463.76
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend), so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## Non-Repeat, Full Enrollment in the A-track and Model Trajectory

In Table 6, Table 7 and Table 8, the results of non-repeating, fully enrolling in the A-track in secondary education and the model trajectory are reported, in this order. We will discuss these models together, since the inferred effects are very similar across these models.

First of all, it has to be observed that no significant effects were found altogether after the policy reform (except for a positive effect of the share of disadvantaged students on non-repeat, full enrollment in the A-track and the model trajectory for non-disadvantaged students in schools with an older teaching workforce). A potential explanation may be the vastly decreased sample size (even though the power of our significance tests should not be affected too largely). This could suggest that, after the policy reform, no effects of the share of disadvantaged students is observed and that there is no real difference between disadvantaged students and non-disadvantaged students any longer (with respect to these educational outcome measures).

Second, before the policy reform, there seems to be a minor decline over time of non-repeating fully enrolling in the A-track in secondary education and following a model trajectory. The effect of the share of disadvantaged students in a school seems to have had a negative impact on non-

repeat, full enrollment and model trajectory before the reform. After the policy reform, this effect became much larger (and also positive for the non-disadvantaged students) but less conclusive, as all statistical significance is lost. The impact of the share of disadvantaged students (before reform) diluted over time and was larger in schools with an a younger principal and an older teaching workforce (for both target groups).

Table 6: Effects of Share of EEO students on Non-Repeat after the First Year in A-track Heterogeneity across Target Groups

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.00)	-0.12*** (0.00)	-0.41 (0.35)	-1.22*** (0.01)	-1.21*** (0.01)	-1.23 (0.63)	-0.62*** (0.00)	-0.63*** (0.01)	-0.13 (0.49)
Trend	0.00 (0.00)	0.00 (0.00)	0.07 (0.08)	-0.00* (0.00)	-0.01** (0.00)	-0.01 (0.14)	-0.01*** (0.00)	-0.01* (0.00)	-0.11 (0.11)
Share EEO students	-0.08*** (0.00)	-0.08*** (0.00)	-0.29 (0.41)	0.38*** (0.01)	0.37*** (0.01)	0.82 (0.56)	-0.45*** (0.01)	-0.45*** (0.01)	0.51 (0.62)
Average Principal Age	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)	-0.02** (0.01)	-0.03** (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.01 (0.01)	-0.03 (0.04)	0.01 (0.01)	0.01 (0.01)	0.01 (0.07)	0.03*** (0.01)	0.04*** (0.01)	0.06 (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.01* (0.00)	0.01 (0.01)	0.01 (0.03)	0.01 (0.00)	0.01 (0.00)	-0.01 (0.02)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.05 (0.09)	0.01*** (0.00)	0.02*** (0.00)	-0.09 (0.12)	0.00 (0.00)	0.00 (0.00)	-0.22 (0.14)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.03** (0.01)	-0.03*** (0.01)	-0.02 (0.02)	-0.07*** (0.01)	-0.08*** (0.01)	-0.02 (0.02)
Average Principal Age x	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.02** (0.01)	-0.02 (0.04)	0.04*** (0.01)	0.05*** (0.01)	0.08 (0.06)	0.07*** (0.01)	0.09*** (0.01)	0.14* (0.07)
Average Teacher Age x	0.01* (0.00)	0.01 (0.00)	0.02 (0.02)	0.00 (0.00)	0.00 (0.01)	-0.02 (0.03)	0.00 (0.00)	-0.00 (0.01)	-0.04 (0.03)
Average Teacher Tenure x	0.01* (0.00)	0.01 (0.00)	0.02 (0.02)	0.00 (0.00)	0.00 (0.01)	-0.02 (0.03)	0.00 (0.00)	-0.00 (0.01)	-0.04 (0.03)
AIC	62813.24	41805.78	21025.78	55612.33	37131.20	18489.63	61033.99	40397.32	20646.04
Log Likelihood	-31394.62	-20890.89	-10500.89	-27794.17	-18553.60	-9232.81	-30504.99	-20186.66	-10311.02
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend), so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 7: Effects of Share of EEO students on Full Enrollment in A-track Heterogeneity across Target Groups

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.36 (0.36)	-1.31*** (0.01)	-1.30*** (0.01)	-1.17 (0.66)	-0.65*** (0.00)	-0.65*** (0.01)	-0.05 (0.50)
Trend	0.00 (0.00)	0.00 (0.00)	0.05 (0.08)	-0.00 (0.00)	-0.01* (0.00)	-0.04 (0.15)	-0.01*** (0.00)	-0.01* (0.00)	-0.14 (0.11)
Share EEO students	-0.11*** (0.00)	-0.11*** (0.00)	-0.38 (0.42)	0.36*** (0.01)	0.35*** (0.01)	0.69 (0.58)	-0.46*** (0.01)	-0.46*** (0.01)	0.47 (0.63)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.03 (0.02)	-0.02** (0.01)	-0.03** (0.01)	0.00 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.01 (0.01)	-0.02 (0.04)	0.01 (0.01)	0.01 (0.01)	0.04 (0.07)	0.03*** (0.01)	0.04*** (0.01)	0.07 (0.05)
Average Teacher Tenure	0.01* (0.00)	0.01* (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)	0.01 (0.00)	0.01 (0.00)	-0.01 (0.02)
Trend x	0.01*** (0.00)	0.01*** (0.00)	0.07 (0.09)	0.01*** (0.00)	0.02*** (0.00)	-0.06 (0.13)	0.00 (0.00)	0.00 (0.00)	-0.21 (0.14)
Share EEO students	-0.01 (0.01)	-0.02* (0.01)	0.01 (0.01)	-0.03** (0.01)	-0.04*** (0.01)	-0.01 (0.02)	-0.07*** (0.01)	-0.08*** (0.01)	-0.02 (0.02)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Principal Tenure x	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Teacher Age x	0.01* (0.01)	0.02** (0.01)	-0.03 (0.05)	0.04*** (0.01)	0.05*** (0.01)	0.06 (0.06)	0.07*** (0.01)	0.09*** (0.01)	0.14* (0.07)
Average Teacher Tenure x	0.01* (0.00)	0.00 (0.00)	0.02 (0.02)	0.00 (0.00)	-0.00 (0.01)	-0.01 (0.03)	0.00 (0.00)	-0.00 (0.01)	-0.03 (0.03)
AIC	62963.64	41904.83	21075.42	54819.27	36588.62	18236.91	60871.50	40296.27	20584.87
Log Likelihood	-31469.82	-20940.41	-10525.71	-27397.63	-18282.31	-9106.46	-30423.75	-20136.14	-10280.43
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend), so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 8: Effects of Share of EEO students on Model Trajectory Heterogeneity across Target Groups

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.37 (0.36)	-1.32*** (0.01)	-1.30*** (0.01)	-1.17 (0.66)	-0.65*** (0.00)	-0.66*** (0.01)	-0.05 (0.50)
Trend	0.00* (0.00)	0.00 (0.00)	0.05 (0.08)	-0.00 (0.00)	-0.01* (0.00)	-0.04 (0.15)	-0.01*** (0.00)	-0.01* (0.00)	-0.14 (0.11)
Share EEO students	-0.12*** (0.00)	-0.12*** (0.00)	-0.38 (0.42)	0.35*** (0.01)	0.34*** (0.01)	0.69 (0.58)	-0.46*** (0.01)	-0.46*** (0.01)	0.47 (0.63)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.03 (0.02)	-0.02** (0.01)	-0.03** (0.01)	0.00 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.02 (0.04)	0.01 (0.01)	0.01 (0.01)	0.04 (0.07)	0.03*** (0.01)	0.04*** (0.01)	0.07 (0.05)
Average Teacher Tenure	0.01* (0.00)	0.01* (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)	0.01 (0.00)	0.01 (0.00)	-0.01 (0.02)
Trend x	0.01*** (0.00)	0.01*** (0.00)	0.07 (0.09)	0.01*** (0.00)	0.02*** (0.00)	-0.06 (0.13)	0.00 (0.00)	0.00 (0.00)	-0.21 (0.14)
Share EEO students	-0.01 (0.01)	-0.02** (0.01)	0.01 (0.01)	-0.03** (0.01)	-0.04*** (0.01)	-0.01 (0.02)	-0.07*** (0.01)	-0.08*** (0.01)	-0.02 (0.02)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Principal Tenure x	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Teacher Age x	0.02* (0.01)	0.03** (0.01)	-0.03 (0.05)	0.04*** (0.01)	0.05*** (0.01)	0.06 (0.06)	0.08*** (0.01)	0.09*** (0.01)	0.14* (0.07)
Average Teacher Tenure x	0.01 (0.00)	0.00 (0.00)	0.02 (0.02)	0.00 (0.00)	-0.00 (0.01)	-0.01 (0.03)	0.00 (0.00)	-0.00 (0.01)	-0.03 (0.03)
AIC	63028.95	41961.27	21084.10	54855.58	36624.85	18237.70	60886.57	40312.36	20583.48
Log Likelihood	-31502.47	-20968.63	-10530.05	-27415.79	-18300.43	-9106.85	-30431.28	-20144.18	-10279.74
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend), so interpretation of the coefficients should be done with regard to differences by standard deviations from the mean (not in absolute units).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## Robustness Checks

We run several alternative models to check the generalizability and the robustness of our findings. In this subsection in this report, the main sensitivities will be briefly discussed.

### Socio-Economic Indicators for Disadvantaged Students

We run separate models where the indicators for disadvantaged students change; more specifically, we use separate indicators which only take one specific socio-economic indicator (i.e., either educational level of the mother, non-Dutch home language and receiving an educational grant) into account. These measures can overlap, which means that a student can—in reality—receive the status of being ‘disadvantaged’ based on multiple socio-economic indicators at the same time (however, as soon as the student has received identification on either one of these indicators, the status remains ‘disadvantaged’). Each of these indicators helps accumulate teaching hours related to equal educational opportunities. Hence, it remains interesting to examine whether the educational outcome measures differ when only focusing on a single socio-economic indicator at a time. To (re)test whether overlap may cause sensitivity of the results, we also test whether the combination of the mother’s educational level and non-Dutch home language yields different results. The results of these robustness checks are included in Appendix A.3.

First, for the models on grade retention as an educational outcome measure, we can see that the incidence models (any-versus-no grade retention in a school) remain largely unaffected with respect to the specific indicator. The count model part of the hurdle model shows also quite stable coefficients, however, the significance levels here show that, when each indicator is examined in isolation with the other indicators, the age of the school workforce (both principal and teaching workforce) becomes statistically significant. These effects suggest that schools with a younger principal and an older teaching workforce may result in lower grade retention in the school.

Second, for the models on inflow, non-repeat and full enrollment in the A-track in secondary education as well as for following the model trajectory, we find that our conclusions are largely unaffected. We notice some changes in absolute parameter values and statistical significances. However, the coefficients are not substantially different, nor does the direction of the estimated effect change. We would like to note, in this respect, that even though our estimates with respect to the average age and tenure of the teaching workforce in a school becomes persistently more significant (both in main effects as well as interaction effects), the coefficients barely show any differences in magnitude.

## Geographical Heterogeneity Checks: Subpopulations by Province

We also included several robustness checks for geographical heterogeneity of the school locations. To this end, we run our full models for each province separately. We have to highlight the fact that, due to split-sample methods, the sample size of several submodels becomes very low (e.g., the subsample of schools from the Brussels Capital province only retains 721 observations from the total sample of 11 808 observations). Hence, it is hard to derive confident and accurate conclusions from these results. The results of these robustness checks are included in Appendix A.4.

For the grade retention models, we find that the effect of the share of ‘disadvantaged’ students becomes much smaller (and loses all statistical significance) for the Brussels Capital and Limburg provinces after the policy reform. This might suggest that in these provinces, schools were able to effectively reduce grade retention among their students in the period after the reform. In West-Flanders province, the effect does not increase as much as in other provinces after the policy reform. However, we have to note that this observation might not be due to the policy reform, but could also be the result from specific policies and programs aimed at reducing grade retention in these ‘sensitive’ regions. For the other provinces, there are no substantial differences between provinces.

With respect to the model predicting the inflow into the A-track of secondary education, we can see that the model is quite robust across provinces, except for two provinces. First, we can notice, in Brussels Capital province (only), that the effect of the relative size of the disadvantaged students in a school turns negative (even though not statistically significant) for the target group of disadvantaged students after the policy reform. Luckily, this sudden backdrop is dampened over time (judging the statistically significant interaction effect with the time trend). Second, we see that the positive effect of the share of disadvantaged students in a school becomes significantly lower in schools with an older teaching workforce. However, this effect is only noticed in Flemish-Brabant (in other provinces, the effect has the opposite sign). Again, we need to stress the observation that these results are based on a low number of observations, which makes the results much more sensitive to small deviations in the data. Therefore, parameter estimates, especially those with higher uncertainty (i.e., relatively high standard errors)—which is, also, a common artefact of complex moderation models—, become much more unstable.

The predictive models for non-repeat, full enrollment in the A-track in secondary education and following the model trajectory again yield similar models. Due to small sample sizes, however, we can barely find statistically significant effects for most provinces after the policy reform. Hence, it is hard to study how effective this reform has been in each province separately. We can see only

two sources of heterogeneity across the province-specific models for these educational outcomes. First, in West-Flanders and Flemish-Brabant, the effect of the relative size of the disadvantaged student population in a school turns negative (only statistically significant in Flemish-Brabant) after the policy reform. This downturn in events for disadvantaged students is countered over time making the effect more positive over time. Second, in East-Flanders, we observe the opposite effect; the relative share of disadvantaged students in a school has a much larger positive effect, which dampens out over time. Third, in the Brussels Capital region, we notice that the negative effect of the share of disadvantaged students on the outcomes of non-disadvantaged students turns highly positive (and statistically significant). However, this effect is dampened quickly over time and even more in schools with highly experienced teachers.

### **Heterogeneity with respect to School/Education Networks**

The results of these school/education networks are reported in Appendix A.5. In general, we do not find substantial differences in parameter estimates, which evidences that our models are quite robust with respect to school network. The only differences we can notice are for the GO!-school network. Note as well that this school network yields the smallest subsample size, which has its consequences with respect to generalizability and efficiency of the parameter estimation.

The share of disadvantaged students in schools of the GO!-school network has a less pronounced impact on grade retention, in that there is a positive impact (but lower magnitude than the other networks) on grade retention of disadvantaged students and a statistically significant negative impact (as well as higher in magnitude) on the grade retention of non-disadvantaged students. We also found that the share of disadvantaged students in schools of the GO!-school network has a less desirable impact on inflow, non-repeat and full enrollment in the A-track in secondary education, since the positive effect on disadvantaged target students is becomes lower in magnitude and the negative impact on the non-disadvantaged target group increases in magnitude. These effects are not moderated by the characteristics of the schools' workforce.

### **Dosage Heterogeneity by EEO Teaching Hours quartile split**

We ran separate models, splitting the sample up with respect to the number of equal educational opportunity-related teaching hours the school was awarded. We computed an overall quartile split of the sample using the information on the equal educational opportunity-related teaching hours over time. The quartile boundaries correspond to the following number of additional teaching hours: (1) no teaching hours up to half-time equivalent, (2) half-time up to (almost) one full-time equivalent, (3) one full-time equivalent up to 1.5 full-time equivalents and (4) about 2 or more full-

time equivalents. Using the full information of teaching hours over time, we notice, as an artefact of the procedure, that more schools will move towards the high(er/st) quartile over time, which is due to the increase of total additional teaching hours over time. The results of these robustness checks are reported in Appendix A.6.

Firstly, for the models predicting grade retention in nursery and/or primary schools, we find results which were to be expected. As the dosage of additional teaching hours increases, the effect of the relative number of disadvantaged students on grade retention increases in magnitude. This suggests that the dosage of teaching hours needs to be large enough to optimize the effects. In the second quartile, we find that, after the policy reform, the share of disadvantaged students in a school has a (disproportionally) large positive effect on grade retention of non-disadvantaged students. This effect is diluted over time. Another, and perhaps even more remarkable, observation lies in the incidence model in the fourth quartile, where the share of disadvantaged students in a school's total student population has a very high negative impact on becoming a grade retention-free school. This effect dilutes over time and decreases when the school has an older principal. This effect can be seen in general, as well as for the disadvantaged target group. The size of the parameters is remarkable and might suggest that if the relative size of the disadvantaged student population in a school grows too large, grade retention becomes inevitable. It should be noted as well, that the moderation effect over time as well as the intercept term are also large (in absolute value), which might suggest that these findings are not consistently estimated.

Secondly, with respect to the models predicting inflow, non-repeat and full enrollment in the A-track in secondary education and following the model trajectory, we find similar tendencies. Lower dosage results in less pronounced effects (with some minor deviations). As such, we find that for the first three quartiles (i.e., up to 1.5 full-time equivalents) the effects are diminished (i.e., closer to zero), whereas for the fourth quartile larger effects are being found.

# Discussion

In this report, we provide a brief review on the role and the impact of Equal Educational Opportunity programs in education. In general, the discussion about the causal impact of any measures to bridge the gap between disadvantaged students and non-disadvantaged students, with respect to educational opportunities driven by—primarily but not exclusively—socio-economic factors, is far from over. There is much heterogeneity in the effects of equal educational opportunity programs—with respect to either sign/direction, size and statistical significance—which is evidenced by the many researchers having reported conflicting findings with respect to the effectiveness, efficiency and causal impact of diverse tools and programs on various educational outcome measures (e.g., reducing grade retention, improving participation rates in higher(-level) education, throughflow to the labor market).

We focus on the educational opportunity program of nursery education and primary education in Flanders (BE), where an Equal Educational Opportunities (in Dutch: *Gelijke Onderwijskansen (GOK)*) program has been implemented by the government. In this EEO-program, additional means are being provided to schools with students having a vulnerable—in other words: ‘disadvantaged’—background. The initial EEO-program granted additional teaching hours to schools depending on how many, or rather how large the proportion of, disadvantaged students are present in their school population. In order to avoid (unnecessary) dispersion of these means and teaching hours, additional threshold values were put in place. More specifically, a minimum threshold of 10% ‘disadvantaged’ students and a minimal amount of 6 additional equal educational opportunity-related teaching hours were installed. Additionally, the program used a three-year cycle to compute the additional teaching hours per school, which could be used according to a pre-registered thematic plan. From school year 2012-13 onwards, this policy has been drastically reformed: the additional teaching hours were integrated in the default system (EEO means become purely SES-means added to the total amount of teaching hours a school get at the start of each school year) and the minimum thresholds, three-year cycles and thematic plans were abandoned (at least in nursery and primary education; in secondary education there is still a threshold system using a 10% or 25% threshold, depending on the grade).

In this report, we are interested in whether the policy reform in nursery and primary education, which initiated in school year 2012-2013, has had an impact on several educational outcomes, as well

as to quantify the impact of the equal educational opportunity-program on these educational outcomes. More specifically, we look at: (1) grade retention in nursery and primary education, (2) inflow into the A-track of secondary education, (3) non-repeat after the first year in the A-track of secondary education (i.e., problem-free continuation of secondary education after the first year), (4) full enrollment in the A-track in secondary education (i.e., ending the first two years of secondary education in the A-track, without grade retention in secondary education), and (5) following a model trajectory (i.e., progression through primary and the first grade of secondary education without any grade retention). As qualitative research shows that the former two educational outcome measures are subject to specificities in the policy of the school (see Juchtmans, Smet & De Witte, 2019), we should be careful with the interpretation of these measures as indicators for educational quality or ability of the student population. Nonetheless, these measures can be considered good proxies (see De Witte et al., 2017b). Additionally, our empirical results show that the models are quite in line with each other, which suggests that the possible bias due to the school policy confounding is negligible.

In order to measure the impact of the reformed policy, we use administrative databases, provided by the Flemish Ministry of Education (in Dutch: *Vlaams Ministerie van Onderwijs en Vorming*). The database envelops an eight-year period (i.e., four years before the reform (2008-09 till 2011-12) and four years after the reform (2012-13 till 2015-16)). We link this databases to get a good overview on the teaching hours, the number of students—both disadvantaged and non-disadvantaged—and their socio-economic background (aggregated from student-level databases) and the educational outcomes per student (for each school-year combination). We also added some school-level information containing, among others, the school/education network and some workforce characteristics (e.g., age and tenure/experience of principals and teaching corps).

Due to the removal of the threshold values on the eligibility of additional equal educational opportunity-related teaching hours to schools, we cannot use the quasi-experimental techniques (i.e., regression discontinuity designs) to infer the causal impact of teaching hours on educational outcomes (and whether this impact is influenced by the policy reform). Additionally, there are several confounding factors, such as additional input of financial means and several transitory efforts to ‘ease the impact’ of the policy reform, which prohibits causal interpretation in any way. To this end, in this report, we decided to use the share of disadvantaged students in a school (since this is the most ‘pure’ measure of ‘a need-base for equal opportunity means’ in a school) to identify the impact of the policy reform. As such, all the results need to be interpreted accordingly.

In a first analysis step, we estimated some baseline models identifying the impact of the relative number of disadvantaged students in a school on the educational outcome measures. We estimate these models for the outcome measures taking the entire school population into account, but also focussing on the school outcomes for disadvantaged students only (to check effectiveness of the policy for the target group) as well as non-disadvantaged students only (to control whether the non-disadvantaged students do profit or are affected by the relative abundance of their disadvantaged peer students). In these baseline models we allow for a trend and a change in the effect-of-interest over time. From the results of these baseline models, we can see that grade retention in schools decline over time. However, this trend has started well before the policy reform and we do not find evidence that this trend did change after the policy reform. The higher the relative size of a disadvantaged school population in a school, the higher the probability there will be grade retention in a school and the more students actually experience grade retention in these schools. This effect holds primarily for the disadvantaged student population whereas the non-disadvantaged students are seemingly unaffected by their disadvantaged peers.

With respect to inflow, non-repeat, full enrollment in the A-track in secondary education and following the model trajectory, we find a small, negative trend over time, which does not seem to change after the policy reform. Again, the relative size of the disadvantaged student population in a school has, in general, a negative effect on these outcomes. After the reform, the effect becomes a little stronger, however, this dampens out quickly over time. A more striking observation is that whereas the disadvantaged student population profits from more disadvantaged peers (which seems reasonable assuming that these students generate additional teaching hours aimed at closing the gap between these students and their non-disadvantaged peers), the non-disadvantaged students in the school are negatively affected. Further research is needed to dig into the causes of this surprising finding, which could not be done using the data at hand.

In a second analysis step, we estimated some more refined models (i.e., complex moderation models), with the purpose of testing heterogeneity in the baseline models. More specifically, we examine whether the effect of the share of 'disadvantaged' students in a school depends on several characteristics of the school workforce (i.e., age and tenure of the principal and teaching workforce). These models replicated the baseline models' findings quite nicely. There are, in general, no substantial differences in coefficients, nor in the sign/direction of the estimated effects. There is some moderation of the effect of interest, but this moderation is mainly limited to the effects before the policy reform.



As a last analysis step, we carried out some robustness checks. More specifically, we included separate analyses for each socio-economic indicator of Equal Educational Opportunities (i.e., distinguishing Educational level of the mother, non-Dutch home language and educational grant), analyses per geographical province, analyses per school network and also different regression models for each quartile of Equal Educational Opportunity teaching hours. In general, we find that our model results are quite robust. Nonetheless, there is some heterogeneity with respect to geographical regions (although these are likely to be an artefact of lower subsample sizes affecting generalizability and efficiency of the estimation procedures).

In general, our report examines the impact of the share of ‘disadvantaged’ students in nursery and primary schools on several educational outcomes. The available data, however, did not allow to control for several other important factors, such as student ability or student test scores. These measures would yield indispensable insights in how well the ‘gap’ between socio-economically disadvantaged students and non-disadvantaged students is bridged in reality. In addition, we can also suggest to inquire the real-life application of the additional teaching hours through the equal educational opportunities program, which will be the topic of a forthcoming follow-up study.

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## **Appendices**

## A Appendices



## A.1 Unconditional Models: Multilevel Analyses

Table 1: Unconditional Models: Multilevel Models

	Grade Retention		Inflow		Non-Repeat		Full Enrollment		Model Trajectory	
Count Model										
(Intercept)	-3.65*** (0.01)	-1.66 NA	-1.92*** (0.00)	-1.95*** (0.00)	-1.95*** (0.00)	-1.98*** (0.01)	-2.00*** (0.00)	-2.03*** (0.01)	-2.01*** (0.00)	-2.04*** (0.01)
Trend	-0.05*** (0.00)	-0.05*** (0.00)	-0.02*** (0.00)	-0.01*** (0.00)	-0.02*** (0.00)	-0.01*** (0.00)	-0.02*** (0.00)	-0.01*** (0.00)	-0.01*** (0.00)	-0.01*** (0.00)
Share EEO students	0.60*** (0.01)	0.93*** (0.02)	-0.14*** (0.00)	-0.14*** (0.01)	-0.17*** (0.00)	-0.17*** (0.01)	-0.19*** (0.00)	-0.20*** (0.01)	-0.20*** (0.00)	-0.20*** (0.01)
Trend x :scale(Qgokrel) Share EEO students	-0.02*** (0.00)	-0.02*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01*** (0.00)
Random Effect SD		2.416		0.162		0.163		0.169		0.170
Incidence Model (Grade Retention > 0)										
(Intercept)	-2.55*** (0.06)	4.56*** (0.12)								
Trend	-0.10*** (0.02)	-0.09*** (0.02)								
Share EEO students	1.06*** (0.08)	1.23*** (0.09)								
Trend x Share EEO students	-0.06** (0.02)	-0.05** (0.02)								
Random Effect SD		2.074								
AIC	68539.79	68552.75	90116.35	85300.50	76870.01	72982.91	76654.12	72560.41	76692.07	72561.70
Log Likelihood	-34261.89	-34265.38	-45054.17	-42645.25	-38431.00	-36486.45	-38323.06	-36275.21	-38342.03	-36275.85
Num. obs.	13776	13776	13776	13776	11808	11808	11808	11808	11808	11808
Num. schools		1968		1968		1968		1968		1968

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.2 Conditional Models without interaction terms

Table 2: Grade Retention: Conditional Models without Interaction Effects

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.64*** (0.01)	-3.64*** (0.01)	-3.55*** (0.08)	-4.10*** (0.01)	-4.11*** (0.01)	-3.94*** (0.10)	-4.60*** (0.02)	-4.62*** (0.02)	-4.73*** (0.16)
Trend	-0.05*** (0.00)	-0.04*** (0.01)	-0.07*** (0.02)	-0.05*** (0.00)	-0.04*** (0.01)	-0.09*** (0.02)	-0.05*** (0.00)	-0.03** (0.01)	-0.03 (0.03)
Share EEO students	0.60*** (0.01)	0.59*** (0.01)	0.59*** (0.04)	0.79*** (0.01)	0.78*** (0.01)	0.77*** (0.05)	-0.01 (0.02)	0.00 (0.02)	0.03 (0.12)
Average Principal Age	0.05*** (0.01)	0.06*** (0.01)	0.04* (0.02)	0.08*** (0.01)	0.11*** (0.02)	0.05* (0.02)	-0.04 (0.03)	-0.10** (0.04)	0.03 (0.04)
Average Principal Tenure	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.02 (0.02)	-0.03 (0.02)
Average Teacher Age	-0.03* (0.01)	-0.03 (0.02)	-0.02 (0.02)	-0.04** (0.01)	-0.06** (0.02)	-0.01 (0.02)	0.04 (0.03)	0.10** (0.03)	-0.04 (0.04)
Average Teacher Tenure	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)	-0.06*** (0.01)	-0.08*** (0.02)	-0.04* (0.02)
Trend x Share EEO students	-0.02*** (0.00)	-0.02*** (0.00)	-0.01* (0.01)	-0.02*** (0.00)	-0.03*** (0.01)	-0.01 (0.01)	-0.01* (0.01)	-0.02 (0.01)	-0.02 (0.02)
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.50*** (0.07)	-2.34*** (0.09)	-0.75 (0.50)	-3.50*** (0.05)	-3.40*** (0.06)	-1.94*** (0.40)	-4.23*** (0.04)	-4.19*** (0.04)	-4.04*** (0.31)
Trend	-0.11*** (0.02)	-0.24*** (0.04)	-0.45*** (0.10)	-0.08*** (0.01)	-0.14*** (0.03)	-0.38*** (0.08)	-0.09*** (0.01)	-0.13*** (0.02)	-0.12 (0.06)
Share EEO students	1.07*** (0.08)	1.06*** (0.11)	1.59*** (0.38)	1.51*** (0.07)	1.45*** (0.09)	2.23*** (0.35)	-0.26*** (0.03)	-0.30*** (0.04)	-0.30 (0.17)
Average Principal Age	0.07 (0.08)	0.13 (0.11)	0.13 (0.11)	0.00 (0.06)	-0.00 (0.08)	0.13 (0.09)	-0.01 (0.05)	-0.03 (0.07)	0.02 (0.08)
Average Principal Tenure	-0.00 (0.04)	-0.04 (0.07)	-0.04 (0.06)	0.03 (0.03)	0.01 (0.05)	-0.02 (0.05)	0.05 (0.03)	0.06 (0.04)	0.03 (0.04)
Average Teacher Age	-0.03 (0.07)	-0.11 (0.11)	0.05 (0.10)	-0.01 (0.06)	-0.03 (0.08)	0.04 (0.08)	0.01 (0.05)	0.03 (0.07)	-0.02 (0.07)
Average Teacher Tenure	0.06 (0.04)	0.14* (0.06)	0.12* (0.06)	0.04 (0.03)	0.12** (0.05)	0.05 (0.05)	-0.02 (0.03)	-0.01 (0.04)	-0.02 (0.04)
Trend x Share EEO students	-0.06** (0.02)	-0.08 (0.05)	-0.15* (0.07)	-0.04* (0.02)	-0.03 (0.04)	-0.17* (0.07)	-0.00 (0.01)	0.03 (0.02)	0.00 (0.03)
AIC	68484.56	40116.46	28348.80	55387.39	32530.64	22835.35	43002.90	25405.36	17604.28
Log Likelihood	-34226.28	-20042.23	-14158.40	-27677.70	-16249.32	-11401.68	-21485.45	-12686.68	-8786.14
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 3: Inflow in A-track of Secondary Education: Conditional Models without Interaction Effects

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.00)	-0.08*** (0.00)	-0.04 (0.03)	-1.18*** (0.01)	-1.16*** (0.01)	-1.14*** (0.05)	-0.60*** (0.00)	-0.61*** (0.01)	-0.54*** (0.04)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.01*** (0.00)	-0.02 (0.01)	-0.01*** (0.00)	-0.01* (0.00)	-0.02* (0.01)
Share EEO students	-0.05*** (0.00)	-0.06*** (0.00)	-0.04* (0.02)	0.41*** (0.00)	0.39*** (0.01)	0.42*** (0.02)	-0.44*** (0.01)	-0.44*** (0.01)	-0.45*** (0.03)
Average Principal Age	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	-0.02** (0.01)	-0.01 (0.01)	-0.03* (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)
Average Teacher Age	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	0.02* (0.01)	0.01 (0.01)	0.03* (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Teacher Tenure	0.00 (0.00)	0.01* (0.00)	0.00 (0.00)	0.00 (0.00)	0.01* (0.01)	0.00 (0.01)	0.01* (0.00)	0.01 (0.00)	0.01 (0.00)
Trend x Share EEO students	0.00*** (0.00)	0.01* (0.00)	0.00 (0.00)	0.01*** (0.00)	0.01*** (0.00)	0.01 (0.00)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)
AIC	73479.32	41878.18	31611.61	65303.32	37390.12	27912.25	71497.23	40517.08	30986.46
Log Likelihood	-36731.66	-20931.09	-15797.81	-32643.66	-18687.06	-13948.13	-35740.62	-20250.54	-15485.23
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 4: Non-Repeat after First Year in A-track: Conditional Models without Interaction Effects

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.00)	-0.12*** (0.00)	-0.34 (0.34)	-1.22*** (0.01)	-1.21*** (0.01)	-1.00 (0.61)	-0.62*** (0.00)	-0.63*** (0.01)	-0.51 (0.42)
Trend	0.00 (0.00)	0.00 (0.00)	0.05 (0.08)	-0.01** (0.00)	-0.01** (0.00)	-0.06 (0.14)	-0.01*** (0.00)	-0.01* (0.00)	-0.03 (0.09)
Share EEO students	-0.08*** (0.00)	-0.08*** (0.00)	-0.07* (0.03)	0.38*** (0.01)	0.37*** (0.01)	0.33*** (0.05)	-0.45*** (0.01)	-0.45*** (0.01)	-0.45*** (0.05)
Average Principal Age	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)
Average Teacher Age	-0.00 (0.01)	0.00 (0.01)	-0.03 (0.04)	0.01 (0.01)	0.02 (0.01)	0.04 (0.07)	0.00 (0.01)	0.01 (0.01)	0.01 (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.01* (0.00)	0.01* (0.01)	-0.00 (0.03)	0.01* (0.00)	0.01 (0.00)	0.01 (0.02)
Trend x Share EEO students	0.01*** (0.00)	0.01** (0.00)	0.00 (0.01)	0.01*** (0.00)	0.02*** (0.00)	0.02* (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)
AIC	62830.73	41817.44	21026.43	55643.91	37152.20	18496.47	61094.67	40449.86	20654.49
Log Likelihood	-31407.36	-20900.72	-10505.21	-27813.96	-18568.10	-9240.24	-30539.33	-20216.93	-10319.24
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 5: Full Enrollment in A-track: Conditional Models without Interaction Effects

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.28 (0.35)	-1.31*** (0.01)	-1.30*** (0.01)	-0.97 (0.63)	-0.65*** (0.00)	-0.65*** (0.01)	-0.42 (0.42)
Trend	0.00 (0.00)	0.00 (0.00)	0.03 (0.08)	-0.00 (0.00)	-0.01* (0.00)	-0.08 (0.14)	-0.01*** (0.00)	-0.01* (0.00)	-0.05 (0.09)
Share EEO students	-0.11*** (0.00)	-0.11*** (0.00)	-0.10** (0.03)	0.36*** (0.01)	0.35*** (0.01)	0.30*** (0.05)	-0.46*** (0.01)	-0.46*** (0.01)	-0.46*** (0.05)
Average Principal Age	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.02 (0.01)	-0.01 (0.01)	-0.03 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.01 (0.04)	0.02 (0.01)	0.02 (0.01)	0.06 (0.07)	0.00 (0.01)	0.00 (0.01)	0.02 (0.05)
Average Teacher Tenure	0.01* (0.00)	0.01* (0.00)	0.01 (0.02)	0.01* (0.00)	0.01 (0.01)	-0.01 (0.03)	0.01* (0.00)	0.01 (0.00)	0.00 (0.02)
Trend x Share EEO students	0.01*** (0.00)	0.01*** (0.00)	0.00 (0.01)	0.01*** (0.00)	0.02*** (0.00)	0.03* (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)
AIC	62976.89	41912.59	21076.50	54842.73	36604.25	18241.79	60932.68	40348.09	20593.83
Log Likelihood	-31480.45	-20948.29	-10530.25	-27413.37	-18294.12	-9112.89	-30458.34	-20166.04	-10288.92
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 6: Model Trajectory: Conditional Models without Interaction Effects

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.28 (0.35)	-1.32*** (0.01)	-1.31*** (0.01)	-0.97 (0.63)	-0.65*** (0.00)	-0.66*** (0.01)	-0.43 (0.42)
Trend	0.00 (0.00)	0.00 (0.00)	0.03 (0.08)	-0.00 (0.00)	-0.01* (0.00)	-0.08 (0.14)	-0.01*** (0.00)	-0.01* (0.00)	-0.05 (0.09)
Share EEO students	-0.11*** (0.00)	-0.12*** (0.00)	-0.11** (0.03)	0.35*** (0.01)	0.34*** (0.01)	0.29*** (0.05)	-0.46*** (0.01)	-0.46*** (0.01)	-0.46*** (0.05)
Average Principal Age	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.02 (0.01)	-0.01 (0.01)	-0.03 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.01 (0.04)	0.02 (0.01)	0.02 (0.01)	0.06 (0.07)	0.00 (0.01)	0.00 (0.01)	0.02 (0.05)
Average Teacher Tenure	0.01* (0.00)	0.01* (0.00)	0.01 (0.02)	0.01* (0.00)	0.01 (0.01)	-0.01 (0.03)	0.01* (0.00)	0.01 (0.00)	0.00 (0.02)
Trend x Share EEO students	0.01*** (0.00)	0.01*** (0.00)	0.01 (0.01)	0.01*** (0.00)	0.02*** (0.00)	0.03** (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)
AIC	63042.46	41970.66	21084.48	54879.67	36641.35	18242.18	60949.30	40366.22	20592.33
Log Likelihood	-31513.23	-20977.33	-10534.24	-27431.84	-18312.68	-9113.09	-30466.65	-20175.11	-10288.17
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.3 Robustness Checks by SES-indicator

### A.3.1 Grade Retention

Table 7: Grade Retention: Effect differences across target groups

Share of EEO students = Share of students with **Education Mother SES**-characteristic

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.65*** (0.01)	-3.64*** (0.01)	-3.86*** (0.08)	-4.06*** (0.01)	-4.04*** (0.01)	-4.48*** (0.11)	-4.59*** (0.02)	-4.61*** (0.02)	-4.73*** (0.17)
Trend	-0.04*** (0.00)	-0.03*** (0.01)	-0.01 (0.02)	-0.03*** (0.00)	-0.02** (0.01)	0.04 (0.02)	-0.05*** (0.00)	-0.03** (0.01)	-0.03 (0.03)
Share EEO students	0.49*** (0.00)	0.51*** (0.01)	0.65*** (0.05)	0.61*** (0.01)	0.63*** (0.01)	0.86*** (0.06)	0.02 (0.02)	0.02 (0.02)	-0.02 (0.20)
Average Principal Age	0.06*** (0.01)	0.07*** (0.02)	0.03 (0.02)	0.15*** (0.02)	0.18*** (0.02)	0.04 (0.03)	-0.06* (0.03)	-0.12*** (0.04)	0.02 (0.04)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.01)	-0.00 (0.01)	-0.02 (0.01)	0.04* (0.02)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.02)
Average Teacher Age	-0.05*** (0.01)	-0.04* (0.02)	-0.06** (0.02)	-0.13*** (0.02)	-0.14*** (0.02)	-0.14*** (0.03)	0.06* (0.03)	0.12*** (0.04)	-0.02 (0.04)
Average Teacher Tenure	-0.03*** (0.01)	-0.03** (0.01)	-0.06*** (0.01)	-0.03** (0.01)	-0.01 (0.01)	-0.07*** (0.01)	-0.06*** (0.01)	-0.08*** (0.02)	-0.04* (0.02)
Trend x	-0.01*** (0.00)	-0.01*** (0.00)	-0.04*** (0.01)	-0.01*** (0.00)	-0.01*** (0.00)	-0.06*** (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.04)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.04*** (0.01)	-0.06*** (0.01)	0.01 (0.02)	-0.10** (0.03)	-0.14** (0.04)	-0.05 (0.05)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.03** (0.01)	0.01 (0.02)	0.03 (0.02)	-0.02 (0.03)
Average Principal Tenure x	0.04*** (0.01)	0.04** (0.01)	0.04** (0.01)	0.07*** (0.01)	0.08*** (0.01)	0.07*** (0.02)	0.11*** (0.03)	0.15*** (0.05)	0.03 (0.05)
Average Teacher Age x	0.01** (0.00)	0.01 (0.01)	0.02*** (0.01)	0.01* (0.00)	0.00 (0.01)	0.03*** (0.01)	-0.03 (0.01)	-0.05* (0.02)	0.01 (0.02)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.46*** (0.07)	-2.23*** (0.10)	-0.19 (0.66)	-3.46*** (0.06)	-3.28*** (0.07)	-1.53** (0.53)	-4.21*** (0.04)	-4.18*** (0.04)	-3.85*** (0.31)
Trend	-0.06** (0.02)	-0.18*** (0.05)	-0.52*** (0.13)	-0.02 (0.02)	-0.08* (0.04)	-0.42*** (0.10)	-0.09*** (0.01)	-0.13*** (0.01)	-0.15* (0.06)
Share EEO students	1.30*** (0.11)	1.35*** (0.15)	3.47*** (0.99)	1.81*** (0.09)	1.80*** (0.11)	4.33*** (0.85)	-0.23*** (0.03)	-0.27*** (0.04)	-0.42 (0.29)
Average Principal Age	0.03 (0.11)	-0.04 (0.15)	0.25 (0.14)	0.05 (0.09)	0.01 (0.12)	0.25* (0.11)	-0.02 (0.05)	-0.03 (0.07)	0.01 (0.08)
Average Principal Tenure	-0.05 (0.06)	-0.11 (0.09)	-0.07 (0.08)	-0.00 (0.05)	-0.08 (0.07)	-0.00 (0.07)	0.05 (0.03)	0.06 (0.04)	0.02 (0.04)
Average Teacher Age	0.01 (0.11)	0.10 (0.16)	0.02 (0.14)	-0.05 (0.09)	0.02 (0.13)	-0.02 (0.11)	0.03 (0.05)	0.03 (0.07)	0.01 (0.07)
Average Teacher Tenure	0.11* (0.05)	0.21** (0.08)	0.15 (0.08)	0.10* (0.05)	0.23*** (0.06)	0.07 (0.07)	-0.01 (0.03)	-0.00 (0.04)	0.00 (0.04)
Trend x	0.00 (0.03)	0.01 (0.07)	-0.42* (0.19)	0.02 (0.03)	0.05 (0.06)	-0.48** (0.16)	0.01 (0.01)	0.05* (0.02)	0.04 (0.06)
Share EEO students	-0.07 (0.15)	-0.38 (0.21)	0.36 (0.20)	0.07 (0.14)	-0.06 (0.19)	0.37* (0.18)	-0.12* (0.05)	-0.16* (0.07)	-0.09 (0.07)
Average Principal Age x	-0.07 (0.09)	-0.13 (0.12)	-0.07 (0.11)	-0.02 (0.08)	-0.14 (0.11)	0.02 (0.10)	0.02 (0.03)	0.01 (0.04)	0.04 (0.04)
Average Principal Tenure x	0.05 (0.15)	0.38 (0.22)	-0.10 (0.20)	-0.08 (0.13)	0.12 (0.19)	-0.11 (0.18)	0.09 (0.05)	0.15* (0.07)	0.03 (0.07)
Average Teacher Age x	0.14 (0.08)	0.23* (0.11)	0.11 (0.12)	0.20** (0.07)	0.32** (0.10)	0.15 (0.11)	-0.03 (0.02)	-0.03 (0.03)	-0.05 (0.03)
Average Teacher Tenure x									
Share EEO students									
AIC	68009.33	40001.83	27975.26	56437.36	33303.79	23081.51	43100.64	25432.33	17685.83
Log Likelihood	-33980.67	-19976.92	-13963.63	-28194.68	-16627.90	-11516.76	-21526.32	-12692.16	-8818.92
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 8: Grade Retention: Effect differences across target groups  
*Share of EEO students = Share of students with **Home Language** SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.49*** (0.01)	-3.53*** (0.01)	-3.59*** (0.08)	-3.81*** (0.01)	-3.86*** (0.01)	-4.03*** (0.11)	-4.64*** (0.02)	-4.65*** (0.02)	-4.99*** (0.18)
Trend	-0.08*** (0.00)	-0.07*** (0.01)	-0.05** (0.02)	-0.09*** (0.00)	-0.08*** (0.01)	-0.03 (0.02)	-0.05*** (0.01)	-0.03* (0.01)	0.02 (0.04)
Share EEO students	0.44*** (0.01)	0.43*** (0.01)	0.65*** (0.05)	0.56*** (0.01)	0.55*** (0.01)	0.88*** (0.06)	-0.14*** (0.03)	-0.13*** (0.03)	-0.78** (0.26)
Average Principal Age	0.08*** (0.01)	0.08*** (0.02)	0.06** (0.02)	0.16*** (0.02)	0.19*** (0.02)	0.08* (0.03)	-0.02 (0.03)	-0.10** (0.04)	0.04 (0.05)
Average Principal Tenure	0.01 (0.01)	0.02* (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03 (0.02)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.03)
Average Teacher Age	-0.06*** (0.01)	-0.06*** (0.02)	-0.07*** (0.02)	-0.14*** (0.02)	-0.16*** (0.02)	-0.13*** (0.03)	0.02 (0.03)	0.10** (0.04)	-0.10* (0.05)
Average Teacher Tenure	-0.04*** (0.01)	-0.04*** (0.01)	-0.05*** (0.01)	-0.03*** (0.01)	-0.03** (0.01)	-0.06*** (0.01)	-0.06*** (0.01)	-0.08*** (0.02)	-0.05* (0.02)
Trend x	-0.01*** (0.00)	-0.02*** (0.00)	-0.05*** (0.01)	-0.01*** (0.00)	-0.02*** (0.00)	-0.07*** (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.11* (0.05)
Share EEO students	0.02** (0.01)	0.03** (0.01)	0.03* (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.02)	0.01 (0.04)	-0.04 (0.05)	-0.02 (0.06)
Average Principal Age x	0.00 (0.00)	0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.03 (0.02)	0.00 (0.03)	-0.05 (0.04)
Share EEO students	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.01)	0.03** (0.01)	0.03 (0.01)	0.06*** (0.02)	-0.00 (0.04)	0.05 (0.06)	-0.10 (0.07)
Average Teacher Age x	0.04*** (0.00)	0.04*** (0.01)	0.05*** (0.01)	0.05*** (0.00)	0.04*** (0.01)	0.06*** (0.01)	0.02 (0.02)	0.01 (0.03)	0.00 (0.03)
Share EEO students									
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.53*** (0.06)	-2.39*** (0.08)	-1.05* (0.50)	-3.48*** (0.05)	-3.45*** (0.06)	-1.94*** (0.42)	-4.28*** (0.04)	-4.21*** (0.04)	-4.12*** (0.32)
Trend	-0.14*** (0.02)	-0.26*** (0.04)	-0.40*** (0.01)	-0.13*** (0.01)	-0.20*** (0.03)	-0.40*** (0.08)	-0.07*** (0.01)	-0.11*** (0.02)	-0.10 (0.06)
Share EEO students	0.67*** (0.09)	0.73*** (0.12)	1.92** (0.65)	1.13*** (0.08)	1.09*** (0.10)	3.54*** (0.64)	-0.40*** (0.04)	-0.40*** (0.04)	-0.68* (0.30)
Average Principal Age	0.08 (0.08)	0.09 (0.12)	0.15 (0.11)	-0.02 (0.06)	-0.05 (0.09)	0.12 (0.09)	0.04 (0.05)	0.02 (0.07)	0.06 (0.08)
Average Principal Tenure	-0.02 (0.05)	-0.10 (0.07)	-0.03 (0.06)	-0.01 (0.04)	-0.06 (0.06)	-0.04 (0.05)	0.06 (0.03)	0.07 (0.04)	0.03 (0.04)
Average Teacher Age	0.01 (0.08)	0.03 (0.13)	0.05 (0.11)	0.11 (0.07)	0.16 (0.10)	0.13 (0.09)	-0.04 (0.05)	-0.02 (0.07)	-0.07 (0.07)
Average Teacher Tenure	0.03 (0.04)	0.12 (0.06)	0.07 (0.06)	-0.01 (0.03)	0.07 (0.05)	0.02 (0.05)	-0.02 (0.03)	-0.00 (0.04)	-0.02 (0.04)
Trend x	-0.04 (0.02)	-0.07 (0.05)	-0.27* (0.12)	-0.03 (0.02)	-0.03 (0.04)	-0.48*** (0.12)	0.00 (0.01)	0.02 (0.02)	0.05 (0.06)
Share EEO students	-0.11 (0.10)	-0.28 (0.15)	0.11 (0.13)	-0.23* (0.10)	-0.34* (0.14)	0.05 (0.13)	-0.06 (0.05)	-0.12 (0.07)	-0.03 (0.07)
Average Principal Age x	-0.00 (0.06)	-0.21* (0.10)	0.06 (0.07)	-0.02 (0.06)	-0.15 (0.09)	-0.02 (0.07)	0.03 (0.03)	-0.02 (0.04)	0.09* (0.04)
Share EEO students	0.22* (0.11)	0.53** (0.18)	0.09 (0.14)	0.41*** (0.11)	0.64*** (0.17)	0.32* (0.13)	0.02 (0.05)	0.11 (0.08)	-0.05 (0.08)
Average Teacher Age x	-0.04 (0.05)	0.06 (0.08)	-0.03 (0.08)	-0.01 (0.05)	0.05 (0.08)	0.08 (0.08)	-0.02 (0.02)	-0.01 (0.04)	-0.03 (0.04)
Average Teacher Tenure x									
Share EEO students									
AIC	75888.81	45154.25	30699.26	64524.51	38736.27	25743.10	42640.54	25215.40	17426.11
Log Likelihood	-37920.41	-22553.12	-15325.63	-32238.26	-19344.13	-12847.55	-21296.27	-12583.70	-8689.06
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 9: Grade Retention: Effect differences across target groups

Share of EEO students = Share of students with **Educational Grant** SES-characteristic

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.63*** (0.01)	-3.63*** (0.01)	-3.76*** (0.08)	-4.02*** (0.01)	-4.02*** (0.12)	-4.40*** (0.12)	-4.59*** (0.02)	-4.61*** (0.02)	-4.75*** (0.17)
Trend	-0.05*** (0.00)	-0.04*** (0.01)	-0.03 (0.02)	-0.05*** (0.00)	-0.03*** (0.01)	0.02 (0.02)	-0.05*** (0.00)	-0.03** (0.01)	-0.02 (0.03)
Share EEO students	0.53*** (0.01)	0.51*** (0.01)	0.77*** (0.05)	0.65*** (0.01)	0.64*** (0.01)	1.04*** (0.06)	0.02 (0.02)	0.01 (0.02)	-0.04 (0.19)
Average Principal Age	0.08*** (0.01)	0.07*** (0.02)	0.07** (0.02)	0.19*** (0.02)	0.20*** (0.02)	0.12*** (0.03)	-0.05 (0.03)	-0.11** (0.04)	0.01 (0.04)
Average Principal Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.04* (0.02)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.02)
Average Teacher Age	-0.08*** (0.01)	-0.06*** (0.02)	-0.10*** (0.02)	-0.18*** (0.02)	-0.18*** (0.03)	-0.21*** (0.03)	0.06* (0.03)	0.11** (0.03)	-0.02 (0.04)
Average Teacher Tenure	-0.03*** (0.01)	-0.03** (0.01)	-0.05*** (0.01)	-0.03** (0.01)	-0.01 (0.01)	-0.07*** (0.01)	-0.06*** (0.01)	-0.08*** (0.02)	-0.04* (0.02)
Trend x	-0.02*** (0.00)	-0.02*** (0.00)	-0.06*** (0.01)	-0.02*** (0.00)	-0.02*** (0.01)	-0.09*** (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.04)
Share EEO students	0.01 (0.01)	0.04*** (0.01)	-0.01 (0.01)	-0.03** (0.01)	0.00 (0.01)	-0.02 (0.02)	-0.09** (0.03)	-0.08 (0.04)	-0.10 (0.05)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.02* (0.01)	0.01 (0.02)	0.02 (0.02)	0.00 (0.03)
Share EEO students	0.00 (0.01)	-0.03* (0.01)	0.05*** (0.01)	0.04*** (0.01)	0.01 (0.01)	0.11*** (0.02)	0.09** (0.03)	0.09* (0.04)	0.06 (0.05)
Average Teacher Age x	0.02*** (0.00)	0.02** (0.01)	0.02*** (0.01)	0.02** (0.00)	0.01* (0.01)	0.03*** (0.01)	-0.02 (0.01)	-0.03 (0.02)	-0.01 (0.02)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.51*** (0.07)	-2.33*** (0.09)	0.04 (0.61)	-3.56*** (0.05)	-3.45*** (0.06)	-1.26** (0.48)	-4.23*** (0.04)	-4.20*** (0.04)	-3.91*** (0.31)
Trend	-0.08*** (0.02)	-0.19*** (0.04)	-0.57*** (0.12)	-0.04** (0.01)	-0.09** (0.03)	-0.50*** (0.09)	-0.09*** (0.03)	-0.13*** (0.02)	-0.14* (0.06)
Share EEO students	1.10*** (0.10)	1.11*** (0.12)	3.32*** (0.82)	1.44*** (0.08)	1.40*** (0.09)	4.10*** (0.69)	-0.20*** (0.03)	-0.23*** (0.04)	-0.42 (0.29)
Average Principal Age	0.09 (0.09)	0.08 (0.13)	0.28* (0.12)	0.06 (0.07)	0.05 (0.10)	0.26* (0.10)	-0.03 (0.05)	-0.04 (0.07)	-0.00 (0.08)
Average Principal Tenure	0.02 (0.05)	0.01 (0.08)	-0.05 (0.07)	0.05 (0.04)	0.01 (0.06)	0.00 (0.06)	0.04 (0.03)	0.05 (0.04)	0.01 (0.04)
Average Teacher Age	-0.10 (0.09)	-0.15 (0.13)	0.05 (0.12)	-0.11 (0.07)	-0.13 (0.10)	0.02 (0.10)	0.05 (0.05)	0.06 (0.07)	0.02 (0.07)
Average Teacher Tenure	0.08 (0.05)	0.21** (0.07)	0.10 (0.08)	0.07 (0.04)	0.19*** (0.06)	0.04 (0.06)	-0.01 (0.03)	-0.00 (0.04)	0.01 (0.04)
Trend x	-0.01 (0.02)	-0.00 (0.06)	-0.43** (0.16)	0.01 (0.02)	0.04 (0.05)	-0.50*** (0.13)	0.01 (0.01)	0.05* (0.02)	0.05 (0.06)
Share EEO students	0.00 (0.13)	-0.15 (0.17)	0.30 (0.16)	0.02 (0.11)	0.04 (0.15)	0.21 (0.15)	-0.10* (0.05)	-0.14* (0.07)	-0.07 (0.07)
Average Principal Age x	0.02 (0.07)	0.03 (0.10)	-0.06 (0.10)	-0.01 (0.06)	-0.10 (0.08)	-0.01 (0.09)	0.05* (0.03)	0.04 (0.04)	0.07 (0.04)
Share EEO students	-0.08 (0.12)	0.00 (0.18)	0.00 (0.17)	-0.07 (0.10)	-0.07 (0.15)	0.07 (0.15)	0.06 (0.05)	0.11 (0.07)	0.01 (0.07)
Average Teacher Age x	0.10 (0.07)	0.21* (0.09)	0.03 (0.11)	0.15** (0.06)	0.25** (0.08)	0.12 (0.09)	-0.04 (0.02)	-0.04 (0.03)	-0.07 (0.04)
Share EEO students									
AIC	69567.09	40876.18	28612.42	58358.24	34483.56	23776.92	43137.84	25471.86	17685.53
Log Likelihood	-34759.55	-20414.09	-14282.21	-29155.12	-17217.78	-11864.46	-21544.92	-12711.93	-8818.76
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 10: Grade Retention: Effect differences across target groups

*Share of EEO students = Share of students with simultaneous Education Mother AND Home Language SES-characteristics*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.53*** (0.01)	-3.54*** (0.01)	-3.74*** (0.08)	-3.85*** (0.01)	-3.87*** (0.01)	-4.24*** (0.11)	-4.62*** (0.02)	-4.64*** (0.02)	-4.83*** (0.17)
Trend	-0.07*** (0.00)	-0.06*** (0.01)	-0.02 (0.02)	-0.07*** (0.00)	-0.06*** (0.01)	0.01 (0.02)	-0.05*** (0.01)	-0.03* (0.01)	-0.01 (0.03)
Share EEO students	0.40*** (0.00)	0.40*** (0.01)	0.58*** (0.04)	0.47*** (0.00)	0.48*** (0.01)	0.73*** (0.05)	-0.10*** (0.03)	-0.09** (0.03)	-0.35 (0.26)
Average Principal Age	0.08*** (0.01)	0.09*** (0.02)	0.05* (0.02)	0.18*** (0.02)	0.21*** (0.02)	0.06* (0.03)	-0.03 (0.03)	-0.10** (0.04)	0.04 (0.05)
Average Principal Tenure	0.01 (0.01)	0.02 (0.01)	0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.05** (0.02)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.03)
Average Teacher Age	-0.07*** (0.01)	-0.07*** (0.02)	-0.09*** (0.02)	-0.17*** (0.02)	-0.18*** (0.02)	-0.16*** (0.03)	0.04 (0.03)	0.10** (0.04)	-0.07 (0.05)
Average Teacher Tenure	-0.04*** (0.01)	-0.04*** (0.01)	-0.06*** (0.01)	-0.04*** (0.01)	-0.03** (0.01)	-0.07*** (0.01)	-0.06*** (0.01)	-0.08*** (0.02)	-0.04* (0.02)
Trend x	-0.00*** (0.00)	-0.01** (0.00)	-0.04*** (0.01)	-0.00 (0.00)	-0.01** (0.01)	-0.05*** (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.04 (0.05)
Share EEO students	-0.02*** (0.01)	-0.04*** (0.01)	0.02 (0.01)	-0.05*** (0.01)	-0.08*** (0.01)	0.01 (0.01)	-0.01 (0.04)	-0.05 (0.06)	0.00 (0.07)
Average Principal Age x	-0.01 (0.00)	-0.01 (0.01)	-0.02* (0.01)	-0.01* (0.00)	-0.01* (0.01)	-0.02*** (0.01)	-0.01 (0.02)	0.03 (0.03)	-0.05 (0.04)
Average Principal Tenure x	0.06*** (0.01)	0.08*** (0.01)	0.05*** (0.01)	0.09*** (0.01)	0.12*** (0.01)	0.07*** (0.01)	0.02 (0.05)	0.08 (0.07)	-0.06 (0.07)
Average Teacher Age x	0.02*** (0.00)	0.01*** (0.00)	0.03*** (0.01)	0.01*** (0.00)	0.01* (0.00)	0.03*** (0.01)	-0.00 (0.02)	-0.02 (0.03)	0.01 (0.03)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.38*** (0.08)	-2.19*** (0.11)	0.80 (0.73)	-3.07*** (0.08)	-3.02*** (0.10)	0.88 (0.67)	-4.26*** (0.04)	-4.21*** (0.04)	-3.95*** (0.31)
Trend	-0.12*** (0.02)	-0.27*** (0.05)	-0.70*** (0.14)	-0.12*** (0.02)	-0.21*** (0.05)	-0.85*** (0.13)	-0.08*** (0.01)	-0.12*** (0.02)	-0.14* (0.06)
Share EEO students	1.22*** (0.16)	1.39*** (0.23)	6.24*** (1.39)	2.33*** (0.17)	2.36*** (0.21)	10.31*** (1.34)	-0.38*** (0.04)	-0.39*** (0.04)	-0.42 (0.29)
Average Principal Age	-0.05 (0.10)	0.03 (0.14)	0.18 (0.14)	-0.19 (0.10)	-0.15 (0.15)	0.13 (0.13)	0.01 (0.05)	0.01 (0.07)	0.05 (0.08)
Average Principal Tenure	-0.08 (0.06)	-0.25** (0.09)	-0.03 (0.08)	-0.05 (0.06)	-0.19* (0.09)	-0.06 (0.08)	0.06* (0.03)	0.07 (0.04)	0.02 (0.04)
Average Teacher Age	0.19 (0.11)	0.17 (0.16)	0.28 (0.15)	0.33** (0.11)	0.34* (0.16)	0.43** (0.14)	-0.02 (0.05)	-0.00 (0.07)	-0.03 (0.07)
Average Teacher Tenure	0.01 (0.05)	0.14 (0.07)	0.07 (0.09)	-0.00 (0.05)	0.17* (0.08)	0.06 (0.08)	-0.01 (0.03)	0.00 (0.04)	-0.00 (0.04)
Trend x	0.02 (0.04)	-0.05 (0.10)	-0.92*** (0.26)	-0.01 (0.04)	-0.04 (0.10)	-1.52*** (0.25)	0.01 (0.01)	0.03 (0.02)	0.02 (0.06)
Share EEO students	-0.33 (0.20)	-0.42 (0.26)	0.29 (0.26)	-0.55* (0.22)	-0.56 (0.31)	0.22 (0.26)	-0.03 (0.05)	-0.03 (0.07)	-0.03 (0.07)
Average Principal Age x	-0.14 (0.12)	-0.55** (0.17)	0.07 (0.14)	-0.09 (0.13)	-0.44* (0.19)	-0.06 (0.15)	0.02 (0.03)	-0.01 (0.04)	0.06 (0.04)
Average Principal Tenure x	0.53* (0.23)	0.81** (0.30)	0.47 (0.29)	0.83*** (0.23)	1.02** (0.34)	0.87** (0.28)	-0.01 (0.06)	0.01 (0.08)	-0.01 (0.08)
Average Teacher Age x	-0.06 (0.10)	0.16 (0.13)	-0.03 (0.17)	0.03 (0.11)	0.32* (0.16)	0.19 (0.17)	0.00 (0.02)	0.03 (0.03)	-0.02 (0.03)
Average Teacher Tenure x									
Share EEO students									
AIC	72863.71	43309.28	29492.79	61731.26	37020.74	24618.42	42819.90	25278.31	17556.71
Log Likelihood	-36407.86	-21630.64	-14722.40	-30841.63	-18486.37	-12285.21	-21385.95	-12615.15	-8754.35
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



### A.3.2 Inflow in A-track of Secondary Education

Table 11: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Share of EEO students = Share of students with Education Mother SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.00)	-0.08*** (0.00)	-0.03 (0.03)	-3.02*** (0.01)	-3.00*** (0.01)	-3.19*** (0.05)	-2.39*** (0.00)	-2.43*** (0.01)	-2.19*** (0.04)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01* (0.01)	-0.01*** (0.00)	-0.02*** (0.00)	0.02 (0.01)	-0.04*** (0.00)	-0.03*** (0.00)	-0.07*** (0.01)
Share EEO students	-0.05*** (0.00)	-0.05*** (0.00)	-0.04 (0.03)	0.23*** (0.00)	0.24*** (0.01)	0.28*** (0.04)	-0.47*** (0.01)	-0.48*** (0.01)	-0.44*** (0.05)
Average Principal Age	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.04*** (0.01)	-0.05*** (0.01)	-0.01 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	0.01 (0.01)	0.01* (0.00)	0.01 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.00)	0.00 (0.01)	0.01 (0.01)	-0.02* (0.01)	-0.01 (0.01)	-0.04** (0.01)	0.06*** (0.01)	0.06*** (0.01)	0.06*** (0.01)
Average Teacher Tenure	0.00* (0.00)	0.01* (0.00)	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)	-0.01* (0.01)	0.01*** (0.00)	0.01* (0.00)	0.02*** (0.00)
Trend x	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	0.01*** (0.00)	0.01*** (0.00)	0.00 (0.01)	-0.01*** (0.00)	-0.01*** (0.00)	-0.02 (0.01)
Share EEO students	-0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.04*** (0.01)	-0.05*** (0.01)	-0.02** (0.01)	-0.07*** (0.01)	-0.07*** (0.01)	-0.06*** (0.01)
Average Principal Age x	0.00 (0.00)	0.00 (0.00)	0.01 (0.00)	-0.01* (0.00)	-0.02** (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.06*** (0.01)	0.06*** (0.01)	0.05*** (0.01)	0.08*** (0.01)	0.08*** (0.01)	0.09*** (0.01)
Average Teacher Age x	0.00 (0.00)	0.01 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.00 (0.01)
Average Teacher Tenure x	0.00 (0.00)	0.01 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.00 (0.01)
AIC	73606.00	41962.36	31660.46	77625.12	43774.24	33826.72	88003.20	50137.23	37834.81
Log Likelihood	-36791.00	-20969.18	-15818.23	-38800.56	-21875.12	-16901.36	-43989.60	-25056.61	-18905.40
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 12: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Share of EEO students = Share of students with Home Language SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.09*** (0.00)	-0.09*** (0.00)	-0.04 (0.03)	-2.96*** (0.01)	-2.97*** (0.01)	-3.00*** (0.05)	-2.49*** (0.00)	-2.47*** (0.01)	-2.35*** (0.04)
Trend	0.00 (0.00)	0.00 (0.00)	-0.01 (0.01)	-0.04*** (0.00)	-0.04*** (0.00)	-0.02* (0.01)	0.00 (0.00)	0.01*** (0.00)	-0.03*** (0.01)
Share EEO students	-0.05*** (0.00)	-0.05*** (0.00)	-0.02 (0.03)	0.20*** (0.00)	0.20*** (0.01)	0.33*** (0.04)	-0.53*** (0.01)	-0.51*** (0.01)	-0.50*** (0.05)
Average Principal Age	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	-0.01 (0.01)	-0.04*** (0.01)	-0.06*** (0.01)	0.00 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	0.01 (0.01)	0.01*** (0.00)	0.00 (0.01)	0.02** (0.01)
Average Teacher Age	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.04*** (0.01)	0.07*** (0.01)	0.04*** (0.01)
Average Teacher Tenure	0.00 (0.00)	0.01* (0.00)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)	-0.00 (0.01)	0.01** (0.00)	0.01* (0.00)	0.01* (0.00)
Trend x	0.00** (0.00)	0.00 (0.00)	-0.00 (0.01)	0.02*** (0.00)	0.02*** (0.00)	-0.00 (0.01)	0.00* (0.00)	0.00 (0.00)	-0.00 (0.01)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.03*** (0.01)	-0.04*** (0.01)	-0.00 (0.01)	-0.08*** (0.01)	-0.11*** (0.01)	-0.04** (0.01)
Average Principal Age x	-0.00 (0.00)	-0.01 (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.01** (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.02* (0.01)	0.01 (0.01)	0.04*** (0.01)	0.05*** (0.01)	0.04*** (0.01)	0.09*** (0.01)	0.12*** (0.01)	0.07*** (0.01)
Average Teacher Age x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01*** (0.00)	0.01** (0.00)	0.02*** (0.00)	-0.01* (0.00)	-0.02* (0.01)	0.00 (0.01)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01*** (0.00)	0.01** (0.00)	0.02*** (0.00)	-0.01* (0.00)	-0.02* (0.01)	0.00 (0.01)
AIC	73603.07	41965.69	31650.02	77894.77	44832.62	33043.42	91165.30	52365.56	38714.75
Log Likelihood	-36789.53	-20970.85	-15813.01	-38935.38	-22404.31	-16509.71	-45570.65	-26170.78	-19345.38
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 13: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Share of EEO students = Share of students with Educational Grant SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.00)	-0.08*** (0.00)	-0.02 (0.03)	-3.01*** (0.01)	-3.00*** (0.01)	-3.11*** (0.05)	-2.39*** (0.00)	-2.41*** (0.00)	-2.27*** (0.04)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01* (0.01)	-0.02*** (0.00)	-0.02*** (0.00)	-0.00 (0.01)	-0.03*** (0.00)	-0.03*** (0.00)	-0.05*** (0.01)
Share EEO students	-0.03*** (0.00)	-0.04*** (0.00)	-0.01 (0.03)	0.26*** (0.00)	0.26*** (0.01)	0.40*** (0.04)	-0.43*** (0.01)	-0.41*** (0.01)	-0.38*** (0.05)
Average Principal Age	-0.00 (0.00)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.06*** (0.01)	-0.06*** (0.01)	-0.03*** (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.01* (0.00)	0.01 (0.01)	0.02* (0.01)	-0.00 (0.00)	-0.01 (0.01)	-0.01 (0.01)
Average Teacher Age	0.01 (0.00)	0.01 (0.01)	0.01 (0.01)	-0.02** (0.01)	-0.02 (0.01)	-0.03** (0.01)	0.08*** (0.01)	0.08*** (0.01)	0.08*** (0.01)
Average Teacher Tenure	0.00 (0.00)	0.01* (0.00)	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)	-0.02** (0.01)	0.01*** (0.00)	0.01* (0.00)	0.02*** (0.00)
Trend x	0.00** (0.00)	0.00 (0.00)	-0.00 (0.01)	0.01*** (0.00)	0.01** (0.00)	-0.02* (0.01)	-0.00 (0.00)	-0.01* (0.00)	-0.01 (0.01)
Share EEO students	-0.01* (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.03*** (0.01)	-0.03*** (0.01)	-0.02 (0.01)	-0.08*** (0.01)	-0.09*** (0.01)	-0.06*** (0.01)
Average Principal Age x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	-0.01** (0.00)	-0.02** (0.01)	-0.01* (0.01)	0.00 (0.00)	0.01 (0.01)	-0.01 (0.01)
Average Principal Tenure x	0.01** (0.01)	0.02* (0.01)	0.01 (0.01)	0.04*** (0.01)	0.04*** (0.01)	0.06*** (0.01)	0.10*** (0.01)	0.10*** (0.01)	0.10*** (0.01)
Average Teacher Age x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01** (0.00)	-0.01 (0.00)	-0.01* (0.01)	0.00 (0.01)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01** (0.00)	-0.01 (0.00)	-0.01* (0.01)	0.00 (0.01)
AIC	73836.06	42097.35	31753.86	75677.65	42920.75	32739.00	92570.02	53008.04	39543.83
Log Likelihood	-36906.03	-21036.68	-15864.93	-37826.82	-21448.37	-16357.50	-46273.01	-26492.02	-19759.92
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

Table 14: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Share of EEO students = Share of students with simultaneous Education Mother AND Home Language SES-characteristics*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.00)	-0.08*** (0.00)	-0.03 (0.03)	-2.98*** (0.01)	-2.97*** (0.01)	-3.14*** (0.05)	-2.50*** (0.00)	-2.50*** (0.01)	-2.32*** (0.04)
Trend	0.00 (0.00)	0.00 (0.00)	-0.01 (0.01)	-0.03*** (0.00)	-0.03*** (0.00)	0.01 (0.01)	-0.01*** (0.00)	0.00 (0.00)	-0.05*** (0.01)
Share EEO students	-0.04*** (0.00)	-0.04*** (0.00)	-0.02 (0.03)	0.17*** (0.00)	0.18*** (0.01)	0.24*** (0.03)	-0.66*** (0.01)	-0.66*** (0.01)	-0.62*** (0.07)
Average Principal Age	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.02** (0.01)	0.02* (0.01)	0.01 (0.01)	-0.03*** (0.01)	-0.05*** (0.01)	0.01 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.01 (0.00)	0.01 (0.01)	0.01 (0.01)	0.01* (0.00)	0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.01 (0.00)	0.01 (0.01)	0.01 (0.01)	-0.03*** (0.01)	-0.02* (0.01)	-0.05*** (0.01)	0.04*** (0.01)	0.05*** (0.01)	0.03** (0.01)
Average Teacher Tenure	0.00* (0.00)	0.01* (0.00)	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)	-0.01* (0.01)	0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)
Trend x	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	0.02*** (0.00)	0.01*** (0.00)	0.00 (0.01)	-0.00 (0.00)	-0.00 (0.01)	-0.01 (0.01)
Share EEO students	-0.02** (0.01)	-0.01 (0.01)	-0.02* (0.01)	-0.05*** (0.01)	-0.07*** (0.01)	-0.02** (0.01)	-0.05*** (0.01)	-0.07*** (0.02)	-0.03 (0.02)
Average Principal Age x	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	-0.01* (0.00)	-0.02*** (0.01)	-0.00 (0.00)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Principal Tenure x	0.02** (0.01)	0.02* (0.01)	0.02* (0.01)	0.06*** (0.01)	0.08*** (0.01)	0.05*** (0.01)	0.06*** (0.01)	0.08*** (0.02)	0.06** (0.02)
Average Teacher Age x	0.00 (0.00)	0.01 (0.00)	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
AIC	73708.34	42036.15	31686.84	80597.43	45630.10	34927.44	87862.50	50369.29	37428.70
Log Likelihood	-36842.17	-21006.07	-15831.42	-40286.72	-22803.05	-17451.72	-43919.25	-25172.65	-18702.35
Num. obs.	13776	7872	5904	13776	7872	5904	13776	7872	5904

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

### A.3.3 Non-Repeat after First Year in A-track

Table 15: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Education Mother SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.11*** (0.00)	-0.11*** (0.00)	-0.45 (0.36)	-3.06*** (0.01)	-3.05*** (0.01)	-2.36*** (0.62)	-2.42*** (0.00)	-2.45*** (0.01)	-1.36** (0.50)
Trend	-0.00 (0.00)	-0.00 (0.00)	0.08 (0.08)	-0.01*** (0.00)	-0.02*** (0.00)	-0.18 (0.14)	-0.03*** (0.00)	-0.03*** (0.00)	-0.26* (0.11)
Share EEO students	-0.07*** (0.00)	-0.07*** (0.00)	-0.48 (0.45)	0.21*** (0.00)	0.22*** (0.01)	1.28* (0.57)	-0.48*** (0.01)	-0.49*** (0.01)	0.92 (0.72)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.02)	-0.05*** (0.01)	-0.05*** (0.01)	-0.02 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.00)	0.01 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.01 (0.01)	-0.00 (0.01)	0.06 (0.07)	0.06*** (0.01)	0.06*** (0.01)	0.16** (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.03 (0.02)	0.00 (0.00)	0.01 (0.01)	-0.04 (0.03)	0.01*** (0.00)	0.01* (0.00)	-0.03 (0.02)
Trend x	0.00* (0.00)	0.00 (0.00)	0.09 (0.10)	0.01*** (0.00)	0.01*** (0.00)	-0.22 (0.13)	-0.02*** (0.00)	-0.01*** (0.00)	-0.32* (0.16)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.05*** (0.01)	-0.06*** (0.01)	-0.04* (0.02)	-0.07*** (0.01)	-0.08*** (0.01)	-0.06* (0.02)
Average Principal Age x	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	-0.01 (0.00)	-0.02** (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.02 (0.01)	-0.03 (0.05)	0.06*** (0.01)	0.07*** (0.01)	0.17** (0.06)	0.08*** (0.01)	0.08*** (0.01)	0.23** (0.08)
Average Teacher Age x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	-0.00 (0.00)	-0.00 (0.00)	-0.06* (0.03)	-0.01 (0.01)	-0.01 (0.01)	-0.07* (0.03)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	-0.00 (0.00)	-0.00 (0.00)	-0.06* (0.03)	-0.01 (0.01)	-0.01 (0.01)	-0.07* (0.03)
AIC	63098.56	42011.50	21108.03	64627.74	42840.95	21785.02	75377.71	50077.33	25299.93
Log Likelihood	-31537.28	-20993.75	-10542.02	-32301.87	-21408.47	-10880.51	-37676.85	-25026.67	-12637.96
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 16: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Home Language SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.13*** (0.00)	-0.12*** (0.00)	-0.44 (0.35)	-3.02*** (0.01)	-3.02*** (0.01)	-2.38*** (0.62)	-2.51*** (0.00)	-2.49*** (0.01)	-1.29** (0.49)
Trend	0.00*** (0.00)	0.01** (0.00)	0.07 (0.08)	-0.04*** (0.00)	-0.04*** (0.00)	-0.17 (0.14)	0.01*** (0.00)	0.01*** (0.00)	-0.28* (0.11)
Share EEO students	-0.08*** (0.00)	-0.08*** (0.01)	-0.37 (0.43)	0.17*** (0.01)	0.17*** (0.01)	0.00 (0.53)	-0.53*** (0.01)	-0.52*** (0.01)	1.41 (0.76)
Average Principal Age	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.00 (0.02)	-0.05*** (0.01)	-0.06*** (0.01)	-0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.00)	0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.06 (0.07)	0.06*** (0.01)	0.07*** (0.01)	0.16** (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.01 (0.00)	0.01 (0.01)	-0.02 (0.03)	0.01*** (0.00)	0.01* (0.00)	-0.04 (0.02)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.07 (0.10)	0.02*** (0.00)	0.02*** (0.00)	0.06 (0.12)	0.00 (0.00)	0.00 (0.00)	-0.43* (0.17)
Share EEO students	-0.01 (0.01)	-0.02* (0.01)	0.00 (0.01)	-0.03*** (0.01)	-0.04*** (0.01)	-0.03 (0.02)	-0.09*** (0.01)	-0.11*** (0.01)	-0.03 (0.03)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.00)	-0.01* (0.01)	0.02* (0.01)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.02** (0.01)	-0.04 (0.05)	0.04*** (0.01)	0.06*** (0.01)	0.02 (0.06)	0.10*** (0.01)	0.12*** (0.02)	0.26** (0.08)
Average Teacher Age x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	0.01 (0.00)	0.01* (0.00)	0.01 (0.03)	-0.02** (0.01)	-0.02* (0.01)	-0.09** (0.04)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	0.01 (0.00)	0.01* (0.00)	0.01 (0.03)	-0.02** (0.01)	-0.02* (0.01)	-0.09** (0.04)
AIC	62972.37	41922.95	21065.35	65631.60	43960.62	21670.34	77919.80	52066.25	25827.92
Log Likelihood	-31474.18	-20949.47	-10520.68	-32803.80	-21968.31	-10823.17	-38947.90	-26021.13	-12901.96
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 17: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Educational Grant SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.11*** (0.00)	-0.11*** (0.00)	-0.29 (0.35)	-3.06*** (0.01)	-3.05*** (0.01)	-2.42*** (0.62)	-2.41*** (0.00)	-2.43*** (0.01)	-1.33** (0.47)
Trend	0.00 (0.00)	0.00 (0.00)	0.04 (0.08)	-0.02*** (0.00)	-0.02*** (0.00)	-0.16 (0.14)	-0.03*** (0.00)	-0.02*** (0.00)	-0.26* (0.11)
Share EEO students	-0.06*** (0.00)	-0.06*** (0.00)	0.06 (0.40)	0.24*** (0.01)	0.24*** (0.01)	1.25* (0.54)	-0.42*** (0.01)	-0.42*** (0.01)	1.06 (0.62)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.02)	-0.06*** (0.01)	-0.07*** (0.01)	-0.05** (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.00)	-0.01 (0.01)	-0.01 (0.01)
Average Teacher Age	0.01* (0.01)	0.01* (0.01)	-0.01 (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.05 (0.07)	0.08*** (0.01)	0.09*** (0.01)	0.19*** (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.00 (0.00)	0.01 (0.01)	-0.04 (0.03)	0.01*** (0.00)	0.01* (0.00)	-0.03 (0.02)
Trend x	0.00*** (0.00)	0.01* (0.00)	-0.02 (0.09)	0.01*** (0.00)	0.01*** (0.00)	-0.21 (0.12)	-0.01** (0.00)	-0.01* (0.00)	-0.33* (0.14)
Share EEO students	-0.02* (0.01)	-0.02* (0.01)	-0.00 (0.01)	-0.03*** (0.01)	-0.04*** (0.01)	-0.02 (0.02)	-0.09*** (0.01)	-0.09*** (0.01)	-0.06** (0.02)
Average Principal Tenure x	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	-0.01* (0.00)	-0.02** (0.01)	-0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)
Average Teacher Age x	0.02*** (0.01)	0.03** (0.01)	0.03 (0.04)	0.05*** (0.01)	0.05*** (0.01)	0.15* (0.06)	0.10*** (0.01)	0.10*** (0.01)	0.24*** (0.07)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.00 (0.02)	0.00 (0.00)	0.00 (0.00)	-0.04 (0.03)	-0.01* (0.00)	-0.01* (0.01)	-0.07* (0.03)
AIC	63427.17	42237.57	21210.03	63263.78	42060.96	21209.97	79529.14	52965.17	26567.37
Log Likelihood	-31701.58	-21106.79	-10593.01	-31619.89	-21018.48	-10592.99	-39752.57	-26470.59	-13271.68
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

Table 18: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with simultaneous Education Mother AND Home Language SES-characteristics*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.00)	-0.12*** (0.00)	-0.49 (0.35)	-3.03*** (0.01)	-3.03*** (0.01)	-2.42*** (0.62)	-2.53*** (0.01)	-2.52*** (0.01)	-2.33*** (0.54)
Trend	0.00** (0.00)	0.00 (0.00)	0.08 (0.08)	-0.03*** (0.00)	-0.03*** (0.00)	-0.16 (0.14)	-0.00 (0.00)	0.01* (0.00)	-0.05 (0.12)
Share EEO students	-0.08*** (0.00)	-0.08*** (0.01)	-0.57 (0.49)	0.16*** (0.00)	0.16*** (0.01)	0.67 (0.56)	-0.67*** (0.01)	-0.67*** (0.01)	-1.03 (1.02)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.01)	0.01 (0.01)	0.02 (0.02)	-0.03*** (0.01)	-0.05*** (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.04 (0.04)	-0.02 (0.01)	-0.01 (0.01)	0.04 (0.07)	0.04*** (0.01)	0.06*** (0.01)	0.04 (0.06)
Average Teacher Tenure	0.01*** (0.00)	0.01* (0.00)	0.03 (0.02)	0.00 (0.00)	0.01 (0.01)	-0.03 (0.03)	0.02*** (0.00)	0.02*** (0.01)	0.02 (0.03)
Trend x	0.00*** (0.00)	0.01* (0.00)	0.11 (0.11)	0.02*** (0.00)	0.02*** (0.00)	-0.10 (0.12)	-0.00 (0.00)	-0.00 (0.01)	0.08 (0.23)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.05*** (0.01)	-0.07*** (0.01)	-0.05** (0.02)	-0.05*** (0.02)	-0.07*** (0.02)	-0.01 (0.03)
Average Principal Tenure x	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.00)	-0.02*** (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)
Average Teacher Age x	0.02* (0.01)	0.03* (0.01)	-0.04 (0.05)	0.07*** (0.01)	0.09*** (0.01)	0.11 (0.06)	0.06*** (0.02)	0.08*** (0.02)	-0.02 (0.11)
Average Teacher Tenure x	0.01* (0.00)	0.01 (0.00)	0.03 (0.02)	-0.00 (0.00)	0.00 (0.00)	-0.04 (0.03)	0.01 (0.01)	0.01 (0.01)	0.03 (0.05)
AIC	63175.91	42070.70	21125.22	67048.31	44522.00	22518.23	75228.36	50212.83	25007.82
Log Likelihood	-31575.95	-21023.35	-10550.61	-33512.15	-22249.00	-11247.12	-37602.18	-25094.41	-12491.91
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

### A.3.4 Full Enrollment in A-track of Secondary Education

Table 19: Full Enrollment in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Education Mother SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.00)	-0.17*** (0.00)	-0.49 (0.37)	-3.15*** (0.01)	-3.14*** (0.01)	-2.35*** (0.64)	-2.45*** (0.00)	-2.47*** (0.01)	-1.36** (0.51)
Trend	-0.00 (0.00)	-0.00 (0.00)	0.07 (0.08)	-0.01*** (0.00)	-0.02*** (0.00)	-0.20 (0.14)	-0.04*** (0.00)	-0.03*** (0.00)	-0.27* (0.11)
Share EEO students	-0.10*** (0.00)	-0.10*** (0.00)	-0.81 (0.46)	0.19*** (0.01)	0.20*** (0.01)	0.87 (0.60)	-0.49*** (0.01)	-0.50*** (0.01)	0.71 (0.73)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.02)	-0.05*** (0.01)	-0.05*** (0.01)	-0.03 (0.02)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.00)	0.01 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.00 (0.01)	0.00 (0.01)	0.08 (0.07)	0.06*** (0.01)	0.06*** (0.01)	0.17** (0.06)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.00 (0.01)	0.01 (0.01)	-0.04 (0.03)	0.02*** (0.00)	0.01* (0.00)	-0.03 (0.02)
Trend x	0.00** (0.00)	0.01* (0.00)	0.16 (0.10)	0.02*** (0.00)	0.02*** (0.00)	-0.14 (0.13)	-0.02*** (0.00)	-0.01*** (0.00)	-0.28 (0.16)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.05*** (0.01)	-0.05*** (0.01)	-0.04* (0.02)	-0.08*** (0.01)	-0.08*** (0.01)	-0.06* (0.03)
Average Principal Age x	0.00 (0.00)	0.00 (0.00)	0.00 (0.01)	-0.01 (0.00)	-0.01* (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)
Average Principal Tenure x	0.01 (0.01)	0.02 (0.01)	-0.07 (0.05)	0.06*** (0.01)	0.07*** (0.01)	0.12 (0.07)	0.09*** (0.01)	0.09*** (0.01)	0.21** (0.08)
Average Teacher Age x	0.01 (0.00)	0.00 (0.00)	0.04 (0.02)	-0.00 (0.00)	-0.00 (0.00)	-0.04 (0.03)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.04)
Average Teacher Tenure x	0.01 (0.00)	0.00 (0.00)	0.04 (0.02)	-0.00 (0.00)	-0.00 (0.00)	-0.04 (0.03)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.04)
AIC	63176.14	42061.81	21133.22	63489.90	42042.51	21450.58	74797.41	49685.13	25115.37
Log Likelihood	-31576.07	-21018.90	-10554.61	-31732.95	-21009.26	-10713.29	-37386.70	-24830.57	-12545.69
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 20: Full Enrollment in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Home Language SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.18*** (0.00)	-0.17*** (0.00)	-0.35 (0.36)	-3.11*** (0.01)	-3.11*** (0.01)	-2.29*** (0.65)	-2.53*** (0.00)	-2.52*** (0.01)	-1.13* (0.50)
Trend	0.01*** (0.00)	0.01*** (0.00)	0.04 (0.08)	-0.03*** (0.00)	-0.04*** (0.00)	-0.21 (0.14)	0.01*** (0.00)	0.01*** (0.00)	-0.32** (0.11)
Share EEO students	-0.10*** (0.00)	-0.10*** (0.01)	-0.33 (0.45)	0.17*** (0.01)	0.17*** (0.01)	-0.03 (0.55)	-0.53*** (0.01)	-0.52*** (0.01)	1.60* (0.77)
Average Principal Age	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.05*** (0.01)	-0.06*** (0.01)	-0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01* (0.00)	0.00 (0.01)	0.02* (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.02 (0.04)	0.00 (0.01)	0.00 (0.01)	0.10 (0.07)	0.06*** (0.01)	0.07*** (0.01)	0.19*** (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.03 (0.03)	0.01*** (0.00)	0.01* (0.00)	-0.05* (0.02)
Trend x	0.01*** (0.00)	0.01*** (0.00)	0.06 (0.10)	0.02*** (0.00)	0.02*** (0.00)	0.07 (0.12)	0.00 (0.00)	0.00 (0.00)	-0.47** (0.17)
Share EEO students	-0.01 (0.01)	-0.02* (0.01)	0.01 (0.01)	-0.03*** (0.01)	-0.04*** (0.01)	-0.03 (0.02)	-0.10*** (0.01)	-0.12*** (0.01)	-0.03 (0.03)
Average Principal Age x	-0.00 (0.00)	-0.01 (0.00)	-0.00 (0.01)	0.00 (0.00)	-0.01* (0.01)	0.02* (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)
Average Principal Tenure x	0.02* (0.01)	0.03** (0.01)	-0.03 (0.05)	0.04*** (0.01)	0.06*** (0.01)	0.01 (0.06)	0.10*** (0.01)	0.12*** (0.02)	0.28*** (0.08)
Average Teacher Age x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	0.01 (0.00)	0.01* (0.01)	0.01 (0.03)	-0.02** (0.01)	-0.02** (0.01)	-0.10** (0.04)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	0.01 (0.00)	0.01* (0.01)	0.01 (0.03)	-0.02** (0.01)	-0.02** (0.01)	-0.10** (0.04)
AIC	63514.80	42319.09	21209.37	63486.78	42440.69	21045.51	78083.58	52191.01	25867.35
Log Likelihood	-31745.40	-21147.55	-10592.68	-31731.39	-21208.35	-10510.76	-39029.79	-26083.50	-12921.68
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 21: Full Enrollment in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with Educational Grant SES-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.00)	-0.16*** (0.00)	-0.28 (0.36)	-3.15*** (0.01)	-3.14*** (0.01)	-2.36*** (0.65)	-2.44*** (0.00)	-2.45*** (0.01)	-1.26** (0.48)
Trend	0.00 (0.00)	0.00 (0.00)	0.03 (0.08)	-0.02*** (0.00)	-0.02*** (0.00)	-0.19 (0.14)	-0.03*** (0.00)	-0.03*** (0.00)	-0.28** (0.11)
Share EEO students	-0.08*** (0.00)	-0.09*** (0.00)	-0.12 (0.42)	0.22*** (0.01)	0.22*** (0.01)	0.89 (0.57)	-0.43*** (0.01)	-0.43*** (0.01)	1.02 (0.63)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.06*** (0.01)	-0.07*** (0.01)	-0.05** (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.00)	-0.01 (0.01)	-0.00 (0.01)
Average Teacher Age	0.02* (0.01)	0.02* (0.01)	-0.00 (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.08 (0.07)	0.09*** (0.01)	0.09*** (0.01)	0.20*** (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.01 (0.02)	0.00 (0.01)	0.01 (0.01)	-0.05 (0.03)	0.01*** (0.00)	0.01* (0.00)	-0.03 (0.02)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.01 (0.09)	0.01*** (0.00)	0.01*** (0.00)	-0.14 (0.13)	-0.01** (0.00)	-0.01* (0.00)	-0.33* (0.14)
Share EEO students	0.00 (0.01)	0.00 (0.01)	0.09 (0.01)	0.00 (0.01)	0.00 (0.01)	0.13 (0.02)	0.00 (0.01)	0.00 (0.01)	0.14 (0.02)
Average Principal Age x	-0.02** (0.01)	-0.02** (0.01)	-0.01 (0.01)	-0.03*** (0.01)	-0.04*** (0.01)	-0.01 (0.02)	-0.09*** (0.01)	-0.09*** (0.01)	-0.06** (0.02)
Average Principal Tenure x	0.00 (0.00)	0.00 (0.00)	-0.00 (0.01)	-0.01* (0.00)	-0.02** (0.01)	-0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)
Average Teacher Age x	0.03*** (0.01)	0.03*** (0.01)	0.01 (0.05)	0.05*** (0.01)	0.05*** (0.01)	0.11 (0.06)	0.10*** (0.01)	0.10*** (0.01)	0.24*** (0.07)
Average Teacher Tenure x	0.00 (0.00)	0.00 (0.00)	0.01 (0.02)	0.00 (0.00)	0.00 (0.01)	-0.02 (0.03)	-0.01* (0.00)	-0.01* (0.01)	-0.07* (0.03)
AIC	63733.71	42449.29	21303.14	62181.26	41284.96	20903.75	79106.30	52665.92	26443.60
Log Likelihood	-31854.85	-21212.65	-10639.57	-31078.63	-20630.48	-10439.87	-39541.15	-26320.96	-13209.80
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

Table 22: Full Enrollment in A-track: Effect differences across target groups  
*Share of EEO students = Share of students with simultaneous Education Mother AND Home Language SES-characteristics*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.51 (0.36)	-3.12*** (0.01)	-3.12*** (0.01)	-2.38*** (0.64)	-2.55*** (0.01)	-2.55*** (0.01)	-2.26*** (0.55)
Trend	0.00*** (0.00)	0.01** (0.00)	0.08 (0.08)	-0.03*** (0.00)	-0.03*** (0.00)	-0.19 (0.14)	-0.00 (0.00)	0.01 (0.00)	-0.08 (0.12)
Share EEO students	-0.10*** (0.00)	-0.10*** (0.01)	-0.90 (0.51)	0.14*** (0.01)	0.15*** (0.01)	0.34 (0.59)	-0.68*** (0.01)	-0.68*** (0.01)	-1.08 (1.05)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	-0.03*** (0.01)	-0.05*** (0.01)	0.01 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.06 (0.07)	0.04*** (0.01)	0.06*** (0.01)	0.05 (0.06)
Average Teacher Tenure	0.01*** (0.00)	0.01** (0.00)	0.03 (0.02)	0.00 (0.01)	0.01 (0.01)	-0.04 (0.03)	0.02*** (0.00)	0.02*** (0.01)	0.01 (0.03)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.18 (0.11)	0.02*** (0.00)	0.02*** (0.00)	-0.03 (0.13)	-0.00 (0.00)	-0.00 (0.01)	0.09 (0.23)
Share EEO students	0.00 (0.01)	0.00 (0.01)	0.11 (0.02)	0.00 (0.01)	0.00 (0.01)	0.13 (0.02)	0.00 (0.02)	0.01 (0.02)	0.23 (0.03)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.05*** (0.01)	-0.06*** (0.01)	-0.05** (0.02)	-0.06*** (0.02)	-0.08*** (0.02)	-0.01 (0.03)
Average Principal Tenure x	-0.00 (0.00)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.00)	-0.02** (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.02)
Average Teacher Age x	0.02 (0.01)	0.02* (0.01)	-0.08 (0.06)	0.06*** (0.01)	0.08*** (0.01)	0.07 (0.07)	0.06*** (0.02)	0.08*** (0.02)	-0.02 (0.12)
Average Teacher Tenure x	0.01* (0.00)	0.01 (0.00)	0.05 (0.02)	-0.00 (0.00)	0.00 (0.00)	-0.02 (0.03)	0.01 (0.01)	0.01 (0.01)	0.04 (0.05)
AIC	63543.05	42343.92	21216.76	65172.09	43178.28	21989.36	75138.34	50164.45	24967.47
Log Likelihood	-31759.52	-21159.96	-10596.38	-32574.04	-21577.14	-10982.68	-37557.17	-25070.23	-12471.73
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).  
\*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05

### A.3.5 Model Trajectory

Table 23: Model Trajectory: Effect differences across target groups

*Share of EEO students = Share of students with **Education Mother SES**-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.17*** (0.00)	-0.17*** (0.00)	-0.50 (0.37)	-1.32*** (0.01)	-1.30*** (0.01)	-1.14 (0.64)	-0.62*** (0.00)	-0.64*** (0.01)	-0.13 (0.51)
Trend	0.00 (0.00)	-0.00 (0.00)	0.08 (0.08)	0.01** (0.00)	-0.00 (0.00)	-0.04 (0.14)	-0.02*** (0.00)	-0.01*** (0.00)	-0.12 (0.11)
Share EEO students	-0.11*** (0.00)	-0.11*** (0.00)	-0.81 (0.46)	0.28*** (0.01)	0.28*** (0.01)	0.59 (0.59)	-0.42*** (0.01)	-0.44*** (0.01)	0.79 (0.74)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	0.01 (0.02)	-0.03*** (0.01)	-0.04*** (0.01)	-0.01 (0.02)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.07)	0.04*** (0.01)	0.04*** (0.01)	0.08 (0.06)
Average Teacher Tenure	0.01** (0.00)	0.01** (0.00)	0.02 (0.02)	-0.00 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.01** (0.00)	0.01 (0.00)	-0.00 (0.02)
Trend x	0.00***	0.01*	0.16	0.02***	0.02***	-0.06	-0.01***	-0.01	-0.28
Share EEO students	(0.00)	(0.00)	(0.10)	(0.00)	(0.00)	(0.13)	(0.00)	(0.00)	(0.16)
Average Principal Age x	-0.01	-0.01	-0.01	-0.05***	-0.06***	-0.05**	-0.07***	-0.07***	-0.06*
Share EEO students	(0.01)	(0.01)	(0.02)	(0.01)	(0.01)	(0.02)	(0.01)	(0.01)	(0.03)
Average Principal Tenure x	0.00	0.00	0.00	-0.00	-0.01	0.01	0.00	0.01	0.00
Share EEO students	(0.00)	(0.00)	(0.01)	(0.00)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
Average Teacher Age x	0.01*	0.02*	-0.07	0.07***	0.07***	0.10	0.08***	0.08***	0.21**
Share EEO students	(0.01)	(0.01)	(0.05)	(0.01)	(0.01)	(0.07)	(0.01)	(0.01)	(0.08)
Average Teacher Tenure x	0.00	0.00	0.04	-0.00	-0.00	-0.02	-0.01	-0.01	-0.06
Share EEO students	(0.00)	(0.00)	(0.02)	(0.00)	(0.01)	(0.03)	(0.01)	(0.01)	(0.04)
AIC	63248.18	42125.46	21141.83	59146.35	39075.61	20076.49	64563.05	42626.95	21945.52
Log Likelihood	-31612.09	-21050.73	-10558.92	-29561.18	-19525.80	-10026.25	-32269.53	-21301.48	-10960.76
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 24: Model Trajectory: Effect differences across target groups

*Share of EEO students = Share of students with **Home Language SES**-characteristic*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.18*** (0.00)	-0.18*** (0.00)	-0.36 (0.36)	-1.27*** (0.01)	-1.27*** (0.01)	-1.22 (0.65)	-0.68*** (0.01)	-0.67*** (0.01)	-0.16 (0.50)
Trend	0.01*** (0.00)	0.01*** (0.00)	0.04 (0.08)	-0.02*** (0.00)	-0.03*** (0.00)	-0.02 (0.14)	0.02*** (0.00)	0.02*** (0.00)	-0.11 (0.11)
Share EEO students	-0.10*** (0.00)	-0.10*** (0.01)	-0.34 (0.45)	0.25*** (0.01)	0.25*** (0.01)	0.01 (0.55)	-0.45*** (0.01)	-0.45*** (0.01)	0.75 (0.78)
Average Principal Age	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.02 (0.01)	0.02 (0.01)	-0.00 (0.02)	-0.03*** (0.01)	-0.04*** (0.01)	0.00 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.00)	0.00 (0.01)	0.02 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.02 (0.04)	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.07)	0.04*** (0.01)	0.05*** (0.01)	0.07 (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.02 (0.02)	0.00 (0.01)	0.01 (0.01)	0.00 (0.03)	0.01** (0.00)	0.01 (0.00)	-0.01 (0.02)
Trend x	0.01***	0.01***	0.06	0.02***	0.02***	0.07	-0.00	0.00	-0.28
Share EEO students	(0.00)	(0.00)	(0.10)	(0.00)	(0.00)	(0.12)	(0.00)	(0.00)	(0.17)
Average Principal Age x	-0.01	-0.02**	0.01	-0.02*	-0.03**	-0.00	-0.08***	-0.10***	-0.03
Share EEO students	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.02)	(0.01)	(0.01)	(0.03)
Average Principal Tenure x	-0.00	-0.00	-0.00	0.00	-0.01	0.01	0.00	-0.00	-0.00
Share EEO students	(0.00)	(0.00)	(0.01)	(0.00)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
Average Teacher Age x	0.02*	0.03***	-0.03	0.03***	0.05***	-0.01	0.09***	0.11***	0.18*
Share EEO students	(0.01)	(0.01)	(0.05)	(0.01)	(0.01)	(0.06)	(0.01)	(0.02)	(0.08)
Average Teacher Tenure x	0.00	0.00	0.02	0.02***	0.02**	0.03	-0.01*	-0.02*	-0.06
Share EEO students	(0.00)	(0.00)	(0.02)	(0.00)	(0.01)	(0.03)	(0.01)	(0.01)	(0.04)
AIC	63594.42	42388.68	21219.40	60107.90	40121.35	19984.40	66435.62	44341.39	22088.85
Log Likelihood	-31785.21	-21182.34	-10597.70	-30041.95	-20048.68	-9980.20	-33205.81	-22158.70	-11032.42
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 25: Model Trajectory: Effect differences across target groups

Share of EEO students = Share of students with **Educational Grant** SES-characteristic

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.00)	-0.16*** (0.00)	-0.28 (0.36)	-1.32*** (0.01)	-1.31*** (0.01)	-1.16 (0.65)	-0.61*** (0.00)	-0.62*** (0.01)	-0.04 (0.48)
Trend	0.00 (0.00)	0.00 (0.00)	0.03 (0.08)	0.00 (0.00)	-0.00 (0.00)	-0.04 (0.14)	-0.01*** (0.00)	-0.01*** (0.00)	-0.13 (0.11)
Share EEO students	-0.09*** (0.00)	-0.09*** (0.00)	-0.12 (0.42)	0.30*** (0.01)	0.30*** (0.01)	0.21 (0.56)	-0.38*** (0.01)	-0.38*** (0.01)	1.28* (0.63)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.02 (0.01)	0.02 (0.01)	0.01 (0.02)	-0.04*** (0.01)	-0.04*** (0.01)	-0.03 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.00 (0.00)	-0.01 (0.01)	-0.00 (0.01)
Average Teacher Age	0.02** (0.01)	0.02* (0.01)	-0.00 (0.04)	-0.03** (0.01)	-0.03* (0.01)	-0.01 (0.07)	0.06*** (0.01)	0.06*** (0.01)	0.11* (0.05)
Average Teacher Tenure	0.01** (0.00)	0.01* (0.00)	0.01 (0.02)	0.00 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.01** (0.00)	0.01 (0.00)	-0.01 (0.02)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.01 (0.09)	0.01*** (0.00)	0.02*** (0.00)	0.03 (0.12)	-0.00* (0.00)	-0.00 (0.00)	-0.37** (0.14)
Share EEO students	-0.02** (0.01)	-0.02** (0.01)	-0.01 (0.01)	-0.03** (0.01)	-0.03** (0.01)	-0.02 (0.02)	-0.09*** (0.01)	-0.09*** (0.01)	-0.07** (0.02)
Average Principal Age x	0.00 (0.00)	0.01 (0.00)	-0.00 (0.01)	-0.01 (0.00)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.02* (0.01)	-0.00 (0.01)
Average Principal Tenure x	0.03*** (0.01)	0.03*** (0.01)	0.01 (0.05)	0.04*** (0.01)	0.04*** (0.01)	0.03 (0.06)	0.10*** (0.01)	0.10*** (0.01)	0.27*** (0.07)
Average Teacher Age x	0.00 (0.00)	-0.00 (0.00)	0.01 (0.02)	0.01 (0.00)	0.00 (0.01)	0.02 (0.03)	-0.01* (0.00)	-0.02** (0.01)	-0.08** (0.03)
Average Teacher Tenure x	0.00 (0.00)	-0.00 (0.00)	0.01 (0.02)	0.01 (0.00)	0.00 (0.01)	0.02 (0.03)	-0.01* (0.00)	-0.02** (0.01)	-0.08** (0.03)
AIC	63824.58	42527.82	21315.42	57968.75	38457.45	19520.98	67248.65	44432.43	22817.21
Log Likelihood	-31900.29	-21251.91	-10645.71	-28972.37	-19216.73	-9748.49	-33612.32	-22204.21	-11396.60
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 26: Model Trajectory: Effect differences across target groups

Share of EEO students = Share of students with simultaneous **Education Mother AND Home Language** SES-characteristics

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.18*** (0.00)	-0.18*** (0.00)	-0.52 (0.36)	-1.28*** (0.01)	-1.27*** (0.01)	-1.09 (0.64)	-0.71*** (0.01)	-0.70*** (0.01)	-0.90 (0.55)
Trend	0.01*** (0.00)	0.01** (0.00)	0.08 (0.08)	-0.01*** (0.00)	-0.02*** (0.00)	-0.05 (0.14)	0.01*** (0.00)	0.02*** (0.00)	0.05 (0.12)
Share EEO students	-0.11*** (0.00)	-0.11*** (0.01)	-0.91 (0.51)	0.24*** (0.01)	0.24*** (0.01)	0.76 (0.57)	-0.58*** (0.01)	-0.59*** (0.01)	-0.68 (1.05)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.02* (0.01)	0.02 (0.01)	0.01 (0.02)	-0.02* (0.01)	-0.03** (0.01)	0.02 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.02* (0.01)	-0.02 (0.01)	-0.01 (0.07)	0.03** (0.01)	0.04*** (0.01)	-0.02 (0.06)
Average Teacher Tenure	0.01*** (0.00)	0.01** (0.00)	0.03 (0.02)	-0.00 (0.01)	0.00 (0.01)	-0.02 (0.03)	0.02*** (0.00)	0.02*** (0.01)	0.04 (0.03)
Trend x	0.01*** (0.00)	0.01** (0.00)	0.18 (0.11)	0.02*** (0.00)	0.02*** (0.00)	-0.10 (0.13)	-0.00 (0.00)	0.00 (0.01)	0.01 (0.23)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.07*** (0.01)	-0.08*** (0.01)	-0.05** (0.02)	-0.05** (0.02)	-0.07*** (0.02)	-0.01 (0.03)
Average Principal Age x	0.00 (0.00)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.00)	-0.01** (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.02)
Average Principal Tenure x	0.02* (0.01)	0.02* (0.01)	-0.08 (0.06)	0.09*** (0.01)	0.11*** (0.01)	0.13* (0.06)	0.07*** (0.02)	0.08*** (0.02)	0.02 (0.12)
Average Teacher Age x	0.01 (0.00)	0.00 (0.00)	0.05 (0.02)	0.00 (0.00)	-0.00 (0.00)	-0.03 (0.03)	0.01 (0.01)	0.00 (0.01)	0.03 (0.05)
Average Teacher Tenure x	0.01 (0.00)	0.00 (0.00)	0.05 (0.02)	0.00 (0.00)	-0.00 (0.00)	-0.03 (0.03)	0.01 (0.01)	0.00 (0.01)	0.03 (0.05)
AIC	63613.90	42407.36	21224.55	61440.86	40649.34	20781.46	65002.66	43203.52	21804.45
Log Likelihood	-31794.95	-21191.68	-10600.28	-30708.43	-20312.67	-10378.73	-32489.33	-21589.76	-10890.22
Num. obs.	11808	7872	3936	11808	7872	3936	11808	7872	3936

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



## A.4 Robustness Checks by Province

### A.4.1 Grade Retention

Table 27: Grade Retention: Effect differences across target groups  
*Brussels Capital*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-2.79***	-2.84***	-2.74***	-2.89***	-2.96***	-2.76***	-5.05***	-5.19***	-11.12***
	(0.03)	(0.04)	(0.29)	(0.03)	(0.04)	(0.32)	(0.17)	(0.21)	(2.48)
Trend	-0.09***	-0.06**	-0.10	-0.09***	-0.05*	-0.11	-0.05	0.09	1.05*
	(0.01)	(0.02)	(0.06)	(0.01)	(0.02)	(0.06)	(0.05)	(0.12)	(0.47)
Share EEO students	0.60***	0.68***	0.19	0.69***	0.79***	0.30	-0.24	-0.32	-2.19
	(0.03)	(0.04)	(0.38)	(0.04)	(0.05)	(0.41)	(0.15)	(0.18)	(2.45)
Average Principal Age	0.11*	0.07	0.16*	0.06	0.03	0.11	0.48	0.24	0.42
	(0.04)	(0.06)	(0.07)	(0.05)	(0.07)	(0.08)	(0.25)	(0.33)	(0.44)
Average Principal Tenure	-0.01	-0.00	-0.02	-0.03	-0.03	-0.02	-0.28	-0.00	-0.26
	(0.03)	(0.03)	(0.04)	(0.03)	(0.04)	(0.05)	(0.14)	(0.18)	(0.32)
Average Teacher Age	-0.05	0.01	-0.13	0.01	0.07	-0.06	-0.50	-0.24	-1.71**
	(0.04)	(0.06)	(0.07)	(0.05)	(0.07)	(0.07)	(0.27)	(0.34)	(0.66)
Average Teacher Tenure	0.05*	0.01	0.10**	0.04	0.00	0.10**	0.15	-0.14	0.42
	(0.02)	(0.03)	(0.03)	(0.02)	(0.03)	(0.04)	(0.11)	(0.16)	(0.26)
Trend x	-0.04***	-0.10***	0.04	-0.05***	-0.12***	0.04	0.02	0.09	0.36
Share EEO students	(0.01)	(0.02)	(0.08)	(0.01)	(0.03)	(0.08)	(0.04)	(0.10)	(0.48)
Average Principal Age x	-0.05	0.05	-0.27**	-0.00	0.09	-0.20	-0.27	-0.19	-0.49
Share EEO students	(0.06)	(0.07)	(0.10)	(0.06)	(0.08)	(0.11)	(0.29)	(0.41)	(0.50)
Average Principal Tenure x	0.00	-0.05	0.09	0.00	-0.05	0.08	-0.15	-0.05	0.22
Share EEO students	(0.03)	(0.04)	(0.05)	(0.03)	(0.04)	(0.06)	(0.15)	(0.21)	(0.30)
Average Teacher Age x	0.06	0.01	0.14	0.01	-0.04	0.08	0.35	0.37	-0.33
Share EEO students	(0.06)	(0.08)	(0.09)	(0.06)	(0.08)	(0.09)	(0.32)	(0.42)	(0.46)
Average Teacher Tenure x	0.01	0.06	-0.04	0.02	0.07*	-0.03	-0.09	-0.29	0.27
Share EEO students	(0.02)	(0.03)	(0.04)	(0.03)	(0.04)	(0.05)	(0.10)	(0.16)	(0.24)
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-1.42***	-0.88	1.76	-1.98***	-1.55***	1.27	-5.29***	-5.18***	-5.54***
	(0.35)	(0.53)	(3.03)	(0.29)	(0.41)	(2.68)	(0.15)	(0.18)	(1.53)
Trend	-0.23**	-0.62**	-0.82	-0.20**	-0.54**	-0.80	-0.10*	-0.22*	-0.03
	(0.09)	(0.24)	(0.59)	(0.07)	(0.19)	(0.52)	(0.04)	(0.10)	(0.30)
Share EEO students	0.47	0.63	-2.62	0.69**	0.71*	-2.77	-0.44**	-0.25	-2.78
	(0.27)	(0.38)	(2.77)	(0.22)	(0.30)	(2.61)	(0.15)	(0.18)	(1.71)
Average Principal Age	-0.27	-0.80	0.27	-0.16	-0.54	0.26	0.07	-0.18	0.33
	(0.42)	(0.64)	(0.59)	(0.35)	(0.53)	(0.52)	(0.22)	(0.32)	(0.35)
Average Principal Tenure	-0.03	-0.19	-0.07	0.09	0.07	-0.09	0.10	-0.14	0.34
	(0.24)	(0.37)	(0.34)	(0.20)	(0.30)	(0.29)	(0.12)	(0.17)	(0.20)
Average Teacher Age	0.58	1.07	0.33	0.29	0.52	0.31	-0.05	0.39	-0.60
	(0.46)	(0.77)	(0.60)	(0.36)	(0.57)	(0.52)	(0.22)	(0.32)	(0.34)
Average Teacher Tenure	-0.20	-0.07	-0.01	-0.10	0.02	0.10	-0.11	0.00	-0.14
	(0.19)	(0.32)	(0.32)	(0.17)	(0.27)	(0.28)	(0.10)	(0.15)	(0.17)
Trend x	0.09	0.03	0.67	0.07	0.12	0.73	0.02	-0.14	0.49
Share EEO students	(0.07)	(0.17)	(0.54)	(0.06)	(0.15)	(0.52)	(0.04)	(0.10)	(0.34)
Average Principal Age x	-0.12	0.07	-0.56	0.02	0.50	-0.75	-0.30	-0.23	-0.55
Share EEO students	(0.42)	(0.66)	(0.71)	(0.37)	(0.56)	(0.64)	(0.26)	(0.37)	(0.45)
Average Principal Tenure x	-0.26	-0.23	-0.02	-0.13	0.14	0.05	0.11	-0.08	0.27
Share EEO students	(0.22)	(0.37)	(0.36)	(0.19)	(0.30)	(0.32)	(0.13)	(0.20)	(0.23)
Average Teacher Age x	0.28	0.04	0.23	0.01	-0.59	0.22	0.21	0.16	0.17
Share EEO students	(0.42)	(0.74)	(0.52)	(0.36)	(0.59)	(0.50)	(0.25)	(0.38)	(0.37)
Average Teacher Tenure x	0.22	0.29	-0.10	0.02	-0.09	-0.28	0.10	0.35*	-0.19
Share EEO students	(0.16)	(0.28)	(0.31)	(0.14)	(0.22)	(0.29)	(0.10)	(0.16)	(0.19)
AIC	4170.98	2488.50	1691.51	3934.25	2328.63	1613.36	1341.76	799.92	546.62
Log Likelihood	-2061.49	-1220.25	-821.75	-1943.13	-1140.32	-782.68	-646.88	-375.96	-249.31
Num. obs.	721	412	309	721	412	309	721	412	309

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 28: Grade Retention: Effect differences across target groups  
*Antwerp*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.53*** (0.02)	-3.53*** (0.02)	-3.47*** (0.16)	-3.96*** (0.02)	-3.96*** (0.03)	-3.79*** (0.23)	-4.57*** (0.03)	-4.60*** (0.04)	-4.90*** (0.33)
Trend	-0.06*** (0.00)	-0.06*** (0.01)	-0.08* (0.03)	-0.06*** (0.01)	-0.06*** (0.01)	-0.10* (0.05)	-0.06*** (0.01)	-0.05* (0.02)	0.01 (0.07)
Share EEO students	0.66*** (0.01)	0.65*** (0.01)	0.77*** (0.11)	0.85*** (0.01)	0.84*** (0.02)	0.96*** (0.15)	-0.02 (0.04)	-0.05 (0.05)	-0.32 (0.40)
Average Principal Age	0.00 (0.03)	0.04 (0.03)	-0.04 (0.04)	0.06 (0.04)	0.12** (0.05)	-0.03 (0.06)	-0.05 (0.05)	-0.03 (0.07)	-0.15 (0.09)
Average Principal Tenure	0.02 (0.01)	0.03 (0.02)	0.01 (0.02)	0.00 (0.02)	-0.02 (0.03)	0.03 (0.03)	0.05 (0.03)	0.08* (0.04)	0.02 (0.05)
Average Teacher Age	0.01 (0.03)	-0.00 (0.03)	0.04 (0.04)	-0.04 (0.04)	-0.07 (0.05)	0.02 (0.06)	0.05 (0.05)	0.03 (0.07)	0.06 (0.09)
Average Teacher Tenure	-0.04*** (0.01)	-0.04** (0.02)	-0.04 (0.02)	-0.01 (0.02)	0.00 (0.02)	-0.04 (0.03)	-0.09*** (0.02)	-0.11*** (0.03)	-0.09* (0.04)
Trend x	-0.03*** (0.00)	-0.03*** (0.01)	-0.04* (0.02)	-0.02*** (0.00)	-0.04*** (0.01)	-0.04 (0.03)	-0.02 (0.01)	0.00 (0.02)	0.04 (0.08)
Share EEO students	0.06** (0.02)	0.06** (0.02)	0.08** (0.03)	0.03 (0.02)	0.02 (0.03)	0.08* (0.04)	-0.12* (0.06)	-0.06 (0.08)	-0.25* (0.11)
Average Principal Age x	0.02** (0.01)	0.04** (0.01)	0.00 (0.02)	0.04** (0.01)	0.06*** (0.02)	-0.01 (0.02)	0.06 (0.03)	0.04 (0.04)	0.09 (0.06)
Average Principal Tenure x	-0.05** (0.02)	-0.07** (0.03)	-0.03 (0.03)	-0.02 (0.02)	-0.03 (0.03)	-0.01 (0.04)	0.09 (0.07)	0.04 (0.09)	0.14 (0.10)
Average Teacher Age x	0.02* (0.01)	0.02 (0.01)	0.03* (0.01)	0.01 (0.01)	-0.01 (0.01)	0.04* (0.02)	-0.06* (0.03)	-0.04 (0.04)	-0.10* (0.04)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.44*** (0.14)	-2.30*** (0.17)	-0.75 (1.10)	-3.24*** (0.12)	-3.16*** (0.14)	-1.49 (1.01)	-4.24*** (0.07)	-4.18*** (0.09)	-4.13*** (0.61)
Trend	-0.11** (0.04)	-0.16* (0.08)	-0.43* (0.21)	-0.09** (0.03)	-0.11 (0.07)	-0.42* (0.19)	-0.09*** (0.02)	-0.13** (0.04)	-0.11 (0.12)
Share EEO students	1.11*** (0.19)	1.06*** (0.22)	3.82** (1.33)	1.76*** (0.17)	1.71*** (0.20)	4.72*** (1.34)	-0.37*** (0.07)	-0.41*** (0.08)	-0.38 (0.57)
Average Principal Age	0.70*** (0.19)	0.68* (0.32)	0.78** (0.24)	0.56** (0.17)	0.45 (0.27)	0.70** (0.22)	0.10 (0.10)	0.04 (0.14)	0.17 (0.15)
Average Principal Tenure	-0.13 (0.10)	-0.33 (0.17)	-0.07 (0.13)	-0.09 (0.09)	-0.20 (0.14)	-0.05 (0.12)	0.02 (0.06)	0.02 (0.08)	0.01 (0.08)
Average Teacher Age	-0.51** (0.18)	-0.31 (0.30)	-0.52* (0.24)	-0.47** (0.16)	-0.22 (0.25)	-0.59** (0.22)	-0.08 (0.10)	-0.02 (0.14)	-0.12 (0.15)
Average Teacher Tenure	0.14 (0.10)	0.29 (0.15)	0.10 (0.14)	0.22** (0.09)	0.35** (0.13)	0.17 (0.13)	-0.05 (0.05)	-0.06 (0.08)	-0.04 (0.08)
Trend x	-0.07 (0.05)	-0.01 (0.10)	-0.58* (0.25)	-0.05 (0.04)	-0.00 (0.09)	-0.62* (0.25)	0.02 (0.02)	0.07 (0.04)	0.01 (0.11)
Share EEO students	0.35 (0.25)	0.29 (0.40)	0.53 (0.30)	0.79** (0.25)	0.78* (0.37)	0.87** (0.30)	-0.22* (0.09)	-0.39** (0.13)	-0.07 (0.14)
Average Principal Age x	-0.17 (0.13)	-0.54* (0.22)	-0.05 (0.16)	-0.26* (0.13)	-0.50** (0.19)	-0.15 (0.16)	0.01 (0.05)	-0.02 (0.08)	0.03 (0.08)
Average Principal Tenure x	-0.15 (0.23)	0.24 (0.38)	-0.22 (0.29)	-0.61** (0.22)	-0.39 (0.34)	-0.58 (0.30)	0.16 (0.10)	0.37* (0.14)	0.00 (0.14)
Average Teacher Age x	0.27* (0.12)	0.56** (0.18)	0.12 (0.18)	0.42*** (0.12)	0.68*** (0.17)	0.26 (0.18)	0.02 (0.05)	0.01 (0.07)	0.02 (0.07)
Average Teacher Tenure x									
Share EEO students									
AIC	18755.66	10912.41	7845.72	15611.34	9181.43	6424.47	11532.08	6786.34	4775.39
Log Likelihood	-9353.83	-5432.20	-3898.86	-7781.67	-4566.71	-3188.23	-5742.04	-3369.17	-2363.70
Num. obs.	3605	2060	1545	3605	2060	1545	3605	2060	1545

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 29: Grade Retention: Effect differences across target groups  
*East-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.62*** (0.02)	-3.61*** (0.02)	-3.46*** (0.17)	-4.14*** (0.02)	-4.12*** (0.03)	-3.88*** (0.24)	-4.50*** (0.03)	-4.51*** (0.04)	-4.82*** (0.31)
Trend	-0.04*** (0.00)	-0.03** (0.01)	-0.08* (0.03)	-0.03*** (0.01)	-0.03* (0.02)	-0.09 (0.05)	-0.05*** (0.01)	-0.03 (0.02)	0.01 (0.06)
Share EEO students	0.56*** (0.01)	0.54*** (0.01)	0.76*** (0.10)	0.73*** (0.01)	0.71*** (0.02)	0.91*** (0.13)	-0.01 (0.03)	0.03 (0.04)	-0.32 (0.33)
Average Principal Age	0.03 (0.03)	0.02 (0.04)	0.07 (0.04)	0.07 (0.04)	0.13* (0.05)	0.03 (0.06)	-0.03 (0.05)	-0.11 (0.06)	0.06 (0.08)
Average Principal Tenure	-0.01 (0.02)	-0.02 (0.02)	0.00 (0.02)	-0.00 (0.02)	-0.02 (0.03)	0.00 (0.04)	-0.05 (0.03)	-0.06 (0.04)	-0.01 (0.05)
Average Teacher Age	-0.01 (0.03)	0.02 (0.04)	-0.05 (0.04)	-0.02 (0.04)	-0.06 (0.05)	0.02 (0.06)	0.04 (0.05)	0.14* (0.06)	-0.14 (0.08)
Average Teacher Tenure	-0.02 (0.01)	-0.02 (0.02)	-0.02 (0.02)	-0.00 (0.02)	0.02 (0.03)	-0.02 (0.03)	-0.06* (0.02)	-0.08* (0.03)	-0.03 (0.04)
Trend x	-0.01*** (0.00)	-0.01 (0.01)	-0.05* (0.02)	-0.01*** (0.00)	-0.01 (0.01)	-0.05 (0.03)	0.01 (0.01)	-0.02 (0.02)	0.07 (0.07)
Share EEO students									
Average Principal Age x	0.01 (0.02)	0.01 (0.02)	0.02 (0.03)	-0.00 (0.02)	-0.03 (0.03)	0.04 (0.03)	-0.16** (0.05)	-0.17* (0.07)	-0.13 (0.09)
Share EEO students									
Average Principal Tenure x	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.01 (0.01)	-0.02 (0.02)	-0.01 (0.02)	-0.05 (0.03)	-0.04 (0.04)	-0.07 (0.04)
Share EEO students									
Average Teacher Age x	0.01 (0.02)	0.01 (0.03)	0.03 (0.03)	0.02 (0.02)	0.05 (0.03)	0.02 (0.03)	0.15** (0.05)	0.17** (0.06)	0.04 (0.08)
Share EEO students									
Average Teacher Tenure x	0.01 (0.01)	0.03* (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.00 (0.02)	0.01 (0.02)	0.01 (0.04)	0.01 (0.04)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-1.91*** (0.20)	-1.74*** (0.25)	0.86 (1.81)	-3.18*** (0.13)	-3.08*** (0.17)	1.18 (1.40)	-3.79*** (0.08)	-3.82*** (0.10)	-3.21*** (0.71)
Trend	-0.11* (0.05)	-0.15 (0.11)	-0.66 (0.35)	-0.04 (0.04)	-0.05 (0.09)	-0.91*** (0.27)	-0.11*** (0.11)	-0.08 (0.05)	-0.23 (0.14)
Share EEO students	1.50*** (0.28)	1.56*** (0.33)	0.90 (2.42)	1.92*** (0.20)	1.80*** (0.24)	5.46** (1.92)	-0.09 (0.08)	-0.15 (0.10)	-0.70 (0.63)
Average Principal Age	-0.21 (0.25)	-0.30 (0.38)	0.03 (0.34)	-0.20 (0.19)	-0.09 (0.29)	0.13 (0.27)	0.04 (0.11)	0.01 (0.16)	0.12 (0.16)
Average Principal Tenure	0.23 (0.14)	0.29 (0.21)	0.08 (0.18)	0.22* (0.11)	0.16 (0.15)	0.08 (0.15)	0.06 (0.06)	0.13 (0.09)	-0.03 (0.09)
Average Teacher Age	0.20 (0.26)	0.28 (0.40)	0.26 (0.33)	0.16 (0.20)	0.04 (0.28)	0.41 (0.27)	-0.09 (0.11)	-0.09 (0.16)	-0.05 (0.15)
Average Teacher Tenure	0.17 (0.14)	0.28 (0.22)	0.24 (0.21)	0.13 (0.10)	0.32* (0.15)	0.18 (0.16)	0.03 (0.06)	0.03 (0.09)	0.05 (0.09)
Trend x	-0.03 (0.07)	-0.05 (0.15)	0.10 (0.47)	0.01 (0.05)	0.08 (0.12)	-0.67 (0.37)	-0.02 (0.02)	0.03 (0.05)	0.10 (0.13)
Share EEO students									
Average Principal Age x	-0.50 (0.31)	-0.81 (0.47)	-0.34 (0.45)	-0.35 (0.27)	-0.03 (0.41)	-0.24 (0.39)	0.03 (0.10)	-0.08 (0.16)	0.05 (0.15)
Share EEO students									
Average Principal Tenure x	0.31 (0.18)	0.28 (0.27)	0.30 (0.25)	0.17 (0.15)	-0.06 (0.22)	0.19 (0.22)	0.05 (0.06)	0.03 (0.09)	0.08 (0.08)
Share EEO students									
Average Teacher Age x	0.40 (0.32)	0.75 (0.49)	0.10 (0.43)	0.39 (0.27)	0.12 (0.39)	0.71 (0.38)	-0.04 (0.11)	0.08 (0.16)	-0.14 (0.15)
Share EEO students									
Average Teacher Tenure x	0.07 (0.17)	0.21 (0.28)	-0.10 (0.28)	0.04 (0.14)	0.29 (0.21)	-0.01 (0.23)	-0.10 (0.05)	-0.10 (0.08)	-0.13 (0.08)
Share EEO students									
AIC	14964.41	8645.86	6330.97	11997.63	6933.82	5068.08	10324.24	6074.01	4276.38
Log Likelihood	-7458.20	-4298.93	-3141.48	-5974.81	-3442.91	-2510.04	-5138.12	-3013.00	-2114.19
Num. obs.	3066	1752	1314	3066	1752	1314	3066	1752	1314

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 30: Grade Retention: Effect differences across target groups  
West-Flanders

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.79*** (0.02)	-3.80*** (0.03)	-3.82*** (0.21)	-4.41*** (0.03)	-4.38*** (0.04)	-5.03*** (0.35)	-4.53*** (0.04)	-4.60*** (0.04)	-4.19*** (0.37)
Trend	-0.02*** (0.01)	0.01 (0.01)	-0.03 (0.04)	-0.02 (0.01)	-0.00 (0.02)	0.09 (0.07)	-0.03** (0.01)	0.02 (0.02)	-0.11 (0.08)
Share EEO students	0.37*** (0.02)	0.39*** (0.02)	0.37* (0.16)	0.56*** (0.02)	0.55*** (0.03)	0.85*** (0.20)	0.04 (0.04)	0.12* (0.05)	-0.15 (0.40)
Average Principal Age	0.02 (0.04)	0.01 (0.05)	0.03 (0.06)	0.10 (0.06)	0.13 (0.08)	-0.02 (0.10)	-0.06 (0.06)	-0.16 (0.08)	0.13 (0.10)
Average Principal Tenure	0.01 (0.02)	-0.01 (0.03)	0.02 (0.03)	-0.04 (0.03)	-0.06 (0.04)	0.01 (0.06)	0.03 (0.04)	0.03 (0.05)	0.02 (0.06)
Average Teacher Age	-0.00 (0.04)	0.00 (0.05)	0.01 (0.06)	-0.03 (0.06)	-0.06 (0.08)	-0.01 (0.10)	0.03 (0.06)	0.13 (0.08)	-0.07 (0.11)
Average Teacher Tenure	-0.06** (0.02)	-0.04 (0.02)	-0.10*** (0.03)	-0.02 (0.03)	-0.02 (0.04)	-0.05 (0.05)	-0.04 (0.03)	-0.05 (0.04)	-0.05 (0.05)
Trend x	-0.00 (0.01)	-0.03* (0.01)	0.00 (0.03)	-0.00 (0.01)	-0.01 (0.02)	-0.06 (0.04)	-0.02 (0.01)	-0.08** (0.03)	0.02 (0.08)
Share EEO students	-0.00 (0.03)	0.01 (0.04)	0.02 (0.04)	-0.04 (0.04)	-0.04 (0.05)	0.02 (0.06)	-0.03 (0.07)	-0.07 (0.09)	0.06 (0.11)
Average Principal Age x	0.01 (0.01)	-0.02 (0.02)	0.04 (0.02)	0.02 (0.02)	-0.00 (0.03)	0.04 (0.03)	-0.04 (0.04)	-0.05 (0.05)	-0.02 (0.06)
Average Principal Tenure x	0.02 (0.03)	0.04 (0.04)	-0.06 (0.05)	0.03 (0.04)	0.05 (0.05)	-0.02 (0.07)	0.10 (0.07)	0.15 (0.10)	-0.07 (0.12)
Average Teacher Age x	-0.03* (0.01)	-0.04* (0.02)	-0.00 (0.02)	-0.05** (0.02)	-0.04 (0.02)	-0.03 (0.03)	-0.00 (0.03)	-0.03 (0.04)	0.05 (0.05)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.64*** (0.14)	-2.43*** (0.19)	-1.30 (1.23)	-3.77*** (0.10)	-3.64*** (0.13)	-2.02* (0.92)	-4.08*** (0.08)	-4.00*** (0.10)	-4.12*** (0.76)
Trend	-0.05 (0.04)	-0.10 (0.09)	-0.31 (0.24)	-0.05* (0.03)	-0.08 (0.07)	-0.41* (0.18)	-0.03 (0.02)	-0.10 (0.05)	-0.01 (0.15)
Share EEO students	1.20*** (0.18)	1.19*** (0.24)	4.14** (1.39)	1.26*** (0.13)	1.22*** (0.17)	3.82** (1.17)	0.02 (0.09)	-0.01 (0.10)	0.30 (0.77)
Average Principal Age	-0.20 (0.19)	-0.32 (0.27)	-0.05 (0.26)	-0.22 (0.14)	-0.20 (0.20)	-0.11 (0.20)	0.02 (0.13)	-0.03 (0.17)	0.07 (0.19)
Average Principal Tenure	-0.01 (0.11)	0.21 (0.17)	-0.21 (0.15)	0.00 (0.08)	0.01 (0.12)	-0.07 (0.11)	0.06 (0.07)	0.18 (0.11)	-0.06 (0.11)
Average Teacher Age	0.07 (0.20)	-0.03 (0.29)	0.18 (0.26)	0.11 (0.14)	0.05 (0.21)	0.25 (0.19)	-0.02 (0.13)	-0.07 (0.18)	-0.00 (0.18)
Average Teacher Tenure	0.23* (0.10)	0.36* (0.17)	0.20 (0.16)	0.09 (0.08)	0.18 (0.12)	0.12 (0.12)	-0.05 (0.07)	0.03 (0.10)	-0.13 (0.10)
Trend x	-0.13** (0.04)	-0.09 (0.11)	-0.70** (0.26)	-0.05 (0.03)	-0.04 (0.08)	-0.54* (0.22)	-0.01 (0.02)	0.01 (0.05)	-0.07 (0.15)
Share EEO students	-0.11 (0.22)	-0.33 (0.32)	0.16 (0.26)	-0.18 (0.17)	-0.32 (0.25)	0.05 (0.23)	-0.07 (0.12)	0.11 (0.17)	-0.21 (0.17)
Average Principal Age x	-0.09 (0.13)	-0.01 (0.19)	-0.16 (0.16)	-0.01 (0.10)	-0.11 (0.15)	0.01 (0.13)	0.11 (0.07)	0.15 (0.10)	0.08 (0.10)
Average Principal Tenure x	0.03 (0.23)	0.07 (0.36)	0.17 (0.29)	0.04 (0.18)	0.25 (0.28)	-0.01 (0.23)	0.00 (0.12)	-0.10 (0.17)	0.11 (0.18)
Average Teacher Age x	0.10 (0.12)	0.15 (0.19)	0.25 (0.18)	0.10 (0.09)	0.13 (0.14)	0.24 (0.15)	-0.05 (0.07)	-0.17 (0.10)	0.05 (0.10)
Average Teacher Tenure x									
Share EEO students									
AIC	11639.84	6883.98	4753.61	8653.08	5114.65	3563.58	8547.34	5083.88	3462.02
Log Likelihood	-5795.92	-3417.99	-2352.81	-4302.54	-2533.33	-1757.79	-4249.67	-2517.94	-1707.01
Num. obs.	2611	1492	1119	2611	1492	1119	2611	1492	1119

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 31: Grade Retention: Effect differences across target groups  
*Limburg*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.87*** (0.03)	-3.84*** (0.03)	-3.95*** (0.26)	-4.28*** (0.04)	-4.27*** (0.04)	-4.57*** (0.39)	-4.76*** (0.05)	-4.74*** (0.06)	-5.40*** (0.53)
Trend	-0.03*** (0.01)	-0.04* (0.02)	-0.02 (0.05)	-0.05*** (0.01)	-0.03 (0.02)	0.00 (0.08)	-0.04* (0.02)	-0.06 (0.03)	0.09 (0.11)
Share EEO students	0.50*** (0.02)	0.45*** (0.03)	0.15 (0.21)	0.64*** (0.03)	0.62*** (0.03)	0.52 (0.27)	0.04 (0.07)	0.01 (0.08)	-1.92* (0.76)
Average Principal Age	0.09 (0.05)	0.09 (0.06)	0.10 (0.08)	0.08 (0.07)	0.04 (0.09)	0.11 (0.12)	-0.01 (0.10)	-0.15 (0.13)	0.13 (0.15)
Average Principal Tenure	-0.00 (0.03)	-0.01 (0.03)	-0.01 (0.04)	-0.01 (0.04)	0.01 (0.05)	-0.03 (0.06)	0.03 (0.05)	0.10 (0.07)	-0.05 (0.08)
Average Teacher Age	-0.06 (0.05)	-0.06 (0.06)	-0.06 (0.07)	-0.04 (0.07)	-0.01 (0.09)	-0.12 (0.11)	0.00 (0.10)	0.13 (0.13)	-0.22 (0.14)
Average Teacher Tenure	-0.02 (0.02)	0.03 (0.03)	-0.09** (0.03)	-0.00 (0.03)	0.03 (0.04)	-0.09 (0.05)	-0.08 (0.04)	-0.11 (0.06)	-0.09 (0.07)
Trend x	-0.02** (0.01)	0.04** (0.01)	0.04 (0.04)	-0.01 (0.01)	0.02 (0.02)	0.01 (0.05)	0.00 (0.02)	0.03 (0.04)	0.40** (0.15)
Share EEO students	0.03 (0.04)	0.03 (0.05)	-0.04 (0.06)	0.04 (0.05)	0.06 (0.06)	-0.04 (0.08)	-0.04 (0.13)	-0.20 (0.18)	-0.04 (0.19)
Average Principal Age x	-0.03 (0.02)	-0.04 (0.02)	0.02 (0.03)	-0.05* (0.02)	-0.07* (0.03)	0.01 (0.04)	0.05 (0.07)	0.12 (0.10)	0.03 (0.11)
Average Principal Tenure x	-0.02 (0.04)	-0.00 (0.05)	-0.01 (0.06)	-0.02 (0.05)	-0.03 (0.06)	0.04 (0.08)	0.02 (0.12)	0.18 (0.17)	-0.29 (0.17)
Average Teacher Age x	0.01 (0.02)	-0.01 (0.02)	-0.03 (0.03)	0.01 (0.02)	0.00 (0.03)	-0.01 (0.04)	-0.02 (0.06)	-0.06 (0.08)	-0.13 (0.10)
Average Teacher Tenure x	0.01 (0.02)	-0.01 (0.02)	-0.03 (0.03)	0.01 (0.02)	0.00 (0.03)	-0.01 (0.04)	-0.02 (0.06)	-0.06 (0.08)	-0.13 (0.10)
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.85*** (0.16)	-2.53*** (0.23)	-0.77 (1.54)	-3.86*** (0.13)	-3.75*** (0.16)	-1.67 (1.26)	-4.54*** (0.10)	-4.44*** (0.12)	-4.10*** (0.91)
Trend	-0.05 (0.04)	-0.24* (0.12)	-0.45 (0.30)	0.00 (0.04)	-0.03 (0.09)	-0.45 (0.25)	-0.04 (0.03)	-0.14* (0.06)	-0.11 (0.18)
Share EEO students	0.64** (0.20)	0.75* (0.29)	2.47 (1.88)	1.31*** (0.18)	1.18*** (0.21)	2.32 (1.72)	-0.24* (0.10)	-0.40*** (0.12)	-0.18 (0.91)
Average Principal Age	-0.14 (0.25)	-0.23 (0.34)	0.27 (0.38)	-0.20 (0.22)	-0.21 (0.30)	0.00 (0.32)	0.38* (0.16)	0.45* (0.23)	0.29 (0.24)
Average Principal Tenure	0.00 (0.14)	-0.06 (0.18)	-0.03 (0.21)	0.03 (0.12)	-0.08 (0.16)	0.07 (0.18)	0.03 (0.09)	-0.00 (0.13)	0.04 (0.14)
Average Teacher Age	0.08 (0.26)	0.10 (0.35)	-0.05 (0.38)	0.29 (0.23)	0.26 (0.32)	0.43 (0.32)	-0.36* (0.16)	-0.42 (0.23)	-0.31 (0.23)
Average Teacher Tenure	0.05 (0.12)	0.15 (0.17)	0.15 (0.21)	-0.03 (0.11)	0.09 (0.15)	-0.07 (0.17)	0.03 (0.08)	0.09 (0.12)	0.01 (0.13)
Trend x	0.07 (0.05)	0.04 (0.15)	-0.29 (0.36)	0.01 (0.05)	0.12 (0.11)	-0.19 (0.33)	0.01 (0.03)	0.16** (0.06)	-0.02 (0.18)
Share EEO students	-0.07 (0.29)	-0.25 (0.38)	0.47 (0.44)	-0.13 (0.30)	-0.53 (0.40)	0.31 (0.42)	0.02 (0.16)	-0.02 (0.23)	0.02 (0.25)
Average Principal Age x	-0.10 (0.16)	-0.03 (0.21)	-0.21 (0.25)	-0.01 (0.16)	0.08 (0.21)	-0.01 (0.24)	0.09 (0.09)	0.10 (0.12)	0.11 (0.14)
Average Principal Tenure x	0.07 (0.30)	0.07 (0.38)	0.03 (0.48)	0.24 (0.30)	0.61 (0.40)	0.04 (0.43)	-0.11 (0.17)	-0.09 (0.23)	-0.02 (0.25)
Average Teacher Age x	-0.13 (0.15)	-0.17 (0.19)	-0.03 (0.27)	-0.15 (0.14)	-0.25 (0.19)	-0.18 (0.24)	-0.08 (0.08)	-0.14 (0.11)	-0.10 (0.13)
Average Teacher Tenure x	0.07 (0.30)	0.07 (0.38)	0.03 (0.48)	0.24 (0.30)	0.61 (0.40)	0.04 (0.43)	-0.11 (0.17)	-0.09 (0.23)	-0.02 (0.25)
Average Teacher Tenure x	-0.13 (0.15)	-0.17 (0.19)	-0.03 (0.27)	-0.15 (0.14)	-0.25 (0.19)	-0.18 (0.24)	-0.08 (0.08)	-0.14 (0.11)	-0.10 (0.13)
AIC	7757.19	4547.19	3198.32	6272.72	3749.50	2529.35	5049.84	2934.88	2130.99
Log Likelihood	-3854.59	-2249.59	-1575.16	-3112.36	-1850.75	-1240.67	-2500.92	-1443.44	-1041.49
Num. obs.	1736	992	744	1736	992	744	1736	992	744

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 32: Grade Retention: Effect differences across target groups  
*Flemish-Brabant*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.88*** (0.02)	-3.89*** (0.03)	-4.56*** (0.26)	-4.30*** (0.04)	-4.34*** (0.04)	-5.37*** (0.40)	-4.77*** (0.05)	-4.74*** (0.05)	-5.10*** (0.50)
Trend	-0.09*** (0.01)	-0.08*** (0.02)	0.05 (0.05)	-0.10*** (0.01)	-0.06** (0.03)	0.12 (0.08)	-0.08*** (0.01)	-0.10** (0.03)	-0.02 (0.10)
Share EEO students	0.47*** (0.02)	0.43*** (0.02)	0.38* (0.18)	0.61*** (0.02)	0.59*** (0.03)	0.77*** (0.23)	0.09 (0.05)	0.05 (0.06)	0.57 (0.55)
Average Principal Age	-0.02 (0.04)	0.01 (0.05)	-0.13 (0.07)	0.08 (0.06)	0.15* (0.08)	-0.24* (0.11)	-0.13 (0.08)	-0.14 (0.10)	-0.10 (0.13)
Average Principal Tenure	-0.03 (0.02)	-0.03 (0.03)	0.00 (0.04)	-0.01 (0.04)	-0.03 (0.04)	0.10 (0.07)	-0.02 (0.04)	-0.01 (0.06)	-0.06 (0.08)
Average Teacher Age	0.05 (0.04)	0.03 (0.05)	0.06 (0.07)	-0.04 (0.06)	-0.11 (0.08)	0.07 (0.10)	0.17* (0.07)	0.15 (0.09)	0.22 (0.13)
Average Teacher Tenure	-0.03 (0.02)	-0.03 (0.03)	-0.05 (0.04)	-0.03 (0.03)	-0.03 (0.04)	-0.10 (0.05)	-0.06 (0.04)	-0.07 (0.05)	-0.04 (0.06)
Trend x	0.01* (0.01)	0.02 (0.01)	0.03 (0.04)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.05)	-0.02 (0.02)	-0.01 (0.03)	-0.12 (0.11)
Share EEO students	0.06* (0.03)	0.07* (0.04)	0.06 (0.04)	0.04 (0.03)	0.05 (0.05)	0.12* (0.06)	0.08 (0.08)	-0.06 (0.10)	0.30* (0.13)
Average Principal Age x	-0.04* (0.02)	-0.04 (0.02)	-0.04 (0.03)	-0.06** (0.02)	-0.06* (0.03)	-0.09* (0.04)	0.04 (0.05)	0.08 (0.06)	-0.04 (0.08)
Average Principal Tenure x	-0.08** (0.03)	-0.09* (0.04)	-0.12** (0.04)	-0.07* (0.04)	-0.07 (0.05)	-0.13* (0.06)	-0.08 (0.08)	0.03 (0.10)	-0.16 (0.14)
Average Teacher Age x	0.01 (0.01)	0.01 (0.02)	0.00 (0.02)	0.03 (0.02)	0.03 (0.02)	0.03 (0.03)	0.02 (0.04)	0.02 (0.05)	0.01 (0.07)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.02)	0.00 (0.02)	0.03 (0.02)	0.03 (0.02)	0.03 (0.03)	0.02 (0.04)	0.02 (0.05)	0.01 (0.07)
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.82*** (0.16)	-2.49*** (0.24)	-2.22 (1.18)	-3.96*** (0.12)	-3.88*** (0.14)	-3.36*** (0.99)	-4.41*** (0.09)	-4.37*** (0.11)	-4.91*** (0.78)
Trend	-0.17*** (0.04)	-0.41*** (0.11)	-0.26 (0.23)	-0.08* (0.03)	-0.16* (0.07)	-0.19 (0.20)	-0.14*** (0.02)	-0.19*** (0.06)	-0.04 (0.16)
Share EEO students	1.25*** (0.22)	1.37*** (0.31)	-1.93 (1.41)	1.47*** (0.17)	1.27*** (0.19)	-0.02 (1.32)	0.07 (0.10)	0.07 (0.11)	-1.41 (0.75)
Average Principal Age	-0.11 (0.18)	0.12 (0.28)	-0.33 (0.25)	-0.04 (0.15)	0.04 (0.23)	-0.05 (0.23)	-0.21 (0.12)	-0.13 (0.17)	-0.33 (0.18)
Average Principal Tenure	0.04 (0.11)	-0.33 (0.18)	0.29 (0.15)	-0.10 (0.10)	-0.34* (0.14)	0.04 (0.14)	0.09 (0.07)	-0.01 (0.11)	0.22* (0.11)
Average Teacher Age	0.19 (0.18)	0.03 (0.29)	0.28 (0.24)	0.15 (0.16)	0.16 (0.24)	0.15 (0.22)	0.22 (0.12)	0.25 (0.17)	0.11 (0.17)
Average Teacher Tenure	-0.12 (0.10)	0.17 (0.16)	-0.16 (0.15)	-0.07 (0.08)	0.15 (0.12)	-0.20 (0.12)	-0.08 (0.07)	-0.08 (0.10)	-0.04 (0.10)
Trend x	-0.09 (0.05)	-0.16 (0.14)	0.54 (0.28)	-0.05 (0.04)	0.06 (0.10)	0.25 (0.26)	0.00 (0.02)	0.03 (0.06)	0.29 (0.15)
Share EEO students	-0.14 (0.21)	-0.31 (0.36)	-0.29 (0.31)	-0.40* (0.20)	-0.31 (0.32)	-0.61* (0.30)	-0.05 (0.11)	-0.15 (0.18)	-0.08 (0.16)
Average Principal Age x	0.07 (0.12)	-0.06 (0.23)	0.22 (0.18)	-0.05 (0.12)	-0.24 (0.20)	0.14 (0.17)	0.01 (0.07)	0.08 (0.11)	0.02 (0.09)
Average Principal Tenure x	0.11 (0.22)	0.28 (0.38)	-0.16 (0.30)	0.52* (0.22)	0.67* (0.34)	0.29 (0.30)	0.01 (0.12)	0.09 (0.18)	-0.12 (0.17)
Average Teacher Age x	-0.11 (0.12)	0.07 (0.21)	-0.38* (0.18)	-0.19 (0.11)	-0.12 (0.17)	-0.31 (0.16)	-0.07 (0.06)	-0.19 (0.10)	-0.06 (0.09)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.02)	0.00 (0.02)	0.03 (0.02)	0.03 (0.02)	0.03 (0.03)	0.02 (0.04)	0.02 (0.05)	0.01 (0.07)
AIC	9485.67	5689.45	3795.74	7573.12	4535.94	3045.65	5797.75	3516.79	2298.16
Log Likelihood	-4718.84	-2820.72	-1873.87	-3762.56	-2243.97	-1498.82	-2874.88	-1734.39	-1125.08
Num. obs.	2037	1164	873	2037	1164	873	2037	1164	873

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.4.2 Inflow in A-track of Secondary Education

Table 33: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Brussels Capital*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.02)	-0.17*** (0.02)	-0.05 (0.17)	-0.44*** (0.02)	-0.45*** (0.03)	-0.13 (0.18)	-1.77*** (0.05)	-1.82*** (0.06)	-1.75*** (0.45)
Trend	0.01 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.02** (0.01)	0.02 (0.01)	-0.04 (0.04)	-0.04*** (0.01)	0.00 (0.03)	-0.06 (0.09)
Share EEO students	-0.05** (0.02)	-0.05* (0.02)	-0.12 (0.18)	0.21*** (0.02)	0.24*** (0.03)	-0.32 (0.22)	-0.58*** (0.03)	-0.65*** (0.04)	-0.73 (0.38)
Average Principal Age	-0.00 (0.03)	-0.02 (0.04)	0.03 (0.04)	0.00 (0.03)	0.01 (0.04)	0.05 (0.04)	0.06 (0.07)	-0.09 (0.09)	0.20 (0.11)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.02)	-0.00 (0.02)	-0.01 (0.02)	-0.00 (0.02)	-0.04 (0.02)	0.05 (0.04)	-0.01 (0.05)	0.09 (0.06)
Average Teacher Age	-0.01 (0.03)	0.02 (0.04)	-0.02 (0.03)	0.00 (0.03)	0.00 (0.05)	0.00 (0.04)	-0.10 (0.07)	0.10 (0.09)	-0.25* (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.02)	0.02 (0.02)	0.02 (0.01)	0.02 (0.02)	0.03 (0.02)	-0.01 (0.03)	-0.02 (0.04)	0.01 (0.05)
Trend x	0.01* (0.01)	0.01 (0.01)	0.02 (0.04)	0.01 (0.01)	-0.01 (0.02)	0.11* (0.04)	-0.01 (0.01)	0.03 (0.02)	0.02 (0.07)
Share EEO students	0.00 (0.03)	0.00 (0.04)	-0.00 (0.05)	-0.03 (0.04)	-0.04 (0.05)	-0.11 (0.06)	0.03 (0.06)	0.03 (0.08)	-0.03 (0.11)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.02)	0.01 (0.02)	-0.02 (0.03)	0.06* (0.03)	0.03 (0.03)	0.02 (0.05)	0.11 (0.06)
Average Principal Tenure x	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.02)	0.01 (0.02)	-0.02 (0.03)	0.06* (0.03)	0.03 (0.03)	0.02 (0.05)	0.11 (0.06)
Average Teacher Age x	-0.00 (0.03)	-0.00 (0.05)	-0.01 (0.04)	0.01 (0.04)	0.03 (0.06)	-0.02 (0.05)	-0.05 (0.06)	-0.03 (0.09)	-0.08 (0.08)
Average Teacher Tenure x	0.00 (0.01)	0.01 (0.02)	-0.00 (0.02)	-0.02 (0.01)	0.01 (0.02)	-0.05* (0.02)	-0.04* (0.02)	-0.07* (0.03)	-0.05 (0.04)
AIC	3394.37	1921.21	1494.78	3321.36	1867.52	1465.83	2587.36	1482.91	1109.20
Log Likelihood	-1685.18	-948.60	-735.39	-1648.68	-921.76	-720.91	-1281.68	-729.45	-542.60
Num. obs.	721	412	309	721	412	309	721	412	309

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 34: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Antwerp*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.01)	-0.08*** (0.01)	-0.05 (0.05)	-1.14*** (0.01)	-1.12*** (0.01)	-1.34*** (0.10)	-0.66*** (0.01)	-0.68*** (0.01)	-0.52*** (0.08)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.02*** (0.01)	0.03 (0.02)	-0.01** (0.00)	-0.00 (0.01)	-0.03* (0.02)
Share EEO students	-0.05*** (0.01)	-0.05*** (0.01)	0.02 (0.05)	0.46*** (0.01)	0.43*** (0.01)	0.68*** (0.08)	-0.54*** (0.01)	-0.54*** (0.01)	-0.39*** (0.10)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.02 (0.02)	0.03 (0.02)	-0.01 (0.03)	-0.02 (0.01)	-0.05** (0.02)	0.03 (0.02)
Average Principal Tenure	0.01* (0.00)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.03 (0.02)	-0.04 (0.02)	-0.03 (0.03)	0.05*** (0.01)	0.07*** (0.02)	0.03 (0.02)
Average Teacher Tenure	0.01 (0.00)	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
Trend x	0.00 (0.00)	0.00 (0.00)	-0.01 (0.01)	0.01** (0.00)	0.02*** (0.01)	-0.03* (0.01)	-0.00 (0.00)	0.01 (0.01)	-0.03 (0.02)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.05*** (0.01)	-0.05** (0.02)	-0.04* (0.02)	-0.07*** (0.02)	-0.10*** (0.02)	-0.03 (0.03)
Average Principal Age x	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)
Share EEO students	0.02* (0.01)	0.03 (0.01)	0.02 (0.01)	0.07*** (0.01)	0.07*** (0.02)	0.09*** (0.02)	0.10*** (0.02)	0.12*** (0.02)	0.09*** (0.03)
Average Teacher Age x	0.01 (0.00)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)
Share EEO students	19272.65	10978.22	8313.98	17462.90	9961.64	7506.35	18998.71	10745.78	8259.17
AIC	-9624.32	-5477.11	-4144.99	-8719.45	-4968.82	-3741.17	-9487.35	-5360.89	-4117.59
Log Likelihood	3605	2060	1545	3605	2060	1545	3605	2060	1545
Num. obs.	Z-scores were computed for all covariates (except Trend).								

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 35: Inflow in A-track of Secondary Education: Effect differences across target groups  
*East-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.06*** (0.01)	-0.07*** (0.01)	-0.00 (0.06)	-1.25*** (0.01)	-1.23*** (0.01)	-1.22*** (0.11)	-0.49*** (0.01)	-0.50*** (0.01)	-0.45*** (0.07)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.01 (0.01)	-0.02 (0.02)	-0.00 (0.00)	-0.00 (0.01)	-0.01 (0.01)
Share EEO students	-0.06*** (0.01)	-0.05*** (0.01)	-0.01 (0.06)	0.35*** (0.01)	0.34*** (0.01)	0.47*** (0.08)	-0.34*** (0.01)	-0.33*** (0.01)	-0.41*** (0.09)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.01 (0.02)	-0.01 (0.03)	-0.02 (0.03)	-0.00 (0.01)	-0.01 (0.02)	0.00 (0.02)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.02 (0.02)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)	0.01 (0.02)	0.01 (0.03)	-0.00 (0.03)	0.01 (0.01)	0.01 (0.02)	0.02 (0.02)
Average Teacher Tenure	0.00 (0.00)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
Trend x	0.00* (0.00)	0.00 (0.00)	-0.00 (0.01)	0.01*** (0.00)	0.01* (0.01)	-0.01 (0.02)	0.01 (0.00)	0.01 (0.01)	0.02 (0.02)
Share EEO students	-0.03** (0.01)	-0.02 (0.02)	-0.03* (0.02)	-0.06*** (0.01)	-0.06** (0.02)	-0.05* (0.02)	-0.05** (0.02)	-0.04* (0.02)	-0.05* (0.02)
Average Principal Age x	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.02* (0.01)	-0.03* (0.01)	-0.02 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Share EEO students	0.03** (0.01)	0.03 (0.02)	0.05** (0.02)	0.08*** (0.02)	0.08*** (0.02)	0.09*** (0.02)	0.04** (0.02)	0.04* (0.02)	0.04* (0.02)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)
Share EEO students	15890.29	9113.35	6798.21	14103.22	8134.39	5981.68	15924.31	9068.80	6871.55
AIC	-7933.14	-4544.67	-3387.11	-7039.61	-4055.20	-2978.84	-7950.16	-4522.40	-3423.78
Log Likelihood	3066	1752	1314	3066	1752	1314	3066	1752	1314
Num. obs.	Z-scores were computed for all covariates (except Trend).								

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 36: Inflow in A-track of Secondary Education: Effect differences across target groups *West-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.01)	-0.08*** (0.01)	-0.03 (0.07)	-1.22*** (0.01)	-1.19*** (0.02)	-1.19*** (0.13)	-0.50*** (0.01)	-0.53*** (0.01)	-0.38*** (0.09)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01** (0.00)	-0.01 (0.01)	-0.02 (0.03)	-0.00 (0.00)	-0.01 (0.01)	-0.02 (0.02)
Share EEO students	-0.05*** (0.01)	-0.05*** (0.01)	-0.06 (0.07)	0.28*** (0.01)	0.27*** (0.01)	0.23* (0.11)	-0.27*** (0.01)	-0.26*** (0.01)	-0.20 (0.10)
Average Principal Age	-0.01 (0.01)	-0.00 (0.02)	-0.01 (0.02)	-0.02 (0.02)	-0.03 (0.03)	0.01 (0.03)	-0.01 (0.02)	-0.00 (0.02)	0.00 (0.02)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.02 (0.01)	-0.02 (0.02)	-0.03 (0.02)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.02 (0.02)	0.04 (0.03)	0.01 (0.03)	0.01 (0.02)	0.01 (0.02)	0.01 (0.02)
Average Teacher Tenure	0.00 (0.01)	0.01 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.02)	-0.00 (0.02)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)
Trend x	0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	0.01* (0.00)	0.01 (0.01)	0.02 (0.02)	0.00 (0.00)	-0.00 (0.01)	-0.01 (0.02)
Share EEO students	0.01 (0.01)	0.01 (0.02)	0.00 (0.02)	-0.00 (0.02)	0.03 (0.03)	-0.05 (0.03)	-0.01 (0.02)	-0.02 (0.02)	0.00 (0.03)
Average Principal Age x	0.01 (0.01)	0.01 (0.02)	0.00 (0.02)	-0.00 (0.01)	0.03 (0.01)	-0.05 (0.02)	-0.01 (0.01)	-0.02 (0.01)	0.00 (0.01)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)
Average Principal Tenure x	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)
Share EEO students	-0.00 (0.01)	-0.01 (0.02)	0.00 (0.02)	0.01 (0.02)	-0.03 (0.03)	0.07* (0.03)	0.01 (0.02)	0.02 (0.03)	0.00 (0.03)
Average Teacher Age x	0.01 (0.01)	0.01 (0.02)	-0.00 (0.02)	-0.00 (0.01)	0.01 (0.01)	-0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)
Share EEO students	0.01 (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)
Share EEO students	13167.53	7536.36	5652.89	11588.07	6752.87	4848.39	12771.74	7298.21	5493.39
AIC	-6571.76	-3756.18	-2814.44	-5782.03	-3364.44	-2412.20	-6373.87	-3637.10	-2734.69
Log Likelihood	2611	1492	1119	2611	1492	1119	2611	1492	1119
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 37: Inflow in A-track of Secondary Education: Effect differences across target groups *Limburg*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.01)	-0.08*** (0.01)	-0.04 (0.08)	-1.10*** (0.01)	-1.07*** (0.02)	-1.04*** (0.13)	-0.60*** (0.01)	-0.63*** (0.01)	-0.52*** (0.10)
Trend	-0.00 (0.00)	-0.00 (0.01)	-0.01 (0.02)	-0.00 (0.00)	-0.01 (0.01)	-0.02 (0.03)	-0.01** (0.00)	-0.01 (0.01)	-0.02 (0.02)
Share EEO students	-0.05*** (0.01)	-0.06*** (0.01)	0.02 (0.09)	0.33*** (0.01)	0.32*** (0.02)	0.46*** (0.12)	-0.39*** (0.02)	-0.39*** (0.02)	-0.31* (0.14)
Average Principal Age	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.03)	0.01 (0.03)	-0.05 (0.04)	-0.05* (0.02)	-0.05 (0.03)	-0.04 (0.03)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.02 (0.01)	-0.02 (0.02)	-0.01 (0.02)	0.01 (0.01)	0.02 (0.02)	0.00 (0.02)
Average Teacher Age	0.03 (0.02)	0.03 (0.02)	0.03 (0.02)	0.02 (0.03)	-0.01 (0.03)	0.06 (0.04)	0.05* (0.02)	0.05 (0.03)	0.05 (0.03)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.01)	0.04* (0.02)	0.01 (0.02)	0.01 (0.01)	-0.00 (0.01)	0.02 (0.01)
Trend x	0.00 (0.00)	0.01 (0.01)	-0.01 (0.02)	0.01* (0.00)	0.02* (0.01)	-0.02 (0.02)	0.00 (0.00)	0.01 (0.01)	-0.01 (0.03)
Share EEO students	-0.04* (0.02)	-0.05* (0.03)	-0.02 (0.03)	-0.06* (0.02)	-0.11** (0.03)	-0.00 (0.04)	-0.08** (0.03)	-0.10* (0.04)	-0.05 (0.04)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.02)	-0.01 (0.02)	0.01 (0.01)	0.02 (0.02)	-0.00 (0.02)
Share EEO students	0.04* (0.02)	0.06* (0.03)	0.03 (0.03)	0.08** (0.02)	0.13*** (0.03)	0.03 (0.04)	0.07* (0.03)	0.09* (0.04)	0.07 (0.04)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.02 (0.02)	0.02 (0.02)	-0.00 (0.01)	-0.01 (0.02)	0.01 (0.02)
Share EEO students	8923.59	5132.10	3812.80	8059.41	4654.15	3417.75	8652.51	4942.38	3729.36
AIC	-4449.80	-2554.05	-1894.40	-4017.70	-2315.08	-1696.87	-4314.26	-2459.19	-1852.68
Log Likelihood	1736	992	744	1736	992	744	1736	992	744
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 38: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Flemish-Brabant*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.09*** (0.01)	-0.08*** (0.01)	-0.10 (0.07)	-1.42*** (0.02)	-1.43*** (0.02)	-1.44*** (0.13)	-0.45*** (0.01)	-0.43*** (0.01)	-0.42*** (0.08)
Trend	-0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.03)	-0.01** (0.00)	-0.01* (0.01)	-0.02 (0.02)
Share EEO students	-0.07*** (0.01)	-0.07*** (0.01)	-0.07 (0.07)	0.37*** (0.01)	0.34*** (0.02)	0.41*** (0.11)	-0.30*** (0.01)	-0.29*** (0.01)	-0.16 (0.10)
Average Principal Age	0.03* (0.01)	0.05** (0.02)	0.01 (0.02)	-0.02 (0.02)	0.02 (0.03)	-0.07* (0.03)	0.03* (0.01)	0.04* (0.02)	0.03 (0.02)
Average Principal Tenure	0.00 (0.01)	-0.01 (0.01)	0.02 (0.01)	0.05*** (0.01)	0.03 (0.02)	0.07*** (0.02)	-0.00 (0.01)	-0.02 (0.01)	0.01 (0.01)
Average Teacher Age	-0.03** (0.01)	-0.04** (0.02)	-0.02 (0.02)	-0.00 (0.02)	-0.02 (0.03)	0.01 (0.03)	-0.03* (0.01)	-0.04* (0.02)	-0.01 (0.02)
Average Teacher Tenure	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.02)	-0.04* (0.02)	0.00 (0.01)	0.01 (0.01)	-0.00 (0.01)
Trend x	0.00 (0.00)	0.00 (0.01)	0.00 (0.01)	0.00 (0.00)	0.01 (0.01)	-0.00 (0.02)	-0.00 (0.00)	-0.00 (0.01)	-0.04 (0.02)
Share EEO students	0.03** (0.01)	0.01 (0.02)	0.05** (0.02)	0.09*** (0.02)	0.06* (0.03)	0.12*** (0.02)	-0.00 (0.02)	-0.02 (0.02)	0.02 (0.02)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.03** (0.01)	-0.03 (0.02)	-0.04* (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Principal Tenure x	-0.04*** (0.01)	-0.02 (0.02)	-0.06** (0.02)	-0.09*** (0.02)	-0.06* (0.03)	-0.10*** (0.03)	-0.01 (0.02)	0.01 (0.02)	0.00 (0.02)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	-0.00 (0.01)	0.03* (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	-0.00 (0.01)	0.03* (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.00 (0.01)
AIC	12786.07	7219.13	5582.40	10381.11	5827.25	4559.91	11808.30	6678.51	5142.82
Log Likelihood	-6381.04	-3597.57	-2779.20	-5178.55	-2901.62	-2267.95	-5892.15	-3327.26	-2559.41
Num. obs.	2037	1164	873	2037	1164	873	2037	1164	873

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.4.3 Non-Repeat after First Year in A-track

Table 39: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Brussels Capital*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.31*** (0.02)	-0.32*** (0.03)	-1.61 (2.09)	-0.62*** (0.03)	-0.62*** (0.03)	-1.36 (2.32)	-1.83*** (0.05)	-1.87*** (0.06)	0.76 (5.77)
Trend	0.02* (0.01)	0.03* (0.01)	0.30 (0.46)	0.03*** (0.01)	0.04** (0.01)	0.20 (0.52)	-0.04** (0.02)	0.00 (0.03)	-0.64 (1.28)
Share EEO students	-0.09*** (0.02)	-0.10*** (0.02)	1.42 (2.17)	0.21*** (0.03)	0.22*** (0.03)	2.45 (2.75)	-0.59*** (0.03)	-0.66*** (0.04)	10.26* (4.27)
Average Principal Age	0.02 (0.03)	-0.03 (0.04)	0.16* (0.07)	0.04 (0.04)	-0.01 (0.05)	0.21** (0.08)	-0.03 (0.08)	-0.09 (0.09)	0.04 (0.21)
Average Principal Tenure	-0.01 (0.02)	-0.01 (0.02)	-0.07 (0.04)	-0.02 (0.02)	-0.01 (0.03)	-0.10** (0.04)	0.03 (0.04)	0.01 (0.05)	0.03 (0.10)
Average Teacher Age	-0.01 (0.03)	0.05 (0.04)	-0.23 (0.20)	-0.02 (0.04)	0.03 (0.05)	-0.19 (0.22)	-0.00 (0.08)	0.09 (0.09)	0.12 (0.54)
Average Teacher Tenure	0.04** (0.01)	0.02 (0.02)	0.14 (0.09)	0.05** (0.02)	0.03 (0.02)	0.14 (0.10)	0.00 (0.04)	-0.02 (0.04)	-0.12 (0.25)
Trend x	0.02* (0.01)	0.02 (0.01)	-0.32 (0.48)	0.00 (0.01)	-0.00 (0.02)	-0.50 (0.61)	-0.01 (0.01)	0.04 (0.02)	-2.43* (0.95)
Share EEO students	0.02 (0.04)	0.02 (0.05)	0.03 (0.09)	-0.02 (0.05)	-0.02 (0.06)	-0.10 (0.10)	0.03 (0.07)	0.04 (0.09)	-0.11 (0.21)
Average Principal Age x	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.04)	-0.02 (0.02)	-0.04 (0.03)	0.05 (0.04)	0.01 (0.03)	0.01 (0.05)	0.09 (0.09)
Average Principal Tenure x	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.04)	-0.02 (0.02)	-0.04 (0.03)	0.05 (0.04)	0.01 (0.03)	0.01 (0.05)	0.09 (0.09)
Share EEO students	-0.00 (0.04)	-0.00 (0.05)	0.13 (0.21)	0.03 (0.05)	0.03 (0.06)	0.26 (0.27)	-0.05 (0.07)	-0.03 (0.09)	1.02* (0.40)
Average Teacher Age x	0.03 (0.01)	0.02 (0.02)	-0.04 (0.09)	0.00 (0.02)	0.02 (0.02)	-0.15 (0.12)	-0.03 (0.02)	-0.06 (0.03)	-0.55** (0.18)
Average Teacher Tenure x	0.03 (0.01)	0.02 (0.02)	-0.04 (0.09)	0.00 (0.02)	0.02 (0.02)	-0.15 (0.12)	-0.03 (0.02)	-0.06 (0.03)	-0.55** (0.18)
Share EEO students	0.03 (0.01)	0.02 (0.02)	-0.04 (0.09)	0.00 (0.02)	0.02 (0.02)	-0.15 (0.12)	-0.03 (0.02)	-0.06 (0.03)	-0.55** (0.18)
AIC	2912.21	1927.46	999.26	2814.04	1858.68	966.53	2169.55	1457.32	712.46
Log Likelihood	-1444.11	-951.73	-487.63	-1395.02	-917.34	-471.26	-1072.78	-716.66	-344.23
Num. obs.	618	412	206	618	412	206	618	412	206

Z-scores were computed for all covariates (except Trend).

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

Table 40: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Antwerp*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.13*** (0.01)	-0.13*** (0.01)	-0.92 (0.69)	-1.20*** (0.01)	-1.18*** (0.01)	-3.69** (1.22)	-0.70*** (0.01)	-0.71*** (0.01)	1.72 (1.04)
Trend	0.00 (0.00)	0.00 (0.00)	0.18 (0.15)	-0.01** (0.00)	-0.02* (0.01)	0.54* (0.27)	-0.00 (0.00)	-0.00 (0.01)	-0.54* (0.23)
Share EEO students	-0.08*** (0.01)	-0.09*** (0.01)	-1.63* (0.83)	0.42*** (0.01)	0.40*** (0.01)	0.38 (1.09)	-0.55*** (0.01)	-0.55*** (0.01)	2.14 (1.38)
Average Principal Age	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.02)	0.02 (0.02)	0.03 (0.02)	-0.02 (0.04)	-0.04* (0.02)	-0.05** (0.02)	0.04 (0.04)
Average Principal Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.01 (0.02)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.02)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.08 (0.07)	-0.03 (0.02)	-0.03 (0.02)	-0.27* (0.13)	0.06*** (0.02)	0.07*** (0.02)	0.26* (0.11)
Average Teacher Tenure	0.01 (0.01)	0.00 (0.01)	0.04 (0.03)	0.01 (0.01)	0.01 (0.01)	0.12* (0.06)	0.00 (0.01)	0.01 (0.01)	-0.11* (0.05)
Trend x	0.01* (0.00)	0.01 (0.00)	0.35 (0.18)	0.01*** (0.00)	0.02*** (0.01)	0.02 (0.24)	-0.00 (0.00)	0.01 (0.01)	-0.60 (0.31)
Share EEO students	-0.02 (0.01)	-0.02 (0.01)	-0.05 (0.03)	-0.05*** (0.02)	-0.05** (0.02)	-0.09* (0.04)	-0.08*** (0.02)	-0.09*** (0.02)	-0.00 (0.05)
Average Principal Age x	0.01 (0.01)	0.00 (0.01)	0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.02)	0.00 (0.01)	0.01 (0.01)	-0.00 (0.02)
Average Principal Tenure x	0.01 (0.01)	0.00 (0.01)	0.02 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.02)	0.00 (0.01)	0.01 (0.01)	-0.00 (0.02)
Average Teacher Age x	0.03* (0.01)	0.03* (0.02)	-0.13 (0.09)	0.07*** (0.02)	0.08*** (0.02)	0.09 (0.12)	0.10*** (0.02)	0.12*** (0.02)	0.34* (0.14)
Average Teacher Tenure x	0.00 (0.01)	0.01 (0.01)	0.07 (0.04)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.05)	-0.01 (0.01)	-0.01 (0.01)	-0.13 (0.07)
AIC	16477.38	10980.10	5515.70	14795.31	9869.88	4937.17	16251.83	10734.67	5526.52
Log Likelihood	-8226.69	-5478.05	-2745.85	-7385.65	-4922.94	-2456.58	-8113.91	-5355.33	-2751.26
Num. obs.	3090	2060	1030	3090	2060	1030	3090	2060	1030

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 41: Non-Repeat after First Year in A-track: Effect differences across target groups  
*East-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.09*** (0.01)	-0.09*** (0.01)	-0.05 (0.78)	-1.29*** (0.01)	-1.27*** (0.01)	-1.06 (1.48)	-0.51*** (0.01)	-0.52*** (0.01)	-1.18 (1.00)
Trend	0.00 (0.00)	-0.00 (0.00)	-0.01 (0.17)	-0.01* (0.00)	-0.01 (0.01)	-0.06 (0.33)	-0.00 (0.00)	-0.00 (0.01)	0.15 (0.22)
Share EEO students	-0.07*** (0.01)	-0.07*** (0.01)	0.75 (0.88)	0.33*** (0.01)	0.32*** (0.01)	3.92** (1.36)	-0.34*** (0.01)	-0.34*** (0.01)	-0.03 (1.22)
Average Principal Age	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.03)	-0.00 (0.02)	0.01 (0.03)	-0.02 (0.05)	-0.00 (0.02)	-0.00 (0.02)	-0.01 (0.03)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.02)	0.00 (0.01)	0.00 (0.01)	0.00 (0.02)
Average Teacher Age	0.02 (0.01)	0.01 (0.01)	0.03 (0.08)	0.01 (0.02)	0.01 (0.03)	0.03 (0.15)	0.01 (0.02)	0.00 (0.02)	-0.05 (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.00 (0.04)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.07)	0.01 (0.01)	0.01 (0.01)	0.04 (0.05)
Trend x	0.01* (0.00)	0.01 (0.00)	-0.18 (0.20)	0.01** (0.00)	0.01* (0.01)	-0.78** (0.30)	0.00 (0.00)	0.01 (0.01)	-0.07 (0.27)
Share EEO students	-0.03* (0.01)	-0.02 (0.02)	-0.03 (0.03)	-0.07*** (0.02)	-0.07** (0.02)	-0.06 (0.04)	-0.05* (0.02)	-0.05* (0.02)	-0.05 (0.04)
Average Principal Age x	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.03* (0.01)	0.00 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)
Average Principal Tenure x	0.04** (0.01)	0.03 (0.02)	0.13 (0.09)	0.08*** (0.02)	0.08*** (0.02)	0.46** (0.14)	0.05* (0.02)	0.05* (0.02)	0.08 (0.13)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	-0.04 (0.04)	-0.00 (0.01)	0.01 (0.01)	-0.19** (0.06)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.06)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	-0.04 (0.04)	-0.00 (0.01)	0.01 (0.01)	-0.19** (0.06)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.06)
AIC	13612.91	9106.09	4528.63	12043.56	8062.49	3990.07	13667.12	9062.09	4621.58
Log Likelihood	-6794.45	-4541.04	-2252.31	-6009.78	-4019.24	-1983.04	-6821.56	-4519.05	-2298.79
Num. obs.	2628	1752	876	2628	1752	876	2628	1752	876

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 42: Non-Repeat after First Year in A-track: Effect differences across target groups  
*West-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.10*** (0.01)	-0.10*** (0.01)	-0.55 (0.85)	-1.23*** (0.01)	-1.22*** (0.02)	-1.73 (1.54)	-0.52*** (0.01)	-0.53*** (0.01)	-0.57 (1.08)
Trend	-0.00 (0.00)	-0.00 (0.00)	0.10 (0.19)	-0.01* (0.00)	-0.01 (0.01)	0.09 (0.34)	-0.00 (0.00)	-0.01 (0.01)	0.01 (0.24)
Share EEO students	-0.06*** (0.01)	-0.06*** (0.01)	-0.50 (0.92)	0.27*** (0.01)	0.26*** (0.01)	-1.78 (1.44)	-0.27*** (0.01)	-0.26*** (0.01)	0.97 (1.23)
Average Principal Age	-0.00 (0.01)	-0.00 (0.02)	-0.01 (0.03)	-0.04 (0.03)	-0.03 (0.03)	-0.06 (0.06)	0.00 (0.02)	-0.00 (0.02)	0.04 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.02)	-0.02 (0.01)	-0.02 (0.02)	-0.02 (0.03)	-0.00 (0.01)	-0.00 (0.01)	-0.02 (0.02)
Average Teacher Age	0.01 (0.01)	0.01 (0.02)	-0.05 (0.10)	0.05 (0.03)	0.04 (0.03)	0.01 (0.18)	-0.00 (0.02)	0.01 (0.02)	-0.05 (0.13)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)	0.00 (0.01)	0.01 (0.02)	0.01 (0.07)	0.01 (0.01)	0.01 (0.01)	0.03 (0.05)
Trend x	0.00 (0.00)	0.00 (0.01)	0.10 (0.20)	0.01 (0.00)	0.01 (0.01)	0.46 (0.32)	0.00 (0.00)	-0.00 (0.01)	-0.27 (0.27)
Share EEO students	0.01 (0.02)	0.01 (0.02)	0.01 (0.04)	0.01 (0.02)	0.03 (0.03)	-0.09 (0.05)	-0.01 (0.02)	-0.02 (0.02)	0.07 (0.05)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.01 (0.01)	0.01 (0.01)	0.03 (0.03)	-0.02 (0.01)	-0.01 (0.01)	-0.04 (0.02)
Average Principal Tenure x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.01 (0.01)	0.01 (0.01)	0.03 (0.03)	-0.02 (0.01)	-0.01 (0.01)	-0.04 (0.02)
Average Teacher Age x	-0.00 (0.02)	-0.00 (0.02)	-0.06 (0.11)	-0.00 (0.02)	-0.03 (0.03)	-0.15 (0.17)	0.01 (0.02)	0.03 (0.03)	0.09 (0.14)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)	-0.00 (0.01)	0.00 (0.01)	0.06 (0.06)	0.01 (0.01)	0.01 (0.01)	-0.02 (0.05)
AIC	11299.04	7540.63	3781.05	9976.07	6744.82	3245.40	10917.95	7299.92	3635.11
Log Likelihood	-5637.52	-3758.32	-1878.52	-4976.04	-3360.41	-1610.70	-5446.97	-3637.96	-1805.56
Num. obs.	2238	1492	746	2238	1492	746	2238	1492	746

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 43: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Limburg*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.10*** (0.01)	-0.10*** (0.01)	0.16 (0.93)	-1.13*** (0.02)	-1.10*** (0.02)	0.08 (1.58)	-0.62*** (0.01)	-0.64*** (0.01)	-0.36 (1.26)
Trend	-0.00 (0.00)	-0.00 (0.01)	-0.06 (0.21)	0.00 (0.01)	-0.01 (0.01)	-0.27 (0.35)	-0.01* (0.00)	-0.01 (0.01)	-0.06 (0.28)
Share EEO students	-0.07*** (0.01)	-0.07*** (0.01)	0.74 (1.09)	0.31*** (0.01)	0.30*** (0.02)	1.06 (1.62)	-0.39*** (0.02)	-0.40*** (0.02)	0.14 (1.55)
Average Principal Age	-0.03 (0.02)	-0.03 (0.02)	-0.01 (0.04)	0.00 (0.03)	0.00 (0.04)	0.06 (0.07)	-0.06* (0.02)	-0.06 (0.03)	-0.08 (0.06)
Average Principal Tenure	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.06 (0.03)	0.02 (0.01)	0.02 (0.02)	0.02 (0.03)
Average Teacher Age	0.03 (0.02)	0.03 (0.02)	0.05 (0.11)	-0.00 (0.03)	-0.01 (0.04)	0.12 (0.18)	0.06* (0.02)	0.05 (0.03)	0.11 (0.15)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.04)	0.03* (0.01)	0.04* (0.02)	-0.01 (0.07)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.06)
Trend x	0.01 (0.00)	0.01 (0.01)	-0.17 (0.24)	0.01** (0.00)	0.02* (0.01)	-0.15 (0.36)	0.00 (0.01)	0.01 (0.01)	-0.12 (0.35)
Share EEO students	-0.04 (0.02)	-0.05 (0.03)	0.01 (0.05)	-0.07* (0.03)	-0.10** (0.04)	0.00 (0.06)	-0.10** (0.03)	-0.11** (0.04)	-0.12 (0.07)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	0.00 (0.02)	0.01 (0.01)	0.01 (0.02)	-0.01 (0.03)	0.03 (0.02)	0.02 (0.02)	0.05 (0.04)
Average Principal Tenure x	0.04 (0.02)	0.05* (0.03)	0.10 (0.13)	0.09** (0.03)	0.12*** (0.04)	0.11 (0.19)	0.09** (0.03)	0.09* (0.04)	0.16 (0.18)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	-0.02 (0.05)	-0.00 (0.01)	-0.02 (0.02)	-0.01 (0.08)	-0.01 (0.01)	-0.01 (0.02)	-0.05 (0.07)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	-0.02 (0.05)	-0.00 (0.01)	-0.02 (0.02)	-0.01 (0.08)	-0.01 (0.01)	-0.01 (0.02)	-0.05 (0.07)
AIC	7672.40	5133.38	2559.68	6939.74	4640.10	2315.14	7395.95	4931.32	2483.54
Log Likelihood	-3824.20	-2554.69	-1267.84	-3457.87	-2308.05	-1145.57	-3685.98	-2453.66	-1229.77
Num. obs.	1488	992	496	1488	992	496	1488	992	496

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 44: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Flemish-Brabant*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.01)	-0.11*** (0.01)	-1.26 (0.96)	-1.48*** (0.02)	-1.48*** (0.02)	-1.63 (1.88)	-0.46*** (0.01)	-0.45*** (0.01)	-0.28 (1.21)
Trend	-0.00 (0.00)	-0.00 (0.01)	0.25 (0.21)	0.01 (0.01)	0.00 (0.01)	0.04 (0.42)	-0.01** (0.00)	-0.01* (0.01)	-0.05 (0.27)
Share EEO students	-0.09*** (0.01)	-0.08*** (0.01)	-0.86 (1.04)	0.35*** (0.02)	0.33*** (0.02)	-3.24* (1.55)	-0.30*** (0.01)	-0.29*** (0.01)	-0.70 (1.43)
Average Principal Age	0.04** (0.01)	0.04** (0.02)	0.02 (0.03)	0.03 (0.03)	0.03 (0.03)	0.01 (0.06)	0.04* (0.02)	0.04* (0.02)	0.01 (0.04)
Average Principal Tenure	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.03 (0.02)	0.02 (0.02)	0.04 (0.03)	-0.01 (0.01)	-0.02 (0.01)	0.01 (0.02)
Average Teacher Age	-0.04** (0.01)	-0.04* (0.02)	-0.16 (0.10)	-0.04 (0.03)	-0.02 (0.03)	-0.08 (0.19)	-0.03* (0.02)	-0.04 (0.02)	-0.00 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.01 (0.01)	0.05 (0.05)	0.00 (0.01)	0.00 (0.02)	0.00 (0.09)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.06)
Trend x	0.00 (0.00)	0.00 (0.01)	0.17 (0.23)	0.00 (0.00)	0.01 (0.01)	0.80* (0.34)	-0.00 (0.00)	-0.00 (0.01)	0.08 (0.32)
Share EEO students	0.03 (0.02)	0.01 (0.02)	0.06* (0.03)	0.07** (0.02)	0.05 (0.03)	0.10* (0.05)	-0.01 (0.02)	-0.02 (0.02)	0.02 (0.04)
Average Principal Age x	0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)	-0.01 (0.01)	-0.02 (0.02)	-0.01 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Share EEO students	-0.03* (0.02)	-0.01 (0.02)	-0.16 (0.11)	-0.08*** (0.02)	-0.05 (0.03)	-0.49** (0.17)	-0.00 (0.02)	0.01 (0.02)	-0.06 (0.16)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.01)	0.04 (0.05)	0.00 (0.01)	-0.00 (0.01)	0.19* (0.08)	-0.01 (0.01)	-0.00 (0.01)	0.02 (0.07)
Average Teacher Tenure x	10837.73	7158.34	3692.34	8672.31	5729.38	2948.95	10089.52	6648.61	3456.67
AIC	-5406.86	-3567.17	-1834.17	-4324.16	-2852.69	-1462.47	-5032.76	-3312.30	-1716.33
Log Likelihood	1746	1164	582	1746	1164	582	1746	1164	582
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

#### A.4.4 Full Enrollment in A-track of Secondary Education

Table 45: Full Enrollment in A-track: Effect differences across target groups  
*Brussels Capital*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.37*** (0.02)	-0.37*** (0.03)	-1.60 (2.15)	-0.68*** (0.03)	-0.69*** (0.03)	-1.33 (2.38)	-1.84*** (0.05)	-1.89*** (0.06)	0.72 (5.91)
Trend	0.02* (0.01)	0.03* (0.01)	0.29 (0.48)	0.03*** (0.01)	0.04** (0.02)	0.18 (0.53)	-0.05** (0.02)	-0.00 (0.03)	-0.63 (1.31)
Share EEO students	-0.12*** (0.02)	-0.13*** (0.02)	1.41 (2.21)	0.18*** (0.03)	0.19*** (0.03)	2.24 (2.80)	-0.59*** (0.03)	-0.67*** (0.04)	10.33* (4.32)
Average Principal Age	0.00 (0.03)	-0.05 (0.04)	0.14 (0.07)	0.02 (0.04)	-0.03 (0.05)	0.18* (0.08)	-0.05 (0.08)	-0.12 (0.09)	0.03 (0.21)
Average Principal Tenure	-0.01 (0.02)	-0.00 (0.02)	-0.07* (0.04)	-0.02 (0.02)	-0.01 (0.03)	-0.10* (0.04)	0.03 (0.04)	0.03 (0.05)	0.02 (0.10)
Average Teacher Age	0.01 (0.03)	0.05 (0.04)	-0.20 (0.20)	0.00 (0.04)	0.05 (0.05)	-0.15 (0.22)	0.01 (0.08)	0.11 (0.10)	0.13 (0.55)
Average Teacher Tenure	0.04** (0.02)	0.02 (0.02)	0.14 (0.10)	0.05** (0.02)	0.03 (0.02)	0.14 (0.11)	-0.00 (0.04)	-0.03 (0.05)	-0.11 (0.26)
Trend x	0.02* (0.01)	0.02 (0.01)	-0.33 (0.49)	0.00 (0.01)	0.00 (0.02)	-0.46 (0.62)	-0.01 (0.01)	0.04 (0.02)	-2.45* (0.96)
Share EEO students	0.02 (0.04)	0.03 (0.05)	0.00 (0.09)	-0.02 (0.05)	-0.01 (0.06)	-0.13 (0.10)	0.02 (0.07)	0.03 (0.09)	-0.14 (0.21)
Average Principal Age x	-0.03 (0.02)	-0.02 (0.02)	-0.02 (0.04)	-0.01 (0.02)	-0.03 (0.03)	0.05 (0.05)	0.01 (0.03)	0.02 (0.05)	0.10 (0.09)
Share EEO students	-0.00 (0.04)	-0.01 (0.05)	0.16 (0.21)	0.02 (0.05)	0.01 (0.06)	0.27 (0.27)	-0.04 (0.07)	-0.02 (0.09)	1.04* (0.40)
Average Teacher Age x	0.03 (0.01)	0.02 (0.02)	-0.04 (0.09)	0.00 (0.02)	0.02 (0.03)	-0.13 (0.12)	-0.04 (0.02)	-0.07* (0.03)	-0.56** (0.18)
Average Teacher Tenure x	0.03 (0.01)	0.02 (0.02)	-0.04 (0.09)	0.00 (0.02)	0.02 (0.03)	-0.13 (0.12)	-0.04 (0.02)	-0.07* (0.03)	-0.56** (0.18)
AIC	2932.40	1938.46	1008.67	2822.80	1861.15	974.68	2158.89	1453.10	704.75
Log Likelihood	-1454.20	-957.23	-492.34	-1399.40	-918.57	-475.34	-1067.44	-714.55	-340.37
Num. obs.	618	412	206	618	412	206	618	412	206

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 46: Full Enrollment in A-track: Effect differences across target groups  
*Antwerp*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.19*** (0.01)	-0.19*** (0.01)	-1.19 (0.72)	-1.30*** (0.01)	-1.29*** (0.01)	-3.96** (1.27)	-0.73*** (0.01)	-0.74*** (0.01)	1.78 (1.06)
Trend	0.00 (0.00)	0.01 (0.00)	0.23 (0.16)	-0.01* (0.00)	-0.01 (0.01)	0.58* (0.28)	-0.00 (0.00)	-0.00 (0.01)	-0.56* (0.24)
Share EEO students	-0.12*** (0.01)	-0.12*** (0.01)	-2.27** (0.86)	0.40*** (0.01)	0.38*** (0.01)	-0.51 (1.14)	-0.56*** (0.01)	-0.56*** (0.01)	2.16 (1.41)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.02 (0.02)	0.03 (0.02)	-0.05 (0.05)	-0.04* (0.02)	-0.06** (0.02)	0.04 (0.04)
Average Principal Tenure	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.02 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.02)
Average Teacher Age	0.02 (0.01)	0.02 (0.01)	-0.10 (0.08)	-0.02 (0.02)	-0.03 (0.02)	-0.26 (0.14)	0.06*** (0.02)	0.08*** (0.02)	0.27* (0.11)
Average Teacher Students	0.01 (0.01)	0.01 (0.01)	0.06 (0.04)	0.02 (0.01)	0.02 (0.01)	0.13* (0.06)	0.01 (0.01)	0.01 (0.01)	-0.11* (0.05)
Trend x	0.01** (0.00)	0.01* (0.00)	0.48* (0.19)	0.02*** (0.00)	0.03*** (0.01)	0.22 (0.25)	0.00 (0.00)	0.01 (0.01)	-0.61 (0.31)
Share EEO students	-0.02 (0.01)	-0.02 (0.01)	-0.05 (0.03)	-0.06*** (0.02)	-0.06** (0.02)	-0.08* (0.04)	-0.08*** (0.02)	-0.10*** (0.02)	-0.00 (0.05)
Average Principal Age x	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.02)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.02)
Average Principal Tenure x	0.03* (0.01)	0.04* (0.02)	-0.19* (0.09)	0.08*** (0.02)	0.09*** (0.02)	-0.01 (0.12)	0.11*** (0.02)	0.12*** (0.03)	0.34* (0.15)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	0.10* (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.06)	-0.01 (0.01)	-0.01 (0.01)	-0.13 (0.07)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	0.10* (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.06)	-0.01 (0.01)	-0.01 (0.01)	-0.13 (0.07)
AIC	16581.11	11052.58	5543.71	14599.78	9724.75	4883.99	16176.70	10687.30	5499.64
Log Likelihood	-8278.55	-5514.29	-2759.85	-7287.89	-4850.38	-2430.00	-8076.35	-5331.65	-2737.82
Num. obs.	3090	2060	1030	3090	2060	1030	3090	2060	1030

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 47: Full Enrollment in A-track: Effect differences across target groups  
*East-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.13*** (0.01)	-0.14*** (0.01)	-0.03 (0.80)	-1.37*** (0.01)	-1.36*** (0.01)	-1.21 (1.55)	-0.53*** (0.01)	-0.54*** (0.01)	-1.09 (1.01)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.02 (0.18)	-0.01* (0.00)	-0.01 (0.01)	-0.05 (0.34)	-0.00 (0.00)	-0.00 (0.01)	0.12 (0.23)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	0.57 (0.91)	0.30*** (0.01)	0.30*** (0.01)	3.88** (1.43)	-0.34*** (0.01)	-0.35*** (0.01)	-0.09 (1.24)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.03)	-0.01 (0.02)	-0.02 (0.03)	-0.02 (0.05)	-0.00 (0.02)	-0.00 (0.02)	-0.01 (0.03)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.02)	-0.01 (0.03)	0.00 (0.01)	0.00 (0.01)	0.01 (0.02)
Average Teacher Age	0.02 (0.01)	0.02 (0.01)	0.03 (0.08)	0.02 (0.02)	0.04 (0.03)	0.02 (0.16)	0.01 (0.02)	0.01 (0.02)	-0.04 (0.11)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.00 (0.04)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.07)	0.01 (0.01)	0.01 (0.01)	0.04 (0.05)
Trend x	0.01** (0.00)	0.01 (0.00)	-0.14 (0.20)	0.02*** (0.00)	0.02* (0.01)	-0.78* (0.32)	0.00 (0.00)	0.01 (0.01)	-0.05 (0.28)
Share EEO students	-0.03* (0.01)	-0.03 (0.02)	-0.03 (0.03)	-0.07*** (0.02)	-0.07** (0.02)	-0.04 (0.04)	-0.05* (0.02)	-0.04 (0.02)	-0.06 (0.04)
Average Principal Age x	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.02)
Average Principal Tenure x	0.04** (0.01)	0.04* (0.02)	0.11 (0.10)	0.08*** (0.02)	0.09*** (0.03)	0.45** (0.15)	0.05* (0.02)	0.05* (0.02)	0.08 (0.13)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.04)	-0.00 (0.01)	0.00 (0.01)	-0.18** (0.07)	-0.00 (0.01)	-0.01 (0.01)	-0.02 (0.06)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.04)	-0.00 (0.01)	0.00 (0.01)	-0.18** (0.07)	-0.00 (0.01)	-0.01 (0.01)	-0.02 (0.06)
AIC	13685.25	9152.66	4555.36	11867.66	7954.48	3922.85	13663.37	9062.49	4618.37
Log Likelihood	-6830.63	-4564.33	-2265.68	-5921.83	-3965.24	-1949.42	-6819.68	-4519.24	-2297.18
Num. obs.	2628	1752	876	2628	1752	876	2628	1752	876

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 48: Full Enrollment in A-track: Effect differences across target groups  
*West-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.14*** (0.01)	-0.15*** (0.01)	-0.60 (0.87)	-1.31*** (0.01)	-1.30*** (0.02)	-1.71 (1.60)	-0.55*** (0.01)	-0.56*** (0.01)	-0.64 (1.10)
Trend	-0.00 (0.00)	-0.00 (0.01)	0.10 (0.19)	-0.01* (0.00)	-0.02 (0.01)	0.07 (0.36)	-0.00 (0.00)	-0.01 (0.01)	0.02 (0.24)
Share EEO students	-0.08*** (0.01)	-0.08*** (0.01)	-0.68 (0.94)	0.24*** (0.01)	0.23*** (0.02)	-2.12 (1.51)	-0.28*** (0.01)	-0.27*** (0.01)	0.76 (1.25)
Average Principal Age	-0.00 (0.01)	0.00 (0.02)	-0.02 (0.03)	-0.03 (0.03)	-0.02 (0.03)	-0.09 (0.06)	0.00 (0.02)	0.00 (0.02)	0.03 (0.04)
Average Principal Tenure	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)	-0.02 (0.01)	-0.02 (0.02)	0.01 (0.03)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)
Average Teacher Age	0.00 (0.01)	-0.00 (0.02)	-0.04 (0.10)	0.04 (0.03)	0.03 (0.03)	0.05 (0.19)	-0.01 (0.02)	0.00 (0.02)	-0.06 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.01 (0.01)	0.02 (0.04)	-0.00 (0.01)	0.00 (0.02)	-0.01 (0.07)	0.01 (0.01)	0.01 (0.01)	0.03 (0.05)
Trend x	0.00 (0.00)	0.00 (0.01)	0.13 (0.21)	0.01* (0.00)	0.02* (0.01)	0.54 (0.33)	0.00 (0.00)	-0.01 (0.01)	-0.23 (0.28)
Share EEO students	0.02 (0.02)	0.01 (0.02)	0.01 (0.04)	0.02 (0.02)	0.03 (0.03)	-0.08 (0.06)	-0.01 (0.02)	-0.02 (0.02)	0.07 (0.05)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.00 (0.01)	0.01 (0.01)	0.03 (0.03)	-0.02 (0.01)	-0.01 (0.01)	-0.04 (0.02)
Average Principal Tenure x	-0.01 (0.01)	-0.00 (0.01)	-0.08 (0.02)	-0.01 (0.03)	-0.03 (0.03)	-0.20 (0.18)	0.01 (0.02)	0.03 (0.03)	0.06 (0.14)
Average Teacher Age x	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.00 (0.01)	0.00 (0.01)	0.07 (0.06)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.05)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.00 (0.01)	0.00 (0.01)	0.07 (0.06)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.05)
AIC	11311.12	7538.94	3793.92	9833.17	6642.40	3204.18	10892.14	7277.88	3630.30
Log Likelihood	-5643.56	-3757.47	-1884.96	-4904.58	-3309.20	-1590.09	-5434.07	-3626.94	-1803.15
Num. obs.	2238	1492	746	2238	1492	746	2238	1492	746

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 49: Full Enrollment in A-track: Effect differences across target groups  
*Limburg*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.01)	-0.16*** (0.01)	0.22 (0.95)	-1.23*** (0.02)	-1.19*** (0.02)	0.06 (1.64)	-0.65*** (0.01)	-0.67*** (0.01)	-0.41 (1.28)
Trend	0.00 (0.00)	-0.01 (0.01)	-0.08 (0.21)	0.00 (0.01)	-0.02 (0.01)	-0.29 (0.36)	-0.01* (0.00)	-0.01 (0.01)	-0.05 (0.29)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	1.01 (1.12)	0.29*** (0.02)	0.28*** (0.02)	1.75 (1.69)	-0.40*** (0.02)	-0.41*** (0.02)	0.06 (1.58)
Average Principal Age	-0.04* (0.02)	-0.03 (0.02)	-0.02 (0.04)	-0.01 (0.03)	-0.00 (0.04)	0.05 (0.07)	-0.07** (0.03)	-0.06* (0.03)	-0.09 (0.06)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.05 (0.04)	0.01 (0.01)	0.02 (0.02)	0.01 (0.03)
Average Teacher Age	0.04* (0.02)	0.03 (0.02)	0.08 (0.11)	0.01 (0.03)	-0.01 (0.04)	0.14 (0.19)	0.07** (0.02)	0.06 (0.03)	0.12 (0.15)
Average Teacher Tenure	0.01 (0.01)	0.00 (0.01)	0.00 (0.04)	0.03* (0.01)	0.04* (0.02)	-0.02 (0.07)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.06)
Trend x	0.01* (0.00)	0.01 (0.01)	-0.24 (0.25)	0.02** (0.01)	0.02 (0.01)	-0.31 (0.38)	0.00 (0.01)	0.01 (0.01)	-0.10 (0.35)
Share EEO students	-0.05* (0.02)	-0.06* (0.03)	-0.00 (0.05)	-0.08* (0.03)	-0.10** (0.04)	0.01 (0.06)	-0.11*** (0.03)	-0.12** (0.04)	-0.14 (0.07)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.02 (0.02)	-0.01 (0.03)	0.03 (0.02)	0.02 (0.02)	0.05 (0.04)
Average Principal Tenure x	0.05* (0.02)	0.06* (0.03)	0.14 (0.13)	0.09** (0.03)	0.12** (0.04)	0.17 (0.19)	0.10** (0.03)	0.10* (0.04)	0.17 (0.18)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.05)	-0.01 (0.01)	-0.02 (0.02)	-0.04 (0.08)	-0.01 (0.01)	-0.01 (0.02)	-0.04 (0.07)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.05)	-0.01 (0.01)	-0.02 (0.02)	-0.04 (0.08)	-0.01 (0.01)	-0.01 (0.02)	-0.04 (0.07)
AIC	7706.80	5157.11	2566.69	6888.89	4609.92	2289.39	7385.26	4917.11	2486.55
Log Likelihood	-3841.40	-2566.56	-1271.35	-3432.44	-2292.96	-1132.70	-3680.63	-2446.56	-1231.28
Num. obs.	1488	992	496	1488	992	496	1488	992	496

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 50: Full Enrollment in A-track: Effect differences across target groups  
*Flemish-Brabant*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.15*** (0.01)	-0.15*** (0.01)	-0.67 (0.97)	-1.56*** (0.02)	-1.56*** (0.02)	-0.97 (1.93)	-0.48*** (0.01)	-0.47*** (0.01)	0.17 (1.22)
Trend	0.00 (0.00)	-0.00 (0.01)	0.11 (0.22)	0.01 (0.01)	0.01 (0.01)	-0.12 (0.43)	-0.01** (0.00)	-0.01* (0.01)	-0.16 (0.27)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	-0.27 (1.06)	0.34*** (0.02)	0.32*** (0.02)	-2.54 (1.60)	-0.31*** (0.01)	-0.30*** (0.01)	-0.47 (1.45)
Average Principal Age	0.04** (0.01)	0.04* (0.02)	0.02 (0.03)	0.02 (0.03)	0.02 (0.03)	0.01 (0.07)	0.04* (0.02)	0.04* (0.02)	0.02 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.02 (0.02)	0.02 (0.02)	0.03 (0.03)	-0.01 (0.01)	-0.02 (0.01)	0.01 (0.02)
Average Teacher Age	-0.04** (0.01)	-0.04* (0.02)	-0.09 (0.10)	-0.03 (0.03)	-0.01 (0.03)	0.01 (0.20)	-0.04* (0.02)	-0.04 (0.02)	0.04 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.01 (0.01)	0.02 (0.05)	0.01 (0.01)	0.01 (0.02)	-0.03 (0.10)	0.01 (0.01)	0.01 (0.01)	-0.03 (0.06)
Trend x	0.00 (0.00)	0.01 (0.01)	0.04 (0.24)	0.00 (0.00)	0.01 (0.01)	0.64 (0.35)	-0.00 (0.00)	0.00 (0.01)	0.03 (0.32)
Share EEO students	0.03 (0.02)	0.01 (0.02)	0.07* (0.03)	0.08** (0.02)	0.05 (0.03)	0.11* (0.05)	-0.00 (0.02)	-0.02 (0.02)	0.02 (0.05)
Average Principal Age x	0.00 (0.01)	-0.01 (0.01)	0.00 (0.02)	-0.01 (0.01)	-0.02 (0.02)	-0.01 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Share EEO students	-0.03* (0.02)	-0.01 (0.02)	-0.09 (0.11)	-0.08*** (0.02)	-0.05 (0.03)	-0.42* (0.17)	-0.01 (0.02)	0.01 (0.02)	-0.03 (0.16)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.05)	-0.00 (0.01)	-0.01 (0.01)	0.16* (0.08)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.07)
Average Teacher Tenure x	10756.12	7108.09	3663.48	8512.12	5625.81	2894.28	10067.50	6636.30	3447.22
AIC	-5366.06	-3542.05	-1819.74	-4244.06	-2800.90	-1435.14	-5021.75	-3306.15	-1711.61
Log Likelihood	1746	1164	582	1746	1164	582	1746	1164	582
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.4.5 Model Trajectory

Table 51: Model Trajectory: Effect differences across target groups  
*Brussels Capital*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.38*** (0.02)	-0.39*** (0.03)	-1.57 (2.15)	-0.70*** (0.03)	-0.70*** (0.03)	-1.29 (2.38)	-1.85*** (0.05)	-1.90*** (0.06)	0.72 (5.91)
Trend	0.02** (0.01)	0.03* (0.01)	0.28 (0.48)	0.04*** (0.01)	0.04** (0.02)	0.17 (0.53)	-0.05** (0.02)	0.00 (0.03)	-0.63 (1.31)
Share EEO students	-0.12*** (0.02)	-0.13*** (0.02)	1.49 (2.21)	0.18*** (0.03)	0.18*** (0.03)	2.33 (2.80)	-0.60*** (0.03)	-0.67*** (0.04)	10.33* (4.32)
Average Principal Age	-0.00 (0.03)	-0.05 (0.04)	0.14 (0.07)	0.02 (0.04)	-0.04 (0.05)	0.18* (0.08)	-0.05 (0.08)	-0.11 (0.09)	0.03 (0.21)
Average Principal Tenure	-0.01 (0.02)	-0.00 (0.02)	-0.07* (0.04)	-0.02 (0.02)	-0.01 (0.03)	-0.10* (0.04)	0.03 (0.04)	0.03 (0.05)	0.02 (0.10)
Average Teacher Age	0.01 (0.03)	0.06 (0.04)	-0.19 (0.20)	0.00 (0.04)	0.05 (0.05)	-0.14 (0.22)	0.01 (0.08)	0.10 (0.10)	0.13 (0.55)
Average Teacher Tenure	0.04** (0.02)	0.02 (0.02)	0.14 (0.10)	0.05** (0.02)	0.03 (0.02)	0.13 (0.11)	-0.00 (0.04)	-0.03 (0.05)	-0.11 (0.26)
Trend x	0.02* (0.01)	0.02 (0.01)	-0.35 (0.49)	0.00 (0.01)	0.00 (0.02)	-0.48 (0.62)	-0.01 (0.01)	0.04 (0.02)	-2.45* (0.96)
Share EEO students	0.02 (0.04)	0.02 (0.05)	-0.00 (0.09)	-0.03 (0.05)	-0.01 (0.06)	-0.13 (0.10)	0.02 (0.07)	0.03 (0.09)	-0.14 (0.21)
Average Principal Age x	-0.02 (0.02)	-0.02 (0.03)	-0.02 (0.04)	-0.01 (0.02)	-0.02 (0.03)	0.05 (0.05)	0.01 (0.03)	0.02 (0.05)	0.10 (0.09)
Share EEO students	-0.00 (0.04)	-0.01 (0.05)	0.16 (0.21)	0.02 (0.05)	0.01 (0.06)	0.28 (0.27)	-0.04 (0.07)	-0.03 (0.09)	1.04* (0.40)
Average Teacher Age x	0.02 (0.01)	0.02 (0.02)	-0.05 (0.09)	0.00 (0.02)	0.02 (0.03)	-0.14 (0.12)	-0.04 (0.02)	-0.07* (0.03)	-0.56** (0.18)
Average Teacher Tenure x	0.02 (0.01)	0.02 (0.02)	-0.05 (0.09)	0.00 (0.02)	0.02 (0.03)	-0.14 (0.12)	-0.04 (0.02)	-0.07* (0.03)	-0.56** (0.18)
AIC	2930.41	1935.33	1009.55	2819.20	1856.97	974.76	2153.19	1447.49	704.75
Log Likelihood	-1453.21	-955.66	-492.78	-1397.60	-916.49	-475.38	-1064.59	-711.75	-340.37
Num. obs.	618	412	206	618	412	206	618	412	206

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 52: Model Trajectory: Effect differences across target groups  
*Antwerp*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.19*** (0.01)	-0.20*** (0.01)	-1.20 (0.72)	-1.30*** (0.01)	-1.29*** (0.01)	-3.96** (1.27)	-0.73*** (0.01)	-0.74*** (0.01)	1.77 (1.06)
Trend	0.00* (0.00)	0.01 (0.00)	0.23 (0.16)	-0.01 (0.00)	-0.01 (0.01)	0.58* (0.28)	-0.00 (0.00)	-0.00 (0.01)	-0.56* (0.24)
Share EEO students	-0.12*** (0.01)	-0.12*** (0.01)	-2.27** (0.86)	0.39*** (0.01)	0.38*** (0.01)	-0.51 (1.14)	-0.57*** (0.01)	-0.57*** (0.01)	2.15 (1.41)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.02 (0.02)	0.03 (0.02)	-0.05 (0.05)	-0.04* (0.02)	-0.06** (0.02)	0.04 (0.04)
Average Principal Tenure	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.02)
Average Teacher Age	0.02 (0.01)	0.02 (0.01)	-0.09 (0.08)	-0.02 (0.02)	-0.03 (0.02)	-0.26 (0.14)	0.07*** (0.02)	0.08*** (0.02)	0.27* (0.11)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.06 (0.04)	0.01 (0.01)	0.02 (0.01)	0.13* (0.06)	0.01 (0.01)	0.01 (0.01)	-0.11* (0.05)
Trend x	0.01*** (0.00)	0.01* (0.00)	0.48* (0.19)	0.02*** (0.00)	0.03*** (0.01)	0.22 (0.25)	0.00 (0.00)	0.01 (0.01)	-0.61 (0.31)
Share EEO students	-0.02 (0.01)	-0.02 (0.01)	-0.05 (0.03)	-0.06*** (0.02)	-0.06** (0.02)	-0.08* (0.04)	-0.08*** (0.02)	-0.10*** (0.02)	-0.00 (0.05)
Average Principal Age x	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.02)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.02)
Average Principal Tenure x	0.03** (0.01)	0.04* (0.02)	-0.19* (0.09)	0.08*** (0.02)	0.09*** (0.02)	-0.01 (0.12)	0.11*** (0.02)	0.12*** (0.03)	0.34* (0.15)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	0.10* (0.04)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.06)	-0.01 (0.01)	-0.01 (0.01)	-0.13 (0.07)
Average Teacher Tenure x	16590.57	11057.29	5548.70	14601.43	9728.55	4882.66	16178.54	10687.34	5501.26
AIC	-8283.29	-5516.65	-2762.35	-7288.71	-4852.28	-2429.33	-8077.27	-5331.67	-2738.63
Log Likelihood	3090	2060	1030	3090	2060	1030	3090	2060	1030
Num. obs.	Z-scores were computed for all covariates (except Trend).								

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 53: Model Trajectory: Effect differences across target groups  
*East-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.14*** (0.01)	-0.14*** (0.01)	-0.04 (0.80)	-1.38*** (0.01)	-1.37*** (0.01)	-1.22 (1.55)	-0.53*** (0.01)	-0.54*** (0.01)	-1.09 (1.01)
Trend	0.00 (0.00)	-0.00 (0.00)	-0.02 (0.18)	-0.01* (0.00)	-0.01 (0.01)	-0.05 (0.34)	-0.00 (0.00)	-0.00 (0.01)	0.12 (0.23)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	0.56 (0.91)	0.30*** (0.01)	0.29*** (0.01)	3.87** (1.43)	-0.34*** (0.01)	-0.35*** (0.01)	-0.10 (1.24)
Average Principal Age	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.03)	-0.01 (0.02)	-0.02 (0.03)	-0.02 (0.05)	-0.00 (0.02)	0.00 (0.02)	-0.01 (0.03)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)	-0.01 (0.03)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)
Average Teacher Age	0.02 (0.01)	0.02 (0.01)	0.03 (0.08)	0.02 (0.02)	0.03 (0.03)	0.02 (0.16)	0.01 (0.02)	0.00 (0.02)	-0.04 (0.11)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	-0.00 (0.04)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.07)	0.01 (0.01)	0.01 (0.01)	0.04 (0.05)
Trend x	0.01** (0.00)	0.01 (0.00)	-0.14 (0.20)	0.02*** (0.00)	0.02** (0.01)	-0.78* (0.32)	0.00 (0.00)	0.01 (0.01)	-0.05 (0.28)
Share EEO students	-0.03* (0.01)	-0.03* (0.02)	-0.03 (0.03)	-0.07*** (0.02)	-0.08** (0.02)	-0.04 (0.04)	-0.05* (0.02)	-0.05* (0.02)	-0.06 (0.04)
Average Principal Age x	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.02)
Average Principal Tenure x	0.04** (0.01)	0.04* (0.02)	0.11 (0.10)	0.09*** (0.02)	0.09*** (0.03)	0.45** (0.15)	0.05* (0.02)	0.05* (0.02)	0.08 (0.13)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.04)	-0.00 (0.01)	0.00 (0.01)	-0.18** (0.07)	-0.00 (0.01)	-0.01 (0.01)	-0.02 (0.06)
Average Teacher Tenure x	13736.14	9200.66	4558.13	11902.87	7988.10	3924.64	13674.94	9076.96	4615.64
AIC	-6856.07	-4588.33	-2267.07	-5939.44	-3982.05	-1950.32	-6825.47	-4526.48	-2295.82
Log Likelihood	2628	1752	876	2628	1752	876	2628	1752	876
Num. obs.	Z-scores were computed for all covariates (except Trend).								

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 54: Model Trajectory: Effect differences across target groups  
*West-Flanders*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.14*** (0.01)	-0.15*** (0.01)	-0.60 (0.87)	-1.32*** (0.01)	-1.30*** (0.02)	-1.72 (1.60)	-0.55*** (0.01)	-0.56*** (0.01)	-0.64 (1.10)
Trend	-0.00 (0.00)	-0.00 (0.01)	0.10 (0.19)	-0.01* (0.00)	-0.02 (0.01)	0.07 (0.36)	-0.00 (0.00)	-0.01 (0.01)	0.02 (0.24)
Share EEO students	-0.09*** (0.01)	-0.08*** (0.01)	-0.68 (0.94)	0.24*** (0.01)	0.23*** (0.02)	-2.13 (1.51)	-0.28*** (0.01)	-0.27*** (0.01)	0.76 (1.25)
Average Principal Age	-0.00 (0.01)	0.00 (0.02)	-0.02 (0.03)	-0.03 (0.03)	-0.02 (0.03)	-0.09 (0.06)	0.00 (0.02)	0.00 (0.02)	0.03 (0.04)
Average Principal Tenure	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)	-0.02 (0.01)	-0.02 (0.02)	0.01 (0.03)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)
Average Teacher Age	0.00 (0.01)	-0.00 (0.02)	-0.04 (0.10)	0.04 (0.03)	0.03 (0.03)	0.05 (0.19)	-0.01 (0.02)	0.00 (0.02)	-0.06 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.01 (0.01)	0.02 (0.04)	-0.00 (0.01)	0.00 (0.02)	-0.01 (0.07)	0.01 (0.01)	0.01 (0.01)	0.03 (0.05)
Trend x	0.00 (0.00)	0.00 (0.01)	0.14 (0.21)	0.01* (0.00)	0.02* (0.01)	0.54 (0.33)	0.00 (0.00)	-0.01 (0.01)	-0.23 (0.28)
Share EEO students	0.01 (0.02)	0.01 (0.02)	0.01 (0.04)	0.02 (0.02)	0.03 (0.03)	-0.08 (0.06)	-0.01 (0.02)	-0.02 (0.02)	0.07 (0.05)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.00 (0.01)	0.01 (0.02)	0.03 (0.03)	-0.02 (0.01)	-0.01 (0.01)	-0.04 (0.02)
Average Principal Tenure x	-0.01 (0.01)	-0.00 (0.01)	-0.08 (0.02)	-0.01 (0.03)	-0.03 (0.03)	-0.20 (0.18)	0.01 (0.02)	0.03 (0.03)	0.06 (0.14)
Average Teacher Age x	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.00 (0.01)	0.00 (0.01)	0.07 (0.06)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.05)
Average Teacher Tenure x	11315.90	7542.81	3794.49	9828.47	6638.76	3202.96	10895.35	7281.14	3630.19
AIC	-5645.95	-3759.41	-1885.24	-4902.23	-3307.38	-1589.48	-5435.67	-3628.57	-1803.09
Log Likelihood	2238	1492	746	2238	1492	746	2238	1492	746
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 55: Model Trajectory: Effect differences across target groups  
*Limburg*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.01)	-0.16*** (0.01)	0.22 (0.95)	-1.23*** (0.02)	-1.20*** (0.02)	0.05 (1.64)	-0.65*** (0.01)	-0.67*** (0.01)	-0.42 (1.28)
Trend	0.00 (0.00)	-0.01 (0.01)	-0.08 (0.21)	0.00 (0.01)	-0.02 (0.01)	-0.29 (0.36)	-0.01* (0.00)	-0.01 (0.01)	-0.05 (0.29)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	1.01 (1.12)	0.29*** (0.02)	0.28*** (0.02)	1.75 (1.69)	-0.40*** (0.02)	-0.41*** (0.02)	0.05 (1.58)
Average Principal Age	-0.04* (0.02)	-0.03 (0.02)	-0.02 (0.04)	-0.01 (0.03)	-0.00 (0.04)	0.05 (0.07)	-0.07** (0.03)	-0.06* (0.03)	-0.09 (0.06)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.02 (0.02)	-0.02 (0.02)	-0.05 (0.04)	0.01 (0.01)	0.02 (0.02)	0.01 (0.03)
Average Teacher Age	0.04* (0.02)	0.03 (0.02)	0.08 (0.11)	0.01 (0.03)	-0.01 (0.04)	0.14 (0.19)	0.07** (0.02)	0.06 (0.03)	0.12 (0.15)
Average Teacher Tenure	0.00 (0.01)	0.00 (0.01)	0.00 (0.04)	0.03 (0.01)	0.04* (0.02)	-0.02 (0.07)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.06)
Trend x	0.01* (0.00)	0.01 (0.01)	-0.24 (0.25)	0.02*** (0.01)	0.02* (0.01)	-0.31 (0.38)	0.00 (0.01)	0.01 (0.01)	-0.10 (0.35)
Share EEO students	-0.05* (0.02)	-0.06* (0.03)	-0.00 (0.05)	-0.08* (0.03)	-0.10** (0.04)	0.01 (0.06)	-0.11*** (0.03)	-0.12** (0.04)	-0.14 (0.07)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.02 (0.02)	-0.01 (0.03)	0.03 (0.02)	0.02 (0.02)	0.05 (0.04)
Average Principal Tenure x	0.05* (0.02)	0.06* (0.03)	0.14 (0.13)	0.09** (0.03)	0.12** (0.04)	0.17 (0.19)	0.10** (0.03)	0.10* (0.04)	0.17 (0.18)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.05)	-0.00 (0.01)	-0.02 (0.02)	-0.03 (0.08)	-0.01 (0.01)	-0.01 (0.02)	-0.04 (0.07)
Average Teacher Tenure x	7710.50	5159.87	2567.73	6894.08	4613.95	2290.72	7385.00	4917.17	2486.26
AIC	-3843.25	-2567.94	-1271.87	-3435.04	-2294.97	-1133.36	-3680.50	-2446.59	-1231.13
Log Likelihood	1488	992	496	1488	992	496	1488	992	496
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 56: Model Trajectory: Effect differences across target groups  
*Flemish-Brabant*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.15*** (0.01)	-0.15*** (0.01)	-0.68 (0.97)	-1.56*** (0.02)	-1.57*** (0.02)	-0.98 (1.93)	-0.48*** (0.01)	-0.47*** (0.01)	0.16 (1.22)
Trend	0.00 (0.00)	-0.00 (0.01)	0.12 (0.22)	0.01* (0.01)	0.01 (0.01)	-0.12 (0.43)	-0.01** (0.00)	-0.01* (0.01)	-0.15 (0.27)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	-0.28 (1.06)	0.34*** (0.02)	0.32*** (0.02)	-2.54 (1.60)	-0.31*** (0.01)	-0.30*** (0.01)	-0.47 (1.45)
Average Principal Age	0.04** (0.01)	0.04* (0.02)	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.01 (0.07)	0.04* (0.02)	0.04* (0.02)	0.02 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.02 (0.02)	0.02 (0.02)	0.03 (0.03)	-0.01 (0.01)	-0.02 (0.01)	0.01 (0.02)
Average Teacher Age	-0.04** (0.01)	-0.04* (0.02)	-0.09 (0.10)	-0.02 (0.03)	-0.01 (0.03)	0.01 (0.20)	-0.04* (0.02)	-0.04 (0.02)	0.04 (0.13)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.02 (0.05)	0.01 (0.01)	0.01 (0.02)	-0.03 (0.10)	0.01 (0.01)	0.01 (0.01)	-0.03 (0.06)
Trend x	0.00 (0.00)	0.01 (0.01)	0.04 (0.24)	0.00 (0.00)	0.01 (0.01)	0.65 (0.35)	-0.00 (0.00)	0.00 (0.01)	0.03 (0.32)
Share EEO students	0.03 (0.02)	0.01 (0.02)	0.07* (0.03)	0.07** (0.02)	0.05 (0.03)	0.11* (0.05)	-0.00 (0.02)	-0.02 (0.02)	0.02 (0.05)
Average Principal Age x	0.00 (0.01)	-0.01 (0.01)	0.00 (0.02)	-0.01 (0.01)	-0.02 (0.02)	-0.01 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Share EEO students	-0.03* (0.02)	-0.01 (0.02)	-0.09 (0.11)	-0.08** (0.02)	-0.05 (0.03)	-0.42* (0.17)	-0.00 (0.02)	0.01 (0.02)	-0.03 (0.16)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.05)	-0.00 (0.01)	-0.01 (0.01)	0.16* (0.08)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.07)
Share EEO students	10757.45	7110.03	3662.76	8510.38	5625.31	2893.37	10069.26	6637.27	3447.90
AIC	-5366.72	-3543.01	-1819.38	-4243.19	-2800.66	-1434.68	-5022.63	-3306.63	-1711.95
Log Likelihood	1746	1164	582	1746	1164	582	1746	1164	582
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.5 Robustness Checks by School Network

### A.5.1 Grade Retention

Table 57: Grade Retention: Effect differences across target groups  
*GO!*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.06*** (0.02)	-3.04*** (0.02)	-2.87*** (0.16)	-3.37*** (0.02)	-3.33*** (0.02)	-3.00*** (0.21)	-4.43*** (0.04)	-4.44*** (0.05)	-4.61*** (0.39)
Trend	-0.06*** (0.00)	-0.06*** (0.01)	-0.10** (0.03)	-0.06*** (0.01)	-0.08*** (0.01)	-0.14*** (0.04)	-0.04*** (0.01)	-0.05 (0.03)	-0.00 (0.08)
Share EEO students	0.41*** (0.02)	0.38*** (0.02)	0.32* (0.14)	0.56*** (0.02)	0.52*** (0.02)	0.31 (0.17)	-0.17*** (0.05)	-0.17** (0.06)	-0.05 (0.44)
Average Principal Age	0.04 (0.03)	0.03 (0.03)	0.07 (0.04)	0.04 (0.03)	0.06 (0.04)	0.06 (0.06)	-0.04 (0.07)	-0.24* (0.10)	0.15 (0.10)
Average Principal Tenure	-0.02 (0.02)	-0.03 (0.02)	-0.03 (0.03)	-0.01 (0.02)	-0.03 (0.03)	-0.02 (0.03)	-0.04 (0.04)	0.05 (0.06)	-0.10 (0.06)
Average Teacher Age	-0.03 (0.02)	0.00 (0.03)	-0.07 (0.04)	-0.03 (0.03)	-0.02 (0.04)	-0.03 (0.05)	-0.01 (0.06)	0.17 (0.09)	-0.24* (0.10)
Average Teacher Tenure	-0.04** (0.01)	-0.03 (0.02)	-0.05* (0.02)	-0.05** (0.02)	-0.02 (0.02)	-0.07* (0.03)	-0.05 (0.04)	-0.13* (0.05)	0.02 (0.05)
Trend x	-0.01 (0.00)	0.02 (0.01)	0.01 (0.03)	-0.00 (0.01)	0.03* (0.01)	0.05 (0.03)	0.00 (0.01)	0.00 (0.03)	-0.02 (0.09)
Share EEO students	-0.05* (0.02)	-0.04 (0.03)	-0.09** (0.04)	-0.05 (0.03)	-0.05 (0.03)	-0.10* (0.04)	-0.10 (0.07)	-0.21* (0.10)	0.02 (0.11)
Average Principal Age x	0.00 (0.01)	0.00 (0.02)	0.02 (0.02)	-0.01 (0.02)	0.00 (0.02)	0.01 (0.03)	-0.00 (0.04)	0.05 (0.06)	-0.06 (0.07)
Share EEO students	0.07** (0.02)	0.05 (0.03)	0.08* (0.04)	0.07* (0.03)	0.06 (0.04)	0.08 (0.04)	0.06 (0.07)	0.15 (0.10)	-0.05 (0.11)
Average Teacher Age x	0.02 (0.01)	0.01 (0.02)	0.01 (0.02)	0.02 (0.01)	0.00 (0.02)	0.03 (0.02)	-0.03 (0.04)	-0.09 (0.05)	0.02 (0.05)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-0.90** (0.31)	-0.43 (0.54)	1.54 (2.37)	-1.44*** (0.26)	-1.11** (0.38)	2.73 (2.07)	-3.81*** (0.11)	-3.81*** (0.13)	-3.57*** (0.87)
Trend	-0.18* (0.08)	-0.41 (0.25)	-0.62 (0.45)	-0.21*** (0.06)	-0.42* (0.17)	-0.97* (0.39)	-0.10*** (0.03)	-0.13 (0.07)	-0.13 (0.17)
Share EEO students	0.91** (0.30)	1.06* (0.45)	3.09 (2.35)	1.70*** (0.24)	1.78*** (0.32)	6.40** (2.02)	-0.59*** (0.11)	-0.62*** (0.13)	-1.53 (0.85)
Average Principal Age	-0.02 (0.31)	-1.05* (0.50)	0.72 (0.41)	-0.07 (0.25)	-0.62 (0.43)	0.35 (0.30)	-0.02 (0.13)	-0.09 (0.19)	0.06 (0.20)
Average Principal Tenure	0.27 (0.21)	0.18 (0.34)	0.20 (0.26)	0.35* (0.17)	0.23 (0.29)	0.25 (0.20)	0.11 (0.09)	0.10 (0.13)	0.09 (0.13)
Average Teacher Age	-0.18 (0.30)	0.85 (0.59)	-0.69 (0.39)	-0.11 (0.24)	0.49 (0.46)	-0.42 (0.31)	0.04 (0.13)	0.08 (0.19)	-0.01 (0.18)
Average Teacher Tenure	-0.26 (0.21)	-0.16 (0.33)	-0.13 (0.34)	-0.26 (0.17)	0.04 (0.29)	-0.09 (0.28)	-0.16* (0.08)	-0.15 (0.12)	-0.14 (0.12)
Trend x	-0.01 (0.07)	-0.08 (0.21)	-0.41 (0.45)	-0.13* (0.06)	-0.24 (0.15)	-0.99** (0.38)	0.05 (0.03)	0.11 (0.07)	0.22 (0.17)
Share EEO students	-0.09 (0.30)	-0.59 (0.45)	0.38 (0.39)	-0.13 (0.24)	-0.45 (0.38)	0.18 (0.30)	-0.24 (0.13)	-0.32 (0.19)	-0.25 (0.19)
Average Principal Age x	0.12 (0.21)	-0.03 (0.31)	0.12 (0.27)	0.33 (0.17)	0.14 (0.27)	0.29 (0.21)	0.05 (0.08)	0.09 (0.13)	0.07 (0.13)
Share EEO students	-0.13 (0.29)	0.46 (0.52)	-0.41 (0.39)	0.04 (0.23)	0.38 (0.40)	0.00 (0.31)	0.11 (0.13)	0.19 (0.19)	0.03 (0.19)
Average Teacher Age x	0.04 (0.19)	0.09 (0.30)	0.18 (0.32)	-0.23 (0.16)	0.01 (0.25)	-0.03 (0.26)	0.09 (0.08)	0.01 (0.11)	0.10 (0.11)
Share EEO students									
AIC	10741.69	6167.34	4588.61	9367.30	5475.18	3895.46	6284.54	3610.13	2705.77
Log Likelihood	-5346.85	-3059.67	-2270.30	-4659.65	-2713.59	-1923.73	-3118.27	-1781.06	-1328.89
Num. obs.	1890	1080	810	1890	1080	810	1890	1080	810

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 58: Grade Retention: Effect differences across target groups  
VGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.81*** (0.01)	-3.82*** (0.01)	-3.70*** (0.11)	-4.34*** (0.02)	-4.35*** (0.02)	-4.50*** (0.18)	-4.65*** (0.02)	-4.67*** (0.02)	-4.57*** (0.23)
Trend	-0.05*** (0.00)	-0.03*** (0.01)	-0.07** (0.02)	-0.04*** (0.01)	-0.02 (0.01)	-0.01 (0.04)	-0.05*** (0.01)	-0.03* (0.01)	-0.07 (0.05)
Share EEO students	0.51*** (0.01)	0.50*** (0.01)	0.75*** (0.08)	0.71*** (0.01)	0.70*** (0.10)	1.12*** (0.10)	-0.03 (0.03)	-0.00 (0.03)	-0.20 (0.29)
Average Principal Age	0.02 (0.02)	0.02 (0.03)	0.02 (0.03)	0.08** (0.03)	0.11** (0.04)	0.00 (0.05)	-0.05 (0.04)	-0.08 (0.05)	-0.01 (0.06)
Average Principal Tenure	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.02)	-0.01 (0.02)	-0.02 (0.02)	0.02 (0.03)	-0.02 (0.02)	0.01 (0.03)	-0.07* (0.03)
Average Teacher Age	0.01 (0.02)	0.00 (0.03)	0.03 (0.03)	-0.03 (0.03)	-0.04 (0.04)	-0.01 (0.05)	0.06 (0.04)	0.07 (0.05)	0.07 (0.06)
Average Teacher Tenure	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.02 (0.01)	0.02 (0.02)	0.00 (0.02)	-0.02 (0.02)	-0.04 (0.02)	-0.01 (0.03)
Trend x	-0.02*** (0.00)	-0.02*** (0.01)	-0.06*** (0.02)	-0.02*** (0.00)	-0.03*** (0.01)	-0.10*** (0.02)	-0.01 (0.01)	-0.04* (0.02)	0.02 (0.06)
Share EEO students	0.04*** (0.01)	0.03* (0.02)	0.08*** (0.02)	0.01 (0.02)	-0.01 (0.02)	0.10*** (0.03)	-0.01 (0.04)	0.01 (0.06)	-0.04 (0.07)
Average Principal Age x	0.02** (0.01)	0.01 (0.01)	0.02 (0.01)	0.02** (0.01)	0.02 (0.01)	0.01 (0.01)	-0.05 (0.02)	-0.04 (0.03)	-0.06 (0.04)
Share EEO students	-0.04** (0.01)	-0.04 (0.02)	-0.04 (0.02)	-0.02 (0.02)	-0.00 (0.02)	-0.01 (0.03)	0.04 (0.05)	0.02 (0.06)	0.04 (0.07)
Average Teacher Age x	0.02*** (0.01)	0.02** (0.01)	0.03*** (0.01)	0.01 (0.01)	0.01 (0.01)	0.03* (0.01)	0.05* (0.02)	0.06* (0.03)	0.04 (0.03)
Average Teacher Tenure x									
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.89*** (0.07)	-2.70*** (0.09)	-0.80 (0.62)	-3.90*** (0.05)	-3.79*** (0.07)	-1.65*** (0.53)	-4.30*** (0.04)	-4.26*** (0.05)	-3.67*** (0.40)
Trend	-0.09*** (0.02)	-0.23*** (0.04)	-0.49*** (0.12)	-0.06*** (0.01)	-0.15*** (0.03)	-0.50*** (0.10)	-0.09*** (0.01)	-0.14*** (0.03)	-0.20* (0.08)
Share EEO students	0.84*** (0.10)	0.90*** (0.12)	1.87* (0.75)	1.28*** (0.08)	1.24*** (0.10)	3.28*** (0.73)	-0.28*** (0.04)	-0.31*** (0.05)	-0.21 (0.39)
Average Principal Age	0.05 (0.10)	0.17 (0.14)	0.11 (0.14)	-0.05 (0.08)	0.07 (0.12)	0.05 (0.12)	0.03 (0.07)	0.04 (0.09)	0.08 (0.10)
Average Principal Tenure	-0.04 (0.05)	-0.14 (0.08)	-0.04 (0.07)	-0.03 (0.05)	-0.12 (0.07)	-0.03 (0.07)	0.04 (0.04)	0.05 (0.05)	-0.00 (0.05)
Average Teacher Age	0.02 (0.10)	-0.09 (0.15)	0.14 (0.13)	0.09 (0.09)	-0.03 (0.12)	0.26* (0.12)	-0.01 (0.07)	-0.02 (0.09)	-0.01 (0.09)
Average Teacher Tenure	0.11* (0.05)	0.25*** (0.08)	0.16* (0.08)	0.14*** (0.04)	0.28*** (0.06)	0.16* (0.06)	0.01 (0.03)	0.06 (0.05)	0.01 (0.05)
Trend x	-0.07** (0.02)	-0.12* (0.06)	-0.26 (0.14)	-0.04 (0.02)	-0.06 (0.05)	-0.41** (0.14)	-0.01 (0.01)	0.03 (0.03)	-0.03 (0.08)
Share EEO students	-0.09 (0.12)	-0.21 (0.17)	0.11 (0.16)	-0.13 (0.11)	-0.05 (0.17)	-0.01 (0.16)	-0.09 (0.06)	-0.13 (0.09)	-0.04 (0.09)
Average Principal Age x	-0.04 (0.07)	-0.11 (0.10)	-0.03 (0.09)	-0.06 (0.06)	-0.20* (0.09)	0.01 (0.09)	0.09* (0.04)	0.07 (0.05)	0.11* (0.05)
Share EEO students	0.18 (0.12)	0.31 (0.19)	0.08 (0.16)	0.24* (0.12)	0.24 (0.17)	0.26 (0.16)	0.03 (0.07)	0.09 (0.10)	-0.00 (0.10)
Average Teacher Age x	0.06 (0.06)	0.15 (0.09)	0.04 (0.09)	0.13* (0.05)	0.21* (0.08)	0.18* (0.08)	-0.01 (0.03)	0.00 (0.05)	-0.04 (0.05)
Average Teacher Tenure x									
Share EEO students									
AIC	41032.80	24060.37	16953.64	32235.97	18806.85	13394.64	26866.77	15980.20	10901.50
Log Likelihood	-20492.40	-12006.18	-8452.82	-16093.98	-9379.43	-6673.32	-13409.39	-7966.10	-5426.75
Num. obs.	8785	5020	3765	8785	5020	3765	8785	5020	3765

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 59: Grade Retention: Effect differences across target groups  
*OGO*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.53*** (0.02)	-3.53*** (0.02)	-3.57*** (0.17)	-3.95*** (0.02)	-3.95*** (0.03)	-3.90*** (0.25)	-4.59*** (0.03)	-4.64*** (0.04)	-5.10*** (0.36)
Trend	-0.06*** (0.01)	-0.06*** (0.01)	-0.06 (0.03)	-0.07*** (0.01)	-0.06*** (0.02)	-0.08 (0.05)	-0.06*** (0.01)	-0.02 (0.02)	0.04 (0.07)
Share EEO students	0.70*** (0.01)	0.68*** (0.01)	0.79*** (0.12)	0.88*** (0.01)	0.87*** (0.02)	1.02*** (0.15)	-0.04 (0.04)	-0.11 (0.06)	-0.36 (0.44)
Average Principal Age	0.03 (0.03)	0.05 (0.03)	0.00 (0.05)	0.13** (0.04)	0.21*** (0.05)	-0.01 (0.07)	-0.08 (0.05)	-0.14* (0.07)	-0.03 (0.09)
Average Principal Tenure	0.01 (0.02)	-0.01 (0.02)	0.05 (0.03)	-0.01 (0.02)	-0.03 (0.03)	0.02 (0.04)	0.04 (0.03)	0.00 (0.04)	0.11* (0.05)
Average Teacher Age	0.01 (0.03)	0.02 (0.03)	0.00 (0.04)	-0.07 (0.04)	-0.12* (0.05)	0.03 (0.07)	0.13* (0.05)	0.21** (0.07)	-0.06 (0.09)
Average Teacher Tenure	-0.03* (0.01)	-0.02 (0.02)	-0.04 (0.02)	0.02 (0.02)	0.04 (0.02)	-0.01 (0.03)	-0.11*** (0.03)	-0.12*** (0.04)	-0.12** (0.04)
Trend x	-0.03*** (0.00)	-0.04*** (0.01)	-0.04 (0.02)	-0.03*** (0.00)	-0.05*** (0.01)	-0.04 (0.03)	-0.01 (0.01)	0.04 (0.03)	0.04 (0.09)
Share EEO students	0.03 (0.02)	0.05* (0.02)	0.03 (0.03)	-0.02 (0.02)	-0.02 (0.03)	0.04 (0.04)	-0.19** (0.06)	-0.19* (0.08)	-0.19 (0.11)
Average Principal Age x	0.01 (0.01)	0.04** (0.01)	-0.04** (0.02)	0.02 (0.01)	0.05** (0.02)	-0.03 (0.02)	0.07 (0.04)	0.11* (0.05)	0.05 (0.06)
Average Principal Tenure x	0.02 (0.02)	-0.00 (0.03)	0.00 (0.03)	0.07* (0.03)	0.06 (0.03)	0.02 (0.04)	0.20** (0.06)	0.22** (0.08)	0.10 (0.12)
Average Teacher Age x	0.03** (0.01)	0.02 (0.01)	0.04** (0.01)	0.01 (0.01)	-0.00 (0.01)	0.04 (0.02)	-0.08* (0.03)	-0.11** (0.04)	-0.08 (0.05)
Average Teacher Tenure x	0.03** (0.01)	0.02 (0.01)	0.04** (0.01)	0.01 (0.01)	-0.00 (0.01)	0.04 (0.02)	-0.08* (0.03)	-0.11** (0.04)	-0.08 (0.05)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-1.83*** (0.20)	-1.84*** (0.25)	2.37 (1.58)	-3.10*** (0.13)	-3.18*** (0.16)	-0.79 (1.08)	-4.14*** (0.08)	-4.11*** (0.09)	-4.12*** (0.67)
Trend	-0.18*** (0.05)	-0.11 (0.13)	-0.98*** (0.29)	-0.11** (0.04)	0.03 (0.09)	-0.57** (0.21)	-0.11*** (0.12)	-0.14** (0.05)	-0.12 (0.13)
Share EEO students	1.54*** (0.29)	1.24*** (0.34)	5.84** (1.99)	1.80*** (0.20)	1.47*** (0.23)	4.12** (1.47)	-0.36*** (0.07)	-0.34*** (0.09)	-0.84 (0.61)
Average Principal Age	-0.20 (0.23)	-0.41 (0.38)	0.24 (0.26)	-0.22 (0.16)	-0.61* (0.26)	0.28 (0.22)	-0.04 (0.10)	-0.04 (0.15)	-0.05 (0.15)
Average Principal Tenure	-0.08 (0.14)	-0.15 (0.22)	-0.16 (0.16)	-0.00 (0.10)	-0.04 (0.15)	-0.09 (0.13)	0.01 (0.06)	-0.01 (0.09)	0.04 (0.09)
Average Teacher Age	0.27 (0.24)	0.58 (0.43)	0.32 (0.28)	0.27 (0.17)	0.71* (0.29)	0.13 (0.22)	0.03 (0.10)	0.06 (0.15)	-0.00 (0.15)
Average Teacher Tenure	0.12 (0.12)	0.18 (0.19)	0.28 (0.20)	-0.04 (0.09)	-0.01 (0.13)	0.03 (0.14)	0.05 (0.06)	-0.00 (0.08)	0.13 (0.09)
Trend x	-0.03 (0.07)	0.22 (0.17)	-0.85* (0.37)	-0.02 (0.05)	0.27* (0.13)	-0.48 (0.28)	0.02 (0.02)	0.03 (0.05)	0.11 (0.12)
Share EEO students	-0.45 (0.29)	-0.62 (0.48)	0.03 (0.32)	-0.45* (0.23)	-0.70* (0.34)	-0.08 (0.29)	-0.04 (0.09)	-0.24 (0.13)	0.11 (0.14)
Average Principal Age x	-0.12 (0.18)	-0.37 (0.27)	-0.09 (0.20)	-0.20 (0.14)	-0.25 (0.21)	-0.25 (0.18)	-0.04 (0.06)	-0.09 (0.08)	-0.00 (0.08)
Average Principal Tenure x	0.48 (0.31)	0.82 (0.54)	0.56 (0.36)	0.54* (0.24)	0.87* (0.39)	0.53 (0.30)	0.09 (0.10)	0.34* (0.15)	-0.14 (0.15)
Average Teacher Age x	-0.03 (0.16)	0.24 (0.25)	-0.08 (0.26)	0.01 (0.12)	0.08 (0.18)	-0.04 (0.19)	-0.06 (0.05)	-0.07 (0.07)	-0.05 (0.07)
Average Teacher Tenure x	0.03** (0.01)	0.02 (0.01)	0.04** (0.01)	0.01 (0.01)	-0.00 (0.01)	0.04 (0.02)	-0.08* (0.03)	-0.11** (0.04)	-0.08 (0.05)
Share EEO students									
AIC	15778.64	9302.23	6456.15	13104.94	7803.63	5282.95	9556.95	5676.73	3901.13
Log Likelihood	-7865.32	-4627.11	-3204.08	-6528.47	-3877.82	-2617.47	-4754.48	-2814.36	-1926.56
Num. obs.	3101	1772	1329	3101	1772	1329	3101	1772	1329

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.5.2 Inflow in A-track of Secondary Education

Table 60: Inflow in A-track of Secondary Education: Effect differences across target groups  
*GO!*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.16*** (0.01)	-0.16*** (0.01)	-0.11 (0.08)	-0.90*** (0.01)	-0.89*** (0.02)	-0.84*** (0.11)	-0.92*** (0.01)	-0.95*** (0.02)	-0.88*** (0.12)
Trend	0.00 (0.00)	0.00 (0.01)	-0.00 (0.02)	0.01 (0.00)	0.01 (0.01)	-0.01 (0.02)	-0.01 (0.00)	-0.00 (0.01)	-0.01 (0.02)
Share EEO students	-0.09*** (0.01)	-0.09*** (0.01)	-0.04 (0.08)	0.30*** (0.01)	0.30*** (0.02)	0.31** (0.11)	-0.48*** (0.02)	-0.48*** (0.02)	-0.47*** (0.13)
Average Principal Age	-0.00 (0.01)	-0.01 (0.02)	0.00 (0.02)	-0.02 (0.02)	-0.00 (0.03)	-0.02 (0.03)	-0.05* (0.02)	-0.07* (0.03)	-0.03 (0.03)
Average Principal Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.02 (0.01)	0.03 (0.02)	0.01 (0.02)
Average Teacher Age	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.03 (0.02)	0.01 (0.03)	0.04 (0.03)	0.05* (0.02)	0.07* (0.03)	0.03 (0.03)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.02)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.02)	0.00 (0.02)
Trend x	0.01** (0.00)	0.01 (0.01)	-0.00 (0.02)	0.01** (0.00)	0.01 (0.01)	0.01 (0.02)	0.01 (0.00)	0.01 (0.01)	0.00 (0.03)
Share EEO students	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)	-0.02 (0.02)	-0.04 (0.03)	0.00 (0.03)	-0.03 (0.02)	-0.05 (0.03)	-0.01 (0.03)
Average Principal Age x	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.02 (0.01)	-0.04 (0.02)	0.00 (0.02)	-0.03 (0.01)	-0.05 (0.02)	-0.01 (0.02)
Share EEO students	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)	-0.02 (0.02)	0.01 (0.01)	0.02 (0.02)	-0.01 (0.02)
Average Teacher Age x	-0.01 (0.01)	-0.00 (0.02)	-0.01 (0.02)	0.01 (0.02)	0.02 (0.03)	0.00 (0.03)	0.01 (0.02)	0.04 (0.03)	-0.02 (0.03)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.02 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.02)
Share EEO students	9495.72	5433.29	4084.49	8850.31	5077.65	3792.52	8869.78	5051.58	3835.44
AIC	-4735.86	-2704.64	-2030.25	-4413.16	-2526.83	-1884.26	-4422.89	-2513.79	-1905.72
Log Likelihood	1890	1080	810	1890	1080	810	1890	1080	810
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 61: Inflow in A-track of Secondary Education: Effect differences across target groups  
VGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.07*** (0.00)	-0.07*** (0.00)	-0.02 (0.03)	-1.25*** (0.01)	-1.23*** (0.01)	-1.24*** (0.07)	-0.51*** (0.00)	-0.52*** (0.01)	-0.38*** (0.04)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.02*** (0.00)	-0.01 (0.01)	-0.01*** (0.00)	-0.01 (0.00)	-0.03*** (0.01)
Share EEO students	-0.04*** (0.00)	-0.05*** (0.01)	0.00 (0.04)	0.39*** (0.01)	0.37*** (0.01)	0.53*** (0.05)	-0.38*** (0.01)	-0.38*** (0.01)	-0.25*** (0.06)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.02* (0.01)	-0.01 (0.02)	-0.03 (0.02)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.02* (0.01)	0.02 (0.02)	0.02 (0.02)	0.01 (0.01)	0.02 (0.01)	0.01 (0.01)
Average Teacher Tenure	0.00 (0.00)	0.01 (0.00)	0.00 (0.00)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.01** (0.00)	0.01* (0.01)	0.01* (0.01)
Trend x	0.00 (0.00)	0.00 (0.00)	-0.01 (0.01)	0.01*** (0.00)	0.01** (0.00)	-0.02 (0.01)	-0.00 (0.00)	0.00 (0.00)	-0.03** (0.01)
Share EEO students	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.05*** (0.01)	-0.05*** (0.01)	-0.03 (0.02)
Average Principal Age x	-0.00 (0.00)	-0.01 (0.01)	0.00 (0.01)	-0.00 (0.00)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)
Share EEO students	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	0.02 (0.01)	0.02 (0.01)	0.02 (0.01)	0.05*** (0.01)	0.06*** (0.02)	0.05*** (0.02)
Average Teacher Age x	0.01* (0.00)	0.01* (0.00)	0.01 (0.00)	0.01* (0.00)	0.01* (0.01)	0.01 (0.01)	0.01 (0.00)	0.01 (0.01)	0.01 (0.01)
Average Teacher Tenure x	0.01* (0.00)	0.01* (0.00)	0.01 (0.00)	0.01* (0.00)	0.01* (0.01)	0.01 (0.01)	0.01 (0.00)	0.01 (0.01)	0.01 (0.01)
AIC	46585.02	26599.18	20001.95	41690.45	23928.87	17759.37	45929.19	26057.57	19868.20
Log Likelihood	-23280.51	-13287.59	-9988.98	-20833.22	-11952.44	-8867.69	-22952.59	-13016.78	-9922.10
Num. obs.	8785	5020	3765	8785	5020	3765	8785	5020	3765

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 62: Inflow in A-track of Secondary Education: Effect differences across target groups  
OGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.08*** (0.01)	-0.09*** (0.01)	-0.08 (0.06)	-1.14*** (0.01)	-1.13*** (0.01)	-1.18*** (0.10)	-0.65*** (0.01)	-0.66*** (0.01)	-0.55*** (0.09)
Trend	-0.00 (0.00)	-0.00 (0.00)	-0.00 (0.01)	-0.01* (0.00)	-0.00 (0.01)	-0.00 (0.02)	-0.01*** (0.00)	-0.02* (0.01)	-0.03 (0.02)
Share EEO students	-0.03*** (0.01)	-0.04*** (0.01)	-0.01 (0.06)	0.46*** (0.01)	0.44*** (0.01)	0.60*** (0.08)	-0.51*** (0.01)	-0.50*** (0.02)	-0.30** (0.11)
Average Principal Age	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)	0.02 (0.02)	0.05* (0.02)	-0.02 (0.03)	-0.01 (0.01)	-0.04 (0.02)	0.02 (0.02)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.01)	0.03 (0.02)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)
Average Teacher Age	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.05* (0.02)	0.01 (0.03)	0.03* (0.01)	0.05* (0.02)	0.03 (0.02)
Average Teacher Tenure	-0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.02 (0.01)	-0.02 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)
Trend x	0.00 (0.00)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.00)	0.01* (0.01)	-0.02 (0.02)	-0.00 (0.00)	-0.00 (0.01)	-0.05* (0.02)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.05*** (0.01)	-0.07*** (0.02)	-0.03 (0.02)	-0.07*** (0.02)	-0.13*** (0.03)	0.01 (0.03)
Average Principal Age x	0.01 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.01 (0.02)	-0.01 (0.02)
Share EEO students	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.07*** (0.02)	0.09*** (0.02)	0.06** (0.02)	0.08*** (0.02)	0.12*** (0.03)	0.08** (0.03)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	0.01 (0.01)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	0.01 (0.01)
AIC	17355.39	9825.16	7551.98	14662.65	8334.27	6337.50	16506.15	9294.22	7209.61
Log Likelihood	-8665.69	-4900.58	-3763.99	-7319.32	-4155.13	-3156.75	-8241.07	-4635.11	-3592.80
Num. obs.	3101	1772	1329	3101	1772	1329	3101	1772	1329

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.5.3 Non-Repeat after First Year in A-track

Table 63: Non-Repeat after First Year in A-track: Effect differences across target groups  
*GO!*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.21*** (0.01)	-0.22*** (0.01)	-1.16 (1.03)	-0.97*** (0.02)	-0.96*** (0.02)	-2.26 (1.49)	-0.96*** (0.02)	-0.98*** (0.02)	-0.66 (1.59)
Trend	0.01* (0.00)	0.01 (0.01)	0.22 (0.23)	0.01** (0.00)	0.01 (0.01)	0.29 (0.33)	-0.00 (0.01)	0.00 (0.01)	-0.06 (0.35)
Share EEO students	-0.10*** (0.01)	-0.10*** (0.01)	-0.41 (1.15)	0.29*** (0.02)	0.28*** (0.02)	2.80 (1.70)	-0.48*** (0.02)	-0.49*** (0.02)	0.44 (1.62)
Average Principal Age	-0.01 (0.02)	-0.02 (0.02)	-0.01 (0.04)	-0.01 (0.02)	-0.01 (0.03)	-0.03 (0.06)	-0.06* (0.03)	-0.07* (0.03)	-0.05 (0.06)
Average Principal Tenure	0.01 (0.01)	0.01 (0.01)	0.01 (0.02)	0.01 (0.02)	0.01 (0.02)	0.00 (0.03)	0.02 (0.02)	0.03 (0.02)	0.02 (0.03)
Average Teacher Age	0.02 (0.02)	0.02 (0.02)	-0.09 (0.10)	0.03 (0.02)	0.03 (0.03)	-0.09 (0.15)	0.06* (0.02)	0.07* (0.03)	0.06 (0.16)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.06 (0.06)	0.01 (0.01)	0.01 (0.02)	0.08 (0.08)	-0.00 (0.01)	-0.00 (0.02)	-0.02 (0.09)
Trend x	0.01** (0.00)	0.01 (0.01)	0.08 (0.26)	0.01 (0.00)	0.01 (0.01)	-0.55 (0.38)	0.01* (0.01)	0.01 (0.01)	-0.20 (0.36)
Share EEO students	-0.01 (0.02)	-0.02 (0.02)	0.02 (0.04)	-0.04 (0.02)	-0.06* (0.03)	0.01 (0.05)	-0.04 (0.03)	-0.06* (0.03)	0.01 (0.06)
Average Principal Age x	0.00 (0.01)	0.00 (0.01)	-0.00 (0.02)	0.01 (0.01)	0.01 (0.02)	0.00 (0.03)	0.01 (0.02)	0.02 (0.02)	-0.01 (0.03)
Share EEO students	0.01 (0.02)	0.02 (0.02)	-0.06 (0.12)	0.03 (0.02)	0.05 (0.03)	0.25 (0.17)	0.02 (0.02)	0.05 (0.03)	0.05 (0.17)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.07)	-0.03* (0.01)	-0.03 (0.02)	-0.16 (0.10)	-0.00 (0.01)	-0.01 (0.02)	-0.05 (0.09)
Average Teacher Tenure x	8116.72	5412.86	2724.59	7532.11	5012.14	2539.36	7578.26	5037.46	2556.39
AIC	-4046.36	-2694.43	-1350.29	-3754.05	-2494.07	-1257.68	-3777.13	-2506.73	-1266.20
Log Likelihood	1620	1080	540	1620	1080	540	1620	1080	540
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 64: Non-Repeat after First Year in A-track: Effect differences across target groups  
VGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.09*** (0.00)	-0.09*** (0.00)	-0.23 (0.42)	-1.29*** (0.01)	-1.27*** (0.01)	-0.76 (0.80)	-0.53*** (0.01)	-0.54*** (0.01)	-0.11 (0.56)
Trend	-0.00 (0.00)	-0.00 (0.00)	0.03 (0.09)	-0.01*** (0.00)	-0.02*** (0.00)	-0.13 (0.18)	-0.01*** (0.00)	-0.01 (0.00)	-0.10 (0.13)
Share EEO students	-0.07*** (0.00)	-0.07*** (0.01)	-0.38 (0.48)	0.36*** (0.01)	0.35*** (0.01)	0.10 (0.64)	-0.39*** (0.01)	-0.39*** (0.01)	0.05 (0.74)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.02)	-0.02 (0.01)	-0.02 (0.02)	-0.02 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.03 (0.02)
Average Principal Tenure	-0.00 (0.00)	-0.00 (0.00)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Teacher Age	0.01 (0.01)	0.01 (0.01)	-0.01 (0.05)	0.03 (0.01)	0.03 (0.02)	0.07 (0.09)	0.01 (0.01)	0.02 (0.01)	0.03 (0.06)
Average Teacher Tenure	0.01* (0.00)	0.01 (0.00)	0.01 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.04)	0.01*** (0.00)	0.01* (0.01)	0.01 (0.03)
Trend x	0.00* (0.00)	0.00 (0.00)	0.07 (0.11)	0.01*** (0.00)	0.01*** (0.00)	0.07 (0.14)	-0.00 (0.00)	0.00 (0.00)	-0.10 (0.16)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.03 (0.02)	-0.04** (0.01)	-0.05*** (0.01)	-0.01 (0.03)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.03** (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)
Share EEO students	0.01 (0.01)	0.02 (0.01)	-0.03 (0.05)	0.02 (0.01)	0.02 (0.01)	0.00 (0.07)	0.05*** (0.01)	0.06*** (0.02)	0.07 (0.08)
Average Teacher Age x	0.01* (0.00)	0.01 (0.00)	0.02 (0.02)	0.01 (0.00)	0.01* (0.01)	0.01 (0.03)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)
Share EEO students	39855.20	26570.55	13304.26	35556.51	23793.54	11766.88	39286.22	26041.14	13253.78
AIC	-19915.60	-13273.28	-6640.13	-17766.26	-11884.77	-5871.44	-19631.11	-13008.57	-6614.89
Log Likelihood	7530	5020	2510	7530	5020	2510	7530	5020	2510
Num. obs.	Z-scores were computed for all covariates (except Trend).								

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 65: Non-Repeat after First Year in A-track: Effect differences across target groups  
OGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.13*** (0.01)	-0.13*** (0.01)	-0.50 (0.83)	-1.20*** (0.01)	-1.19*** (0.01)	-2.22 (1.44)	-0.67*** (0.01)	-0.68*** (0.01)	1.04 (1.24)
Trend	0.00 (0.00)	0.00 (0.00)	0.08 (0.18)	-0.00 (0.00)	0.00 (0.01)	0.22 (0.32)	-0.01*** (0.00)	-0.01 (0.01)	-0.39 (0.27)
Share EEO students	-0.08*** (0.01)	-0.08*** (0.01)	0.47 (1.00)	0.41*** (0.01)	0.40*** (0.01)	2.60 (1.33)	-0.52*** (0.01)	-0.51*** (0.02)	4.01* (1.68)
Average Principal Age	0.02 (0.01)	0.02 (0.01)	0.02 (0.03)	0.05* (0.02)	0.05* (0.02)	0.03 (0.05)	-0.04* (0.02)	-0.04* (0.02)	-0.02 (0.04)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.01 (0.01)	0.00 (0.01)	0.01 (0.02)
Average Teacher Age	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.09)	-0.05* (0.02)	-0.04 (0.02)	-0.14 (0.15)	0.05** (0.02)	0.05* (0.02)	0.22 (0.13)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.01 (0.01)	0.02 (0.01)	0.04 (0.07)	-0.01 (0.01)	-0.01 (0.01)	-0.09 (0.06)
Trend x	0.01 (0.00)	0.01 (0.01)	-0.12 (0.22)	0.01** (0.00)	0.02** (0.01)	-0.47 (0.30)	-0.01 (0.00)	-0.00 (0.01)	-1.01** (0.37)
Share EEO students	-0.01 (0.01)	-0.02 (0.02)	0.03 (0.03)	-0.05** (0.02)	-0.06** (0.02)	0.02 (0.04)	-0.11*** (0.02)	-0.14*** (0.03)	-0.01 (0.05)
Average Principal Age x	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.01 (0.01)	0.01 (0.02)	-0.01 (0.02)
Share EEO students	0.01 (0.01)	0.02 (0.02)	0.05 (0.10)	0.07*** (0.02)	0.10*** (0.02)	0.25 (0.14)	0.11*** (0.02)	0.13*** (0.03)	0.53** (0.17)
Average Teacher Age x	0.01 (0.01)	0.00 (0.01)	-0.01 (0.05)	0.01 (0.01)	-0.01 (0.01)	-0.07 (0.07)	-0.02* (0.01)	-0.02 (0.01)	-0.22** (0.08)
Share EEO students	14825.73	9821.02	5025.18	12469.81	8304.35	4178.13	14068.63	9259.45	4817.50
AIC	-7400.87	-4898.51	-2500.59	-6222.91	-4140.18	-2077.07	-7022.32	-4617.73	-2396.75
Log Likelihood	2658	1772	886	2658	1772	886	2658	1772	886
Num. obs.	Z-scores were computed for all covariates (except Trend).								

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.5.4 Full Enrollment in A-track of Secondary Education

Table 66: Full Enrollment in A-track: Effect differences across target groups  
*GO!*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.29*** (0.01)	-0.30*** (0.01)	-0.89 (1.06)	-1.10*** (0.02)	-1.09*** (0.02)	-1.79 (1.56)	-1.00*** (0.02)	-1.02*** (0.02)	-0.49 (1.62)
Trend	0.01** (0.00)	0.01 (0.01)	0.14 (0.24)	0.02*** (0.01)	0.02* (0.01)	0.16 (0.35)	-0.00 (0.01)	-0.00 (0.01)	-0.11 (0.36)
Share EEO students	-0.13*** (0.01)	-0.13*** (0.01)	-0.88 (1.19)	0.28*** (0.02)	0.27*** (0.02)	2.23 (1.78)	-0.50*** (0.02)	-0.49*** (0.02)	0.15 (1.65)
Average Principal Age	-0.01 (0.02)	-0.02 (0.02)	0.01 (0.04)	-0.02 (0.03)	-0.02 (0.03)	0.01 (0.06)	-0.06* (0.03)	-0.07* (0.03)	-0.04 (0.06)
Average Principal Tenure	0.00 (0.01)	0.01 (0.01)	-0.01 (0.02)	-0.00 (0.02)	0.00 (0.02)	-0.03 (0.03)	0.03 (0.02)	0.03 (0.02)	0.02 (0.03)
Average Teacher Age	0.02 (0.02)	0.03 (0.02)	-0.06 (0.11)	0.03 (0.02)	0.04 (0.03)	-0.05 (0.16)	0.05* (0.03)	0.06* (0.03)	0.07 (0.16)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.06 (0.06)	0.02 (0.01)	0.01 (0.02)	0.07 (0.09)	0.00 (0.01)	-0.00 (0.02)	-0.03 (0.09)
Trend x	0.01** (0.00)	0.01 (0.01)	0.17 (0.26)	0.01 (0.01)	0.01 (0.01)	-0.42 (0.40)	0.01* (0.01)	0.01 (0.01)	-0.13 (0.37)
Share EEO students	-0.01 (0.02)	-0.02 (0.02)	0.03 (0.04)	-0.04 (0.02)	-0.06* (0.03)	0.02 (0.05)	-0.04 (0.03)	-0.06 (0.03)	0.00 (0.06)
Average Principal Age x	-0.00 (0.01)	0.00 (0.01)	-0.02 (0.02)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.03)	0.01 (0.02)	0.02 (0.02)	-0.01 (0.03)
Share EEO students	0.01 (0.02)	0.02 (0.02)	-0.10 (0.12)	0.04 (0.02)	0.05 (0.03)	0.19 (0.18)	0.02 (0.03)	0.04 (0.03)	0.03 (0.17)
Average Teacher Age x	0.00 (0.01)	-0.00 (0.01)	0.06 (0.07)	-0.03* (0.01)	-0.03 (0.02)	-0.12 (0.10)	-0.00 (0.01)	-0.01 (0.02)	-0.03 (0.10)
Average Teacher Tenure x	8193.72	5459.59	2754.97	7475.40	4980.48	2515.42	7533.52	5009.79	2540.84
AIC	-4084.86	-2717.79	-1365.49	-3725.70	-2478.24	-1245.71	-3754.76	-2492.89	-1258.42
Log Likelihood	1620	1080	540	1620	1080	540	1620	1080	540
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 67: Full Enrollment in A-track: Effect differences across target groups  
VGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.14*** (0.00)	-0.14*** (0.00)	-0.19 (0.43)	-1.36*** (0.01)	-1.35*** (0.01)	-0.71 (0.83)	-0.55*** (0.01)	-0.56*** (0.01)	-0.04 (0.57)
Trend	-0.00 (0.00)	-0.00 (0.00)	0.01 (0.10)	-0.01*** (0.00)	-0.02*** (0.00)	-0.16 (0.18)	-0.01*** (0.00)	-0.01 (0.00)	-0.12 (0.13)
Share EEO students	-0.09*** (0.01)	-0.09*** (0.01)	-0.43 (0.50)	0.35*** (0.01)	0.34*** (0.01)	-0.02 (0.67)	-0.40*** (0.01)	-0.39*** (0.01)	0.05 (0.75)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)	-0.02 (0.01)	-0.01 (0.02)	-0.03 (0.03)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.02)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.00 (0.05)	0.02 (0.01)	0.02 (0.02)	0.09 (0.09)	0.01 (0.01)	0.02 (0.01)	0.04 (0.06)
Average Teacher Tenure	0.01* (0.00)	0.01 (0.00)	0.01 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.04)	0.01** (0.00)	0.01* (0.01)	0.00 (0.03)
Trend x	0.00** (0.00)	0.01* (0.00)	0.08 (0.11)	0.01*** (0.00)	0.02*** (0.00)	0.10 (0.15)	-0.00 (0.00)	0.00 (0.00)	-0.10 (0.17)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.03 (0.02)	-0.04*** (0.01)	-0.05*** (0.01)	-0.01 (0.03)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.03* (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Share EEO students	0.01 (0.01)	0.02 (0.01)	-0.03 (0.06)	0.02 (0.01)	0.02 (0.01)	-0.02 (0.08)	0.05*** (0.01)	0.07*** (0.02)	0.08 (0.08)
Average Teacher Age x	0.01 (0.00)	0.01 (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)
Average Teacher Tenure x	0.01 (0.00)	0.01 (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)
AIC	39871.87	26578.20	13312.12	34977.65	23401.82	11577.58	39216.80	25993.29	13232.27
Log Likelihood	-19923.94	-13277.10	-6644.06	-17476.83	-11688.91	-5776.79	-19596.40	-12984.65	-6604.14
Num. obs.	7530	5020	2510	7530	5020	2510	7530	5020	2510

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 68: Full Enrollment in A-track: Effect differences across target groups  
OGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.19*** (0.01)	-0.19*** (0.01)	-0.44 (0.85)	-1.30*** (0.01)	-1.30*** (0.01)	-2.23 (1.50)	-0.70*** (0.01)	-0.71*** (0.01)	1.00 (1.26)
Trend	0.00 (0.00)	0.00 (0.00)	0.06 (0.19)	0.00 (0.00)	0.01 (0.01)	0.20 (0.33)	-0.01*** (0.00)	-0.01 (0.01)	-0.39 (0.28)
Share EEO students	-0.11*** (0.01)	-0.11*** (0.01)	0.48 (1.04)	0.39*** (0.01)	0.37*** (0.01)	2.78* (1.39)	-0.53*** (0.02)	-0.52*** (0.02)	3.80* (1.71)
Average Principal Age	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)	0.03 (0.02)	0.03 (0.03)	-0.01 (0.05)	-0.04* (0.02)	-0.04 (0.02)	-0.03 (0.04)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.02 (0.02)	0.01 (0.01)	0.00 (0.01)	0.01 (0.02)
Average Teacher Age	-0.01 (0.01)	-0.00 (0.02)	-0.03 (0.09)	-0.03 (0.02)	-0.02 (0.03)	-0.09 (0.15)	0.05** (0.02)	0.05* (0.02)	0.22 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.00 (0.01)	0.01 (0.04)	0.01 (0.01)	0.01 (0.01)	0.02 (0.07)	-0.01 (0.01)	-0.01 (0.01)	-0.09 (0.06)
Trend x	0.01** (0.00)	0.01* (0.01)	-0.13 (0.23)	0.01*** (0.00)	0.02** (0.01)	-0.52 (0.31)	-0.01 (0.00)	-0.00 (0.01)	-0.97* (0.38)
Share EEO students	-0.01 (0.01)	-0.02 (0.02)	0.02 (0.03)	-0.04* (0.02)	-0.06** (0.02)	0.02 (0.04)	-0.11*** (0.02)	-0.14*** (0.03)	-0.01 (0.05)
Average Principal Age x	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.02)	0.01 (0.01)	0.01 (0.02)	-0.01 (0.02)
Share EEO students	0.02 (0.01)	0.02 (0.02)	0.06 (0.11)	0.07*** (0.02)	0.09*** (0.02)	0.27 (0.15)	0.11*** (0.02)	0.13*** (0.03)	0.51** (0.18)
Average Teacher Age x	0.01 (0.01)	0.00 (0.01)	-0.01 (0.05)	0.01 (0.01)	-0.00 (0.01)	-0.08 (0.07)	-0.02* (0.01)	-0.03 (0.01)	-0.21* (0.09)
Average Teacher Tenure x	0.01 (0.00)	0.00 (0.00)	-0.01 (0.02)	0.01 (0.01)	-0.00 (0.01)	-0.08 (0.07)	-0.02* (0.01)	-0.03 (0.01)	-0.21* (0.09)
AIC	14842.52	9834.87	5028.16	12304.14	8176.65	4139.97	14010.11	9221.69	4797.18
Log Likelihood	-7409.26	-4905.44	-2502.08	-6140.07	-4076.33	-2057.99	-6993.05	-4598.85	-2386.59
Num. obs.	2658	1772	886	2658	1772	886	2658	1772	886

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.5.5 Model Trajectory

Table 69: Model Trajectory: Effect differences across target groups  
*GO!*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.30*** (0.01)	-0.31*** (0.01)	-0.91 (1.06)	-1.11*** (0.02)	-1.10*** (0.02)	-1.80 (1.56)	-1.00*** (0.02)	-1.02*** (0.02)	-0.51 (1.62)
Trend	0.01** (0.00)	0.01 (0.01)	0.15 (0.24)	0.02*** (0.01)	0.02* (0.01)	0.17 (0.35)	-0.00 (0.01)	-0.00 (0.01)	-0.11 (0.36)
Share EEO students	-0.14*** (0.01)	-0.14*** (0.01)	-0.87 (1.19)	0.27*** (0.02)	0.26*** (0.02)	2.25 (1.78)	-0.50*** (0.02)	-0.49*** (0.02)	0.15 (1.65)
Average Principal Age	-0.01 (0.02)	-0.02 (0.02)	0.01 (0.04)	-0.02 (0.03)	-0.03 (0.03)	0.01 (0.06)	-0.06* (0.03)	-0.07* (0.03)	-0.04 (0.06)
Average Principal Tenure	0.00 (0.01)	0.01 (0.01)	-0.01 (0.02)	-0.00 (0.02)	0.00 (0.02)	-0.03 (0.03)	0.03 (0.02)	0.03 (0.02)	0.02 (0.03)
Average Teacher Age	0.02 (0.02)	0.03 (0.02)	-0.06 (0.11)	0.04 (0.02)	0.04 (0.03)	-0.04 (0.16)	0.05* (0.03)	0.07* (0.03)	0.07 (0.16)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.06 (0.06)	0.02 (0.01)	0.01 (0.02)	0.07 (0.09)	0.00 (0.01)	-0.00 (0.01)	-0.03 (0.09)
Trend x	0.01*** (0.00)	0.01 (0.01)	0.17 (0.26)	0.01 (0.01)	0.01 (0.01)	-0.43 (0.40)	0.01* (0.01)	0.01 (0.01)	-0.13 (0.37)
Share EEO students									
Average Principal Age x	-0.01 (0.02)	-0.02 (0.02)	0.03 (0.04)	-0.04 (0.02)	-0.06* (0.03)	0.02 (0.05)	-0.04 (0.03)	-0.06* (0.03)	0.00 (0.06)
Average Principal Tenure x	-0.00 (0.01)	0.00 (0.01)	-0.02 (0.02)	0.00 (0.02)	0.01 (0.02)	-0.01 (0.03)	0.01 (0.02)	0.02 (0.02)	-0.01 (0.03)
Share EEO students									
Average Teacher Age x	0.01 (0.02)	0.02 (0.02)	-0.10 (0.12)	0.04 (0.02)	0.05 (0.03)	0.20 (0.18)	0.02 (0.03)	0.04 (0.03)	0.03 (0.17)
Average Teacher Tenure x	0.00 (0.01)	-0.00 (0.01)	0.06 (0.07)	-0.03* (0.01)	-0.03 (0.02)	-0.12 (0.10)	-0.00 (0.01)	-0.01 (0.02)	-0.03 (0.10)
Share EEO students									
AIC	8201.71	5463.31	2758.95	7471.48	4977.71	2514.08	7535.91	5008.65	2544.51
Log Likelihood	-4088.85	-2719.65	-1367.48	-3723.74	-2476.85	-1245.04	-3755.96	-2492.32	-1260.26
Num. obs.	1620	1080	540	1620	1080	540	1620	1080	540

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 70: Model Trajectory: Effect differences across target groups  
VGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.14*** (0.00)	-0.14*** (0.00)	-0.20 (0.43)	-1.37*** (0.01)	-1.35*** (0.01)	-0.72 (0.83)	-0.56*** (0.01)	-0.56*** (0.01)	-0.04 (0.57)
Trend	0.00 (0.00)	-0.00 (0.00)	0.01 (0.10)	-0.01*** (0.00)	-0.02*** (0.00)	-0.15 (0.18)	-0.01*** (0.00)	-0.01 (0.00)	-0.12 (0.13)
Share EEO students	-0.09*** (0.01)	-0.09*** (0.01)	-0.44 (0.50)	0.34*** (0.01)	0.33*** (0.01)	-0.03 (0.67)	-0.40*** (0.01)	-0.39*** (0.01)	0.05 (0.75)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)	-0.02 (0.01)	-0.01 (0.02)	-0.03 (0.03)	-0.01 (0.01)	-0.01 (0.01)	0.03 (0.02)
Average Principal Tenure	0.00 (0.00)	-0.00 (0.00)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.00 (0.05)	0.02 (0.01)	0.02 (0.02)	0.09 (0.09)	0.01 (0.01)	0.02 (0.01)	0.04 (0.06)
Average Teacher Tenure	0.01 (0.00)	0.01 (0.00)	0.01 (0.02)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.04)	0.01*** (0.00)	0.01* (0.01)	0.00 (0.03)
Trend x	0.01** (0.00)	0.01* (0.00)	0.08 (0.11)	0.01*** (0.00)	0.02*** (0.00)	0.10 (0.15)	-0.00 (0.00)	0.01 (0.00)	-0.10 (0.17)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	-0.03 (0.02)	-0.05*** (0.01)	-0.06*** (0.01)	-0.01 (0.03)
Average Principal Age x	-0.00 (0.00)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.03* (0.01)	-0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Share EEO students	0.01 (0.01)	0.02 (0.01)	-0.03 (0.06)	0.02 (0.01)	0.02 (0.01)	-0.02 (0.08)	0.05*** (0.01)	0.07*** (0.02)	0.08 (0.08)
Average Teacher Age x	0.01 (0.00)	0.00 (0.00)	0.02 (0.02)	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.03)
Share EEO students	39915.97	26618.98	13315.22	35009.81	23430.92	11580.51	39233.34	26011.16	13230.72
AIC	-19945.99	-13297.49	-6645.61	-17492.91	-11703.46	-5778.25	-19604.67	-12993.58	-6603.36
Log Likelihood	7530	5020	2510	7530	5020	2510	7530	5020	2510
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 71: Model Trajectory: Effect differences across target groups  
OGO

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.19*** (0.01)	-0.20*** (0.01)	-0.45 (0.85)	-1.31*** (0.01)	-1.31*** (0.01)	-2.23 (1.50)	-0.70*** (0.01)	-0.71*** (0.01)	1.00 (1.26)
Trend	0.00 (0.00)	0.00 (0.00)	0.06 (0.19)	0.00 (0.00)	0.01 (0.01)	0.20 (0.33)	-0.01** (0.00)	-0.01 (0.01)	-0.39 (0.28)
Share EEO students	-0.12*** (0.01)	-0.12*** (0.01)	0.48 (1.04)	0.38*** (0.01)	0.37*** (0.01)	2.77* (1.39)	-0.53*** (0.02)	-0.52*** (0.02)	3.81* (1.71)
Average Principal Age	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)	0.03 (0.02)	0.03 (0.03)	-0.01 (0.05)	-0.04* (0.02)	-0.04 (0.02)	-0.03 (0.04)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.02 (0.02)	0.01 (0.01)	0.00 (0.01)	0.01 (0.02)
Average Teacher Age	-0.01 (0.01)	-0.00 (0.02)	-0.03 (0.09)	-0.03 (0.02)	-0.03 (0.03)	-0.09 (0.15)	0.05** (0.02)	0.05* (0.02)	0.22 (0.13)
Average Teacher Tenure	0.00 (0.01)	0.00 (0.01)	0.01 (0.04)	0.01 (0.01)	0.01 (0.01)	0.02 (0.07)	-0.01 (0.01)	-0.01 (0.01)	-0.09 (0.06)
Trend x	0.01** (0.00)	0.01* (0.01)	-0.13 (0.23)	0.02*** (0.00)	0.02** (0.01)	-0.51 (0.31)	-0.01 (0.00)	-0.00 (0.01)	-0.97* (0.38)
Share EEO students	-0.01 (0.01)	-0.02 (0.02)	0.02 (0.03)	-0.04* (0.02)	-0.06** (0.02)	0.02 (0.04)	-0.11*** (0.02)	-0.14*** (0.03)	-0.01 (0.05)
Average Principal Age x	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	0.01 (0.01)	0.00 (0.02)	-0.01 (0.02)
Share EEO students	0.02 (0.01)	0.02 (0.02)	0.06 (0.11)	0.07*** (0.02)	0.09*** (0.02)	0.27 (0.15)	0.11*** (0.02)	0.13*** (0.03)	0.51** (0.18)
Average Teacher Age x	0.01 (0.01)	-0.00 (0.01)	-0.01 (0.05)	0.01 (0.01)	-0.00 (0.01)	-0.08 (0.07)	-0.02* (0.01)	-0.03 (0.01)	-0.21* (0.09)
Average Teacher Tenure x	14850.08	9841.83	5028.73	12307.56	8181.00	4139.49	14005.78	9221.57	4793.12
AIC	-7413.04	-4908.92	-2502.36	-6141.78	-4078.50	-2057.74	-6990.89	-4598.79	-2384.56
Log Likelihood	2658	1772	886	2658	1772	886	2658	1772	886
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.6 Robustness Checks by Number of Equal Educational Opportunity Teaching Hours (quartile split)

### A.6.1 Grade Retention

Table 72: Grade Retention: Effect differences across target groups  
*First Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-4.08*** (0.02)	-4.08*** (0.02)	-3.97*** (0.52)	-4.78*** (0.04)	-4.80*** (0.04)	-5.04*** (1.16)	-4.62*** (0.03)	-4.61*** (0.03)	-4.22*** (0.84)
Trend	-0.05*** (0.01)	-0.04** (0.01)	-0.09 (0.11)	-0.07*** (0.02)	-0.03 (0.02)	-0.08 (0.24)	-0.03* (0.01)	-0.03 (0.02)	-0.11 (0.17)
Share EEO students	0.13*** (0.02)	0.12*** (0.02)	-0.61 (0.43)	0.24*** (0.03)	0.24*** (0.03)	-0.76 (0.75)	0.04 (0.04)	0.06 (0.04)	-0.09 (1.25)
Average Principal Age	-0.00 (0.04)	-0.02 (0.04)	0.15 (0.13)	0.14 (0.08)	0.18* (0.08)	-0.46 (0.36)	-0.09 (0.06)	-0.15* (0.07)	0.25 (0.20)
Average Principal Tenure	-0.05* (0.02)	-0.05* (0.02)	-0.05 (0.07)	-0.08 (0.05)	-0.10* (0.05)	0.19 (0.20)	-0.01 (0.04)	-0.00 (0.04)	0.01 (0.11)
Average Teacher Age	0.07 (0.04)	0.09 (0.04)	-0.08 (0.13)	-0.03 (0.08)	-0.05 (0.08)	0.26 (0.33)	0.12 (0.06)	0.17* (0.07)	-0.23 (0.19)
Average Teacher Tenure	-0.07*** (0.02)	-0.08*** (0.02)	0.01 (0.08)	-0.04 (0.04)	-0.05 (0.04)	0.10 (0.19)	-0.09** (0.03)	-0.11** (0.03)	0.10 (0.12)
Trend x	-0.01 (0.01)	0.00 (0.01)	0.15 (0.09)	-0.00 (0.01)	-0.00 (0.02)	0.22 (0.15)	-0.02 (0.02)	-0.05 (0.03)	0.04 (0.25)
Share EEO students	0.02 (0.03)	0.02 (0.03)	0.17 (0.11)	-0.00 (0.04)	-0.03 (0.04)	0.55 (0.36)	-0.08 (0.07)	-0.03 (0.08)	-0.07 (0.30)
Average Principal Age x	-0.05** (0.02)	-0.04 (0.02)	-0.10 (0.05)	-0.11*** (0.03)	-0.09** (0.03)	-0.29* (0.12)	-0.00 (0.04)	-0.02 (0.04)	0.14 (0.16)
Share EEO students	0.02 (0.03)	0.02 (0.03)	-0.25 (0.15)	0.05 (0.05)	0.07 (0.05)	-0.64 (0.33)	0.13 (0.07)	0.11 (0.08)	-0.29 (0.30)
Average Teacher Age x	-0.01 (0.02)	-0.01 (0.02)	-0.04 (0.07)	0.02 (0.03)	0.01 (0.03)	-0.02 (0.12)	0.00 (0.03)	0.02 (0.04)	0.16 (0.17)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-3.37*** (0.07)	-3.24*** (0.08)	-4.62*** (1.06)	-4.69*** (0.06)	-4.59*** (0.06)	-4.80*** (1.03)	-4.26*** (0.06)	-4.23*** (0.07)	-5.88*** (1.01)
Trend	-0.12*** (0.02)	-0.20*** (0.04)	0.14 (0.21)	-0.09*** (0.02)	-0.13*** (0.03)	-0.09 (0.21)	-0.10*** (0.02)	-0.13*** (0.03)	0.25 (0.20)
Share EEO students	0.33*** (0.08)	0.34*** (0.10)	1.91 (1.20)	0.50*** (0.07)	0.48*** (0.08)	1.90 (1.30)	-0.05 (0.06)	-0.07 (0.07)	-0.93 (1.07)
Average Principal Age	0.13 (0.12)	0.18 (0.14)	-0.01 (0.24)	0.00 (0.11)	0.04 (0.12)	-0.17 (0.24)	0.13 (0.11)	0.12 (0.12)	0.17 (0.23)
Average Principal Tenure	-0.13 (0.07)	-0.07 (0.08)	-0.27 (0.14)	-0.05 (0.06)	-0.07 (0.07)	-0.00 (0.14)	-0.12* (0.06)	-0.06 (0.07)	-0.35** (0.13)
Average Teacher Age	0.10 (0.13)	-0.01 (0.15)	0.23 (0.24)	0.11 (0.11)	0.07 (0.12)	0.26 (0.23)	0.07 (0.11)	0.04 (0.13)	0.03 (0.22)
Average Teacher Tenure	-0.10 (0.07)	-0.07 (0.08)	-0.23 (0.16)	-0.09 (0.06)	-0.06 (0.06)	-0.13 (0.16)	-0.08 (0.06)	-0.08 (0.07)	-0.22 (0.15)
Trend x	-0.04 (0.03)	-0.05 (0.05)	-0.35 (0.24)	0.00 (0.02)	0.02 (0.04)	-0.28 (0.26)	-0.02 (0.02)	-0.00 (0.03)	0.15 (0.21)
Average Principal Age x	-0.24* (0.12)	-0.31* (0.13)	-0.07 (0.24)	-0.17 (0.11)	-0.21 (0.12)	-0.24 (0.32)	-0.13 (0.09)	-0.20 (0.11)	0.20 (0.24)
Share EEO students	0.00 (0.07)	-0.06 (0.09)	0.07 (0.11)	-0.07 (0.07)	-0.14 (0.08)	0.15 (0.13)	0.06 (0.06)	0.06 (0.07)	-0.05 (0.11)
Average Principal Tenure x	0.25 (0.13)	0.38* (0.16)	0.02 (0.25)	0.30* (0.12)	0.40** (0.14)	0.29 (0.31)	0.09 (0.10)	0.17 (0.12)	-0.26 (0.24)
Share EEO students	-0.03 (0.07)	-0.02 (0.08)	0.15 (0.18)	-0.09 (0.06)	-0.06 (0.07)	-0.06 (0.19)	-0.08 (0.05)	-0.10 (0.06)	-0.03 (0.16)
Share EEO students									
AIC	15112.23	12429.39	2702.98	9868.46	8288.79	1591.83	11679.33	9519.79	2174.58
Log Likelihood	-7532.12	-6190.70	-1327.49	-4910.23	-4120.39	-771.91	-5815.67	-4735.90	-1063.29
Num. obs.	3893	3055	838	3893	3055	838	3893	3055	838

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 73: Grade Retention: Effect differences across target groups  
*Second Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.94*** (0.02)	-3.85*** (0.02)	-4.01*** (0.29)	-4.48*** (0.03)	-4.38*** (0.03)	-5.66*** (0.57)	-4.65*** (0.03)	-4.61*** (0.04)	-3.68*** (0.47)
Trend	-0.03*** (0.01)	-0.02* (0.01)	-0.04 (0.06)	-0.05*** (0.01)	-0.02 (0.02)	0.14 (0.11)	-0.01 (0.01)	-0.04 (0.02)	-0.21* (0.09)
Share EEO students	0.23*** (0.02)	0.24*** (0.02)	0.34 (0.29)	0.34*** (0.02)	0.35*** (0.03)	-0.04 (0.46)	0.02 (0.04)	0.07 (0.05)	1.60** (0.56)
Average Principal Age	0.01 (0.03)	-0.01 (0.04)	0.04 (0.06)	0.09 (0.06)	0.06 (0.06)	0.06 (0.12)	-0.03 (0.06)	-0.06 (0.08)	0.10 (0.10)
Average Principal Tenure	-0.05** (0.02)	-0.06** (0.02)	-0.02 (0.04)	-0.09** (0.03)	-0.08* (0.03)	-0.09 (0.07)	-0.05 (0.03)	-0.10* (0.04)	0.03 (0.05)
Average Teacher Age	0.05 (0.03)	0.07 (0.04)	0.01 (0.06)	0.01 (0.06)	0.03 (0.06)	-0.08 (0.13)	0.09 (0.06)	0.11 (0.07)	0.07 (0.10)
Average Teacher Tenure	-0.06*** (0.02)	-0.07*** (0.02)	-0.04 (0.04)	-0.05* (0.03)	-0.08** (0.03)	-0.05 (0.08)	-0.07* (0.03)	-0.04 (0.04)	-0.04 (0.06)
Trend x	0.02*** (0.01)	0.01 (0.01)	-0.01 (0.06)	0.03*** (0.01)	0.02 (0.02)	0.08 (0.09)	0.02 (0.01)	-0.03 (0.03)	-0.28* (0.11)
Share EEO students	-0.09** (0.03)	-0.06 (0.04)	-0.14* (0.07)	-0.08 (0.05)	-0.06 (0.05)	-0.22 (0.12)	-0.16* (0.07)	-0.21* (0.10)	0.03 (0.13)
Average Principal Age x	0.01 (0.02)	0.01 (0.02)	0.07 (0.04)	0.03 (0.02)	0.03 (0.02)	0.09 (0.06)	-0.02 (0.04)	-0.06 (0.05)	0.05 (0.07)
Average Principal Tenure x	0.09** (0.03)	0.07 (0.04)	0.09 (0.06)	0.06 (0.05)	0.04 (0.05)	0.15 (0.11)	0.18** (0.07)	0.21* (0.09)	0.18 (0.11)
Average Teacher Age x	-0.01 (0.01)	-0.01 (0.02)	0.01 (0.03)	-0.01 (0.02)	-0.00 (0.02)	-0.04 (0.06)	-0.00 (0.03)	0.04 (0.04)	0.02 (0.06)
Average Teacher Tenure x	-0.01 (0.01)	-0.01 (0.02)	0.01 (0.03)	-0.01 (0.02)	-0.00 (0.02)	-0.04 (0.06)	-0.00 (0.03)	0.04 (0.04)	0.02 (0.06)
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-2.73*** (0.12)	-2.35*** (0.16)	-3.11** (0.98)	-3.92*** (0.08)	-3.67*** (0.10)	-4.36*** (0.80)	-4.17*** (0.08)	-4.08*** (0.09)	-4.39*** (0.79)
Trend	-0.13*** (0.03)	-0.21** (0.08)	-0.09 (0.19)	-0.11*** (0.02)	-0.10 (0.05)	-0.10 (0.16)	-0.07** (0.02)	-0.14** (0.05)	-0.02 (0.16)
Share EEO students	0.60*** (0.15)	0.63*** (0.19)	-1.02 (0.98)	0.64*** (0.10)	0.62*** (0.12)	-0.04 (0.90)	0.00 (0.08)	-0.00 (0.10)	-0.97 (0.80)
Average Principal Age	0.27 (0.16)	0.58* (0.26)	0.04 (0.20)	0.20 (0.12)	0.20 (0.18)	0.23 (0.16)	-0.06 (0.11)	0.04 (0.15)	-0.14 (0.17)
Average Principal Tenure	-0.10 (0.09)	-0.22 (0.14)	0.00 (0.11)	-0.12 (0.06)	-0.15 (0.10)	-0.11 (0.09)	0.04 (0.06)	0.00 (0.08)	0.06 (0.09)
Average Teacher Age	-0.21 (0.16)	-0.56* (0.25)	0.06 (0.20)	-0.11 (0.12)	-0.11 (0.18)	-0.07 (0.16)	0.01 (0.11)	-0.10 (0.15)	0.06 (0.16)
Average Teacher Tenure	0.15 (0.08)	0.30* (0.13)	0.02 (0.13)	0.04 (0.06)	0.07 (0.09)	-0.04 (0.11)	0.02 (0.06)	0.06 (0.08)	0.01 (0.10)
Trend x	-0.04 (0.04)	-0.03 (0.08)	0.26 (0.19)	0.03 (0.03)	0.05 (0.06)	0.13 (0.18)	-0.01 (0.02)	-0.01 (0.05)	0.19 (0.16)
Share EEO students	0.18 (0.19)	-0.06 (0.31)	0.02 (0.24)	0.03 (0.15)	0.10 (0.23)	-0.05 (0.20)	-0.12 (0.11)	-0.22 (0.16)	-0.17 (0.20)
Average Principal Age x	-0.16 (0.09)	-0.14 (0.14)	-0.06 (0.13)	-0.05 (0.07)	-0.21* (0.10)	0.15 (0.11)	0.01 (0.05)	0.07 (0.07)	-0.06 (0.11)
Average Principal Tenure x	-0.10 (0.18)	0.13 (0.29)	-0.00 (0.22)	-0.02 (0.14)	0.08 (0.22)	-0.13 (0.18)	0.10 (0.11)	0.19 (0.16)	0.06 (0.18)
Average Teacher Age x	0.15 (0.08)	0.23 (0.12)	-0.12 (0.12)	0.14* (0.06)	0.21* (0.09)	-0.00 (0.10)	0.00 (0.05)	-0.05 (0.07)	0.05 (0.09)
Average Teacher Tenure x	0.15 (0.08)	0.23 (0.12)	-0.12 (0.12)	0.14* (0.06)	0.21* (0.09)	-0.00 (0.10)	0.00 (0.05)	-0.05 (0.07)	0.05 (0.09)
AIC	13537.54	8446.43	5111.21	10116.69	6691.43	3450.50	9933.58	5945.14	3995.64
Log Likelihood	-6744.77	-4199.21	-2531.61	-5034.34	-3321.72	-1701.25	-4942.79	-2948.57	-1973.82
Num. obs.	3156	1822	1334	3156	1822	1334	3156	1822	1334

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 74: Grade Retention: Effect differences across target groups  
*Third Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-3.58*** (0.02)	-3.45*** (0.02)	-3.99*** (0.19)	-4.01*** (0.02)	-3.83*** (0.02)	-5.02*** (0.30)	-4.57*** (0.03)	-4.59*** (0.04)	-4.44*** (0.36)
Trend	-0.05*** (0.00)	-0.04*** (0.01)	-0.01 (0.04)	-0.07*** (0.01)	-0.04*** (0.01)	0.08 (0.06)	-0.03** (0.01)	-0.03 (0.02)	-0.07 (0.07)
Share EEO students	0.33*** (0.01)	0.35*** (0.02)	0.42* (0.18)	0.47*** (0.02)	0.49*** (0.02)	0.97*** (0.25)	-0.09* (0.04)	-0.01 (0.05)	-0.12 (0.42)
Average Principal Age	0.08** (0.02)	0.09** (0.03)	0.01 (0.05)	0.15*** (0.03)	0.16*** (0.04)	0.00 (0.07)	-0.02 (0.05)	-0.07 (0.07)	0.06 (0.09)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.02)	0.02 (0.02)	-0.02 (0.02)	-0.01 (0.02)	0.00 (0.04)	0.03 (0.03)	0.05 (0.04)	0.02 (0.04)
Average Teacher Age	-0.07** (0.02)	-0.07* (0.03)	-0.05 (0.04)	-0.12*** (0.03)	-0.11** (0.04)	-0.09 (0.07)	0.00 (0.05)	0.04 (0.06)	-0.09 (0.08)
Average Teacher Tenure	-0.03* (0.01)	-0.01 (0.01)	-0.05* (0.02)	-0.02 (0.02)	-0.01 (0.02)	-0.07* (0.04)	-0.04 (0.02)	-0.07 (0.03)	0.03 (0.04)
Trend x	0.01** (0.00)	-0.00 (0.01)	-0.02 (0.03)	0.01* (0.01)	-0.00 (0.01)	-0.11* (0.05)	0.05*** (0.01)	-0.01 (0.02)	0.06 (0.08)
Share EEO students									
Average Principal Age x	-0.02 (0.02)	-0.02 (0.03)	-0.02 (0.04)	-0.05 (0.03)	-0.05 (0.03)	-0.01 (0.06)	-0.05 (0.06)	-0.03 (0.08)	-0.03 (0.10)
Share EEO students									
Average Principal Tenure x	-0.00 (0.01)	-0.02 (0.02)	0.03 (0.02)	-0.00 (0.01)	-0.02 (0.02)	0.02 (0.03)	0.02 (0.03)	0.02 (0.04)	0.00 (0.05)
Share EEO students									
Average Teacher Age x	0.03 (0.02)	0.04 (0.03)	-0.01 (0.04)	0.06* (0.03)	0.07* (0.03)	0.03 (0.05)	0.01 (0.06)	-0.02 (0.07)	-0.07 (0.10)
Share EEO students									
Average Teacher Tenure x	0.02 (0.01)	0.02 (0.01)	0.04* (0.02)	0.03* (0.01)	0.03 (0.02)	0.06* (0.03)	-0.02 (0.03)	-0.03 (0.04)	0.08 (0.05)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	-1.78*** (0.19)	-1.51*** (0.25)	-1.09 (1.10)	-2.86*** (0.12)	-2.37*** (0.18)	-3.09*** (0.79)	-3.71*** (0.10)	-3.79*** (0.11)	-3.34*** (0.70)
Trend	-0.19*** (0.05)	-0.18 (0.12)	-0.40 (0.22)	-0.14*** (0.03)	-0.18* (0.09)	-0.18 (0.16)	-0.14*** (0.02)	-0.16** (0.05)	-0.22 (0.14)
Share EEO students	0.37 (0.20)	0.53* (0.27)	-0.47 (1.22)	0.92*** (0.15)	0.96*** (0.21)	0.71 (0.85)	-0.41*** (0.08)	-0.37*** (0.11)	-0.41 (0.68)
Average Principal Age	0.14 (0.20)	-0.13 (0.39)	0.22 (0.22)	0.02 (0.15)	0.11 (0.27)	-0.02 (0.17)	0.09 (0.11)	-0.03 (0.16)	0.18 (0.16)
Average Principal Tenure	-0.05 (0.11)	-0.24 (0.21)	0.01 (0.12)	0.01 (0.08)	-0.17 (0.15)	0.07 (0.09)	0.03 (0.06)	0.09 (0.09)	-0.02 (0.08)
Average Teacher Age	-0.07 (0.19)	0.31 (0.39)	-0.08 (0.21)	-0.07 (0.14)	-0.15 (0.25)	0.02 (0.16)	-0.06 (0.11)	-0.00 (0.16)	-0.07 (0.15)
Average Teacher Tenure	0.10 (0.10)	0.19 (0.20)	0.13 (0.13)	0.07 (0.07)	0.20 (0.14)	0.01 (0.09)	-0.07 (0.05)	-0.06 (0.09)	-0.02 (0.09)
Trend x	0.08 (0.05)	0.02 (0.11)	0.21 (0.23)	0.01 (0.04)	-0.06 (0.09)	0.01 (0.16)	0.10*** (0.02)	0.08 (0.05)	0.10 (0.13)
Share EEO students									
Average Principal Age x	0.19 (0.22)	0.64 (0.38)	0.04 (0.25)	0.13 (0.18)	0.31 (0.30)	-0.01 (0.19)	-0.06 (0.10)	-0.03 (0.15)	-0.03 (0.15)
Share EEO students									
Average Principal Tenure x	-0.05 (0.12)	-0.16 (0.20)	0.09 (0.13)	0.00 (0.09)	-0.03 (0.16)	0.08 (0.10)	0.08 (0.06)	0.03 (0.09)	0.11 (0.08)
Share EEO students									
Average Teacher Age x	-0.16 (0.21)	-0.60 (0.38)	-0.16 (0.23)	-0.14 (0.17)	-0.19 (0.28)	-0.10 (0.17)	0.01 (0.10)	0.05 (0.15)	-0.13 (0.14)
Share EEO students									
Average Teacher Tenure x	0.05 (0.11)	0.32 (0.18)	-0.16 (0.14)	0.12 (0.08)	0.16 (0.15)	0.05 (0.09)	-0.03 (0.05)	0.06 (0.08)	-0.10 (0.08)
Share EEO students									
AIC	16784.31	9754.36	7036.03	13854.33	8403.69	5455.95	11393.58	6288.87	5115.86
Log Likelihood	-8368.16	-4853.18	-3494.02	-6903.17	-4177.84	-2703.97	-5672.79	-3120.44	-2533.93
Num. obs.	3386	1779	1607	3386	1779	1607	3386	1779	1607

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 75: Grade Retention: Effect differences across target groups  
Fourth Quartile

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
<b>Count Model</b>									
(Intercept)	-2.84*** (0.01)	-2.63*** (0.01)	-2.92*** (0.09)	-3.03*** (0.02)	-2.75*** (0.02)	-3.09*** (0.11)	-4.67*** (0.04)	-4.77*** (0.06)	-5.08*** (0.32)
Trend	-0.09*** (0.00)	-0.08*** (0.01)	-0.10*** (0.02)	-0.09*** (0.00)	-0.09*** (0.01)	-0.11*** (0.02)	-0.07*** (0.01)	-0.05 (0.04)	0.02 (0.06)
Share EEO students	0.56*** (0.01)	0.50*** (0.01)	0.68*** (0.08)	0.68*** (0.02)	0.60*** (0.02)	0.81*** (0.10)	-0.15** (0.05)	-0.13* (0.06)	0.03 (0.31)
Average Principal Age	0.04* (0.01)	0.07*** (0.02)	0.02 (0.02)	0.04* (0.02)	0.10*** (0.02)	0.02 (0.03)	-0.07 (0.05)	-0.31** (0.10)	-0.01 (0.07)
Average Principal Tenure	0.01 (0.01)	0.02 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.02)	-0.01 (0.03)	0.08 (0.06)	-0.06 (0.04)
Average Teacher Age	-0.01 (0.01)	-0.03 (0.02)	0.00 (0.02)	-0.02 (0.02)	-0.05* (0.02)	0.01 (0.02)	0.06 (0.05)	0.30** (0.10)	-0.07 (0.07)
Average Teacher Tenure	-0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.02 (0.01)	-0.02 (0.01)	-0.07* (0.03)	-0.15* (0.06)	-0.04 (0.04)
Trend x	-0.02*** (0.00)	-0.04*** (0.01)	-0.04* (0.02)	-0.01*** (0.00)	-0.04*** (0.01)	-0.04 (0.02)	-0.00 (0.01)	-0.02 (0.03)	-0.04 (0.06)
Share EEO students	0.04** (0.01)	0.04 (0.02)	0.05* (0.02)	0.03* (0.02)	0.02 (0.02)	0.05* (0.02)	-0.07 (0.05)	-0.19* (0.08)	0.07 (0.07)
Average Principal Age x	0.02* (0.01)	0.04** (0.01)	-0.00 (0.01)	0.03** (0.01)	0.06*** (0.01)	-0.00 (0.01)	-0.00 (0.03)	-0.02 (0.05)	-0.05 (0.04)
Share EEO students	-0.00 (0.01)	-0.01 (0.02)	0.00 (0.02)	0.00 (0.02)	0.00 (0.02)	0.01 (0.02)	0.11* (0.05)	0.26** (0.08)	-0.00 (0.07)
Average Teacher Age x	0.03*** (0.01)	0.02 (0.01)	0.04*** (0.01)	0.03** (0.01)	-0.00 (0.01)	0.05*** (0.01)	-0.01 (0.03)	-0.01 (0.05)	0.02 (0.04)
Share EEO students									
<b>Incidence Model (Grade Retention &gt; 0)</b>									
(Intercept)	1.56* (0.73)	49.19* (20.48)	3.10* (1.33)	0.03 (0.39)	8.49 (4.45)	1.31 (1.01)	-4.07*** (0.12)	-4.61*** (0.12)	-4.06*** (0.51)
Trend	-0.72*** (0.14)	-19.56* (7.93)	-1.01*** (0.25)	-0.52*** (0.08)	-3.94* (1.78)	-0.78*** (0.19)	-0.18*** (0.03)	-0.03 (0.06)	-0.16 (0.10)
Share EEO students	-1.67** (0.62)	-40.88* (16.42)	-0.07 (1.31)	-0.45 (0.37)	-8.20* (3.78)	1.88* (0.95)	-1.15*** (0.13)	-0.86*** (0.13)	-0.99 (0.51)
Average Principal Age	0.11 (0.21)	-7.48* (3.17)	0.29 (0.23)	0.05 (0.18)	-1.95* (0.89)	0.27 (0.18)	0.03 (0.09)	-0.05 (0.17)	0.02 (0.11)
Average Principal Tenure	-0.03 (0.13)	1.05 (0.79)	-0.03 (0.14)	-0.11 (0.11)	0.37 (0.46)	-0.15 (0.12)	0.10 (0.05)	0.18 (0.11)	0.10 (0.07)
Average Teacher Age	0.20 (0.21)	-1.50 (1.41)	0.18 (0.22)	0.28 (0.18)	0.13 (0.93)	0.21 (0.18)	-0.00 (0.09)	0.03 (0.17)	-0.02 (0.10)
Average Teacher Tenure	0.09 (0.15)	2.79* (1.35)	0.21 (0.17)	-0.04 (0.11)	0.76 (0.69)	0.04 (0.12)	-0.04 (0.05)	-0.21 (0.11)	-0.02 (0.07)
Trend x	0.34** (0.12)	15.65* (6.34)	0.05 (0.25)	0.20** (0.08)	3.25* (1.50)	-0.24 (0.18)	0.13*** (0.03)	-0.06 (0.07)	0.10 (0.10)
Share EEO students	-0.04 (0.21)	5.37* (2.64)	0.18 (0.24)	-0.27 (0.17)	1.09 (0.88)	-0.02 (0.19)	-0.07 (0.09)	-0.04 (0.20)	-0.03 (0.12)
Average Principal Age x	-0.10 (0.13)	-1.64* (0.73)	-0.10 (0.14)	0.02 (0.11)	-0.72 (0.44)	-0.04 (0.12)	0.05 (0.06)	-0.17 (0.13)	0.07 (0.07)
Share EEO students	0.07 (0.22)	2.49 (1.36)	0.00 (0.24)	0.21 (0.18)	0.97 (0.91)	0.24 (0.19)	-0.01 (0.09)	0.03 (0.19)	-0.04 (0.11)
Average Teacher Age x	-0.15 (0.15)	-1.99 (1.04)	-0.08 (0.17)	0.00 (0.11)	-0.55 (0.61)	0.09 (0.12)	0.04 (0.06)	0.38** (0.13)	-0.01 (0.06)
Share EEO students									
AIC	22210.35	8826.61	13371.97	20543.71	8435.14	12094.43	9778.73	3524.32	6259.48
Log Likelihood	-11081.18	-4389.31	-6661.98	-10247.85	-4193.57	-6023.22	-4865.37	-1738.16	-3105.74
Num. obs.	3341	1216	2125	3341	1216	2125	3341	1216	2125

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.6.2 Inflow in A-track of Secondary Education

Table 76: Inflow in A-track of Secondary Education: Effect differences across target groups  
First Quartile

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.05*** (0.01)	-0.07*** (0.01)	-0.04 (0.12)	-1.51*** (0.01)	-1.50*** (0.01)	-2.24*** (0.27)	-0.33*** (0.01)	-0.36*** (0.01)	-0.04 (0.13)
Trend	-0.01*** (0.00)	-0.00 (0.00)	-0.01 (0.02)	-0.03*** (0.00)	-0.02*** (0.01)	0.09 (0.06)	-0.01*** (0.00)	-0.01* (0.00)	-0.06* (0.03)
Share EEO students	-0.06*** (0.01)	-0.07*** (0.01)	-0.10 (0.13)	0.23*** (0.01)	0.21*** (0.01)	-0.20 (0.23)	-0.20*** (0.01)	-0.21*** (0.01)	-0.08 (0.16)
Average Principal Age	0.02 (0.01)	0.02 (0.01)	0.06* (0.03)	0.00 (0.02)	-0.01 (0.03)	0.09 (0.07)	0.03* (0.01)	0.03 (0.01)	0.04 (0.03)
Average Principal Tenure	-0.01* (0.01)	-0.01* (0.01)	-0.03 (0.02)	-0.03* (0.01)	-0.03* (0.01)	-0.06 (0.04)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)
Average Teacher Age	-0.01 (0.01)	-0.01 (0.01)	-0.03 (0.03)	0.03 (0.02)	0.04 (0.03)	-0.10 (0.06)	-0.02 (0.01)	-0.02 (0.01)	-0.00 (0.03)
Average Teacher Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.02)	-0.03* (0.01)	-0.03* (0.01)	-0.07 (0.04)	0.01 (0.01)	0.01 (0.01)	0.02 (0.02)
Trend x	-0.01** (0.00)	0.00 (0.00)	0.00 (0.03)	-0.00 (0.00)	0.02** (0.01)	0.08 (0.05)	-0.00 (0.00)	-0.00 (0.01)	-0.02 (0.03)
Share EEO students	0.02* (0.01)	-0.00 (0.01)	0.16*** (0.03)	0.05*** (0.01)	-0.00 (0.02)	0.46*** (0.07)	0.01 (0.01)	-0.01 (0.02)	0.09* (0.04)
Average Principal Tenure x	-0.02** (0.01)	-0.02* (0.01)	-0.04** (0.02)	-0.03** (0.01)	-0.04** (0.01)	-0.12*** (0.03)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.02)
Share EEO students	-0.02 (0.01)	0.01 (0.01)	-0.14*** (0.03)	-0.05** (0.02)	0.02 (0.02)	-0.48*** (0.06)	-0.01 (0.02)	0.01 (0.02)	-0.07 (0.04)
Average Teacher Age x	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.03)	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)
Share EEO students	20562.92	16339.41	4194.89	16787.98	13454.82	3217.65	20603.69	16147.37	4458.65
AIC	-10269.46	-8157.70	-2085.44	-8381.99	-6715.41	-1596.83	-10289.85	-8061.69	-2217.33
Log Likelihood	3893	3055	838	3893	3055	838	3893	3055	838
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 77: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Second Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.06*** (0.01)	-0.07*** (0.01)	-0.16* (0.08)	-1.32*** (0.01)	-1.24*** (0.01)	-1.97*** (0.15)	-0.39*** (0.01)	-0.47*** (0.01)	-0.36*** (0.09)
Trend	-0.01** (0.00)	-0.00 (0.00)	0.02 (0.02)	-0.02*** (0.00)	-0.01 (0.01)	0.08* (0.03)	-0.01*** (0.00)	-0.00 (0.01)	0.00 (0.02)
Share EEO students	-0.03*** (0.01)	-0.03*** (0.01)	-0.14 (0.09)	0.22*** (0.01)	0.24*** (0.01)	-0.06 (0.15)	-0.19*** (0.01)	-0.20*** (0.01)	-0.18 (0.11)
Average Principal Age	0.00 (0.01)	0.01 (0.01)	-0.02 (0.02)	-0.01 (0.02)	0.04 (0.03)	-0.10** (0.04)	0.00 (0.01)	-0.00 (0.02)	0.00 (0.02)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	-0.01 (0.01)	0.02 (0.02)	0.00 (0.02)	-0.04 (0.03)	0.07 (0.04)	-0.00 (0.01)	0.01 (0.02)	-0.01 (0.02)
Average Teacher Tenure	0.00 (0.01)	0.00 (0.01)	-0.02 (0.01)	-0.01 (0.01)	-0.00 (0.01)	-0.08*** (0.02)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)
Trend x	-0.00 (0.00)	0.00 (0.00)	0.02 (0.02)	0.02*** (0.00)	0.01 (0.01)	0.06* (0.03)	-0.00 (0.00)	0.00 (0.01)	0.00 (0.02)
Share EEO students	0.00 (0.01)	0.01 (0.02)	-0.04 (0.02)	0.02 (0.02)	-0.00 (0.03)	-0.01 (0.04)	-0.01 (0.02)	0.01 (0.02)	-0.02 (0.03)
Average Principal Age x	0.00 (0.01)	0.01 (0.02)	-0.04 (0.02)	0.02 (0.02)	-0.00 (0.03)	-0.01 (0.04)	-0.01 (0.02)	0.01 (0.02)	-0.02 (0.03)
Share EEO students	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.03 (0.02)	-0.00 (0.01)	-0.00 (0.01)	0.02 (0.02)
Average Principal Tenure x	0.00 (0.01)	-0.01 (0.01)	0.04* (0.02)	0.01 (0.02)	0.01 (0.03)	0.12** (0.04)	0.00 (0.02)	-0.01 (0.02)	0.00 (0.03)
Share EEO students	-0.00 (0.01)	0.00 (0.01)	-0.02* (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.05** (0.02)	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)
Average Teacher Age x	0.00 (0.01)	-0.01 (0.01)	0.04* (0.01)	0.01 (0.01)	0.01 (0.01)	0.12** (0.02)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
Share EEO students	-0.00 (0.01)	0.00 (0.01)	-0.02* (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.05** (0.02)	0.01 (0.01)	0.02 (0.01)	0.00 (0.01)
Average Teacher Tenure x	16299.97 (8137.99)	9434.92 (4705.46)	6872.88 (3424.44)	13913.31 (6944.66)	8343.36 (4159.68)	5508.12 (2742.06)	16050.56 (8013.28)	9202.34 (4589.17)	6863.00 (3419.50)
AIC	3156	1822	1334	3156	1822	1334	3156	1822	1334
Log Likelihood									
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 78: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Third Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.06*** (0.01)	-0.08*** (0.01)	0.00 (0.06)	-1.10*** (0.01)	-0.99*** (0.01)	-1.04*** (0.11)	-0.52*** (0.01)	-0.64*** (0.01)	-0.34*** (0.08)
Trend	-0.01*** (0.00)	-0.00 (0.00)	-0.02 (0.01)	-0.02*** (0.00)	-0.01 (0.01)	-0.06** (0.02)	-0.01** (0.00)	-0.00 (0.01)	-0.02 (0.02)
Share EEO students	-0.03*** (0.01)	-0.04*** (0.01)	0.08 (0.07)	0.27*** (0.01)	0.29*** (0.01)	0.83*** (0.12)	-0.27*** (0.01)	-0.29*** (0.01)	-0.05 (0.09)
Average Principal Age	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.02)	0.02 (0.02)	-0.03 (0.03)	-0.00 (0.01)	-0.01 (0.02)	0.01 (0.02)
Average Principal Tenure	0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Average Teacher Age	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.00 (0.02)	-0.01 (0.02)	0.03 (0.03)	0.01 (0.01)	0.02 (0.02)	-0.01 (0.02)
Average Teacher Tenure	0.01 (0.00)	0.01* (0.01)	0.00 (0.01)	0.01 (0.01)	0.02* (0.01)	0.02 (0.01)	0.01 (0.01)	0.02 (0.01)	0.01 (0.01)
Trend x	-0.02* (0.00)	0.00 (0.00)	-0.02 (0.01)	0.01*** (0.00)	0.00 (0.01)	-0.11*** (0.02)	0.00 (0.00)	0.00 (0.01)	-0.03 (0.02)
Share EEO students	0.01 (0.01)	0.02 (0.01)	-0.01 (0.02)	0.02 (0.02)	0.06** (0.03)	-0.03 (0.03)	-0.01 (0.01)	-0.02 (0.02)	0.02 (0.02)
Average Principal Age x	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Share EEO students	-0.01 (0.01)	-0.01 (0.01)	0.02 (0.02)	-0.02 (0.02)	-0.05** (0.02)	0.07** (0.02)	0.02 (0.01)	0.04 (0.02)	-0.01 (0.02)
Average Teacher Age x	0.02*** (0.01)	0.02** (0.01)	0.02 (0.01)	0.03*** (0.01)	0.04*** (0.01)	0.06*** (0.01)	0.02*** (0.01)	0.03** (0.01)	0.03* (0.01)
Average Teacher Tenure x	18004.97 (8990.48)	9539.21 (4757.60)	8476.65 (4226.32)	16079.65 (8027.83)	8724.01 (4350.00)	7313.01 (3644.50)	17283.11 (8629.55)	9002.25 (4489.13)	8291.95 (4133.97)
AIC	3386	1779	1607	3386	1779	1607	3386	1779	1607
Log Likelihood									
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 79: Inflow in A-track of Secondary Education: Effect differences across target groups  
*Fourth Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.01)	-0.15*** (0.01)	-0.06 (0.04)	-0.63*** (0.01)	-0.52*** (0.01)	-0.74*** (0.06)	-1.27*** (0.02)	-1.56*** (0.02)	-0.89*** (0.08)
Trend	0.00 (0.00)	0.01 (0.01)	-0.01 (0.01)	-0.00 (0.00)	0.01 (0.01)	0.00 (0.01)	0.00 (0.00)	-0.01 (0.01)	-0.04* (0.02)
Share EEO students	-0.07*** (0.01)	-0.05*** (0.01)	-0.03 (0.04)	0.29*** (0.01)	0.25*** (0.01)	0.44*** (0.06)	-0.75*** (0.02)	-0.65*** (0.02)	-0.44*** (0.08)
Average Principal Age	-0.02* (0.01)	-0.03* (0.02)	-0.01 (0.01)	-0.03** (0.01)	-0.03 (0.02)	-0.03* (0.01)	-0.05** (0.02)	-0.09* (0.04)	-0.01 (0.02)
Average Principal Tenure	0.01 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.01 (0.01)	0.04*** (0.01)	0.07** (0.02)	0.02 (0.01)
Average Teacher Age	0.02* (0.01)	0.04* (0.02)	0.01 (0.01)	0.03** (0.01)	0.05** (0.02)	0.02 (0.01)	0.06*** (0.02)	0.09* (0.04)	0.05** (0.02)
Average Teacher Tenure	0.00 (0.00)	0.01 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.02)	0.01 (0.01)
Trend x	0.01** (0.00)	0.00 (0.01)	-0.00 (0.01)	0.02*** (0.00)	0.00 (0.01)	-0.01 (0.01)	0.03*** (0.00)	-0.01 (0.01)	-0.03* (0.01)
Share EEO students	-0.02** (0.01)	-0.02 (0.01)	-0.02 (0.01)	-0.04** (0.01)	-0.04* (0.02)	-0.02 (0.01)	-0.07*** (0.01)	-0.02 (0.03)	-0.04 (0.02)
Average Principal Age x	0.00 (0.00)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	0.05*** (0.01)	0.04* (0.02)	0.03* (0.01)
Average Principal Tenure x	0.02** (0.01)	0.02 (0.01)	0.02* (0.01)	0.04*** (0.01)	0.05** (0.02)	0.04** (0.01)	0.09*** (0.01)	0.08** (0.03)	0.09*** (0.02)
Average Teacher Age x	0.01 (0.00)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02* (0.01)	0.03* (0.02)	0.02* (0.01)
Average Teacher Tenure x	0.01 (0.00)	0.01 (0.01)	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02* (0.01)	0.03* (0.02)	0.02* (0.01)
AIC	18386.39	6484.10	11921.04	17535.10	6344.60	11196.73	16126.69	5267.06	10815.14
Log Likelihood	-9181.20	-3230.05	-5948.52	-8755.55	-3160.30	-5586.37	-8051.34	-2621.53	-5395.57
Num. obs.	3341	1216	2125	3341	1216	2125	3341	1216	2125

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



### A.6.3 Non-Repeat after First Year in A-track

Table 80: Non-Repeat after First Year in A-track: Effect differences across target groups  
*First Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.07*** (0.01)	-0.08*** (0.01)	1.79 (1.11)	-1.56*** (0.01)	-1.56*** (0.01)	-0.04 (2.64)	-0.35*** (0.01)	-0.37*** (0.01)	2.69* (1.26)
Trend	-0.01** (0.00)	-0.00 (0.00)	-0.42 (0.25)	-0.03*** (0.01)	-0.02** (0.01)	-0.39 (0.59)	-0.01*** (0.00)	-0.01 (0.00)	-0.67* (0.28)
Share EEO students	-0.07*** (0.01)	-0.08*** (0.01)	3.15* (1.28)	0.20*** (0.01)	0.20*** (0.01)	7.89** (2.88)	-0.21*** (0.01)	-0.21*** (0.01)	0.63 (1.44)
Average Principal Age	0.03* (0.01)	0.02 (0.01)	0.04 (0.06)	0.01 (0.03)	0.00 (0.03)	0.10 (0.13)	0.03* (0.01)	0.03* (0.02)	0.02 (0.07)
Average Principal Tenure	-0.02* (0.01)	-0.02* (0.01)	-0.00 (0.03)	-0.06*** (0.02)	-0.05** (0.02)	-0.08 (0.06)	-0.01 (0.01)	-0.01 (0.01)	0.02 (0.03)
Average Teacher Age	-0.01 (0.01)	-0.01 (0.01)	0.25 (0.15)	0.03 (0.03)	0.04 (0.03)	0.17 (0.35)	-0.02 (0.01)	-0.02 (0.02)	0.40* (0.17)
Average Teacher Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.11* (0.05)	-0.02 (0.01)	-0.03* (0.01)	-0.07 (0.12)	0.01 (0.01)	0.00 (0.01)	-0.13* (0.06)
Trend x	-0.00 (0.00)	0.00 (0.00)	-0.71* (0.28)	0.01* (0.00)	0.02** (0.01)	-1.69** (0.64)	0.00 (0.00)	0.00 (0.01)	-0.17 (0.32)
Share EEO students	0.01 (0.01)	-0.00 (0.01)	0.09 (0.07)	0.03 (0.02)	-0.00 (0.02)	0.12 (0.13)	-0.00 (0.02)	-0.01 (0.02)	0.02 (0.08)
Average Principal Age x	-0.00 (0.01)	-0.02* (0.01)	0.03 (0.03)	0.01 (0.01)	-0.03** (0.01)	0.15* (0.06)	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.04)
Average Principal Tenure x	-0.01 (0.01)	0.01 (0.01)	0.38* (0.19)	-0.04* (0.02)	0.02 (0.02)	0.99* (0.43)	0.01 (0.02)	0.02 (0.02)	0.08 (0.21)
Average Teacher Age x	-0.01 (0.01)	-0.01 (0.01)	-0.18** (0.06)	-0.02 (0.01)	0.00 (0.01)	-0.51*** (0.13)	-0.01 (0.01)	-0.01 (0.01)	-0.08 (0.07)
Average Teacher Tenure x	16702.53	14537.78	2150.11	13499.22	11828.11	1598.53	16804.62	14382.51	2425.79
AIC	-8339.27	-7256.89	-1063.05	-6737.61	-5902.06	-787.27	-8390.31	-7179.26	-1200.89
Log Likelihood	3135	2703	432	3135	2703	432	3135	2703	432
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 81: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Second Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.07*** (0.01)	-0.09*** (0.01)	-0.76 (0.72)	-1.33*** (0.01)	-1.30*** (0.01)	-2.72 (1.53)	-0.41*** (0.01)	-0.46*** (0.01)	-0.79 (0.85)
Trend	-0.01*** (0.00)	-0.00 (0.00)	0.15 (0.16)	-0.03*** (0.00)	-0.01 (0.01)	0.24 (0.34)	-0.01** (0.00)	-0.00 (0.01)	0.10 (0.19)
Share EEO students	-0.04*** (0.01)	-0.04*** (0.01)	-1.23 (0.92)	0.23*** (0.01)	0.22*** (0.01)	-2.03 (1.70)	-0.20*** (0.01)	-0.19*** (0.01)	-0.78 (1.11)
Average Principal Age	0.00 (0.01)	0.01 (0.01)	-0.04 (0.03)	0.02 (0.02)	0.02 (0.03)	-0.07 (0.07)	-0.00 (0.02)	0.00 (0.02)	-0.03 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.00 (0.01)	-0.06* (0.03)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Teacher Age	-0.00 (0.01)	-0.00 (0.01)	-0.03 (0.09)	-0.02 (0.02)	-0.03 (0.03)	-0.01 (0.18)	0.00 (0.02)	0.00 (0.02)	-0.04 (0.10)
Average Teacher Tenure	0.01 (0.01)	0.00 (0.01)	0.00 (0.03)	-0.00 (0.01)	-0.00 (0.01)	-0.05 (0.06)	0.01 (0.01)	0.01 (0.01)	0.02 (0.03)
Trend x	-0.01 (0.00)	0.00 (0.00)	0.26 (0.20)	0.00 (0.00)	0.01 (0.01)	0.49 (0.38)	-0.00 (0.00)	0.00 (0.01)	0.13 (0.25)
Share EEO students	0.01 (0.01)	0.00 (0.02)	-0.05 (0.04)	-0.00 (0.02)	-0.01 (0.03)	-0.05 (0.08)	0.01 (0.02)	0.00 (0.02)	-0.03 (0.05)
Average Principal Tenure x	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.02* (0.01)	-0.01 (0.01)	-0.07* (0.03)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.02)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.02)	-0.08 (0.11)	0.02 (0.02)	0.02 (0.03)	-0.13 (0.21)	-0.01 (0.02)	-0.01 (0.02)	-0.07 (0.13)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	0.03 (0.04)	0.01 (0.01)	0.01 (0.01)	0.05 (0.06)	0.01 (0.01)	0.02 (0.01)	0.03 (0.04)
AIC	14800.37	10096.44	4706.50	12671.40	8833.93	3785.54	14513.54	9867.87	4661.95
Log Likelihood	-7388.19	-5036.22	-2341.25	-6323.70	-4404.96	-1880.77	-7244.77	-4921.93	-2318.98
Num. obs.	2868	1962	906	2868	1962	906	2868	1962	906

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 82: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Third Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.10*** (0.01)	-0.12*** (0.01)	-0.58 (0.63)	-1.15*** (0.01)	-1.07*** (0.01)	-1.26 (1.23)	-0.55*** (0.01)	-0.65*** (0.01)	-1.45 (0.76)
Trend	-0.00 (0.00)	0.00 (0.00)	0.11 (0.14)	-0.01** (0.00)	-0.01 (0.01)	-0.03 (0.27)	-0.01* (0.00)	0.00 (0.01)	0.23 (0.17)
Share EEO students	-0.05*** (0.01)	-0.05*** (0.01)	-0.84 (0.71)	0.25*** (0.01)	0.28*** (0.01)	-0.61 (1.14)	-0.29*** (0.01)	-0.30*** (0.01)	-1.77 (0.92)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.03)	-0.01 (0.02)	0.00 (0.02)	-0.05 (0.05)	-0.01 (0.01)	-0.02 (0.02)	0.01 (0.03)
Average Principal Tenure	-0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.05 (0.07)	0.00 (0.02)	-0.01 (0.02)	0.02 (0.13)	0.01 (0.01)	0.03 (0.02)	-0.12 (0.08)
Average Teacher Tenure	0.01* (0.01)	0.01 (0.01)	0.03 (0.03)	0.01 (0.01)	0.02* (0.01)	0.01 (0.05)	0.01 (0.01)	0.01 (0.01)	0.05 (0.03)
Trend x	-0.00 (0.00)	0.00 (0.00)	0.18 (0.16)	0.02*** (0.00)	-0.00 (0.01)	0.20 (0.25)	0.01 (0.00)	0.01 (0.01)	0.35 (0.20)
Share EEO students	0.01 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.03 (0.02)	0.04* (0.02)	-0.02 (0.06)	-0.02 (0.02)	-0.02 (0.02)	-0.00 (0.04)
Average Principal Tenure x	-0.00 (0.01)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.02 (0.01)	0.01 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Teacher Age x	-0.00 (0.01)	-0.01 (0.01)	-0.08 (0.08)	-0.03 (0.02)	-0.05* (0.02)	-0.09 (0.13)	0.02 (0.02)	0.04* (0.02)	-0.19 (0.10)
Average Teacher Tenure x	0.02** (0.01)	0.02* (0.01)	0.04 (0.03)	0.03*** (0.01)	0.03** (0.01)	0.09* (0.04)	0.03** (0.01)	0.03** (0.01)	0.08* (0.03)
AIC	15740.41	9991.11	5766.28	14058.71	9062.02	4980.02	15089.23	9469.20	5629.52
Log Likelihood	-7858.21	-4983.55	-2871.14	-7017.35	-4519.01	-2478.01	-7532.61	-4722.60	-2802.76
Num. obs.	2963	1867	1096	2963	1867	1096	2963	1867	1096

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 83: Non-Repeat after First Year in A-track: Effect differences across target groups  
*Fourth Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.20*** (0.01)	-0.24*** (0.01)	-0.54 (0.63)	-0.73*** (0.01)	-0.65*** (0.01)	-0.75 (0.87)	-1.29*** (0.02)	-1.51*** (0.02)	1.13 (1.10)
Trend	0.01* (0.00)	0.02** (0.01)	0.09 (0.14)	0.00 (0.00)	0.02*** (0.01)	-0.02 (0.19)	0.01 (0.00)	-0.01 (0.01)	-0.49* (0.24)
Share EEO students	-0.11*** (0.01)	-0.09*** (0.01)	-0.11 (0.66)	0.25*** (0.01)	0.23*** (0.01)	-0.58 (0.88)	-0.75*** (0.02)	-0.63*** (0.02)	2.35* (1.10)
Average Principal Age	-0.02 (0.01)	-0.04* (0.02)	0.00 (0.02)	-0.02 (0.01)	-0.04* (0.02)	-0.03 (0.03)	-0.07*** (0.02)	-0.10** (0.03)	0.01 (0.03)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.03** (0.01)	0.05** (0.02)	-0.00 (0.02)
Average Teacher Age	0.03* (0.01)	0.05** (0.02)	-0.03 (0.06)	0.03* (0.01)	0.06** (0.02)	0.03 (0.08)	0.08*** (0.02)	0.10** (0.03)	0.22* (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.04 (0.04)	0.01 (0.01)	0.01 (0.01)	-0.00 (0.05)	0.01 (0.01)	0.01 (0.02)	-0.09 (0.06)
Trend x	0.01*** (0.00)	0.01 (0.01)	0.01 (0.15)	0.02*** (0.00)	0.01 (0.01)	0.21 (0.20)	0.03*** (0.00)	-0.00 (0.01)	-0.65** (0.24)
Share EEO students x	-0.02 (0.01)	-0.02 (0.01)	-0.01 (0.02)	-0.04* (0.01)	-0.04* (0.02)	-0.02 (0.03)	-0.08*** (0.02)	-0.05* (0.02)	-0.03 (0.03)
Average Principal Tenure x	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.04*** (0.01)	0.03* (0.02)	0.02 (0.02)
Average Teacher Age x	0.03** (0.01)	0.03* (0.01)	0.02 (0.06)	0.05*** (0.01)	0.06** (0.02)	-0.04 (0.08)	0.10*** (0.02)	0.08** (0.02)	0.35*** (0.10)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	0.01 (0.04)	0.00 (0.01)	0.00 (0.01)	0.06 (0.05)	0.02 (0.01)	0.03 (0.02)	-0.13* (0.06)
AIC	15450.61	7111.12	8358.43	14628.94	6865.17	7771.34	13544.64	5932.28	7599.39
Log Likelihood	-7713.31	-3543.56	-4167.21	-7302.47	-3420.59	-3873.67	-6760.32	-2954.14	-3787.69
Num. obs.	2842	1340	1502	2842	1340	1502	2842	1340	1502

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

### A.6.4 Full Enrollment in A-track of Secondary Education

Table 84: Full Enrollment in A-track: Effect differences across target groups  
*First Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.10*** (0.01)	-0.11*** (0.01)	1.62 (1.13)	-1.62*** (0.01)	-1.62*** (0.01)	-0.84 (2.76)	-0.37*** (0.01)	-0.39*** (0.01)	2.66* (1.27)
Trend	-0.01** (0.00)	-0.00 (0.00)	-0.38 (0.25)	-0.03*** (0.01)	-0.02** (0.01)	-0.23 (0.61)	-0.01*** (0.00)	-0.01 (0.00)	-0.67* (0.28)
Share EEO students	-0.08*** (0.01)	-0.08*** (0.01)	2.62* (1.31)	0.20*** (0.01)	0.20*** (0.01)	7.06* (2.98)	-0.22*** (0.01)	-0.22*** (0.01)	0.25 (1.46)
Average Principal Age	0.02 (0.01)	0.02 (0.01)	0.04 (0.06)	0.01 (0.03)	-0.00 (0.03)	0.13 (0.14)	0.03 (0.01)	0.03 (0.02)	0.02 (0.07)
Average Principal Tenure	-0.02* (0.01)	-0.02* (0.01)	-0.00 (0.03)	-0.06*** (0.02)	-0.05** (0.02)	-0.09 (0.07)	-0.01 (0.01)	-0.01 (0.01)	0.02 (0.03)
Average Teacher Age	-0.02 (0.01)	-0.01 (0.01)	0.22 (0.15)	0.03 (0.03)	0.04 (0.03)	0.03 (0.37)	-0.02 (0.02)	-0.02 (0.02)	0.40* (0.17)
Average Teacher Tenure	0.00 (0.01)	-0.00 (0.01)	-0.10 (0.05)	-0.01 (0.01)	-0.02 (0.01)	-0.03 (0.13)	0.01 (0.01)	0.01 (0.01)	-0.13* (0.06)
Trend x	-0.00 (0.00)	0.01 (0.00)	-0.60* (0.29)	0.01* (0.00)	0.02*** (0.01)	-1.50* (0.66)	0.00 (0.00)	0.00 (0.01)	-0.09 (0.32)
Share EEO students	0.01 (0.01)	-0.00 (0.01)	0.09 (0.07)	0.03 (0.02)	-0.00 (0.02)	0.11 (0.14)	-0.00 (0.02)	-0.01 (0.02)	0.02 (0.08)
Average Principal Age x	0.01 (0.01)	-0.00 (0.01)	0.09 (0.03)	0.03 (0.01)	-0.00 (0.01)	0.11 (0.07)	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.04)
Average Principal Tenure x	-0.01 (0.01)	-0.02* (0.01)	0.02 (0.03)	0.01 (0.01)	-0.03* (0.01)	0.15* (0.07)	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.04)
Share EEO students	-0.01 (0.01)	0.01 (0.01)	0.30 (0.19)	-0.04* (0.02)	0.02 (0.02)	0.87* (0.44)	0.00 (0.02)	0.02 (0.02)	0.03 (0.22)
Average Teacher Age x	-0.01 (0.01)	-0.01 (0.01)	-0.15* (0.06)	-0.02 (0.01)	-0.00 (0.01)	-0.46*** (0.14)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.07)
Average Teacher Tenure x	-0.01 (0.01)	-0.01 (0.01)	-0.15* (0.06)	-0.02 (0.01)	-0.00 (0.01)	-0.46*** (0.14)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.07)
Share EEO students	16677.46	14517.81	2146.98	13271.05	11631.53	1573.71	16777.04	14362.30	2419.35
AIC	-8326.73	-7246.91	-1061.49	-6623.52	-5803.77	-774.86	-8376.52	-7169.15	-1197.68
Log Likelihood	3135	2703	432	3135	2703	432	3135	2703	432
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 85: Full Enrollment in A-track: Effect differences across target groups  
*Second Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.01)	-0.13*** (0.01)	-0.53 (0.73)	-1.42*** (0.01)	-1.38*** (0.01)	-2.72 (1.59)	-0.44*** (0.01)	-0.49*** (0.01)	-0.55 (0.86)
Trend	-0.01** (0.00)	-0.00 (0.00)	0.09 (0.16)	-0.03*** (0.00)	-0.02* (0.01)	0.23 (0.35)	-0.01** (0.00)	-0.00 (0.01)	0.04 (0.19)
Share EEO students	-0.04*** (0.01)	-0.05*** (0.01)	-0.99 (0.94)	0.23*** (0.01)	0.22*** (0.01)	-1.44 (1.78)	-0.20*** (0.01)	-0.20*** (0.01)	-0.66 (1.13)
Average Principal Age	0.00 (0.01)	0.00 (0.01)	-0.03 (0.03)	0.01 (0.03)	0.02 (0.03)	-0.09 (0.07)	0.00 (0.02)	-0.00 (0.02)	-0.01 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.05 (0.03)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Teacher Age	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.09)	-0.01 (0.03)	-0.03 (0.03)	0.01 (0.19)	0.00 (0.02)	0.00 (0.02)	-0.02 (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)	-0.00 (0.01)	-0.00 (0.01)	-0.06 (0.06)	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)
Trend x	-0.01* (0.00)	0.00 (0.01)	0.20 (0.21)	0.00 (0.00)	0.01 (0.01)	0.36 (0.40)	-0.00 (0.00)	0.00 (0.01)	0.11 (0.25)
Share EEO students	0.01 (0.02)	0.00 (0.02)	-0.03 (0.04)	0.01 (0.03)	-0.01 (0.03)	-0.03 (0.09)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.05)
Average Principal Age x	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.03* (0.01)	-0.02 (0.01)	-0.07** (0.03)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.02)
Average Principal Tenure x	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.03* (0.01)	-0.02 (0.01)	-0.07** (0.03)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.02)
Share EEO students	-0.00 (0.02)	-0.00 (0.02)	-0.06 (0.11)	0.02 (0.03)	0.03 (0.03)	-0.07 (0.22)	-0.01 (0.02)	-0.01 (0.02)	-0.07 (0.13)
Average Teacher Age x	-0.00 (0.01)	-0.00 (0.01)	-0.06 (0.04)	0.02 (0.01)	0.03 (0.01)	-0.07 (0.07)	-0.01 (0.01)	-0.01 (0.01)	-0.07 (0.04)
Share EEO students	0.00 (0.01)	0.00 (0.01)	0.02 (0.04)	0.02 (0.01)	0.01 (0.01)	0.03 (0.07)	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	0.02 (0.04)	0.02 (0.01)	0.01 (0.01)	0.03 (0.07)	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)
Share EEO students	14824.15	10130.32	4698.77	12472.36	8709.11	3717.45	14507.11	9871.17	4652.72
AIC	-7400.08	-5053.16	-2337.38	-6224.18	-4342.55	-1846.72	-7241.55	-4923.59	-2314.36
Log Likelihood	2868	1962	906	2868	1962	906	2868	1962	906
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 86: Full Enrollment in A-track: Effect differences across target groups  
*Third Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.15*** (0.01)	-0.17*** (0.01)	-0.56 (0.64)	-1.25*** (0.01)	-1.17*** (0.01)	-1.12 (1.28)	-0.57*** (0.01)	-0.67*** (0.01)	-1.45 (0.77)
Trend	-0.00 (0.00)	0.00 (0.00)	0.10 (0.14)	-0.01* (0.00)	-0.00 (0.01)	-0.07 (0.28)	-0.01* (0.00)	0.00 (0.01)	0.22 (0.17)
Share EEO students	-0.07*** (0.01)	-0.07*** (0.01)	-1.03 (0.73)	0.24*** (0.01)	0.27*** (0.01)	-0.93 (1.19)	-0.30*** (0.01)	-0.30*** (0.01)	-1.86* (0.94)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.02 (0.03)	-0.01 (0.02)	0.01 (0.02)	-0.07 (0.05)	-0.01 (0.01)	-0.02 (0.02)	-0.00 (0.03)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.04 (0.07)	0.00 (0.02)	-0.01 (0.02)	0.07 (0.14)	0.02 (0.01)	0.03 (0.02)	-0.12 (0.08)
Average Teacher Tenure	0.01* (0.01)	0.01 (0.01)	0.02 (0.03)	0.01 (0.01)	0.02 (0.01)	-0.00 (0.05)	0.01 (0.01)	0.01 (0.01)	0.05 (0.03)
Trend x	-0.00 (0.00)	0.01 (0.01)	0.22 (0.16)	0.02*** (0.00)	0.00 (0.01)	0.27 (0.27)	0.01 (0.00)	0.01 (0.01)	0.37 (0.21)
Share EEO students	0.01 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.03 (0.02)	0.04* (0.02)	-0.02 (0.06)	-0.02 (0.02)	-0.03 (0.02)	-0.01 (0.04)
Average Principal Age x	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Principal Tenure x	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Share EEO students	-0.00 (0.01)	-0.00 (0.01)	-0.09 (0.08)	-0.03 (0.02)	-0.05* (0.02)	-0.13 (0.13)	0.03 (0.02)	0.04* (0.02)	-0.19 (0.10)
Average Teacher Age x	0.02** (0.01)	0.02* (0.01)	0.05 (0.03)	0.03*** (0.01)	0.03** (0.01)	0.10* (0.04)	0.03** (0.01)	0.03** (0.01)	0.08* (0.04)
Average Teacher Tenure x	0.02** (0.01)	0.02* (0.01)	0.05 (0.03)	0.03*** (0.01)	0.03** (0.01)	0.10* (0.04)	0.03** (0.01)	0.03** (0.01)	0.08* (0.04)
Share EEO students	15823.11	10057.56	5778.92	13840.52	8958.46	4874.55	15102.91	9480.73	5632.32
AIC	-7899.55	-5016.78	-2877.46	-6908.26	-4467.23	-2425.27	-7539.46	-4728.37	-2804.16
Log Likelihood	2963	1867	1096	2963	1867	1096	2963	1867	1096
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 87: Full Enrollment in A-track: Effect differences across target groups  
*Fourth Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.28*** (0.01)	-0.33*** (0.01)	-0.50 (0.65)	-0.85*** (0.01)	-0.78*** (0.01)	-0.60 (0.90)	-1.33*** (0.02)	-1.54*** (0.02)	1.31 (1.12)
Trend	0.01*** (0.00)	0.02** (0.01)	0.06 (0.14)	0.01** (0.00)	0.03*** (0.01)	-0.07 (0.20)	0.01 (0.00)	-0.02 (0.01)	-0.54* (0.25)
Share EEO students	-0.14*** (0.01)	-0.12*** (0.01)	-0.22 (0.68)	0.23*** (0.01)	0.22*** (0.01)	-0.99 (0.92)	-0.76*** (0.02)	-0.63*** (0.02)	2.55* (1.12)
Average Principal Age	-0.02 (0.01)	-0.04* (0.02)	-0.00 (0.02)	-0.03* (0.02)	-0.05* (0.02)	-0.03 (0.03)	-0.08*** (0.02)	-0.10** (0.03)	0.01 (0.03)
Average Principal Tenure	-0.00 (0.01)	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.04** (0.01)	0.06** (0.02)	-0.00 (0.02)
Average Teacher Age	0.03** (0.01)	0.05** (0.02)	-0.02 (0.06)	0.04** (0.01)	0.07*** (0.02)	0.06 (0.08)	0.08*** (0.02)	0.10** (0.03)	0.24* (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.01 (0.01)	0.01 (0.01)	-0.02 (0.05)	0.01 (0.01)	0.01 (0.02)	-0.10 (0.06)
Trend x	0.01*** (0.00)	0.01 (0.01)	0.03 (0.15)	0.03*** (0.00)	0.01 (0.01)	0.30 (0.20)	0.03*** (0.00)	-0.01 (0.01)	-0.70** (0.25)
Share EEO students x	-0.02 (0.01)	-0.02 (0.01)	-0.01 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.02 (0.03)	-0.08*** (0.02)	-0.05* (0.03)	-0.03 (0.03)
Average Principal Tenure x	-0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.04*** (0.01)	0.04* (0.02)	0.02 (0.02)
Average Teacher Age x	0.03* (0.01)	0.03 (0.01)	0.01 (0.06)	0.04** (0.01)	0.05* (0.02)	-0.08 (0.08)	0.10*** (0.02)	0.08** (0.03)	0.37*** (0.10)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)	0.01 (0.01)	0.00 (0.01)	0.09 (0.05)	0.02 (0.01)	0.02 (0.02)	-0.14* (0.06)
AIC	15565.13	7176.29	8408.06	14625.13	6871.93	7760.95	13445.75	5866.05	7563.69
Log Likelihood	-7770.57	-3576.15	-4192.03	-7300.57	-3423.97	-3868.47	-6710.87	-2921.02	-3769.85
Num. obs.	2842	1340	1502	2842	1340	1502	2842	1340	1502

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

## A.6.5 Model Trajectory

Table 88: Model Trajectory: Effect differences across target groups  
*First Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.10*** (0.01)	-0.12*** (0.01)	1.61 (1.13)	-1.62*** (0.01)	-1.62*** (0.01)	-0.84 (2.76)	-0.37*** (0.01)	-0.39*** (0.01)	2.66* (1.27)
Trend	-0.01** (0.00)	-0.00 (0.00)	-0.38 (0.25)	-0.03*** (0.01)	-0.02** (0.01)	-0.23 (0.61)	-0.01*** (0.00)	-0.01 (0.00)	-0.67* (0.28)
Share EEO students	-0.08*** (0.01)	-0.09*** (0.01)	2.62* (1.31)	0.20*** (0.01)	0.20*** (0.01)	7.06* (2.98)	-0.22*** (0.01)	-0.22*** (0.01)	0.25 (1.46)
Average Principal Age	0.03* (0.01)	0.02 (0.01)	0.04 (0.06)	0.01 (0.03)	0.00 (0.03)	0.13 (0.14)	0.03* (0.01)	0.03* (0.02)	0.02 (0.07)
Average Principal Tenure	-0.02* (0.01)	-0.02* (0.01)	-0.00 (0.03)	-0.06*** (0.01)	-0.05** (0.02)	-0.09 (0.07)	-0.01 (0.01)	-0.01 (0.01)	0.02 (0.03)
Average Teacher Age	-0.02 (0.01)	-0.01 (0.01)	0.22 (0.15)	0.02 (0.03)	0.04 (0.03)	0.03 (0.37)	-0.02 (0.02)	-0.02 (0.02)	0.40* (0.17)
Average Teacher Tenure	0.00 (0.01)	0.00 (0.01)	-0.10 (0.05)	-0.01 (0.01)	-0.02 (0.01)	-0.03 (0.13)	0.01 (0.01)	0.01 (0.01)	-0.13* (0.06)
Trend x	-0.00 (0.00)	0.01 (0.00)	-0.60* (0.29)	0.01* (0.00)	0.02*** (0.01)	-1.50* (0.66)	0.00 (0.00)	0.00 (0.01)	-0.09 (0.32)
Share EEO students	0.01 (0.01)	-0.00 (0.01)	0.09 (0.07)	0.03 (0.02)	-0.00 (0.02)	0.11 (0.14)	-0.00 (0.02)	-0.01 (0.02)	0.02 (0.08)
Average Principal Age x	0.01 (0.01)	-0.00 (0.01)	0.09 (0.03)	0.03 (0.01)	-0.00 (0.01)	0.11 (0.07)	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.04)
Average Principal Tenure x	-0.01 (0.01)	-0.02 (0.01)	0.02 (0.03)	0.01 (0.01)	-0.03* (0.01)	0.15* (0.07)	-0.00 (0.01)	-0.01 (0.01)	0.02 (0.04)
Share EEO students	-0.01 (0.01)	0.01 (0.01)	0.30 (0.19)	-0.04* (0.02)	0.02 (0.02)	0.87* (0.44)	0.00 (0.02)	0.02 (0.02)	0.03 (0.22)
Average Teacher Age x	-0.01 (0.01)	-0.01 (0.01)	-0.15* (0.06)	-0.02 (0.01)	-0.00 (0.01)	-0.46*** (0.14)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.07)
Average Teacher Tenure x	-0.01 (0.01)	-0.01 (0.01)	-0.15* (0.06)	-0.02 (0.01)	-0.00 (0.01)	-0.46*** (0.14)	-0.01 (0.01)	-0.01 (0.01)	-0.06 (0.07)
Share EEO students	16684.79	14524.58	2148.26	13264.08	11625.19	1573.71	16786.53	14372.05	2419.35
AIC	-8330.40	-7250.29	-1062.13	-6620.04	-5800.60	-774.86	-8381.27	-7174.02	-1197.68
Log Likelihood	3135	2703	432	3135	2703	432	3135	2703	432
Num. obs.									

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 89: Model Trajectory: Effect differences across target groups  
*Second Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.12*** (0.01)	-0.13*** (0.01)	-0.54 (0.73)	-1.42*** (0.01)	-1.38*** (0.01)	-2.72 (1.59)	-0.44*** (0.01)	-0.49*** (0.01)	-0.55 (0.86)
Trend	-0.01** (0.00)	-0.00 (0.00)	0.09 (0.16)	-0.03*** (0.00)	-0.02* (0.01)	0.23 (0.35)	-0.01** (0.00)	-0.00 (0.01)	0.04 (0.19)
Share EEO students	-0.05*** (0.01)	-0.05*** (0.01)	-1.00 (0.94)	0.23*** (0.01)	0.22*** (0.01)	-1.44 (1.78)	-0.20*** (0.01)	-0.20*** (0.01)	-0.67 (1.13)
Average Principal Age	0.00 (0.01)	0.00 (0.01)	-0.03 (0.03)	0.01 (0.03)	0.02 (0.03)	-0.09 (0.07)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.04)
Average Principal Tenure	-0.01 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)	-0.05 (0.03)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Teacher Age	-0.00 (0.01)	-0.00 (0.01)	-0.01 (0.09)	-0.01 (0.03)	-0.03 (0.03)	0.01 (0.19)	0.00 (0.02)	0.00 (0.02)	-0.02 (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	-0.00 (0.03)	-0.00 (0.01)	0.00 (0.01)	-0.06 (0.06)	0.01 (0.01)	0.01 (0.01)	0.01 (0.03)
Trend x	-0.01* (0.00)	0.00 (0.01)	0.20 (0.21)	0.00 (0.00)	0.01 (0.01)	0.36 (0.40)	-0.00 (0.00)	0.00 (0.01)	0.11 (0.25)
Share EEO students	0.01 (0.02)	0.00 (0.02)	-0.03 (0.04)	0.01 (0.03)	-0.01 (0.03)	-0.03 (0.09)	0.00 (0.02)	-0.00 (0.02)	-0.01 (0.05)
Average Principal Age x	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.03* (0.01)	-0.02 (0.01)	-0.07** (0.03)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.02)
Average Principal Tenure x	-0.01 (0.01)	-0.00 (0.01)	-0.02 (0.02)	-0.03* (0.01)	-0.02 (0.01)	-0.07** (0.03)	-0.01 (0.01)	0.00 (0.01)	0.00 (0.02)
Share EEO students	-0.00 (0.02)	-0.00 (0.02)	-0.06 (0.11)	0.02 (0.03)	0.02 (0.03)	-0.07 (0.22)	-0.01 (0.02)	-0.01 (0.02)	-0.07 (0.13)
Average Teacher Age x	0.00 (0.01)	0.00 (0.01)	0.02 (0.04)	0.02 (0.01)	0.01 (0.01)	0.03 (0.07)	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)
Average Teacher Tenure x	0.00 (0.01)	0.00 (0.01)	0.02 (0.04)	0.02 (0.01)	0.01 (0.01)	0.03 (0.07)	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)
AIC	14835.39	10141.80	4699.02	12471.63	8709.43	3717.45	14511.98	9876.48	4652.51
Log Likelihood	-7405.69	-5058.90	-2337.51	-6223.82	-4342.71	-1846.72	-7243.99	-4926.24	-2314.26
Num. obs.	2868	1962	906	2868	1962	906	2868	1962	906

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$

Table 90: Model Trajectory: Effect differences across target groups  
*Third Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.15*** (0.01)	-0.18*** (0.01)	-0.57 (0.64)	-1.25*** (0.01)	-1.17*** (0.01)	-1.12 (1.28)	-0.57*** (0.01)	-0.67*** (0.01)	-1.45 (0.77)
Trend	-0.00 (0.00)	0.00 (0.00)	0.10 (0.14)	-0.01* (0.00)	-0.00 (0.01)	-0.07 (0.28)	-0.01* (0.00)	0.00 (0.01)	0.22 (0.17)
Share EEO students	-0.07*** (0.01)	-0.07*** (0.01)	-1.04 (0.73)	0.24*** (0.01)	0.26*** (0.01)	-0.93 (1.19)	-0.30*** (0.01)	-0.30*** (0.01)	-1.86* (0.94)
Average Principal Age	-0.00 (0.01)	-0.00 (0.01)	-0.02 (0.03)	-0.01 (0.02)	0.01 (0.02)	-0.07 (0.05)	-0.01 (0.01)	-0.02 (0.02)	-0.00 (0.03)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.02)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)
Average Teacher Age	0.00 (0.01)	0.00 (0.01)	-0.04 (0.07)	0.00 (0.02)	-0.01 (0.02)	0.07 (0.14)	0.02 (0.01)	0.03 (0.02)	-0.12 (0.08)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.02 (0.03)	0.01 (0.01)	0.02 (0.01)	-0.00 (0.05)	0.01 (0.01)	0.01 (0.01)	0.05 (0.03)
Trend x	-0.00 (0.00)	0.01 (0.01)	0.22 (0.16)	0.02*** (0.00)	0.00 (0.01)	0.27 (0.27)	0.01 (0.00)	0.01 (0.01)	0.37 (0.21)
Share EEO students	0.01 (0.01)	0.01 (0.01)	-0.02 (0.03)	0.03 (0.02)	0.04* (0.02)	-0.02 (0.06)	-0.02 (0.02)	-0.03 (0.02)	-0.01 (0.04)
Average Principal Age x	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)	0.02 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Average Principal Tenure x	-0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.02 (0.01)	0.02 (0.03)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
Share EEO students	-0.00 (0.01)	-0.00 (0.01)	-0.09 (0.08)	-0.03 (0.02)	-0.05* (0.02)	-0.13 (0.13)	0.03 (0.02)	0.04* (0.02)	-0.19 (0.10)
Average Teacher Age x	0.02** (0.01)	0.02* (0.01)	0.05 (0.03)	0.03*** (0.01)	0.03** (0.01)	0.10* (0.04)	0.03** (0.01)	0.03** (0.01)	0.08* (0.04)
Average Teacher Tenure x	0.02** (0.01)	0.02* (0.01)	0.05 (0.03)	0.03*** (0.01)	0.03** (0.01)	0.10* (0.04)	0.03** (0.01)	0.03** (0.01)	0.08* (0.04)
AIC	15820.16	10055.90	5778.14	13839.25	8959.19	4872.92	15102.07	9480.01	5632.09
Log Likelihood	-7898.08	-5015.95	-2877.07	-6907.63	-4467.59	-2424.46	-7539.03	-4728.01	-2804.04
Num. obs.	2963	1867	1096	2963	1867	1096	2963	1867	1096

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$



Table 91: Model Trajectory: Effect differences across target groups  
*Fourth Quartile*

	All students			EEO Students			Other Students		
	Full	Before	After	Full	Before	After	Full	Before	After
(Intercept)	-0.29*** (0.01)	-0.35*** (0.01)	-0.51 (0.65)	-0.86*** (0.01)	-0.79*** (0.01)	-0.62 (0.90)	-1.33*** (0.02)	-1.55*** (0.02)	1.30 (1.12)
Trend	0.01*** (0.00)	0.02*** (0.01)	0.07 (0.14)	0.01*** (0.00)	0.03*** (0.01)	-0.07 (0.20)	0.01 (0.00)	-0.02 (0.01)	-0.54* (0.25)
Share EEO students	-0.15*** (0.01)	-0.13*** (0.01)	-0.22 (0.68)	0.22*** (0.01)	0.21*** (0.01)	-0.99 (0.92)	-0.76*** (0.02)	-0.63*** (0.02)	2.55* (1.12)
Average Principal Age	-0.02 (0.01)	-0.04** (0.02)	-0.00 (0.02)	-0.03* (0.02)	-0.05* (0.02)	-0.03 (0.03)	-0.08*** (0.02)	-0.10** (0.03)	0.01 (0.03)
Average Principal Tenure	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	0.04** (0.01)	0.06** (0.02)	-0.00 (0.02)
Average Teacher Age	0.03** (0.01)	0.05** (0.02)	-0.01 (0.06)	0.04** (0.01)	0.07*** (0.02)	0.06 (0.08)	0.08*** (0.02)	0.10** (0.03)	0.24* (0.10)
Average Teacher Tenure	0.01 (0.01)	0.01 (0.01)	0.03 (0.04)	0.01 (0.01)	0.00 (0.01)	-0.02 (0.05)	0.01 (0.01)	0.02 (0.02)	-0.10 (0.06)
Trend x	0.02*** (0.00)	0.01* (0.01)	0.03 (0.15)	0.03*** (0.00)	0.01 (0.01)	0.30 (0.20)	0.03*** (0.00)	-0.01 (0.01)	-0.70** (0.25)
Share EEO students x	-0.02 (0.01)	-0.02 (0.01)	-0.01 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.02 (0.03)	-0.08*** (0.02)	-0.05* (0.03)	-0.03 (0.03)
Average Principal Tenure x	0.00 (0.01)	0.00 (0.01)	-0.00 (0.01)	0.01 (0.01)	0.01 (0.01)	0.01 (0.01)	0.04*** (0.01)	0.04* (0.02)	0.02 (0.02)
Average Teacher Age x	0.03* (0.01)	0.03 (0.01)	0.01 (0.06)	0.04** (0.01)	0.05* (0.02)	-0.08 (0.08)	0.10*** (0.02)	0.08** (0.03)	0.37*** (0.10)
Average Teacher Tenure x	0.01 (0.01)	0.01 (0.01)	0.02 (0.04)	0.01 (0.01)	-0.00 (0.01)	0.08 (0.05)	0.02 (0.01)	0.02 (0.02)	-0.14* (0.06)
AIC	15612.38	7214.75	8416.91	14661.02	6904.80	7764.62	13444.14	5863.51	7564.06
Log Likelihood	-7794.19	-3595.38	-4196.45	-7318.51	-3440.40	-3870.31	-6710.07	-2919.75	-3770.03
Num. obs.	2842	1340	1502	2842	1340	1502	2842	1340	1502

Z-scores were computed for all covariates (except Trend).

\*\*\* $p < 0.001$ , \*\* $p < 0.01$ , \* $p < 0.05$