



**GEORGIA
POLICY LABS**



Appendix to:

Teacher Absenteeism in a Metro-Atlanta School District

C. Kevin Fortner and Kate Caton

Metro Atlanta Policy Lab for Education

December 2021

Appendix Table 1. Regression Estimates Relating Absenteeism Outcome Measures to Teacher Characteristics, Classroom Characteristics, and School Characteristics

	Total absences	Discretionary absences	FMLA	Chronically absent	Perfect attendance
Teacher characteristics					
<i>Teaching level (reference category: elementary)</i>					
Middle	0.496 (1.19)	-0.365 (-1.04)	-0.0230 (-1.63)	-0.00254 (-0.21)	0.00923 (1.11)
High	2.444*** (4.92)	-0.362 (-0.91)	-0.000411 (-0.03)	0.00350 (0.26)	0.00945 (1.04)
<i>Teaching experience (reference category: >9 years)</i>					
0-2 years	-2.082*** (-9.50)	-2.414*** (-13.01)	-0.0814*** (-9.89)	-0.0668*** (-9.95)	0.0167** (3.03)
3-5 years	0.136 (0.51)	-0.402 (-1.78)	-0.00954 (-0.98)	-0.00601 (-0.72)	-0.0237*** (-5.86)
6-7 years	0.432 (1.25)	-0.0299 (-0.10)	-0.00953 (-0.84)	-0.00630 (-0.65)	-0.0119* (-2.22)
8-9 years	0.372 (1.21)	-0.207 (-0.79)	-0.00731 (-0.68)	-0.00784 (-0.87)	-0.00339 (-0.62)
<i>Teaching assignment (reference category: out of field)</i>					
In field	-0.140 (-0.18)	-0.132 (-0.24)	0.0212 (0.98)	-0.000795 (-0.04)	0.0120 (1.06)
<i>Gender (reference category: male)</i>					
Female	2.416*** (11.84)	1.691*** (9.84)	0.0424*** (5.93)	0.0375*** (6.34)	-0.0258*** (-5.87)
<i>Race (reference category: Black)</i>					
White	-1.094*** (-4.38)	-0.390 (-1.77)	-0.0373*** (-4.49)	-0.0126 (-1.75)	0.00317 (0.68)
Hispanic	-1.184* (-2.53)	-0.114 (-0.28)	-0.00304 (-0.16)	0.00117 (0.07)	-0.00664 (-0.68)
Asian	-1.423* (-2.15)	-0.501 (-0.82)	-0.0475* (-2.00)	-0.00953 (-0.47)	0.0266 (1.57)
Classroom characteristics					
Students identified as gifted	0.00870 (1.23)	-0.0164** (-2.83)	0.000116 (0.50)	-0.000614*** (-3.58)	-0.0000748 (-0.59)
Students eligible for FRPM	0.00616 (0.62)	0.0143 (1.67)	0.000400 (1.11)	0.000489 (1.64)	0.0000474 (0.22)
Students with identified	0.0245***	0.00704*	0.000363**	0.000136	-0.000116

Teacher Absenteeism in a Metro-Atlanta School District

disabilities	(6.54)	(2.21)	(2.76)	(1.21)	(-1.87)
English learners	0.0309*	0.00332	0.000491	0.000181	-0.000529*
	(2.05)	(0.24)	(0.99)	(0.42)	(-2.24)
Hispanic students	0.00680	-0.0203	-0.00104	-0.00126	0.000607
	(0.27)	(-0.94)	(-1.10)	(-1.64)	(1.06)
American Indian students	0.000140	0.0305	0.000382	0.00160	-0.000250
	(0.00)	(0.94)	(0.27)	(1.34)	(-0.33)
Asian students	0.00579	0.0183	0.00107	0.000773	0.00109
	(0.17)	(0.59)	(0.82)	(0.73)	(1.27)
Black students	0.0537	0.0368	0.000386	0.00138	-0.000187
	(1.77)	(1.37)	(0.34)	(1.44)	(-0.30)
Pacific Islander students	-0.0404	-0.0114	-0.00144	0.000611	0.0000931
	(-0.96)	(-0.31)	(-0.93)	(0.47)	(0.10)
White students	0.0132	0.0206	0.000218	0.000838	-0.00000804
	(0.46)	(0.82)	(0.20)	(0.91)	(-0.01)
Male students	-0.00899	-0.0139*	-0.000284	-0.000444*	-0.000205
	(-1.21)	(-2.11)	(-1.15)	(-2.13)	(-1.59)
Migrant students	-0.320	-0.105	0.0270	-0.00802	-0.00277
	(-1.13)	(-0.42)	(1.20)	(-1.37)	(-1.14)
Students retained in grade	-0.0242**	-0.0110	-0.000515	-0.000113	-0.0000412
	(-2.89)	(-1.52)	(-1.75)	(-0.45)	(-0.24)
Students with EIP in any subject	0.00240	0.00342	0.000388	0.0000457	-0.000234
	(0.36)	(0.54)	(1.64)	(0.22)	(-1.87)
Percent absent (lag)	0.112***	0.125***	0.00344***	0.00391***	-0.000732
	(3.62)	(5.12)	(3.46)	(4.46)	(-1.51)
Multiple schools (lag)	-0.0186	-0.00326	-0.000741	0.0000215	0.000254
	(-1.41)	(-0.29)	(-1.55)	(0.05)	(1.03)
Any incidents (lag)	-0.0292***	-0.0137*	-0.000451	-0.000569**	-9.75E-06
	(-4.05)	(-2.16)	(-1.79)	(-2.70)	(-0.07)
School characteristics					
Male students	0.0291	0.0271*	0.000759	0.000611	0.0000266
	(1.83)	(2.00)	(1.51)	(1.42)	(0.10)
Migrant students	-0.758	-1.395	-0.149	-0.0747	-0.0870
	(-0.15)	(-0.28)	(-1.00)	(-0.60)	(-1.86)
Students retained in grade	0.0976***	0.0374*	0.00172**	0.000527	-0.000515
	(4.95)	(2.25)	(2.66)	(0.98)	(-1.46)
English learners	-0.115**	-0.0606	-0.00453**	-0.00136	0.00308***
	(-2.73)	(-1.62)	(-3.00)	(-1.10)	(4.09)

Teacher Absenteeism in a Metro-Atlanta School District

Hispanic students	-0.204** (-2.63)	-0.0461 (-0.67)	-0.00326 (-1.12)	0.00169 (0.70)	0.000210 (0.13)
Asian students	-0.161 (-1.63)	-0.184* (-2.02)	-0.00371 (-1.06)	-0.00587 (-1.96)	0.00286 (1.42)
Indian American students	0.0373 (0.29)	0.0353 (0.31)	0.00177 (0.39)	-0.00311 (-0.82)	0.000362 (0.15)
Pacific Islander students	-0.195 (-1.24)	0.0173 (0.12)	-0.00116 (-0.21)	-0.00490 (-1.05)	0.00279 (0.95)
White students	-0.238* (-2.35)	-0.0366 (-0.40)	-0.00646 (-1.91)	-0.00232 (-0.81)	0.00209 (1.23)
Black students	-0.313** (-3.02)	-0.0837 (-0.89)	-0.00603 (-1.76)	-0.00336 (-1.15)	0.00300 (1.73)
Students eligible for FRPM	0.0206 (1.23)	0.0201 (1.39)	-0.000311 (-0.50)	0.000249 (0.48)	-0.000416 (-1.20)
Students in gifted programs	0.000140 (0.01)	0.0604** (2.91)	0.00118 (1.53)	0.00159* (2.44)	-0.000260 (-0.61)
Students with EIP in any subject	0.0378** (2.81)	0.00444 (0.38)	0.000249 (0.52)	0.000686 (1.69)	-0.000176 (-0.65)
Year controls					
Year 1	-1.560*** (-3.59)	-0.894** (-2.61)	0.0202 (1.41)	-0.0159 (-1.31)	0.0200* (2.53)
Year 2	-3.945*** (-9.54)	-1.119** (-3.01)	-0.00938 (-0.65)	-0.0420*** (-3.39)	0.0116 (1.52)
Year 3	-2.780*** (-6.91)	-0.659 (-1.81)	0.00667 (0.46)	-0.0263* (-2.12)	0.00491 (0.66)
Year 4	-4.693*** (-14.59)	-1.467*** (-4.98)	-0.0291* (-2.41)	-0.0436*** (-4.21)	0.0110 (1.77)
Year 5	-2.389*** (-7.31)	-0.0928 (-0.31)	0.0141 (1.19)	-0.000203 (-0.02)	0.0105 (1.71)
Year 6	-1.415*** (-4.54)	-0.127 (-0.46)	0.0159 (1.36)	0.00308 (0.30)	0.0148* (2.37)
Constant	35.35*** (3.53)	8.777 (0.96)	0.667* (2.03)	0.230 (0.82)	-0.186 (-1.10)
Observations	16931	16931	16931	16931	16931
R-squared	0.050	0.022	0.018	0.018	0.011
AIC	130167.4	125759.6	16241.6	10603.8	-5415.1

Notes. FMLA is an excused absence under the Family and Medical Leave Act. One category per categorical variable is omitted to avoid collinearity with the constant term.

Appendix Table 2. Regression Estimates Relating Absenteeism Outcome Measures to Teacher Characteristics and Classroom Characteristics

	Total absences	Discretionary absences	FMLA	Chronically absent	Perfect attendance
Teacher characteristics					
<i>Teaching experience (omitted category: >9 years)</i>					
0-2 years	-1.807*** (-8.48)	-2.228*** (-12.21)	-0.0752*** (-9.23)	-0.0648*** (-9.73)	0.00377 (0.76)
3-5 years	0.128 (0.50)	-0.388 (-1.76)	-0.00783 (-0.82)	-0.00513 (-0.63)	-0.0227*** (-5.66)
6-7 years	0.413 (1.22)	0.0244 (0.08)	-0.0105 (-0.93)	-0.00581 (-0.61)	-0.0129* (-2.48)
8-9 years	0.622* (2.05)	-0.0122 (-0.05)	-0.00395 (-0.38)	-0.00246 (-0.28)	-0.00257 (-0.48)
<i>Teaching assignment (reference category: out of field)</i>					
In field	-0.892 (-1.25)	-0.471 (-0.88)	0.00593 (0.28)	-0.00444 (-0.25)	0.0175 (1.83)
<i>Gender (reference category: male)</i>					
Female	2.519*** (12.72)	1.740*** (10.32)	0.0454*** (6.43)	0.0422*** (7.22)	-0.0239*** (-5.72)
<i>Race (reference category: Black)</i>					
White	-1.049*** (-4.23)	-0.428* (-1.96)	-0.0356*** (-4.26)	-0.0128 (-1.78)	0.00422 (0.93)
Hispanic	-1.286** (-2.84)	-0.230 (-0.58)	-0.00129 (-0.07)	0.00145 (0.09)	-0.00238 (-0.25)
Asian	-1.094 (-1.68)	-0.307 (-0.50)	-0.0478* (-2.02)	-0.00564 (-0.28)	0.0230 (1.35)
Classroom characteristics					
Students identified as gifted	0.00762 (1.12)	-0.0157** (-2.81)	0.000168 (0.74)	-0.000575*** (-3.43)	-0.0000280 (-0.22)
Students eligible for FRPM	0.0209* (2.40)	0.0215** (2.82)	0.000555 (1.77)	0.000503 (1.91)	0.0000107 (0.06)
Students with identified disabilities	0.0233*** (6.40)	0.00759* (2.41)	0.000337** (2.61)	0.000221* (2.00)	-0.0000653 (-1.09)
English learners	0.0145 (1.00)	-0.00350 (-0.26)	0.000307 (0.63)	0.00000578 (0.01)	-0.000324 (-1.39)
Hispanic students	0.00858 (0.37)	-0.0152 (-0.73)	-0.000677 (-0.69)	-0.000552 (-0.64)	0.000567 (1.06)

Teacher Absenteeism in a Metro-Atlanta School District

American Indian students	0.0180 (0.51)	0.0400 (1.22)	0.000275 (0.19)	0.00129 (1.04)	-0.0000480 (-0.07)
Asian students	0.0409 (1.20)	0.0334 (1.06)	0.00142 (1.13)	0.000992 (0.95)	0.00156 (1.86)
Black students	0.0467 (1.48)	0.0432 (1.51)	0.000383 (0.34)	0.00148 (1.53)	0.0000255 (0.04)
Pacific Islander students	-0.0486 (-1.16)	0.00510 (0.14)	-0.00170 (-1.10)	0.000125 (0.09)	-0.000306 (-0.33)
White students	0.0316 (1.05)	0.0359 (1.32)	0.000474 (0.44)	0.00114 (1.22)	0.000198 (0.35)
Male students	-0.0101 (-1.43)	-0.0136* (-2.15)	-0.000266 (-1.12)	-0.000468* (-2.32)	-0.000243* (-1.97)
Migrant students	-0.273 (-0.94)	-0.0805 (-0.39)	0.0244 (1.14)	-0.00936 (-1.81)	-0.00417 (-1.51)
Students retained in grade	-0.0137 (-1.80)	-0.00400 (-0.59)	-0.000306 (-1.17)	0.0000768 (0.34)	-0.0000782 (-0.56)
Students with EIP in any subject	0.00772 (1.31)	0.00512 (0.94)	0.000348 (1.71)	0.000194 (1.11)	-0.000247* (-2.43)
Percent absent (lag)	0.164*** (4.70)	0.151*** (5.01)	0.00452*** (3.75)	0.00424*** (4.05)	-0.00146* (-2.54)
Multiple schools (lag)	0.00137 (0.10)	0.00445 (0.35)	-0.000110 (-0.22)	0.000302 (0.68)	0.000287 (1.19)
Any incidents (lag)	-0.0199** (-2.69)	-0.0166* (-2.50)	-0.000348 (-1.35)	-0.000588** (-2.73)	0.0000950 (0.71)
Year controls					
Year 1	-1.312*** (-3.43)	-0.539 (-1.72)	0.0316* (2.46)	-0.0172 (-1.57)	0.00587 (0.87)
Year 2	-3.270*** (-9.48)	-0.682* (-2.15)	-0.00187 (-0.15)	-0.0356*** (-3.36)	-0.00118 (-0.18)
Year 3	-2.046*** (-6.03)	-0.181 (-0.58)	0.00945 (0.77)	-0.0206 (-1.94)	-0.00647 (-1.08)
Year 4	-3.792*** (-12.68)	-1.111*** (-4.03)	-0.0162 (-1.44)	-0.0387*** (-4.01)	0.00297 (0.51)
Year 5	-2.332*** (-7.37)	-0.164 (-0.56)	0.00961 (0.84)	-0.00440 (-0.44)	0.00726 (1.24)
Year 6	-1.321*** (-4.39)	-0.140 (-0.52)	0.0114 (1.00)	0.000376 (0.04)	0.0137* (2.31)
School Fixed Effects	Yes	Yes	Yes	Yes	Yes

Teacher Absenteeism in a Metro-Atlanta School District

Constant	8.307*	3.004	0.0727	-0.0387	0.0569
	(2.52)	(1.01)	(0.62)	(-0.39)	(0.94)
Observations	17748	17748	17748	17748	17748
R-squared	0.069	0.031	0.028	0.026	0.050
AIC	135929.0	131566.1	16918.2	11070.6	-6815.8

Notes. FMLA is an excused absence under the Family and Medical Leave Act. One category per categorical variable is omitted to avoid collinearity with the constant term.