

Technical Report # 38

**Measuring Teachers' Efficacy Working with Diverse Student Needs:
Testing a Measurement Model**

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Abstract

This technical report describes the development, pilot testing, and revision of a survey instrument designed to measure secondary school teachers' perceptions of their efficacy working with students from diverse backgrounds. A brief review of relevant literature frames the current study in the context of survey development that is technically adequate. Exploratory factor analysis is used to identify factors within each of four hypothesized latent constructs (alignment, inclusivity, organization, and general efficacy), and the measurement model fit is evaluated to explain their representation. Results suggest that the survey instrument (once revised) is reliable and that the measurement model may adequately fit the data.

Measuring Teachers' Efficacy Working with Diverse Student Needs:

Testing a Measurement Model

School improvement, as mandated by the federal government and implemented by nearly all state education agencies, is a continuing effort on the part of school staff to improve student achievement on standardized measures (Buttram & Waters, 1997). The past 25 years has seen a growing movement toward school improvement throughout the United States. Beginning with *A Nation at Risk* (National Commission on Educational Excellence, 1983), continuing through the President's Education Summit in 1996 (Buttram & Waters, 1997), and, more recently, the *No Child Left Behind Act of 2001* (2002) significant public resources have been dedicated to improving school effectiveness through standards-based accountability.

In the case of school improvement and accountability, the construct under investigation may be improving student achievement, but efforts toward that end generally take the form of interventions, not with the students, but with the teachers (Barth, 1990, Rosenholz, 1989). This approach reflects the broadly held position that improving student achievement relies on changing what happens in the classroom (Rudy & Conrad, 2004).

Researchers at the University of Oregon have undertaken an effort to identify, and to subsequently measure, elements of teacher attitudes and competencies that have an impact on the effectiveness of staff development efforts in school improvement. The elements described here were identified as consequential to a staff development effort targeting instructional change toward concept-based instruction (CBI) as opposed to more common fact-based instruction (Carnine, 2002; McCoy & Ketterlin-Geller, 2004; Twyman, Ketterlin-Geller, McCoy, & Tindal, 2003). Our focus has been in the secondary school content areas.

Briefly, concept-based instruction attempts to identify concepts common across large portions of the curriculum and to explicitly address these concepts rather than to focus upon the facts of individual and independent instances throughout curricula. We focus on four constructs of school improvement as reported by teachers in conversation following training and implementation of concept-based instruction in the classroom. Teachers participating in staff development in the use of concept-based instruction anecdotally report improvement in their self-efficacy in these areas and often see associated improvement in student academic achievement. The challenge, then, is to identify or create an instrument that can measure teachers' self-efficacy in these areas before and after their involvement in staff development so that the change might be more easily identified and its relationship to student academic achievement more explicitly described. This technical report describes the survey instrument developed to measure these four latent constructs.

Alignment. As a result of the push toward academic achievement as measured by standardized assessments, it is critical to establish alignment among state standards, curriculum, instruction, and assessment. To improve student outcomes we must evaluate student performance (American Educational Research Association (AERA), 2003; Rudy & Conrad, 2004). Alignment of these four constructs provides an assurance, first, that the tests appropriately measure student knowledge and, second, that the results of those tests can be used to modify both curriculum and instruction to better address the standards and improve student achievement (AERA, 2003). Without alignment among these elements of schooling, data may be suspect as school and district staff modify their practices to facilitate improvement. Although responsibility for aligning statewide testing to state standards falls reasonably to state department of education staff (AERA, 2003), aligning the curriculum and associated instruction must occur at the local

level and focus on curriculum and instruction to standards and associated assessments. Raising a teacher's perception of efficacy in alignment would enhance student instruction toward the standards and therefore toward statewide assessments.

By aligning the curriculum to standards, teachers can better support the learning of all students relative to these standards. Despite efforts at mandating content standards as the basis for curriculum-design decisions, textbooks often dictate the curriculum rather than these standards (Diegmueller, 1995). Exacerbating matters, the content in these textbooks typically is not aligned to the standards, nor do textbooks present information on an intellectual level called for by state standards (Tomlinson, 2000; Ketterlin-Geller, McCoy, Twyman, & Tindal, 2003).

Inclusivity. The *No Child Left Behind Act of 2001* (NCLB) (2002) presents schools with the challenge of helping all students, regardless of special needs status, to meet the same high standards of academic performance. This challenge has been educators' concern for some time and is reflected in the trend toward inclusion of special needs students in regular education classrooms (Alper, Schloss, Etscheidt, & Macfarlane, 1995). Inclusion is intended to provide students with a functional instructional environment that is based on their needs (e.g. classified special needs, at risk, homeless, or gifted) (Stainback, Stainback, & Jackson, 1992).

Unfortunately, teachers not yet comfortable with their inclusive classroom now are confronted with the demands of NCLB.

Inclusivity, then, is influenced by teacher's propensity to manage their classrooms in an encompassing manner based on curriculum adaptation and instructional scaffolds rather than mere presence of students from various groups (like disabilities and second language). Some might argue that unlike placement, inclusivity cannot be mandated but must be the result of a change in teacher attitude and behavior. Corbett (2001) argues that past practices in inclusion

that relied simply on placement in the general education classroom in defining success are outdated and inadequate. This attitude of “dump and hope” (Corbett, 2001, p 58) cannot, however, be replaced by a more openly inclusive instructional model without the full participation of the classroom teacher. A change in the teacher’s perception of self-efficacy in addressing the needs of a broader spectrum of student abilities seems critical to development of an attitude of inclusivity.

Organization. Such focus on teachers is unlikely to be productive without concurrent consideration of the classroom and school demands. The scope and sequencing of most courses from middle through high school levels is largely dependent upon and driven by the textbook that is used (Bean & Zigmond, 1994; Schug, Western, & Enochs, 1997). The difficulty is that textbooks do not present information with clear connections among various topics. In the case of American history texts, for example, information is typically presented in chronological order with one segment of the book only loosely connected to another and without regard to the concepts presented in each segment. While chronology seems to be reasonable (though potentially ineffective) as an organizing principle in a history text, other content areas have no inherent organizational principles. For example, organization in English and science texts as well as other areas, is often quite idiosyncratic. Often such materials move from one topic to an unrelated topic with little more to organize them than the general content topic (narrative fiction, poetry in English or chemistry and then earth science in science texts).

Organization, then, is the use of structural linkages of topics among units of instruction in a single course, across multiple courses within a grade, or across multiple grades. In concept-based instruction, organization results directly from the use of complex concepts across multiple instances or example sets. By organizing instruction in this way, teachers can provide students

with an opportunity to associate instructional outcomes from various units into a cogent whole. In our explanatory views, then, with appropriate manipulation of organization to include students with disabilities and English language learners, the net effect is likely to be unsustainable.

Purpose

The goal of this study was to develop a survey instrument for use with secondary school teachers. This survey is to be used in conjunction with other data gathering methods to measure teacher attitude towards working with students, in particular those students with special needs. Specifically, the survey is designed to sample from four broad areas that the literature suggests play important roles in teacher effectiveness: (a) teachers' attitude towards aligning their curriculum, instruction, and assessment with state content standards (*alignment*), (b) their attitude towards working with students having diverse needs (*inclusivity*), (c) their ability to explicitly identify the most important concepts in the content they teach (*organization*), and (d) their feeling of efficacy in being able to address these three areas (*efficacy*).

Methods

In this section, we first describe the process we used in developing the survey instrument: writing items, conducting a content review, and revising the survey. We then describe the process we used to test the adequacy of the hypothesized measurement model to describe the data we gathered during the piloting of the instrument.

Developing the Survey Instrument

Content Review took place during a two-week window in October. Invitations to review the survey were sent to six local teachers representing a variety of content areas and a range of experience (See Table 1). All teachers who were invited to review the survey agreed to participate. All reviewers were sent a copy of the Feedback Form (See Appendix A) as an email

attachment and then provided with a link to the on-line survey itself. Once they had completed the review of the survey and responded to the questions on the Feedback Form, teachers emailed their reviews to the lead author, who compiled the results and used them to inform revision of the survey instrument.

Table 1

Demographic Information on Teachers Who Participated in Content Review of Survey

Reviewer #	Level Taught	Content Area	Years Teaching Experience
Reviewer #1	middle school	math	5
Reviewer #2	middle school	science	5
Reviewer #3	high school	science	3
Reviewer #4	high school	language arts	1

Once content reviewers had provided their feedback, we revised the survey to reflect their suggestions. The final survey that we administered can be found in Appendix C.

Piloting the Survey Instrument

We piloted the survey with 104 secondary school teachers in schools across Oregon. Teachers were self-selected through a several step process. We sent requests for assistance in sending the email invitation to participate in the survey to every secondary school principal with a valid email address in the Oregon State Public School Directory. In the request, we asked principals to forward the invitation to participate in the survey research to all teachers on their staff. We asked teachers to reply directly to the lead researcher by email if they were interested in participating in the study. The lead researcher compiled a list of teacher emails for three weeks, until she had sufficient numbers of participants to begin the survey. In all, 128 middle

and high school teachers from schools across the state of Oregon indicated their interest in participating by emailing the lead researcher. Surveys were initially sent out to all teachers who had indicated interest in participating on November 19. Weekly email reminders were sent to all participants who had not yet responded, and the final surveys were completed on December 17. During the four-week window in which responses were accepted, 105 teachers completed the survey (a response rate of 82%). Teachers were paid \$10 for their participation in the survey research.

Description of our pilot study sample. Survey respondents represent a wide range of demographics, Almost twice as many women participated in the survey as men (68 and 35, respectively). Tables 2 - 10 list additional demographic information for the teachers who participated in the survey.

Table 2

Self-Reported Ethnicity/Race of Survey Respondents

Caucasian	Asian	Black	Hispanic	Chinese/Latina	Native American	Decline to state
97	1	1	2	1	1	2

Table 3

Self-Reported Age of Survey Respondents

21 – 30	31 – 40	41 – 50	51 +	Decline to state
23	21	28	28	1

Table 4

Self-Reported Highest Level of Education Obtained of Survey Respondents

BA/BS	MA/MS/MEd	DEd/PhD
22	81	1

Table 5

Self-Reported Number of Years Teaching, Including Current Year, of Survey Respondents

0 – 5	6 – 10	11 – 20	21+	Decline to state
33	25	28	15	2

Table 6

Self-Reported Subject Area Taught of Survey Respondents (Grouped by Tested by State Assessment, Not Tested by State Assessment, and Special Education)

Tested by State Assessment	Not Tested By State Assessment	Special Education
72	26	5

Table 7

Self-Reported Grade Level Taught of Survey Respondents

Middle School	High School	Both Middle and High School
71	25	8

Table 8

Self-Reported Size of School of Survey Respondents

Fewer than 250 students	251 – 500 students	501 – 1000 students	1001 – 1500 students	More than 1500 students
7	19	42	30	6

Table 9

Self-Reported Type of School of Survey Respondents

Rural	Small Town	Suburban	Urban	Decline to state
24	34	41	4	1

Table 10

Percentage of Students at Survey-Respondents' Schools Receiving Free/Reduced Priced Meals

Less than 10%	11% - 20%	21% - 30%	31% - 40%	41% - 50%	51% +	Decline to state
11	12	20	13	12	27	9

Evaluating the Stability of the Survey Instrument

To evaluate the reliability of the survey instrument, we drew a random sample of 20 respondents (approximately 20%) from the original participants and sent a duplicate survey 2 – 4 weeks after they had completed the survey initially. In all, 16 teachers completed the duplicate survey, a response rate of 80%. We calculated the degree of consistency between teachers' responses to the first survey and the duplicate survey using a partial credit-scoring model. Because each question on the survey had 4 possible responses, we calculated consistency between the initial and duplicate surveys by awarding 100% to each response that was an exact

match, 75% to each response that varied by only one response category (such as changing from a *strongly agree* to *agree* or from a *disagree* to an *agree*), 50% to each response that varied by 2 response categories, and 0% to each response that varied by 3 or more response categories.

Analyzing the Model Fit

Our main concern in this study was the creation of a survey instrument to measure teachers' attitudes and perceptions toward a variety of topics that the literature suggested as relevant to teacher effectiveness in working with students with diverse needs. To this end, we began by running exploratory factor analyses searching for items that appeared to be uncorrelated with other items grouped within the four areas we hypothesized would emerge as latent factors (alignment, inclusivity, organization, and general efficacy)¹. For these analyses, we used principal component analysis with Quartimax rotation and retained factors with Eigenvalues of 1.0 or greater. Once we had determined which items to remove from the survey and had a rough idea of the number of factors underlying each construct of interest, we constructed a measurement model to test (see Figure 1). Because we had a limited number of cases (ranging from 80 on some items to 104 on others), we decided to test each factor separately, evaluate model fit, modify the items used in the measurement model as needed, and then run the complete model.

Results

The next section is organized into two parts. Part 1 presents results evaluating the technical adequacy of the survey instrument, in which we evaluate both the reliability and adequacy of the survey instrument and the degree to which the hypothesized measurement model

¹ We included questions about state testing on the survey to answer other research questions, but they are not part of the measurement model

fit the data. Part 2 presents teachers' responses to the items on the survey during the administration of the pilot test.

Part 1: Technical Adequacy

Content review and revision of the survey. The compiled results from the content review process are presented below. Where appropriate we present feedback from reviewers in tabular form (see Tables 11 – 15). The rest of the time, responses are presented in full in the reviewers' exact wording.

Feedback on the survey instrument.

1. What changes, if any, would you recommend be made to the e-mail introduction?
 - There needs to be some kind of introduction as to what the survey is about. Also, the e-mail that I got with the link was not titled "U of O Research," it was titled "Survey from Infocounts." [Reviewer #1]
 - Maybe a short introduction explaining what the survey is about (people may have forgotten that they signed up to take this survey). [Reviewer #2]
 - Take off this part: "InfoCounts is now available for free to the general public! This simple, easy to use, online survey tool can collect data from anyone with an email address. Use the free InfoCounts system to increase productivity, conserve resources, and find out what really counts! <http://www.infocounts.com>". This seems to add more confusion than help. [Reviewer #3]
 - The email seems very clear. I'm not sure if you want to say that the answers will remain anonymous. I may be out to lunch on this one, but can answers remain anonymous? Would confidential be more accurate? [Reviewer #4]

Table 11

Reviewers' Feedback on Question: "How easy is it to understand what you are expected to do?"

Reviewer #	not at all easy	somewhat easy	easy	very easy
1			x	
2			x	
3		x		
4			x	

Survey Questions 1 - 9

Table 12

Reviewers' Feedback on Question: "How easy to understand were the directions?"

Reviewer #	not at all easy	somewhat easy	easy	very easy
1				x
2		x		
3				x
4			x	

2. What changes, if any, would you recommend be made to the directions at the start of this section?

- None [Reviewer #1, #2, #3]

3. Which questions, if any, did you find confusing? Why?

- Question 6, says *only text value*, but an answer requires a numeric part as well as a text part. Again on Question 9, it asks for *only text value*, but the answer would be a numeric answer. [Reviewer #1]

- Question #6 and #9 ask for a number, but the directions say to enter “only text value.”

I may misunderstand, but it seems like you are asking for a number but want it

written out (i.e. you want the number “8”, but you want the person to respond with

“eight.” This is confusing. [Reviewer #2]

- None [Reviewer #3]
- Just the possible semantic tweaking with “anonymous” [Reviewer #4]

4. On which questions, if any, would you recommend changing the wording?

- See answer to #3 [Reviewer #2]
- None [Reviewer #3, #4]
 - a. How should the wording be changed?
 - See answer to #3 [Reviewer #2]

5. Are there any other demographic questions that you think we should add to this section?

- I don’t know how you are planning to use this information, but some other areas to consider would be family structure, sexual orientation, and income level. [Reviewer #2]
- None [Reviewer #3, #4]

6. Approximately how long would it take you to complete this section of the survey itself?

- A couple of minutes [Reviewer #1]
- One minute [Reviewer #2]
- A couple minutes [Reviewer #3, #4]

Survey, Question 10

Table 13

Reviewers' Feedback on Question: "How easy to understand were the directions in Question 10?"

Reviewer #	not at all easy	somewhat easy	easy	very easy
1				x
2			x	
3	x			
4			x	

7. What changes, if any, would you recommend to the wording of Question 10?

- This almost seems unnecessary to include as a question, maybe just a button that says "next." [Reviewer #2]
- This question totally confused me because nothing happened when I checked/unchecked the box. I first checked it thinking it was going to go to another page or something, but then nothing happened. It was confusing to see that I needed to check "next" when all the questions I was going to be answering were right there on the same page. [Reviewer #3]
- You might explain the purpose of the question. [Reviewer #4]

Survey, Questions 11 - 20

8. Which questions, if any, did you find confusing? Why?

- #11 – does "well prepared" mean that you have the formal training to teach it, that you have the experience to teach it, that there are resources at the school that help prepare you to teach it, etc? Maybe this could be specified [Reviewer #2]

- #20 – this is actually asking two different questions. Maybe break it up into two questions or get rid of one of the statements. [Reviewer #2]
 - #13. Not confusing, but bothered me. I understood what the question was getting at, but it was hard for me to answer honestly. I do feel like I “try really hard,” but sometimes there are some students that just can not be reached for whatever reason. Answering this question with the options given was difficult. I felt like I needed to be able to write in text to support my answer. Maybe a text box could be added or the wording of the question could be changed. [Reviewer #3]
 - This section seems to be effectively worded. [Reviewer #4]
9. On which questions, if any, would you recommend changing the wording?
- See answer to #8 [Reviewer #2]
 - #13 [Reviewer #3]
 - None [Reviewer #4]
- a. How should the wording be changed?
- See answer to #8 [Reviewer #2]
 - Changing the part about “If I try really hard.” Maybe clarifying what “trying really hard” means by adding something about “by using various teaching strategies all of my educational knowledge” or “to the best of my ability.” [Reviewer #3]
10. Which questions, if any, did you find redundant in this section?
- None [Reviewer #1, #2, #3, #4]
11. Approximately how long would it take you to complete this section of the survey itself?
- A couple of minutes. [Reviewer #1]
 - One minute [Reviewer #2]

- Couple minutes [Reviewer #3]
- Approximately 4 minutes [Reviewer #4]

Survey, Questions 21-30

12. Which questions, if any, did you find confusing? Why?

- #22 – “water down” might not be a universally known phrase...maybe use something like “simplify” or “not make as complex.” [Reviewer #2]
- None [Reviewer #3]
- I found this section to be extremely reassuring. It made me feel like I planned my curriculum well. [Reviewer #4]

13. On which questions, if any, would you recommend changing the wording?

- See answer to #12 [Reviewer #2]
 - a. How should the wording be changed?
 - See answer to #12 [Reviewer #2]
 - You might consider asking about specific challenges i.e. autism, dyslexia, etc. [Reviewer #4]

14. Which questions, if any, did you find redundant in this section?

- None [Reviewer #1, #2, #3, #4]

15. Approximately how long would it take you to complete this section of the survey itself?

- A couple of minutes. [Reviewer #1]
- Two minutes [Reviewer #2]
- Couple minutes [Reviewer #3]
- Three minutes [Reviewer #4]

Survey, Questions 31 - 40

16. Which questions, if any, did you find confusing? Why?

- On question 38, there was only one option for an answer, which was *strongly disagree*. Also, question 39 is exactly the same as 38. [Reviewer #1]
- Question #38 only has one choice for an answer: strongly disagree...change by giving all four available responses just like the other questions [Reviewer #2]
- Question #38 only gives you one option to choose from. [Reviewer #3]
- Question thirty two is a bit vague in its reference to “text”. What if you do not have a traditional textbook. [reviewer #4]

17. On which questions, if any, would you recommend changing the wording?

- See answer to #16 [Reviewer #2]
- #32 [Reviewer #4]
 - a. How should the wording be changed?
 - See answer to #16 [Reviewer #2]
 - Throw #38 out? [Reviewer #3]

18. Which questions, if any, did you find redundant in this section?

- Question 33 seems to be asking the same question as 38. The same question seems to be asked again in question 40. [Reviewer #1]
- #32 and #35 and #40 are all asking different questions, but they seem redundant. Maybe by placing them one after another it would be easier to see the differences. Also, #38 and #39 are the same questions [Reviewer #2]
- #38 and #39 [Reviewer #3, #4]

19. Approximately how long would it take you to complete this section of the survey itself?

- 4 or 5 minutes [Reviewer #1]
- Two minutes [Reviewer #2]
- Couple of minutes [Reviewer #3]

- Two minutes [Reviewer #4]

Survey, Questions 41 - 50

20. Which questions, if any, did you find confusing? Why?

- #48 – it is posed as a DOES NOT question, so disagreeing with it is confusing...maybe make it a DOES question. [Reviewer #2]
- None [Reviewer #3]

21. On which questions, if any, would you recommend changing the wording?

- See answer to #20 [Reviewer #2]
- #49 [Reviewer #3]
- Teachers may not have all of the information to answer question 42. How might they communicate this? [Reviewer #4]
 - a. How should the wording be changed?
 - See answer to #20 [Reviewer #2]
 - Clarify option “improved materials selection”. Is this referring to more/better texts, etc.? [Reviewer #3]

22. Which questions, if any, did you find redundant in this section?

- None [Reviewer #2, #3]
- Questions 41 and 44 may be redundant. [Reviewer #4]

23. Approximately how long would it take you to complete this section of the survey itself?

- Two minutes [Reviewer #2, #4]
- Couple minutes [Reviewer #3]

Overall Feedback

Table 14

Reviewers' Feedback on Question: "How easy was it to use the on-line survey?"

Reviewer #	not at all easy	somewhat easy	easy	very easy
1				x
2		x		
3		x		
4			x	

Table 15

Reviewers' Feedback on Question: "How appropriate is the survey to use with middle and high school teachers?"

Reviewer #	not at all appropriate	somewhat appropriate	appropriate	very appropriate
1				x
2			x	
3			x	
4			x	

24. What changes in formatting/ appearance, etc. would improve the on-line survey?

- I thought the appearance and formatting was easy to read, and user-friendly.

[Reviewer #1]

- Maybe make a space between questions and a space between the question and its possible answers [Reviewer #2]

- The end piece when you click “reply.” There is nothing instructing you to do so, and when you do (click reply) you are left unsure if you did the right thing. It seems that you are done, but are not quite sure about it. Maybe a screen that says “Thank you for completing the survey. Your survey is now complete and accounted for. You may exit this screen.” Something like that would be helpful. [Reviewer #3]

25. What changes in the directions would improve the on-line survey?

- None different than the suggestions already given [Reviewer #2]
- Perhaps you should say “If you do not have the information or experience to answer a question, leave it blank.” [Reviewer #4]

26. Please note any additional suggestions you have for us. Thanks!

- Thanks for your patience in my responding! I did eventually figure out what you were asking me to do! I think with some changes to better clarify the survey, it will be a keeper! [Reviewer #3]

Provide as much direct, contextual information as possible in the survey. For instance, it might be worth it to clarify that the results may be used to existing programs at the University of Oregon School of Ed. [Reviewer #4]

Stability of the survey instrument. In all, 16 teachers completed the duplicate survey, a response rate of 80%. We calculated the degree of consistency between teachers’ responses to the first survey and their responses to the duplicate survey using a partial credit scoring model. The majority of responses on the two survey administrations were exact matched, but three teachers’ responses varied by one response category in about one quarter of the possible 53 responses. In all, the survey was found to have a test/re-test reliability of 91% for the 16 teachers who completed both the original and duplicate survey.

Testing of a Measurement Model

In this section, we first present the results of our initial principal component analyses and then present the results of our path analyses as we move into evaluation of the full measurement model

Results of exploratory factor analysis. Only 6 items (of the n items) were identified as not functioning well in our survey: one each in the efficacy (item 11) and inclusivity (item 15) sections of the survey, and one in the alignment (items 25 and 28) section. In addition, two items from the questions on state standards / state testing (items 32 and 33) were dropped because they did not appear to be functioning well.

Principal component analysis with Quartimax rotation resulted in the identification of three underlying factors that together comprised the *efficacy* construct (see Table 16), one underlying factor that comprised the *inclusivity* construct (see Table 17), two underlying factors that together comprised the *organization* construct (see Table 18), one underlying factor that comprised the *alignment* construct (see Table 19), and three underlying factors that together comprised the *state standards/ state testing* construct (see Table 20). All analyses converged in four iterations. In all cases, we only retained factors with initial Eigenvalues of at least 1.00. Eigenvalues for the individual factors are indicated in Tables 16 - 20.

Table 16

Principal Component Analysis, Efficacy

Survey Item	Component (Initial EigenValues)		
	1 (2.76)	2 (1.63)	3 (1.09)
Overall, I am comfortable teaching the curriculum in my assigned classes. (v3)	.93	.16	-8.84E-03
I am well prepared to teach my assigned content classes. (v4)	.91	.16	-1.08E-02
The amount a student can learn is primarily related to family background. (v5) (reverse scored)	.19	.61	.15
If I try really hard I can get through to even the most difficult or unmotivated students. (v6)	1.92E-02	.79	.16
If a student in my class becomes disruptive and noisy I know effective techniques to redirect him/her quickly. (v7)	Poorly fitting item. Cut from Survey.		
When one of my students gets a better grade than he/she typically gets it is usually because I found a better way of teaching that student. (v8)	.16	.71	-8.72E-02
If a student did not remember information I gave in a previous lesson I would know how to increase his/her retention in the next lesson. (v9)	.16	-3.01E-02	.81
When a student is having difficulty with an assignment I am able to adjust it to his/her level of skill. (v10)	-.11	.26	.73
When it comes right down to it a student's motivation and performance depends on his/her home environment not on the teacher. (v11) (reverse scored)	Poorly fitting item. Cut from Survey.		

Table 17

Principal Component Analysis, Inclusivity

Survey Item	Component (Initial Eigenvalue)
	1 (1.98)
Some students in my classes would be better placed with a teacher who has additional training in meeting the needs of students with learning disabilities. (v12) (reverse scored)	.50
I need additional support (e.g. classroom aides) to address the needs of all students in my classes. (v13) (reverse scored)	.70
Having students with special needs in my classroom has negative consequences for other students. (v14) (reverse scored)	.81
All my students can learn the main ideas in my curriculum. (v15)	Poorly fitted item. Cut from survey.
For students with special needs to succeed I have to take instructional time away from other students. (v16) (reverse scored)	.76

Table 18

Principal Component Analysis, Organization

Survey Item	Component (Initial Eigenvalues)	
	1 (2.76)	2 (1.34)
The main ideas of the curriculum in my content area(s) are addressed across the units in my class. (v17)	.71	-4.67E-.03
I review the big picture of my curriculum to ensure that there is coherence across lessons in my class. (v18)	.82	.19
I teach my students to look for the same main ideas across multiple lessons. (v19)	.68	7.06E-02
My lessons are designed to explicitly support the broader goals within my curriculum. (v20)	.77	.28
I make sure that my tests measure the main ideas that I want students to master. (v22)	5.41E-02	.67
I use specific techniques (e.g. outlines graphic organizers note taking) to make the main ideas obvious in my class. (v23)	.17	.73
I provide my students with multiple opportunities to practice using the main ideas of the curriculum in my content area. (v24)	.11	.77

Table 19

Principal Component Analysis, Alignment

Survey Item	Component (Initial Eigenvalues)
	1 (4.28)
I modify the curriculum in my classes to match the state standards. (v21)	.80
I primarily use a textbook to identify what it important to teach in my classes. (v25) (reverse scored).	Poorly fitted item. Cut from survey.
I primarily use the state standards to identify what is important to teach in my classes. (v26)	.87
My curriculum, instruction, and assessments are aligned to the main ideas in the state standards. (v27)	.72
I am quite familiar with the main ideas in the state standards for my assigned content area(s). (v28)	Poorly fitted item. Cut from survey.
I develop lesson plans to teach students the main ideas in the state standards. (v29)	.90
I plan assessments to measure student mastery of main ideas relative to the state standards. (v30)	.87
I use the state standards to identify what is important to assess in my classes. (v31)	.90

Table 20

Principal Component Analysis, State Standards / State Testing

Survey Item	Component (Initial Eigenvalues)		
	1 (2.04)	2 (1.53)	3 (1.26)
For students in my classes, improvement on state tests is extremely difficult to accomplish. (v36) (reverse scored).	.89	2.74E-02	-3.55E-02
The state's expectations are unreasonable for students at my school (reverse scored). (v37))	.84	1.34E-02	.18
I know how students at my school compare to students at other schools in my state on state tests. (v38)	.12	.85	9.35E-.02
I know how students at my school compare to students across the nation in terms of their performance on standardized tests. (39)	-7.51E-02	.87	-.10
State testing appropriately measures my students' strengths and weaknesses. (v40)	.15	.11	.80
The statewide assessment addresses the main ideas of state content standards. (v41)	-1.16E-02	-.12	.86
The state's expectations are reasonable for students in my assigned content area. (v32)	Poorly fitting item. Cut from survey.		
I think students at my school are doing as well as ever academically. (v33)	Poorly fitting item. Cut from survey.		

Results of measurement model analyses. For the *alignment* construct, we achieved the best model fit ($\chi^2 = 19.24$, $p < .05$; CFI = .97; RMSEA = .12) when we let the residual from v26 covary with the residual from v29. For the *inclusivity* construct, we achieved the best model fit ($\chi^2 = 2.56$, $p > .05$; CFI = .99; RMSEA = .05) when we used all four measured variables. For the *organization* construct, we achieved the best model fit ($\chi^2 = 4.20$, $p > .05$; CFI = 1.0; RMSEA < .001) when we let two sets of residuals covary (v17 with v18 and v19 with v20), and dropped one measured variable (v22) from the second factor. For the *efficacy* construct, we achieved a

good model fit ($\chi^2 = 8.85$, $p > .05$; CFI = .97; RMSEA = .11) when we used just five measured variables (v3 – v6 and v8), dropping the two measured variables that loaded on the third factor (v9, v10) and one measured variable that didn't have a single strong factor loading. Although we gathered data on teachers' opinions of state testing, we did not include them in analyses because they were not part of our measurement model.

When we combined all latent constructs into one model, the fit indices went down considerably ($\chi^2 = 238.07$, $p < .05$; CFI = .91; RMSEA = .07), as would be expected given the relatively small sample size being used to estimate a rather complicated model. Figure 2 shows the empirical path diagram illustrating the relationship between measured variables in our model. We have included the output files for all relevant Mplus analyses as Appendix D.

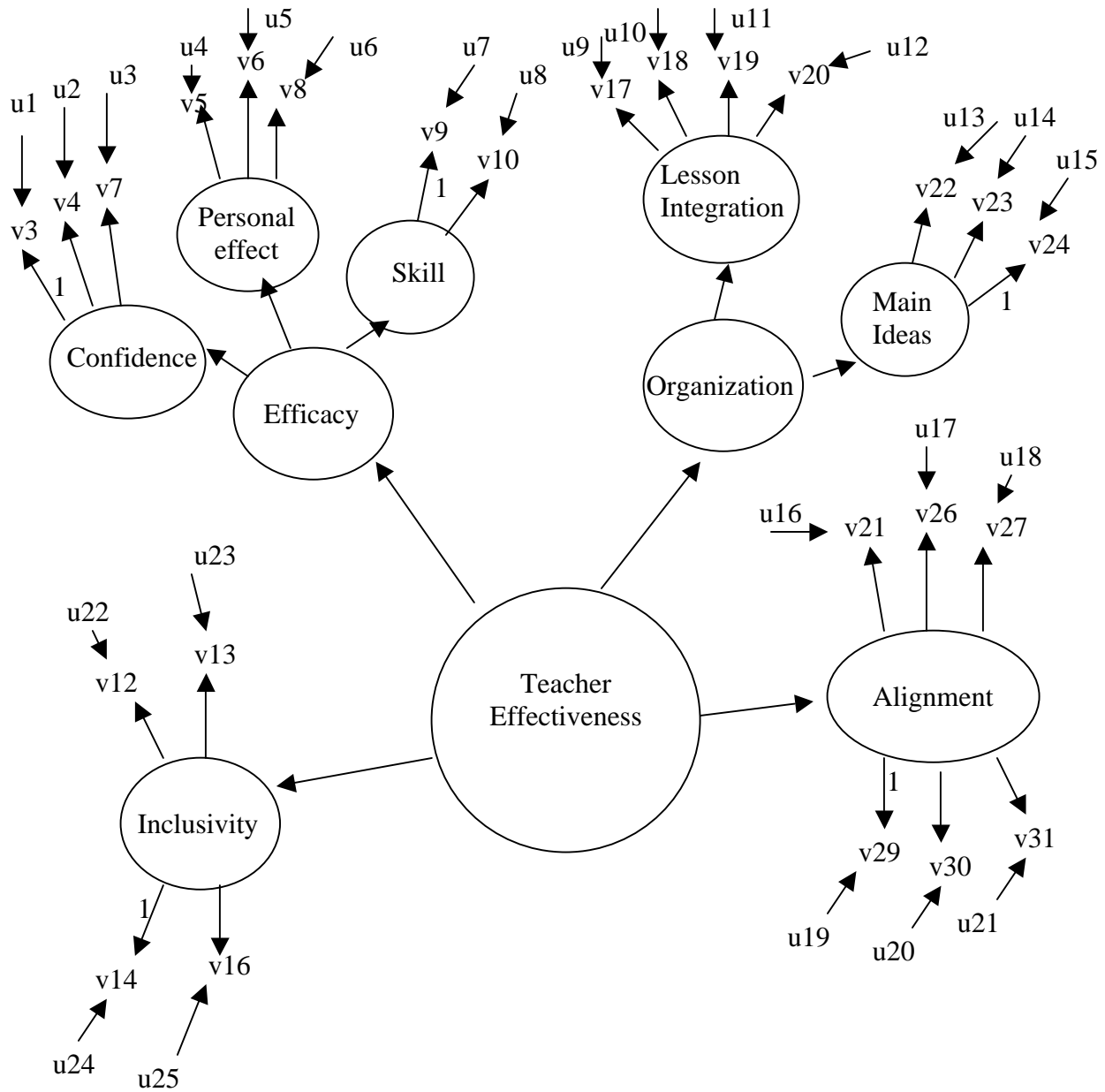


Figure 1. Hypothesized Measurement Model

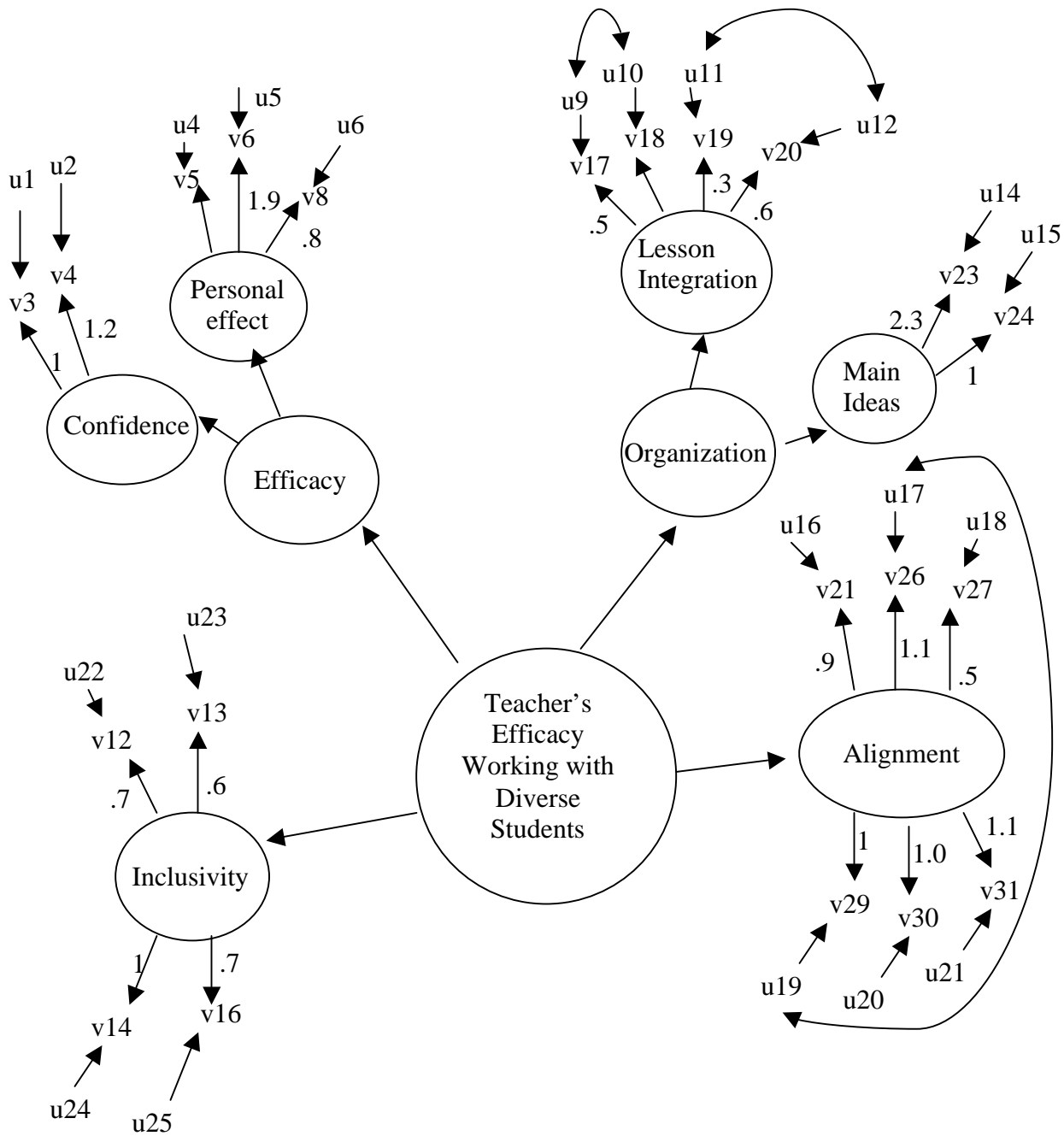


Figure 2.
Empirical Path Diagram

Results on Survey During Pilot Testing: How Teachers Responded

Teachers in the sample provided a range of responses on almost all items on the survey (see Table 21).

Table 21

Teachers' Responses to Survey Questions, Numbers and Percentages Per Response Category

Survey Item	Strongly Disagree	Disagree	Agree	Strongly Agree
Overall, I am comfortable teaching the curriculum in my assigned classes. (v3)	6 (6%)	2 (2%)	29 (28%)	67 (64%)
I am well prepared to teach my assigned content classes. (v4)	6 (6%)	4 (4%)	35 (34%)	58 (56%)
The amount a student can learn is primarily related to family background. (v5)	4 (4%)	21 (20%)	63 (61%)	16 (15%)
	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
If I try really hard I can get through to even the most difficult or unmotivated students. (v6)	12 (12%)	32 (31%)	34 (33%)	26 (25%)
	Strongly Disagree	Disagree	Agree	Strongly Agree
If a student in my class becomes disruptive and noisy I know effective techniques to redirect him/her quickly. (v7)	1 (1%)	10 (10%)	55 (53%)	38 (37%)
When one of my students gets a better grade than he/she typically gets it is usually because I found a better way of teaching that student. (v8)	3 (3%)	37 (36%)	59 (57%)	3 (3%)
If a student did not remember information I gave in a previous lesson I would know how to increase his/her retention in the next lesson. (v9)	—	18 (17%)	78 (75%)	7 (7%)

Table 21, Cont.

Teachers' Responses to Survey Questions, Numbers and Percentages Per Response Category

	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
When a student is having difficulty with an assignment I am able to adjust it to his/her level of skill. (v10)	5 (5%)	21 (20%)	36 (35%)	42 (40%)
	Strongly Disagree	Disagree	Agree	Strongly Agree
When it comes right down to it a student's motivation and performance depends on his/her home environment not on the teacher. (v11)	6 (6%)	62 (60%)	29 (28%)	4 (4%)
Some students in my classes would be better placed with a teacher who has additional training in meeting the needs of students with learning disabilities. (v12)	11 (11%)	36 (35%)	41 (39%)	14 (14%)
I need additional support (e.g. classroom aides) to address the needs of all students in my classes. (v13)	19 (18%)	53 (51%)	26 (25%)	5 (5%)
Having students with special needs in my classroom has negative consequences for other students. (v14)	3 (3%)	27 (26%)	55 (53%)	19 (18%)
All my students can learn the main ideas in my curriculum. (v15)	2 (2%)	7 (7%)	58 (56%)	35 (34%)
For students with special needs to succeed I have to take instructional time away from other students. (v16)	9 (9%)	57 (55%)	30 (29%)	7 (7%)

Table 21, Cont.

Teachers' Responses to Survey Questions, Numbers and Percentages Per Response Category

	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
The main ideas of the curriculum in my content area(s) are addressed across the units in my class. (v17)	2 (2%)	11 (11%)	31 (30%)	58 (56%)
I review the big picture of my curriculum to ensure that there is coherence across lessons in my class. (v18)	8 (8%)	13 (13%)	33 (32%)	50 (48%)
	Strongly Disagree	Disagree	Agree	Strongly Agree
I teach my students to look for the same main ideas across multiple lessons. (v19)	—	12 (12%)	58 (56%)	29 (28%)
	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
My lessons are designed to explicitly support the broader goals within my curriculum. (v20)	1 (1%)	14 (14%)	35 (34%)	52 (50%)
I modify the curriculum in my classes to match the state standards. (v21)	16 (15%)	14 (14%)	36 (35%)	32 (31%)
I make sure that my tests measure the main ideas that I want students to master. (v22)	—	—	14 (14%)	85 (82%)
I use specific techniques (e.g. outlines graphic organizers note taking) to make the main ideas obvious in my class. (v23)	3 (3%)	12 (12%)	28 (27%)	56 (54%)
I provide my students with multiple opportunities to practice using the main ideas of the curriculum in my content area. (v24)	3 (3%)	3 (3%)	30 (29%)	66 (64%)
I primarily use a textbook to identify what it important to teach in my classes. (v25)	9 (9%)	17 (16%)	27 (26%)	48 (46%)

Table 21, Cont.

Teachers' Responses to Survey Questions, Numbers and Percentages Per Response Category

	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
I primarily use the state standards to identify what is important to teach in my classes. (v26)	21 (20%)	18 (17%)	33 (32%)	29 (28%)
My curriculum, instruction, and assessments are aligned to the main ideas in the state standards. (v27)	3 (3%)	10 (10%)	39 (38%)	47 (45%)
	Strongly Disagree	Disagree	Agree	Strongly Agree
I am quite familiar with the main ideas in the state standards for my assigned content area(s). (v28)	2 (2%)	6 (6%)	46 (44%)	47 (45%)
	< 25% of the time	26 – 50% of the time	51 – 75% of the time	> 75% of the time
I develop lesson plans to teach students the main ideas in the state standards. (v29)	11 (11%)	16 (15%)	36 (35%)	37 (36%)
I plan assessments to measure student mastery of main ideas relative to the state standards. (v30)	11 (11%)	28 (27%)	34 (33%)	28 (27%)
I use the state standards to identify what is important to assess in my classes. (v31)	18 (17%)	21 (20%)	36 (35%)	25 (24%)
	Strongly Disagree	Disagree	Agree	Strongly Agree
The state's expectations are reasonable for students in my assigned content area. (v32)	6 (6%)	18 (17%)	62 (60%)	14 (14%)
I think students at my school are doing as well as ever academically. (v33)	3 (3%)	30 (29%)	55 (53%)	12 (12%)
For students in my classes, improvement on state tests is extremely difficult to accomplish. (v36)	5 (5%)	32 (31%)	53 (51%)	5 (5%)

Table 21, Cont.

Teachers' Responses to Survey Questions, Numbers and Percentages Per Response Category

	Strongly Disagree	Disagree	Agree	Strongly Agree
The state's expectations are unreasonable for students at my school (reverse scored). (v37))	5 (5%)	22 (21%)	60 (58%)	8 (8%)
I know how students at my school compare to students at other schools in my state on state tests. (v38)	6 (6%)	10 (10%)	70 (67%)	16 (15%)
I know how students at my school compare to students across the nation in terms of their performance on standardized tests. (39)	12 (12%)	41 (39%)	41 (39%)	6 (6%)
State testing appropriately measures my students' strengths and weaknesses. (v40)	26 (25%)	55 (53%)	21 (20%)	—
The statewide assessment addresses the main ideas of state content standards. (v41)	3 (3%)	24 (23%)	61 (59%)	1 (1%)

Teachers' Estimation of The Likelihood of Their Students Failing the State Test

We also asked teachers to estimate the percentage of their students whom they believe would fail the state large-scale assessment in spite of everything they did as teachers (see Table 22). Responses ranged from a low of 0 to a high of 75% ($M=28.11$, $SD = 17.98$).

Table 22

Percentage of Students Whom Teachers Believe Will Fail the State Test, Irrespective of Teachers' Efforts

Percentage of Students Who Will Fail	Number of Teachers with This Response	% of Teachers with This Response	Cumulative %
< 5	7	8.2	8
Between 5 and 10	14	16.5	24.7
Between 11% and 15%	10	11.8	36.5
Between 16% and 20%	5	5.9	42.4
Between 21% and 25%	7	8.2	50.6
Between 26% and 30%	11	12.9	63.5
Between 31% and 35%	5	5.9	69.4
Between 36% and 40%	6	7.1	75.5
Between 41% and 45%	3	3.5	79.0
Between 46% and 50%	10	11.8	90.8
Between 51% and 55%	0	0	90.8
Between 56% and 60%	5	5.9	96.7
Between 61% and 65%	1	1.2	97.9
Between 66% and 70%	0	0	97.9
Between 71% and 75%	1	1.2	99.1 ^a
> 75%	0		

^aLess than 100% due to rounding errors.

Interestingly, responses to this question varied by type of district in which the teachers worked, with teachers working in rural ($n = 19$) and small town ($n = 30$) districts on average expressing the least optimism ($M = 37.37$, $SD = 15.93$ and $M = 31.67$, $SD = 20.32$, respectively,

$p < .05$). On average, teachers working in suburban ($n = 33$) districts estimated the smallest percentage of students would fail the state test in spite of everything they do ($M = 19.82$, $SD = 12.93$, $p < .05$). We found no statistically significant differences in teachers' estimation of the percentage of their students who would fail the state test regardless of teacher efforts with regards to years of teaching or size of school ($p > .05$).

Perhaps not surprisingly, however, given the research indicating a consistent relationship between SES and achievement on standardized tests, there was a trend in our sample for teachers who worked at schools with greater proportion of students receiving free or reduced price meals to indicate less optimism about the percentage of their students who would pass the state test ($p < .05$). On average, teachers who reported they worked at schools with fewer than 10% of their students receiving free or reduced price meals estimated that 15% of their students would fail the state test. In contrast, teachers who reported working at schools with more than 50% of their students receiving subsidized meals estimated that 35% of their students would fail the state test. Full results are presented in Table 23

Table 23

Teachers' Estimations of the Percentage of Their Students Who Will Fail the State Test in Spite of Everything [They] Do

Approximate percentage of students receiving free or reduced price lunch	<i>n</i>	<i>M</i>	<i>SD</i>
less than 10%	8	15.25	15.65
11 – 20%	8	20.25	16.79
21 – 30%	19	22.58	15.17
31 – 40%	12	35.58	20.75
41 – 50%	9	33.89	20.73
more than 50%	24	35.13	15.83

Discussion

Results from our pilot testing of the survey instrument suggest the revised survey (see Appendix E) may be a technically adequate measure of secondary school teachers' perceptions of their efficacy working with students from diverse backgrounds. The survey provides reliable information about teachers' self-reported ability to align curriculum, instruction, and assessment; their feeling of inclusivity; their self-reported ability to organize their instructional units to reflect state content standards; and their general efficacy. However, the small size of our sample limits our ability to test the fit of our model in its entirety. The fit indices nearing significance indicate a general trend toward model fit, but further empirical testing with a larger sample will be necessary to fully test the complete model.

Appendix A: Feedback Form Used During Content Review

Feedback on CITES Teacher Survey

Thank you for your assistance in our efforts. The on-line survey about which you will be providing feedback is designed for in-service secondary school teachers from a variety of content areas. Your feedback will help us in the editing/revising phase of our work, as we prepare for a pilot testing of this instrument beginning in mid October. The survey is being developed as part of a grant-funded research project being conducted by _____ of _____ in the College of Education at _____.

Instructions:

1. Please read over the questions on this feedback form prior to looking at the survey to familiarize yourself with the types of questions you will be answering. You will see that we ask the same questions for each of the sections of the survey, focusing on the formatting and wording of the items.
2. Once you know what to expect, please move through the survey instrument, providing feedback on each section and for each item. You may either write your responses on the printed copy of this feedback form or type your responses on the electronic version of the form that has been provided in a separate email.
3. You will access the survey on your computer. Please note: although you will need to provide answers to the survey questions in order for the computer program to function appropriately, your answers on the survey itself will NOT be used in any way. For this reason and because we want you to devote your time to providing feedback rather than contemplating how you should answer the survey, please feel free to provide fictitious answers on the survey itself.
4. As soon as you have completed the feedback form, please return your responses to me, _____, at _____. For faster delivery, responses can also be sent to me at _____ as email attachments (with a .doc extension).

If you have any questions, please contact me at [email](#) or *phone number*.

Thank you for providing us with feedback!

Sincerely,

Name, Title

Reviewer Information

Name:

Date:

Current job title:

of years at current job:

If you are a teacher, what subject do you teach?

Feedback on the Survey Instrument**E-mail Intro**

Please read over the e-mail with the subject heading “U of O Research” that contains the link to the on-line survey. This e-mail will be teachers’ first introduction to the survey. With this context in mind:

1. What changes, if any, would you recommend be made to the e-mail?

2. How easy is it to understand what you are expected to do?

not at all easy

somewhat easy

easy

very easy

Survey Questions 1 - 9

Please read over questions 1 – 9 of the survey. These questions are designed to gather demographic information.

3. How easy to understand were the directions?

not at all easy

somewhat easy

easy

very easy

4. What changes, if any, would you recommend be made to the directions at the start of this section?

5. Which questions, if any, did you find confusing? Why?

6. On which questions, if any, would you recommend changing the wording?

- a. How should the wording be changed?

7. Are there any other demographic questions that you think we should add to this section?

8. Approximately how long would it take you to complete this section of the survey itself?

Survey, Question 10

Question 10 on the Survey is used to overcome a technical difficulty with the on-line format—including this question allows me to provide a ‘break’ in the survey between the demographics and the actual survey questions as well as to give directions for how to proceed with the rest of the survey. Please read Question 10 and then respond to the following questions:

9. How easy to understand were the directions in Question 10?

not at all easy somewhat easy easy very easy

10. What changes, if any, would you recommend to the wording of Question 10?

Survey, Questions 11 - 20

11. Which questions, if any, did you find confusing? Why?

12. On which questions, if any, would you recommend changing the wording?

- b. How should the wording be changed?

13. Which questions, if any, did you find redundant in this section?

14. Approximately how long would it take you to complete this section of the survey itself?

Survey, Questions 21-30

15. Which questions, if any, did you find confusing? Why?

16. On which questions, if any, would you recommend changing the wording?

c. How should the wording be changed?

17. Which questions, if any, did you find redundant in this section?

18. Approximately how long would it take you to complete this section of the survey itself?

Survey, Questions 31 - 40

19. Which questions, if any, did you find confusing? Why?

20. On which questions, if any, would you recommend changing the wording?

d. How should the wording be changed?

21. Which questions, if any, did you find redundant in this section?

22. Approximately how long would it take you to complete this section of the survey itself?

Survey, Questions 41 - 50

23. Which questions, if any, did you find confusing? Why?

24. On which questions, if any, would you recommend changing the wording?

- e. How should the wording be changed?
25. Which questions, if any, did you find redundant in this section?
26. Approximately how long would it take you to complete this section of the survey itself?

Overall Feedback

Please consider the on-line format of the survey in addressing the following questions:

27. How easy was it to use the on-line survey?

not at all easy somewhat easy easy very easy

28. How appropriate is the survey to use with middle and high school teachers?

not at all somewhat appropriate very appropriate
appropriate appropriate

29. What changes in formatting/ appearance, etc. would improve the on-line survey?

30. What changes in the directions would improve the on-line survey?

31. Please note any additional suggestions you have for us. Thanks!

As soon as you have completed the feedback form, please return your responses to _____ at _____. For faster delivery, responses can also be sent to me at _____ as email attachments (with a .doc extension).

Thank you!

Appendix B: Technical Specifications of Survey

The following questions were included to gather demographic information: [number of item on actual survey], (variable identification on Empirical Path Diagram shown in Figure 2)

1. Gender [45]
2. Age [46]
3. Ethnicity [47]
4. Highest degree earned [48]
5. Teaching licensure (grade levels/disciplines) [50]
6. Years teaching [49]
7. Currently assigned content area(s) [51]
8. Grade level(s) of students you are teaching this year [52]
9. Approximately how many students attend your school? [53]
10. Approximately what percentage of students at your school receive free/reduced price lunch? [54]
11. How would you characterize your school's setting [rural, small town, suburban, urban] [55]

The following questions were included to gather information about efficacy:

12. I am well prepared to teach my assigned content classes [4] (v4)
13. Overall, I am comfortable teaching the curriculum in my assigned classes [3] (v3).
14. If I try really hard, I can get through to even the most difficult or unmotivated students [6] (v6)
15. If a student in my class becomes disruptive and noisy, I know effective techniques to redirect him/her quickly. [7] (v7)
16. When one of my students gets a better grade than he/she typically gets, it is usually because I found a better way of teaching that student. [8] (v8)
17. If a student did not remember information I gave in a previous lesson, I would know how to increase his/her retention in the next lesson. [9] (v9)
18. When a student is having difficulty with an assignment, I am able to adjust it to his/her level. [10] (v10)
19. When it comes right down to it, a student's motivation and performance depends on his/her home environment not on the teacher. [11] (v11)

20. The amount a student can learn is primarily related to family background. [5] (v5)

The following questions were included to gather information about inclusivity:

21. Some students in my classes would be better placed with a teacher who has additional training in meeting the needs of students with learning disabilities. [12] (v12)

22. I need additional support (e.g. classroom aides) to address the needs of all students in my classes. [13] (v13)

23. All my students can learn the main ideas in my curriculum. [15] (v15)

24. For students with special needs to succeed, I have to take instructional time away from other students. [16] (v16)

25. Having students with special needs in my classroom has negative consequences for other students. [14] (v14)

The following questions were included to gather information about organization:

26. The main ideas of the curriculum in my content area(s) are addressed across the units in my class: [17] (v17)

27. I review the big picture of my curriculum to ensure that there is coherence across lessons in my class: [18] (v18)

28. I teach my students to look for the same main ideas across multiple lessons. [19] (v19)

29. My lessons are designed to explicitly support the broader goals within my curriculum: [20] (v20)

30. I make sure that my tests measure the main ideas that I want students to master: [22] (v22)

31. I use specific techniques (e.g. outlines, graphic organizers, note taking) to make the main ideas obvious in my class. [23] (v23)

32. I provide my students with multiple opportunities to practice using the main ideas of the curriculum in my content area. [24] (v24)

The following questions were included to gather information about alignment:

33. I primarily use a textbook to identify what is important to teach in my classes: [25] (v25)

34. My curriculum, instruction, and assessment are aligned to the main ideas in the state standards. [27] (v27)

35. I primarily use the state standards to identify what is important to teach in my classes: [26] (v26)

36. I modify the curriculum in my classes to match the state standards. [21] (v21)
 37. I am quite familiar with the main ideas in the state standards for my assigned content area(s).
 (28)

38. I develop lesson plans to teach students the main ideas in the state standards. [29] (v29)
 39. I plan assessments to measure student mastery of main ideas relative to the state standards:
 [30] (v30)

40. I use the state standards to identify what it important to assess in my classes. [31] (v31)

The following questions were included to gather information about attitude towards state standards/ state testing.

41. The state's expectations are reasonable for students in my assigned content area. [32] (v32)

42. I think students at my school are doing as well as ever academically. [33] (v33)

43. For students in my classes, improvement on state tests is extremely difficult to accomplish.
 [36] (v36)

44. The state's expectations are unreasonable for students at my school. [37] (v37)

45. I know how students at my school compare to students at other schools in my state on state tests. [38] (v38)

46. I know how students at my school compare to students across the nation in terms of their performance on standardized tests. [39] (v39)

47. State testing appropriately measures my students' strengths and weaknesses. [40] (v40)

48. The statewide assessment addresses the main ideas of state content standards. [41] (v41)

49. Please estimate the percentage of your students who will fail the state test in spite of everything you do. [42]

The following questions were included to gather information about school improvement.

50. Please select the TWO answer choices below that you think have the most potential to improve student achievement. [43]

51. If you selected OTHER in the previous question please describe the approaches that you think have the most potential to improve student achievement. [44]

The following questions are included to gather information about the participants' degree of responding in a 'socially desirable' way.

52. I am always a good listener no matter whom I am talking to. [34]

53. I am always willing to admit when I make a mistake. [35]

54. Appendix C: Survey Used in Pilot Study

The actual survey sent to teachers, along with the email messages sent with the initial link to the survey and once the survey had been returned are included below:

Email message sent with the link to the survey

Thank you for your willingness to participate in this research effort. The survey you are about to take is part of an ongoing study aimed at better understanding teachers' views on a variety of topics related to curriculum, instruction, and assessment. Your responses will provide valuable information about how teachers' views differ across Oregon. By completing the survey, you are giving consent for us to use your responses in analyses that may result in publication in research journals. All identifying information will be removed from the data (your name, the name of your school, etc.) and your responses will remain anonymous.

Based on feedback we received during our pilot study, we estimate you will need between 10 and 20 minutes to complete the 53 question survey. Because the survey is delivered online, you will need to complete all 53 questions in once session, once you access the survey. To prevent people from submitting their responses more than once, the computer will not allow you to return to the survey once you have accessed it.

Once you have responded to all the questions, your data will be sent automatically to a database, and I will receive notice that you have completed the survey.

At that time, I will email you once again to get the information we need in order to send you a check for \$10 to thank you for your time.

Again, I sincerely thank you for your help.

Julie Alonzo
Research Assistant
Behavioral Research and Teaching
University of Oregon

CITES Survey

Revised November 1, 2004

The following survey is part of a research effort aimed at better understanding teachers' views on a variety of topics related to curriculum, instruction, and assessment. Data from your responses will be compiled with other teachers' responses for analysis. All identifying information (your name, the name of your school, etc.) will be removed from the data prior to analysis.

If you are unable to provide a response to a particular question, simply skip that item and move on to the next.

Note: Some questions were adapted from Woolfolk, A. & Hoy, W. (1990). Prospective teachers' sense of efficacy and beliefs about control. *Journal of Educational Psychology*, 82(1), 81-91 or Crowne & Marlowe (1964) Social desirability scale, as cited in Ray, J. (1984). The reliability of short social desirability scales. *The Journal of Social Psychology*, 123, 133-134.

1. Overall, I am comfortable teaching the curriculum in my assigned classes.

strongly disagree
disagree
agree
strongly agree

2. I am well prepared to teach my assigned content classes.

strongly disagree
disagree
agree
strongly agree

3. The amount a student can learn is primarily related to family background.

strongly disagree
disagree
agree
strongly agree

4. If I try really hard, I can get through to even the most difficult or unmotivated students.

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

5. If a student in my class becomes disruptive and noisy, I know effective techniques to redirect him/her quickly.

strongly disagree
disagree
agree
strongly agree

6. When one of my students gets a better grade than he/she typically gets, it is usually because I found a better way of teaching that student.

strongly disagree
disagree
agree
strongly agree

7. If a student did not remember information I gave in a previous lesson, I would know how to increase his/her retention in the next lesson.

strongly disagree
disagree
agree
strongly agree

8. When a student is having difficulty with an assignment, I am able to adjust it to his/her level of skill:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

9. When it comes right down to it, a student's motivation and performance depends on his/her home environment, not on the teacher.

strongly disagree
disagree
agree
strongly agree

10. Some students in my classes would be better placed with a teacher who has additional training.

strongly disagree
disagree
agree
strongly agree

11. I need additional support (e.g., classroom aides) to address the needs of all students in my classes.

strongly disagree
disagree
agree
strongly agree

12. Having students with special needs in my classroom has negative consequences for other students.

strongly disagree
disagree
agree
strongly agree

13. All my students can learn the main ideas in my curriculum.

strongly disagree
disagree
agree
strongly agree

14. For students with special needs to succeed, I have to take instructional time away from other students.

strongly disagree
disagree
agree
strongly agree

15. The main ideas of the curriculum in my content area(s) are addressed across the units in my class:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

16. I review the 'big picture' of my curriculum to ensure that there is coherence across lessons in my class:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

17. I teach my students to look for the same main ideas across multiple lessons.

strongly disagree
disagree
agree
strongly agree

18. My lessons are designed to explicitly support the broader goals within my curriculum:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

19. I modify the curriculum in my classes to match the state standards:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

20. I make sure that my tests measure the main ideas that I want students to master:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

21. I use specific techniques (e.g., outlines, graphic organizers, note taking) to make the main ideas obvious in my class:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

22. I provide my students with multiple opportunities to practice using the main ideas of the curriculum in my content area:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

23. I primarily use a textbook to identify what is important to teach in my classes:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

24. I primarily use the state standards to identify what is important to teach in my classes:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

25. My curriculum, instruction, and assessments are aligned to the main ideas in the state standards:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

26. I am quite familiar with the main ideas in the state standards for my assigned content area(s).

strongly disagree
disagree
agree
strongly agree

27. I develop lessons plans to teach students the main ideas in the state standards:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

28. I plan assessments to measure student mastery of main ideas relative to the state standards:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

29. I use the state standards to identify what is important to assess in my classes:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

30. The state's expectations are reasonable for students in my assigned content area.

strongly disagree
disagree
agree
strongly agree

31. I think students at my school are doing as well as ever academically.

strongly disagree
disagree
agree
strongly agree

32. I am always a good listener, no matter whom I am talking to.

strongly disagree
disagree
agree
strongly agree

33. I am always willing to admit when I make a mistake.

strongly disagree
disagree
agree
strongly agree

34. For students in my classes, improvement on state tests is extremely difficult to accomplish.

strongly disagree
disagree
agree
strongly agree

35. The state's expectations are unreasonable for students at my school.

strongly disagree
disagree
agree
strongly agree

36. I know how students at my school compare to students *at other schools in my state* on state tests.

strongly disagree
disagree
agree
strongly agree

37. I know how students at my school compare to students *across the nation* in terms of their performance on standardized tests.

strongly disagree
disagree
agree
strongly agree

38. State testing appropriately measures my students' strengths and weaknesses.

strongly disagree
disagree
agree
strongly agree

39. The statewide assessment addresses the main ideas of state content standards.

strongly disagree
disagree
agree
strongly agree

40. Please estimate the percentage of your students who will fail the state test in spite of everything you do.

[text response]

41. Please select the TWO answer choices below that you think have the most potential to improve student achievement.

teacher staff development
better curriculum planning
improved materials selection
include teachers in decisions
mandate standardized curriculum
let teachers control curriculum
more frequent assessments
other

42. If you selected OTHER in the previous question, please describe the approaches that you think have the most potential to improve student achievement.

[text response]

Part II

The following questions are included in order to give us demographic information that will aid in grouping responses for analysis. Your honest answers are very much appreciated.

43. What is your gender?

male
female

44. What is your age?

[text response]

45. What is your race/ethnicity?

[text response]

46. What is the highest degree you have earned?

BA/BS
MA/MS/MEd
DEd/PhD

47. Including this year, how many years have you taught?

[numeric response]

48. What grade levels and content areas are you licensed to teach?

[text response]

49. What content area(s) are you teaching this year?

[text response]

50. What grade level(s) are you teaching this year?

[text response]

49. Approximately how many students attend your school?

fewer than 250

251 - 500

501 – 1000

1001 - 1500

more than 1500

51. Approximately what percentage of students at your school receive free/reduced price lunch?

less than 10%

11% – 20%

21% - 30%

31% - 40%

41% - 50%

more than 50%

52. How would you characterize your school's setting?

rural

small town

urban

suburban

53. Please feel free to share any additional thoughts you might have on topics related to education. (optional)

[text response]

Email sent once teachers completed the survey:

Thank you so much for participating in our study. The assistance of professional educators like you is vital for ongoing research.

In order to process payment for your participation, I will need three pieces of information from you:

1. Your name, as you would like it to appear on your check.
2. The address where you would like the check to be mailed.
3. Your social security number (required by the government for all payments made through grant sources).

You may either send the information to me in an email or mail it through the US postal service if you are uncomfortable sending it over the internet.

If you would prefer, you may also call me, Julie Alonzo, at the university (541) 346-1649 and give me your information over the phone.

Checks will be sent from the Bethel School District. Once I have submitted the request for payment along with all required paperwork, it typically takes between 3 and 5 weeks for checks to be mailed.

Please feel free to contact me if you have any questions. Again, thank you very much for helping out with this research.

Sincerely,

Julie Alonzo

Appendix D: Mplus Output Files for Measurement Model

First, I ran the model using only the measured variables linked to the latent construct of 'efficacy'.

INPUT INSTRUCTIONS

```
Title:    CITES Survey Analysis -- Efficacy Factors -- 2 factors
Data:    File is "C:\Julie\Mplus\CFA_Data.dat";
Variable:
    Names are v1 v3 v4 v5 v6 v7 v8 v9 v10 v11 v12 v13 v14
    v15 v16 v17 v18 v19 v20 v21 v22 v23 v24 v25 v26 v27 v28
    v29 v30 v31 v32 v33 v34 v35 v36 v37 v38 v39 v40 v41;
```

```
Usevariables = v3-v6 v8;
```

```
Missing are all (-9);
```

```
Model:
```

```
    con    BY    v3@1 v4;
```

```
    pers    BY    v5@1 v6 v8;
```

```
Analysis:
```

```
    Estimator is ML;
```

```
    Iterations = 1000;
```

```
Output:
```

```
    Tech1 mod Sampstat standardized;
```

INPUT READING TERMINATED NORMALLY

CITES Survey Analysis -- Efficacy Factors -- 2 factors

SUMMARY OF ANALYSIS

```
Number of groups          1
Number of observations     101
```

```
Number of y-variables      5
Number of x-variables      0
Number of continuous latent variables 2
```

Observed variables in the analysis

```
V3    V4    V5    V6    V8
```

Continuous latent variables in the analysis

```
CON    PERS
```

```
Estimator                  ML
Maximum number of iterations 1000
Convergence criterion      0.500D-04
```

Input data file(s)

```
C:\Julie\Mplus\CFA_Data.dat
```

Input data format FREE

```
Mplus VERSION 2.02          PAGE    2
CITES Survey Analysis -- Efficacy Factors -- 2 factors
```

SAMPLE STATISTICS

Means					
	V3	V4	V5	V6	V8
1	3.495	3.406	2.861	2.713	2.604
Covariances					
	V3	V4	V5	V6	V8
V3	0.652				
V4	0.567	0.684			
V5	0.169	0.107	0.501		
V6	0.134	0.168	0.230	0.967	
V8	0.108	0.132	0.105	0.185	0.362
Correlations					
	V3	V4	V5	V6	V8
V3	1.000				
V4	0.849	1.000			
V5	0.296	0.183	1.000		
V6	0.168	0.206	0.330	1.000	
V8	0.222	0.266	0.246	0.313	1.000

THE MODEL ESTIMATION TERMINATED NORMALLY

TESTS OF MODEL FIT

Chi-Square Test of Model Fit

Value	8.853
Degrees of Freedom	4
P-Value	0.0646

Chi-Square Test of Model Fit for the Baseline Model

Value	172.784
Degrees of Freedom	10
P-Value	0.0000

CFI/TLI

CFI	0.970
TLI	0.925
H0 Value	-503.287
H1 Value	-498.861

Information Criteria

Number of Free Parameters	11
Akaike (AIC)	1028.574

Bayesian (BIC) 1057.341
 Sample-Size Adjusted BIC 1022.598
 ($n^* = (n + 2) / 24$)

RMSEA (Root Mean Square Error Of Approximation)

Estimate 0.110
 90 Percent C.I. 0.000 0.209
 Probability RMSEA \leq .05 0.130

SRMR (Standardized Root Mean Square Residual)

Value 0.034

MODEL RESULTS

	Estimates	S.E.	Est./S.E.	Std	StdYX
CON BY					
V3	1.000	0.000	0.000	0.762	0.948
V4	0.967	0.175	5.534	0.737	0.895
PERS BY					
V5	1.000	0.000	0.000	0.393	0.558
V6	1.409	0.482	2.921	0.554	0.566
V8	0.781	0.272	2.874	0.307	0.513
PERS WITH					
CON	0.132	0.051	2.597	0.441	0.441
Residual Variances					
V3	0.065	0.100	0.652	0.065	0.101
V4	0.134	0.095	1.414	0.134	0.198
V5	0.341	0.071	4.828	0.341	0.688
V6	0.651	0.137	4.737	0.651	0.680
V8	0.264	0.050	5.322	0.264	0.737
Variances					
CON	0.581	0.135	4.319	1.000	1.000
PERS	0.154	0.072	2.132	1.000	1.000

R-SQUARE

Observed
 Variable R-Square
 V3 0.899
 V4 0.802
 V5 0.312
 V6 0.320
 V8 0.263

MODEL MODIFICATION INDICES

Minimum M.I. value for printing the modification index 10.000

M.I. E.P.C. Std E.P.C. StdYX E.P.C.

No modification indices above the minimum value.

TECHNICAL 1 OUTPUT PARAMETER SPECIFICATION

LAMBDA					
	CON	PERS			
V3	0	0			
V4	1	0			
V5	0	0			
V6	0	2			
V8	0	3			

THETA					
	V3	V4	V5	V6	V8
V3	4				
V4	0	5			
V5	0	0	6		
V6	0	0	0	7	
V8	0	0	0	0	8

PSI			
	CON	PERS	
CON	9		
PERS	10	11	

STARTING VALUES					
LAMBDA					
	CON	PERS			
V3	1.000	0.000			
V4	1.000	0.000			
V5	0.000	1.000			
V6	0.000	1.000			
V8	0.000	1.000			

THETA					
	V3	V4	V5	V6	V8
V3	0.326				
V4	0.000	0.342			
V5	0.000	0.000	0.250		
V6	0.000	0.000	0.000	0.483	
V8	0.000	0.000	0.000	0.000	0.181

PSI			
	CON	PERS	
CON	0.050		
PERS	0.000	0.050	

Next, I ran the model using the measured variables theoretically linked to the underlying latent construct of 'alignment.'

INPUT INSTRUCTIONS

```
Title:    CITES Survey Analysis -- Alignment
Data:    File is "C:\Julie\Mplus\CFA_Data.dat";
Variable:
    Names are v1 v3 v4 v5 v6 v7 v8 v9 v10 v11 v12 v13 v14
    v15 v16 v17 v18 v19 v20 v21 v22 v23 v24 v25 v26 v27 v28
    v29 v30 v31 v32 v33 v34 v35 v36 v37 v38 v39 v40 v41;
Usevariables = v21 v26 v27 v29-v31;
Missing are all (-9);
Model:
    align BY v29@1 v21 v26 v27 v30 v31;
    v29 WITH v27;
Analysis:
    Estimator is ML;
    Iterations = 1000;
Output:
    Tech1 mod Sampstat standardized;
INPUT READING TERMINATED NORMALLY
CITES Survey Analysis -- Alignment
```

SUMMARY OF ANALYSIS

```
Number of groups          1
Number of observations     95

Number of y-variables      6
Number of x-variables      0
Number of continuous latent variables  1

Observed variables in the analysis
V21    V26    V27    V29    V30    V31
```

```
Continuous latent variables in the analysis
ALIGN
```

```
Estimator          ML
Maximum number of iterations  1000
Convergence criterion  0.500D-04
```

SAMPLE STATISTICS

```
Means
V21    V26    V27    V29    V30
1      2.863    2.737    3.295    2.989    2.789

Means
V31
1      2.705
```

	Covariances				
	V21	V26	V27	V29	V30
V21	1.098				
V26	0.783	1.175			
V27	0.413	0.408	0.614		
V29	0.647	0.742	0.514	0.947	
V30	0.567	0.710	0.403	0.721	0.891
V31	0.693	0.890	0.407	0.720	0.746

	Covariances V31
V31	1.019

	Correlations				
	V21	V26	V27	V29	V30
V21	1.000				
V26	0.689	1.000			
V27	0.503	0.480	1.000		
V29	0.635	0.704	0.674	1.000	
V30	0.573	0.694	0.545	0.785	1.000
V31	0.656	0.813	0.514	0.733	0.783

	Correlations V31
V31	1.000

THE MODEL ESTIMATION TERMINATED NORMALLY

TESTS OF MODEL FIT

Chi-Square Test of Model Fit

Value	19.239
Degrees of Freedom	8
P-Value	0.0136

Chi-Square Test of Model Fit for the Baseline Model

Value	431.625
Degrees of Freedom	15
P-Value	0.0000

CFI/TLI

CFI	0.973
TLI	0.949

Loglikelihood

H0 Value	-581.347
H1 Value	-571.728

Information Criteria

Number of Free Parameters	13
Akaike (AIC)	1188.695
Bayesian (BIC)	1221.895
Sample-Size Adjusted BIC	1180.851
$(n^* = (n + 2) / 24)$	

RMSEA (Root Mean Square Error Of Approximation)

Estimate	0.122
90 Percent C.I.	0.052 0.192
Probability RMSEA \leq .05	0.047

SRMR (Standardized Root Mean Square Residual)

Value	0.033
-------	-------

MODEL RESULTS

	Estimates	S.E.	Est./S.E.	Std	StdYX
ALIGN BY					
V29	1.000	0.000	0.000	0.812	0.839
V21	0.944	0.114	8.282	0.767	0.736
V26	1.151	0.108	10.665	0.935	0.867
V27	0.567	0.076	7.477	0.461	0.591
V30	0.984	0.095	10.349	0.800	0.851
V31	1.124	0.098	11.530	0.914	0.910

V29 WITH

V27	0.134	0.042	3.199	0.134	0.177
-----	-------	-------	-------	-------	-------

Residual Variances

V21	0.499	0.079	6.305	0.499	0.459
V26	0.288	0.054	5.338	0.288	0.248
V27	0.395	0.060	6.585	0.395	0.650
V29	0.277	0.049	5.681	0.277	0.295
V30	0.243	0.044	5.550	0.243	0.275
V31	0.173	0.039	4.432	0.173	0.172

Variances

ALIGN	0.660	0.133	4.972	1.000	1.000
-------	-------	-------	-------	-------	-------

R-SQUARE

Observed	
Variable	R-Square
V21	0.541
V26	0.752
V27	0.350
V29	0.705
V30	0.725
V31	0.828

MODEL MODIFICATION INDICES

Minimum M.I. value for printing the modification index 10.000

M.I. E.P.C. Std E.P.C. StdYX E.P.C.

No modification indices above the minimum value.

TECHNICAL 1 OUTPUT

PARAMETER SPECIFICATION

LAMBDA ALIGN						
V21	1					
V26	2					
V27	3					
V29	0					
V30	4					
V31	5					

THETA						
	V21	V26	V27	V29	V30	
V21	6					
V26	0	7				
V27	0	0	8			
V29	0	0	9	10		
V30	0	0	0	0	11	
V31	0	0	0	0	0	

THETA V31	
V31	12

PSI ALIGN	
ALIGN	13

STARTING VALUES

LAMBDA ALIGN						
V21	1.000					
V26	1.000					
V27	1.000					
V29	1.000					
V30	1.000					
V31	1.000					

THETA						
	V21	V26	V27	V29	V30	
V21	0.549					
V26	0.000	0.587				
V27	0.000	0.000	0.307			
V29	0.000	0.000	0.000	0.473		
V30	0.000	0.000	0.000	0.000	0.446	
V31	0.000	0.000	0.000	0.000	0.000	

THETA

	V31	
V31	0.509	

	PSI	
	ALIGN	
ALIGN	0.050	

Then, I ran the model using the measured variables linked to the two underlying latent variables theoretically measuring 'organization.'

INPUT INSTRUCTIONS

Title: CITES Survey Analysis -- Organization, Revised
 Data: File is "C:\Julie\Mplus\CFA_Data.dat";
 Variable:
 Names are v1 v3 v4 v5 v6 v7 v8 v9 v10 v11 v12 v13 v14
 v15 v16 v17 v18 v19 v20 v21 v22 v23 v24 v25 v26 v27 v28
 v29 v30 v31 v32 v33 v34 v35 v36 v37 v38 v39 v40 v41;

Usevariables = v17-v20 v23-v24;
 Missing are all (-9);

Model:
 less BY v18@1 v17 v19 v20;
 main BY v24@1 v23;
 v17 WITH v18;
 v19 WITH v20;

Analysis:
 Estimator is ML;
 Iterations = 1000;
 Output:
 Tech1 mod Sampstat standardized;

INPUT READING TERMINATED NORMALLY

CITES Survey Analysis -- Organization, Revised SUMMARY OF ANALYSIS

Number of groups	1
Number of observations	93
Number of y-variables	6
Number of x-variables	0
Number of continuous latent variables	2

Observed variables in the analysis					
V17	V18	V19	V20	V23	V24

Continuous latent variables in the analysis	
LESS	MAIN

Estimator	ML
-----------	----

Maximum number of iterations 1000
 Convergence criterion 0.500D-04

SAMPLE STATISTICS

Means						
	V17	V18	V19	V20	V23	
1	3.419	3.226	3.194	3.376	3.398	
Means						
	V24					
1	3.548					
Covariances						
	V17	V18	V19	V20	V23	
V17	0.550					
V18	0.383	0.872				
V19	0.124	0.206	0.397			
V20	0.177	0.425	0.231	0.563		
V23	0.081	0.246	0.031	0.196	0.633	
V24	0.061	0.157	0.067	0.161	0.247	
Covariances						
	V24					
V24	0.511					
Correlations						
	V17	V18	V19	V20	V23	
V17	1.000					
V18	0.552	1.000				
V19	0.266	0.350	1.000			
V20	0.319	0.606	0.488	1.000		
V23	0.138	0.331	0.062	0.329	1.000	
V24	0.115	0.236	0.148	0.300	0.434	
Correlations						
	V24					
V24	1.000					

THE MODEL ESTIMATION TERMINATED NORMALLY

TESTS OF MODEL FIT

Chi-Square Test of Model Fit

Value 4.197
 Degrees of Freedom 6
 P-Value 0.6499

Chi-Square Test of Model Fit for the Baseline Model

Value	141.737
Degrees of Freedom	15
P-Value	0.0000

CFI/TLI

CFI	1.000
TLI	1.036

Loglikelihood

H0 Value	-563.794
H1 Value	-561.695

Information Criteria

Number of Free Parameters	15
Akaike (AIC)	1157.587
Bayesian (BIC)	1195.576
Sample-Size Adjusted BIC	1148.225
(n* = (n + 2) / 24)	

RMSEA (Root Mean Square Error Of Approximation)

Estimate	0.000
90 Percent C.I.	0.000 0.109
Probability RMSEA <= .05	0.762

SRMR (Standardized Root Mean Square Residual)

Value	0.036
-------	-------

MODEL RESULTS

	Estimates	S.E.	Est./S.E.	Std	StdYX
LESS BY					
V18	1.000	0.000	0.000	0.702	0.756
V17	0.413	0.111	3.741	0.290	0.393
V19	0.376	0.140	2.695	0.264	0.422
V20	0.854	0.220	3.873	0.600	0.803
MAIN BY					
V24	1.000	0.000	0.000	0.427	0.600
V23	1.342	0.452	2.966	0.572	0.723
MAIN WITH					
LESS	0.173	0.067	2.579	0.579	0.579
V17 WITH					
V18	0.174	0.075	2.335	0.174	0.255
V19 WITH					
V20	0.070	0.053	1.311	0.070	0.149
Residual Variances					
V17	0.460	0.075	6.124	0.460	0.845
V18	0.370	0.130	2.849	0.370	0.428
V19	0.323	0.055	5.841	0.323	0.822
V20	0.198	0.091	2.178	0.198	0.355

V23	0.299	0.114	2.634	0.299	0.477
V24	0.324	0.075	4.311	0.324	0.640

Variances

LESS	0.493	0.164	3.004	1.000	1.000
MAIN	0.182	0.081	2.235	1.000	1.000

R-SQUARE

Observed

Variable R-Square

V17	0.155
V18	0.572
V19	0.178
V20	0.645
V23	0.523
V24	0.360

MODEL MODIFICATION INDICES

Minimum M.I. value for printing the modification index 10.000

M.I. E.P.C. Std E.P.C. StdYX E.P.C.

No modification indices above the minimum value.

TECHNICAL 1 OUTPUT

PARAMETER SPECIFICATION

LAMBDA

LESS MAIN

V17	1	0
V18	0	0
V19	2	0
V20	3	0
V23	0	4
V24	0	0

THETA

	V17	V18	V19	V20	V23
V17	5				
V18	6	7			
V19	0	0	8		
V20	0	0	9	10	
V23	0	0	0	0	11
V24	0	0	0	0	0

THETA

V24

V24	12
-----	----

PSI

LESS MAIN

LESS	13
------	----

MAIN 14 15

STARTING VALUES

LAMBDA

LESS MAIN

V17	1.000	0.000
V18	1.000	0.000
V19	1.000	0.000
V20	1.000	0.000
V23	0.000	1.000
V24	0.000	1.000

THETA

V17 V18 V19 V20 V23

V17	0.275				
V18	0.000	0.436			
V19	0.000	0.000	0.198		
V20	0.000	0.000	0.000	0.282	
V23	0.000	0.000	0.000	0.000	0.317
V24	0.000	0.000	0.000	0.000	0.000

THETA

V24

V24	0.256
-----	-------

PSI

LESS MAIN

LESS	0.050	
MAIN	0.000	0.050

I then ran the model using only the four measured variables associated with the latent construct 'inclusivity.'

INPUT INSTRUCTIONS

Title: CITES Survey Analysis -- Inclusivity,

Data: File is "C:\Julie\Mplus\CFA_Data.dat";

Variable:

Names are v1 v3 v4 v5 v6 v7 v8 v9 v10 v11 v12 v13 v14
v15 v16 v17 v18 v19 v20 v21 v22 v23 v24 v25 v26 v27 v28
v29 v30 v31 v32 v33 v34 v35 v36 v37 v38 v39 v40 v41;

Usevariables = v12-v14 v16;

Missing are all (-9);

Model:

inclu BY v14@1 v12 v13 v16;

Analysis:

Estimator is ML;

Iterations = 1000;

Output:

Tech1 mod Sampstat standardized;

INPUT READING TERMINATED NORMALLY
CITES Survey Analysis -- Inclusivity,

SUMMARY OF ANALYSIS

Number of groups	1
Number of observations	101
Number of y-variables	4
Number of x-variables	0
Number of continuous latent variables	1

Observed variables in the analysis

V12	V13	V14	V16
-----	-----	-----	-----

Continuous latent variables in the analysis

INCLU

Estimator	ML
Maximum number of iterations	1000
Convergence criterion	0.500D-04

SAMPLE STATISTICS

Means

	V12	V13	V14	V16
1	2.416	2.158	2.861	2.337

Covariances

	V12	V13	V14	V16
V12	0.725			
V13	0.153	0.575		
V14	0.168	0.202	0.541	
V16	0.089	0.196	0.287	0.546

Correlations

	V12	V13	V14	V16
V12	1.000			
V13	0.238	1.000		
V14	0.269	0.363	1.000	
V16	0.141	0.350	0.529	1.000

THE MODEL ESTIMATION TERMINATED NORMALLY

TESTS OF MODEL FIT

Chi-Square Test of Model Fit

Value	2.562
Degrees of Freedom	2
P-Value	0.2744

Chi-Square Test of Model Fit for the Baseline Model

Value	61.681
Degrees of Freedom	6
P-Value	0.0000

CFI/TLI	
CFI	0.990
TLI	0.970

Loglikelihood	
H0 Value	-435.826
H1 Value	-434.545

Information Criteria	
Number of Free Parameters	8
Akaike (AIC)	887.651
Bayesian (BIC)	908.572
Sample-Size Adjusted BIC	883.305
(n* = (n + 2) / 24)	

RMSEA (Root Mean Square Error Of Approximation)	
Estimate	0.053
90 Percent C.I.	0.000 0.212
Probability RMSEA <= .05	0.364

SRMR (Standardized Root Mean Square Residual)	
Value	0.036

MODEL RESULTS

	Estimates	S.E.	Est./S.E.	Std	StdYX
INCLU BY					
V14	1.000	0.000	0.000	0.569	0.778
V12	0.477	0.183	2.609	0.272	0.321
V13	0.660	0.178	3.713	0.376	0.498
V16	0.865	0.212	4.080	0.492	0.670

Residual Variances					
V12	0.644	0.095	6.805	0.644	0.897
V13	0.428	0.069	6.180	0.428	0.752
V14	0.211	0.077	2.733	0.211	0.395
V16	0.298	0.068	4.353	0.298	0.551

Variances					
INCLU	0.324	0.099	3.258	1.000	1.000

R-SQUARE

Observed	
Variable	R-Square
V12	0.103
V13	0.248
V14	0.605
V16	0.449

MODEL MODIFICATION INDICES

Minimum M.I. value for printing the modification index 10.000

M.I.	E.P.C.	Std E.P.C.	StdYX E.P.C.
------	--------	------------	--------------

No modification indices above the minimum value.

TECHNICAL 1 OUTPUT

PARAMETER SPECIFICATION

LAMBDA
INCLU

V12	1
V13	2
V14	0
V16	3

THETA

	V12	V13	V14	V16
V12	4			
V13	0	5		
V14	0	0	6	
V16	0	0	0	7

PSI

INCLU

INCLU	8
-------	---

STARTING VALUES

LAMBDA
INCLU

V12	1.000
V13	1.000
V14	1.000
V16	1.000

THETA

	V12	V13	V14	V16
V12	0.363			
V13	0.000	0.287		
V14	0.000	0.000	0.270	
V16	0.000	0.000	0.000	0.273

PSI

INCLU

INCLU	0.050
-------	-------

Finally, I combined all four of the previous ‘mini models’ into a single model to test the four constructs measured together.

INPUT INSTRUCTIONS

Title: CITES Survey Analysis -- Efficacy (2 factor),

Organization (2 factor), Alignment, Inclusivity

Data: File is "C:\Julie\Mplus\CFA_Data.dat";

Variable:

Names are v1 v3 v4 v5 v6 v7 v8 v9 v10 v11 v12 v13 v14
v15 v16 v17 v18 v19 v20 v21 v22 v23 v24 v25 v26 v27 v28

v29 v30 v31 v32 v33 v34 v35 v36 v37 v38 v39 v40 v41;
 Usevariables = v3-v6 v8 v12-v14 v16-v21 v23-v24 v26 v27 v29-v31;
 Missing are all (-9);

Model:

```

con      BY      v3@1 v4;
pers     BY      v5@1 v6 v8;
less     BY      v18@1 v17 v19 v20;
main     BY      v24@1 v23;
align    BY      v29@1 v21 v26 v27 v30 v31;
inclu    BY      v14@1 v12 v13 v16;
v17 WITH v18;
v19 WITH v20;
v29 WITH v27;

```

Analysis:

Estimator is ML;
 Iterations = 1000;

Output:

Tech1 mod Sampstat standardized;

INPUT READING TERMINATED NORMALLY

CITES Survey Analysis -- Efficacy (2 factor),
 Organization (2 factor), Alignment, Inclusivity
 SUMMARY OF ANALYSIS

Number of groups 1
 Number of observations 85

Number of y-variables 21
 Number of x-variables 0
 Number of continuous latent variables 6

Observed variables in the analysis

V3	V4	V5	V6	V8	V12
V13	V14	V16	V17	V18	V19
V20	V21	V23	V24	V26	V27
V29	V30	V31			

Continuous latent variables in the analysis

CON	PERS	LESS	MAIN	ALIGN	INCLU
Estimator			ML		
Maximum number of iterations			1000		
Convergence criterion			0.500D-04		

SAMPLE STATISTICS

Means

	V3	V4	V5	V6	V8
1	3.494	3.400	2.847	2.659	2.635

Means

	V12	V13	V14	V16	V17
1	2.365	2.141	2.812	2.282	3.388

Means

	V18	V19	V20	V21	V23
1	3.212	3.212	3.353	2.765	3.376

Means					
	V24	V26	V27	V29	V30
1	3.529	2.635	3.259	2.941	2.776

Means	
	V31
1	2.647

Covariances					
	V3	V4	V5	V6	V8
V3	0.658				
V4	0.574	0.695			
V5	0.184	0.121	0.464		
V6	0.135	0.174	0.173	0.966	
V8	0.063	0.100	0.110	0.184	0.354
V12	0.044	0.043	0.128	0.221	0.111
V13	0.013	-0.021	0.069	0.120	0.016
V14	0.011	-0.007	0.102	0.209	0.073
V16	0.061	0.064	0.068	0.228	0.033
V17	0.104	0.140	0.012	0.015	0.060
V18	0.108	0.176	0.021	0.061	0.102
V19	0.096	0.093	0.033	0.073	0.066
V20	0.014	0.036	0.031	0.110	0.011
V21	0.153	0.119	0.190	0.300	0.151
V23	0.026	0.038	0.082	0.166	0.079
V24	0.069	0.071	0.153	0.135	0.029
V26	0.051	-0.007	0.182	0.279	0.199
V27	0.073	0.098	0.183	0.077	0.107
V29	-0.030	0.012	0.122	0.265	0.157
V30	0.028	0.043	0.156	0.280	0.156
V31	0.046	0.048	0.124	0.295	0.167

Covariances					
	V12	V13	V14	V16	V17
V12	0.734				
V13	0.138	0.551			
V14	0.177	0.158	0.512		
V16	0.110	0.150	0.232	0.443	
V17	0.047	-0.067	-0.033	-0.004	0.550
V18	-0.019	0.029	0.052	0.035	0.429
V19	0.100	0.005	0.052	-0.013	0.143
V20	0.120	0.104	0.032	-0.018	0.195
V21	-0.068	-0.121	-0.033	0.091	0.069
V23	-0.020	-0.018	0.012	-0.024	0.090
V24	0.138	0.043	0.077	-0.008	0.066
V26	-0.032	-0.103	-0.058	0.092	-0.011
V27	-0.072	-0.025	-0.058	0.033	0.077
V29	-0.050	-0.075	-0.035	0.064	-0.036
V30	-0.001	0.008	0.017	0.111	-0.055
V31	0.059	-0.021	-0.032	0.089	-0.099

Covariances					
	V18	V19	V20	V21	V23
V18	0.859				
V19	0.228	0.407			
V20	0.401	0.258	0.564		
V21	0.181	0.086	0.167	1.111	
V23	0.217	0.038	0.175	0.244	0.642
V24	0.137	0.077	0.144	0.138	0.251
V26	0.090	0.114	0.118	0.782	0.294
V27	0.147	0.064	0.217	0.419	0.270
V29	0.096	0.048	0.152	0.665	0.332
V30	0.096	0.036	0.139	0.625	0.311
V31	0.052	0.028	0.138	0.714	0.361

Covariances					
	V24	V26	V27	V29	V30
V24	0.538				
V26	0.136	1.187			
V27	0.111	0.405	0.646		
V29	0.008	0.764	0.539	0.985	
V30	0.108	0.775	0.439	0.796	0.961
V31	0.070	0.905	0.426	0.753	0.813

Covariances	
	V31
V31	1.041

Correlations					
	V3	V4	V5	V6	V8
V3	1.000				
V4	0.849	1.000			
V5	0.332	0.214	1.000		
V6	0.169	0.212	0.259	1.000	
V8	0.131	0.202	0.272	0.314	1.000
V12	0.063	0.060	0.219	0.263	0.217
V13	0.021	-0.035	0.137	0.165	0.037
V14	0.019	-0.012	0.209	0.297	0.173
V16	0.113	0.116	0.149	0.349	0.083
V17	0.172	0.227	0.025	0.021	0.136
V18	0.144	0.228	0.033	0.067	0.185
V19	0.187	0.175	0.075	0.117	0.175
V20	0.023	0.057	0.060	0.149	0.025
V21	0.179	0.135	0.264	0.289	0.241
V23	0.040	0.057	0.150	0.210	0.167
V24	0.115	0.117	0.307	0.188	0.066
V26	0.058	-0.008	0.245	0.260	0.307
V27	0.112	0.146	0.334	0.098	0.225
V29	-0.037	0.014	0.180	0.272	0.266
V30	0.036	0.052	0.233	0.291	0.267
V31	0.055	0.056	0.178	0.294	0.276

Correlations

	V12	V13	V14	V16	V17
V12	1.000				
V13	0.217	1.000			
V14	0.288	0.297	1.000		
V16	0.193	0.304	0.488	1.000	
V17	0.074	-0.122	-0.063	-0.008	1.000
V18	-0.023	0.043	0.079	0.056	0.624
V19	0.184	0.012	0.114	-0.030	0.302
V20	0.186	0.187	0.059	-0.035	0.349
V21	-0.075	-0.155	-0.044	0.130	0.088
V23	-0.029	-0.030	0.021	-0.045	0.152
V24	0.220	0.080	0.147	-0.017	0.121
V26	-0.034	-0.127	-0.074	0.127	-0.014
V27	-0.104	-0.042	-0.101	0.062	0.129
V29	-0.058	-0.102	-0.049	0.098	-0.049
V30	-0.001	0.011	0.024	0.171	-0.076
V31	0.067	-0.028	-0.043	0.131	-0.131

Correlations

	V18	V19	V20	V21	V23
V18	1.000				
V19	0.386	1.000			
V20	0.575	0.538	1.000		
V21	0.186	0.128	0.211	1.000	
V23	0.292	0.075	0.291	0.289	1.000
V24	0.201	0.165	0.262	0.178	0.427
V26	0.089	0.164	0.145	0.681	0.336
V27	0.197	0.124	0.359	0.494	0.420
V29	0.104	0.076	0.204	0.636	0.417
V30	0.105	0.058	0.189	0.605	0.396
V31	0.055	0.043	0.180	0.664	0.441

Correlations

	V24	V26	V27	V29	V30
V24	1.000				
V26	0.170	1.000			
V27	0.189	0.462	1.000		
V29	0.011	0.707	0.676	1.000	
V30	0.150	0.725	0.557	0.818	1.000
V31	0.094	0.815	0.519	0.744	0.813

Correlations

V31	1.000
-----	-------

THE MODEL ESTIMATION TERMINATED NORMALLY

TESTS OF MODEL FIT

Chi-Square Test of Model Fit

Value	238.071
Degrees of Freedom	171
P-Value	0.0005

Chi-Square Test of Model Fit for the Baseline Model

Value	990.484
Degrees of Freedom	210
P-Value	0.0000

CFI/TLI

CFI	0.914
TLI	0.894

Loglikelihood

H0 Value	-1786.024
H1 Value	-1666.989

Information Criteria

Number of Free Parameters	60
Akaike (AIC)	3692.049
Bayesian (BIC)	3838.608
Sample-Size Adjusted BIC	3649.320
(n* = (n + 2) / 24)	

RMSEA (Root Mean Square Error Of Approximation)

Estimate	0.068
90 Percent C.I.	0.046 0.088
Probability RMSEA <= .05	0.086

SRMR (Standardized Root Mean Square Residual)

Value	0.075
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MODEL RESULTS

	Estimates	S.E.	Est./S.E.	Std	StdYX
CON	BY				
V3	1.000	0.000	0.000	0.677	0.840
V4	1.236	0.237	5.218	0.837	1.010
PERS	BY				
V5	1.000	0.000	0.000	0.318	0.469
V6	1.949	0.558	3.490	0.619	0.633
V8	0.894	0.295	3.030	0.284	0.480
LESS	BY				
V18	1.000	0.000	0.000	0.794	0.862
V17	0.497	0.110	4.537	0.395	0.536
V19	0.354	0.134	2.641	0.281	0.443
V20	0.628	0.198	3.176	0.499	0.668
MAIN	BY				
V24	1.000	0.000	0.000	0.322	0.442
V23	2.384	0.986	2.417	0.768	0.965
ALIGN	BY				
V29	1.000	0.000	0.000	0.843	0.855
V21	0.912	0.114	8.006	0.769	0.734

V26	1.104	0.107	10.349	0.931	0.859
V27	0.566	0.079	7.192	0.477	0.597
V30	1.026	0.094	10.973	0.865	0.888
V31	1.096	0.095	11.510	0.924	0.911
INCLU BY					
V14	1.000	0.000	0.000	0.523	0.736
V12	0.700	0.223	3.137	0.366	0.430
V13	0.625	0.194	3.219	0.327	0.443
V16	0.774	0.192	4.023	0.405	0.612
PERS WITH					
CON	0.081	0.040	2.027	0.376	0.376
LESS WITH					
CON	0.125	0.072	1.746	0.232	0.232
PERS	0.053	0.043	1.228	0.211	0.211
MAIN WITH					
CON	0.014	0.025	0.544	0.063	0.063
PERS	0.036	0.023	1.574	0.353	0.353
LESS	0.095	0.052	1.831	0.371	0.371
ALIGN WITH					
CON	0.028	0.064	0.442	0.049	0.049
PERS	0.147	0.054	2.726	0.549	0.549
LESS	0.112	0.086	1.304	0.167	0.167
MAIN	0.127	0.062	2.030	0.467	0.467
INCLU WITH					
CON	0.016	0.046	0.342	0.044	0.044
PERS	0.107	0.040	2.679	0.646	0.646
LESS	0.049	0.062	0.801	0.119	0.119
MAIN	-0.002	0.023	-0.092	-0.012	-0.012
ALIGN	0.009	0.059	0.148	0.020	0.020
V17 WITH					
V18	0.110	0.109	1.011	0.110	0.162
V19 WITH					
V20	0.114	0.056	2.032	0.114	0.241
V29 WITH					
V27	0.131	0.044	2.986	0.131	0.166
Residual Variances					
V3	0.191	0.087	2.197	0.191	0.294
V4	-0.014	0.125	-0.112	-0.014	-0.020
V5	0.358	0.061	5.909	0.358	0.780
V6	0.571	0.120	4.752	0.571	0.599
V8	0.269	0.046	5.862	0.269	0.769
V12	0.592	0.099	5.949	0.592	0.815
V13	0.438	0.074	5.902	0.438	0.804
V14	0.232	0.067	3.487	0.232	0.459
V16	0.274	0.056	4.922	0.274	0.626
V17	0.387	0.089	4.359	0.387	0.713

V18	0.218	0.187	1.167	0.218	0.257
V19	0.323	0.057	5.658	0.323	0.803
V20	0.309	0.087	3.549	0.309	0.554
V21	0.507	0.084	6.031	0.507	0.462
V23	0.044	0.209	0.211	0.044	0.070
V24	0.428	0.075	5.684	0.428	0.804
V26	0.307	0.058	5.315	0.307	0.262
V27	0.411	0.066	6.252	0.411	0.644
V29	0.262	0.049	5.363	0.262	0.269
V30	0.202	0.041	4.922	0.202	0.212
V31	0.175	0.040	4.421	0.175	0.170

Variances

CON	0.459	0.126	3.649	1.000	1.000
PERS	0.101	0.051	1.980	1.000	1.000
LESS	0.631	0.223	2.829	1.000	1.000
MAIN	0.104	0.061	1.708	1.000	1.000
ALIGN	0.711	0.146	4.856	1.000	1.000
INCLU	0.274	0.089	3.076	1.000	1.000

R-SQUARE

Observed

Variable R-Square

V3	0.706
V4	Undefined 0.10204E+01
V5	0.220
V6	0.401
V8	0.231
V12	0.185
V13	0.196
V14	0.541
V16	0.374
V17	0.287
V18	0.743
V19	0.197
V20	0.446
V21	0.538
V23	0.930
V24	0.196
V26	0.738
V27	0.356
V29	0.731
V30	0.788
V31	0.830

MODEL MODIFICATION INDICES

Minimum M.I. value for printing the modification index 10.000

M.I. E.P.C. Std E.P.C. StdYX E.P.C.

No modification indices above the minimum value.

TECHNICAL 1 OUTPUT

PARAMETER SPECIFICATION

LAMBDA

CON PERS LESS MAIN ALIGN

V3	0	0	0	0	0
V4	1	0	0	0	0
V5	0	0	0	0	0
V6	0	2	0	0	0
V8	0	3	0	0	0
V12	0	0	0	0	0
V13	0	0	0	0	0
V14	0	0	0	0	0
V16	0	0	0	0	0
V17	0	0	7	0	0
V18	0	0	0	0	0
V19	0	0	8	0	0
V20	0	0	9	0	0
V21	0	0	0	0	10
V23	0	0	0	11	0
V24	0	0	0	0	0
V26	0	0	0	0	12
V27	0	0	0	0	13
V29	0	0	0	0	0
V30	0	0	0	0	14
V31	0	0	0	0	15

LAMBDA
INCLU

V3	0
V4	0
V5	0
V6	0
V8	0
V12	4
V13	5
V14	0
V16	6
V17	0
V18	0
V19	0
V20	0
V21	0
V23	0
V24	0
V26	0
V27	0
V29	0
V30	0
V31	0

THETA

	V3	V4	V5	V6	V8	
V3	16					
V4	0	17				
V5	0	0	18			
V6	0	0	0	19		
V8	0	0	0	0	20	
V12	0	0	0	0	0	

V13	0	0	0	0	0
V14	0	0	0	0	0
V16	0	0	0	0	0
V17	0	0	0	0	0
V18	0	0	0	0	0
V19	0	0	0	0	0
V20	0	0	0	0	0
V21	0	0	0	0	0
V23	0	0	0	0	0
V24	0	0	0	0	0
V26	0	0	0	0	0
V27	0	0	0	0	0
V29	0	0	0	0	0
V30	0	0	0	0	0
V31	0	0	0	0	0

THETA					
	V12	V13	V14	V16	V17
<hr/>					
V12	21				
V13	0	22			
V14	0	0	23		
V16	0	0	0	24	
V17	0	0	0	0	25
V18	0	0	0	0	26
V19	0	0	0	0	0
V20	0	0	0	0	0
V21	0	0	0	0	0
V23	0	0	0	0	0
V24	0	0	0	0	0
V26	0	0	0	0	0
V27	0	0	0	0	0
V29	0	0	0	0	0
V30	0	0	0	0	0
V31	0	0	0	0	0

THETA					
	V18	V19	V20	V21	V23
<hr/>					
V18	27				
V19	0	28			
V20	0	29	30		
V21	0	0	0	31	
V23	0	0	0	0	32
V24	0	0	0	0	0
V26	0	0	0	0	0
V27	0	0	0	0	0
V29	0	0	0	0	0
V30	0	0	0	0	0
V31	0	0	0	0	0

THETA					
	V24	V26	V27	V29	V30
<hr/>					
V24	33				
V26	0	34			

V27	0	0	35		
V29	0	0	36	37	
V30	0	0	0	0	38
V31	0	0	0	0	0

THETA
V31

V31	39
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PSI

	CON	PERS	LESS	MAIN	ALIGN
CON	40				
PERS	41	42			
LESS	43	44	45		
MAIN	46	47	48	49	
ALIGN	50	51	52	53	54
INCLU	55	56	57	58	59

PSI
INCLU

INCLU	60
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STARTING VALUES

LAMBDA

	CON	PERS	LESS	MAIN	ALIGN
V3	1.000	0.000	0.000	0.000	0.000
V4	1.000	0.000	0.000	0.000	0.000
V5	0.000	1.000	0.000	0.000	0.000
V6	0.000	1.000	0.000	0.000	0.000
V8	0.000	1.000	0.000	0.000	0.000
V12	0.000	0.000	0.000	0.000	0.000
V13	0.000	0.000	0.000	0.000	0.000
V14	0.000	0.000	0.000	0.000	0.000
V16	0.000	0.000	0.000	0.000	0.000
V17	0.000	0.000	1.000	0.000	0.000
V18	0.000	0.000	1.000	0.000	0.000
V19	0.000	0.000	1.000	0.000	0.000
V20	0.000	0.000	1.000	0.000	0.000
V21	0.000	0.000	0.000	0.000	1.000
V23	0.000	0.000	0.000	1.000	0.000
V24	0.000	0.000	0.000	1.000	0.000
V26	0.000	0.000	0.000	0.000	1.000
V27	0.000	0.000	0.000	0.000	1.000
V29	0.000	0.000	0.000	0.000	1.000
V30	0.000	0.000	0.000	0.000	1.000
V31	0.000	0.000	0.000	0.000	1.000

LAMBDA
INCLU

V3	0.000
V4	0.000

V5	0.000
V6	0.000
V8	0.000
V12	1.000
V13	1.000
V14	1.000
V16	1.000
V17	0.000
V18	0.000
V19	0.000
V20	0.000
V21	0.000
V23	0.000
V24	0.000
V26	0.000
V27	0.000
V29	0.000
V30	0.000
V31	0.000

	THETA V3	V4	V5	V6	V8
V3	0.329				
V4	0.000	0.348			
V5	0.000	0.000	0.232		
V6	0.000	0.000	0.000	0.483	
V8	0.000	0.000	0.000	0.000	0.177
V12	0.000	0.000	0.000	0.000	0.000
V13	0.000	0.000	0.000	0.000	0.000
V14	0.000	0.000	0.000	0.000	0.000
V16	0.000	0.000	0.000	0.000	0.000
V17	0.000	0.000	0.000	0.000	0.000
V18	0.000	0.000	0.000	0.000	0.000
V19	0.000	0.000	0.000	0.000	0.000
V20	0.000	0.000	0.000	0.000	0.000
V21	0.000	0.000	0.000	0.000	0.000
V23	0.000	0.000	0.000	0.000	0.000
V24	0.000	0.000	0.000	0.000	0.000
V26	0.000	0.000	0.000	0.000	0.000
V27	0.000	0.000	0.000	0.000	0.000
V29	0.000	0.000	0.000	0.000	0.000
V30	0.000	0.000	0.000	0.000	0.000
V31	0.000	0.000	0.000	0.000	0.000

	THETA V12	V13	V14	V16	V17
V12	0.367				
V13	0.000	0.276			
V14	0.000	0.000	0.256		
V16	0.000	0.000	0.000	0.222	
V17	0.000	0.000	0.000	0.000	0.275
V18	0.000	0.000	0.000	0.000	0.000
V19	0.000	0.000	0.000	0.000	0.000
V20	0.000	0.000	0.000	0.000	0.000

V21	0.000	0.000	0.000	0.000	0.000
V23	0.000	0.000	0.000	0.000	0.000
V24	0.000	0.000	0.000	0.000	0.000
V26	0.000	0.000	0.000	0.000	0.000
V27	0.000	0.000	0.000	0.000	0.000
V29	0.000	0.000	0.000	0.000	0.000
V30	0.000	0.000	0.000	0.000	0.000
V31	0.000	0.000	0.000	0.000	0.000

THETA					
	V18	V19	V20	V21	V23
V18	0.430				
V19	0.000	0.204			
V20	0.000	0.000	0.282		
V21	0.000	0.000	0.000	0.555	
V23	0.000	0.000	0.000	0.000	0.321
V24	0.000	0.000	0.000	0.000	0.000
V26	0.000	0.000	0.000	0.000	0.000
V27	0.000	0.000	0.000	0.000	0.000
V29	0.000	0.000	0.000	0.000	0.000
V30	0.000	0.000	0.000	0.000	0.000
V31	0.000	0.000	0.000	0.000	0.000

THETA					
	V24	V26	V27	V29	V30
V24	0.269				
V26	0.000	0.593			
V27	0.000	0.000	0.323		
V29	0.000	0.000	0.000	0.492	
V30	0.000	0.000	0.000	0.000	0.481
V31	0.000	0.000	0.000	0.000	0.000

THETA	
	V31
V31	0.520

PSI					
	CON	PERS	LESS	MAIN	ALIGN
CON	0.050				
PERS	0.000	0.050			
LESS	0.000	0.000	0.050		
MAIN	0.000	0.000	0.000	0.050	
ALIGN	0.000	0.000	0.000	0.000	0.050
INCLU	0.000	0.000	0.000	0.000	0.000

PSI	
	INCLU
INCLU	0.050

Appendix E: Revised Survey (Post Pilot Study)

CITES Survey

Revised May 31, 2005

Note: Some questions were adapted from Woolfolk, A. & Hoy, W. (1990). Prospective teachers' sense of efficacy and beliefs about control. *Journal of Educational Psychology*, 82(1), 81-91.

1. Overall, I am comfortable teaching the curriculum in my assigned classes.

strongly disagree
disagree
agree
strongly agree

2. I am well prepared to teach my assigned content classes.

strongly disagree
disagree
agree
strongly agree

3. The amount a student can learn is primarily related to family background.

strongly disagree
disagree
agree
strongly agree

4. If I try really hard, I can get through to even the most difficult or unmotivated students.

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

5. When one of my students gets a better grade than he/she typically gets, it is usually because I found a better way of teaching that student.

strongly disagree
disagree
agree
strongly agree

6. Some students in my classes would be better placed with a teacher who has additional training in meeting the needs of students with learning disabilities.

strongly disagree
 disagree
 agree
 strongly agree

7. I need additional support (e.g., classroom aides) to address the needs of all students in my classes.

strongly disagree
 disagree
 agree
 strongly agree

8. Having students with special needs in my classroom has negative consequences for other students.

strongly disagree
 disagree
 agree
 strongly agree

9. For students with special needs to succeed, I have to take instructional time away from other students.

strongly disagree
 disagree
 agree
 strongly agree

10. The main ideas of the curriculum in my content area(s) are addressed across the units in my class:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

11. I review the 'big picture' of my curriculum to ensure that there is coherence across lessons in my class:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

12. I teach my students to look for the same main ideas across multiple lessons.

strongly disagree
disagree
agree
strongly agree

13. My lessons are designed to explicitly support the broader goals within my curriculum:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

14. I modify the curriculum in my classes to match the state standards:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

15. I use specific techniques (e.g., outlines, graphic organizers, note taking) to make the main ideas obvious in my class:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

16. I provide my students with multiple opportunities to practice using the main ideas of the curriculum in my content area:

less than 25% of the time
26% - 50% of the time
51% - 75% of the time
more than 75% of the time

17. I primarily use the state standards to identify what is important to teach in my classes:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

18. My curriculum, instruction, and assessments are aligned to the main ideas in the state standards:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

19. I develop lessons plans to teach students the main ideas in the state standards:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

20. I plan assessments to measure student mastery of main ideas relative to the state standards:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

21. I use the state standards to identify what is important to assess in my classes:

less than 25% of the time
 26% - 50% of the time
 51% - 75% of the time
 more than 75% of the time

22. For students in my classes, improvement on state tests is extremely difficult to accomplish.

strongly disagree
 disagree
 agree
 strongly agree

23. The state's expectations are unreasonable for students at my school.

strongly disagree
disagree
agree
strongly agree

24. I know how students at my school compare to students *at other schools in my state* on state tests.

strongly disagree
disagree
agree
strongly agree

25. I know how students at my school compare to students *across the nation* in terms of their performance on standardized tests.

strongly disagree
disagree
agree
strongly agree

26. State testing appropriately measures my students' strengths and weaknesses.

strongly disagree
disagree
agree
strongly agree

27. The statewide assessment addresses the main ideas of state content standards.

strongly disagree
disagree
agree
strongly agree

28. Please estimate the percentage of your students who will fail the state test in spite of everything you do.

[text response]

29. Please select the TWO answer choices below that you think have the most potential to improve student achievement.

teacher staff development
 better curriculum planning
 improved materials selection
 include teachers in decisions
 mandate standardized curriculum
 let teachers control curriculum
 more frequent assessments
 other

30. If you selected OTHER in the previous question, please describe the approaches that you think have the most potential to improve student achievement.

[text response]

Part II

The following questions are included in order to give us demographic information that will aid in grouping responses for analysis. Your honest answers are very much appreciated.

31. What is your gender?

male
 female

32. What is your age?

[text response]

33. What is your race/ethnicity?

[text response]

34. What is the highest degree you have earned?

BA/BS
 MA/MS/MEd
 DEd/PhD

35. Including this year, how many years have you taught?

[numeric response]

36. What grade levels and content areas are you licensed to teach?

[text response]

37. What content area(s) are you teaching this year?

[text response]

38. What grade level(s) are you teaching this year?

[text response]

39. Approximately how many students attend your school?

fewer than 250
251 - 500
501 - 1000
1001 - 1500
more than 1500

40. Approximately what percentage of students at your school receive free/reduced price lunch?

less than 10%
11% - 20%
21% - 30%
31% - 40%
41% - 50%
more than 50%

41. How would you characterize your school's setting?

rural
small town
urban
suburban

42. Please feel free to share any additional thoughts you might have on topics related to education. (optional)

[text response]

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