

DOCUMENT RESUME

ED 064 411

TM 001 689

AUTHOR Anderson, James G.; Evans, Francis B.  
TITLE Causal Models in Educational Research: Recursive Models.  
INSTITUTION Purdue Univ., Lafayette, Ind. Inst. for the Study of Social Change.  
REPORT NO Working Pap-50  
PUB DATE Apr 72  
NOTE 29p.; Paper presented at the annual meeting of the AERA (Chicago Ill., April 3-7 1972)

EDRS PRICE MF-\$0.65 HC-\$3.29  
DESCRIPTORS Biology; \*Data Analysis; Economics; \*Educational Research; \*Models; \*Research Methodology

ABSTRACT

Causal modelling procedures developed in economics and biology provide social scientists with powerful methodological tools that permit them to bridge the gap between theory and research. In this paper one type of causal modelling technique involving a structural set of equations that are recursive in form has been used to reanalyze the data from two empirical studies that have appeared in the literature. The paper demonstrates how models of this form broaden the scope of the usual regression analysis. (Author)

U.S. DEPARTMENT OF HEALTH,  
EDUCATION & WELFARE  
OFFICE OF EDUCATION  
THIS DOCUMENT HAS BEEN REPRO-  
DUCED EXACTLY AS RECEIVED FROM  
THE PERSON OR ORGANIZATION ORIG-  
INATING IT. POINTS OF VIEW OR OPIN-  
IONS STATED DO NOT NECESSARILY  
REPRESENT OFFICIAL OFFICE OF EDU-  
CATION POSITION OR POLICY.

CAUSAL MODELS IN EDUCATIONAL RESEARCH:  
RECURSIVE MODELS

James G. Anderson  
Purdue University

and

Francis B. Evans  
University of Wisconsin - Green Bay

Paper prepared for the Annual Meeting of the  
American Educational Research Association  
Chicago, Illinois, April 3-7, 1972

Working Paper Number 50  
Institute for the Study of Social Change  
Department of Sociology and Anthropology  
Purdue University

ED 064411

TM 001 689

## **ABSTRACT**

**Causal modelling procedures developed in economics and biology provide social scientists with powerful methodological tools that permit them to bridge the gap between theory and research. In this paper one type of causal modelling technique involving a structural set of equations that are recursive in form has been used to reanalyze the data from two empirical studies that have appeared in the literature. The paper demonstrates how models of this form broaden the scope of the usual regression analysis.**

Blumer (1955, p.3) has pointed out that ideally:

...theory exercises compelling influence on research-setting problems, staking out objects and leading inquiry into asserted relations. In turn, findings of fact test theories, and in suggesting new problems invite the formulation of new proposals

Most social scientists would agree, however, that a hiatus exists between social theory and empirical research. In large part this gap results from the lack of articulation among the verbal language used to state social theories, the operational language that specifies how concepts are to be measured, and the mathematical language that permits the empirical verification of the theory (Blalock, 1964). Recent works by Stinchcombe (1968) and by Blalock (1969) address themselves to this problem and attempt to explicate the process by which social scientists can effectively reformulate verbal theories in terms of more rigorous mathematical models which can be empirically verified.

The logic of experimental design provides one approach to this problem and permits the scientist to isolate the separate effects of a number of independent variables on a dependent variable. Problems arise, however, in attempting to draw inferences from non-experimental data where a large number of outside factors influence the variables under consideration and their effects cannot be ruled out on the basis of randomization. Methodologies which allow causal inferences to be made in this instance have been developed in biology (Wright, 1934; 1954; 1960; Li, 1956) and economics (Wold and Jureen, 1953; Wold, 1954; Johnston, 1963; Goldberger, 1964) and have only recently been applied to the social sciences (Blalock, 1964; 1971; Duncan, 1966; Land, 1969).

The purpose of this paper is to demonstrate how these causal modeling procedures can be applied to theoretical models of interest to those involved in educational research.

### CAUSAL INFERENCE PROCEDURES

Causal inference procedures begin with a statement of a verbal theory that makes explicit the relationships that are hypothesized among a set of variables as well as the causal sequence thought to exist among them. An example from Evans and Anderson (1972) involves the effect of achievement values on student achievement. Their earlier research as well as that of others suggests that student achievement is highly affected by the student's self-concept of his ability (Brookover and Thomas, 1964; Coopersmith, 1968). This factor is in turn affected by the student's world view, in particular whether or not he believes in the efficacy of manipulating his physical and social environment to his advantage (Kluckhohn, 1950). Value orientations, however, result largely from socialization practices such as achievement training and independence training that occur in the cultural setting of the home (Strodbeck, 1958; McClelland, 1953). Finally, Elder (1962a; 1965) and Elder and Bowerman (1963) have demonstrated that these child-rearing practices vary with the family's socioeconomic and ethnic status as well as with the child's sex. Rosen (1959) also found achievement values to be highly related to ethnicity and social class.

These hypothetical causal relationships have been diagrammatically depicted in Figure 1. The path diagram indicates linear, additive relationships among the set of variables that are included in the model. All but

the first four variables are considered to be endogenous and as such to be completely determined by variables included in the model as well as by a residual variable. This residual variable represents the effects of all other variables not included in the model that cause variation in an endogenous variable. It is assumed that the residual variable is uncorrelated with the other variables that determine the endogenous variable.

#### FIGURE 1

The double headed arrows linking sex, father's education, language, and ethnicity indicate that these four variables are considered to be exogenous to the system. No attempt is made to account for variation in these variables since they are considered to be influenced by other variables outside of the system. Intercorrelations among these exogenous variables are shown in Figure 1.

Once the model has been formulated, a set of structural equations can be written. These structural equations are shown below. Each variable is in its standard form.

$$X_5 = p_{54}X_4 + p_{53}X_3 + p_{52}X_2 + p_{51}X_1 + p_{5a}R_a \quad [1]$$

$$X_6 = p_{65}X_5 + p_{64}X_4 + p_{63}X_3 + p_{62}X_2 + p_{61}X_1 + p_{6b}R_b$$

$$X_7 = p_{76}X_6 + p_{75}X_5 + p_{74}X_4 + p_{73}X_3 + p_{72}X_2 + p_{71}X_1 + p_{7c}R_c$$

$$X_8 = p_{87}X_7 + p_{86}X_6 + p_{85}X_5 + p_{84}X_4 + p_{83}X_3 + p_{82}X_2 + p_{81}X_1 + p_{8d}R_d$$

$$X_9 = p_{98}X_8 + p_{97}X_7 + p_{96}X_6 + p_{95}X_5 + p_{94}X_4 + p_{93}X_3 + p_{92}X_2 + p_{91}X_1 + p_{9e}R_e$$

In the case of the model shown where there are no feedback loops or reciprocal causation between two variables, ordinary regression analysis can be used to estimate the parameters in each equation separately.<sup>1</sup> The path

coefficients  $p_{ij}$  which are shown alongside of each arrow in Figure 1 are standardized partial regression coefficients: For example,  $p_{53} = \beta_{53.124}$  and  $p_{64} = \beta_{64.1235}$ . These path coefficients measure the proportion of the standard deviation of the dependent variable accounted for by an independent variable with the effects of all other variables that precede either of the two variables removed (Land, 1969). Path coefficients for the set of equations above are shown in Table 1. These estimates are based on data from a sample of 102 Anglo-American and Mexican-American junior high school students from a study conducted in a city in the southwest.<sup>2</sup>

TABLE 1

The structural equations permit the correlation between any two endogenous variables or between an endogenous and an exogenous variable shown in Table 2 to be expressed in terms of the paths leading to the two variables from antecedent variables as well as the direct path between them.

For example

$$\begin{aligned}
 r_{63} &= \frac{\sum X_3 X_6}{N} & [2] \\
 &= \frac{1}{N} \sum X_3 [p_{65} X_5 + p_{64} X_4 + p_{63} X_3 + p_{62} X_2 + p_{61} X_1 + p_{6b} R_b] \\
 &= p_{65} \frac{\sum X_5 X_3}{N} + p_{64} \frac{\sum X_4 X_3}{N} + p_{63} \frac{\sum X_3 X_3}{N} + p_{62} \frac{\sum X_2 X_3}{N} + p_{61} \frac{\sum X_1 X_3}{N} \\
 &\quad + p_{6b} \frac{\sum R_b X_3}{N}
 \end{aligned}$$

If we note that  $\frac{\sum X_3 X_3}{N} = r_{33} = 1$  and  $\frac{\sum R_b X_3}{N} = r_{b3} = 0$ , this reduces to

$$r_{63} = p_{65} r_{53} + p_{64} r_{43} + p_{63} + p_{62} r_{23} + p_{61} r_{13} \quad [3]$$

We can expand  $r_{53}$  in a similar fashion giving

$$r_{63} = p_{63} + p_{65}p_{53} + p_{65}p_{54}r_{43} + p_{65}p_{52}r_{23} + p_{65}p_{51}r_{13} + p_{64}r_{43} \\ + p_{62}r_{23} + p_{61}r_{13} \quad [4]$$

TABLE 2

The zero-order correlation  $r_{63}$  is defined as the total effect of  $X_3$  on  $X_6$ . From equation [4] it can be seen that it is composed of a direct effect,  $p_{63}$ ; an indirect effect,  $p_{65}p_{53}$ , since  $X_3$  effects  $X_5$  which in turn effects  $X_6$ ; and joint effects (the remaining terms in equation [4]) due to the correlation of  $X_3$  with the other exogenous variables in the model. When two endogenous variables such as  $X_5$  and  $X_7$  are involved, this last component of the correlation between the two variables is termed a spurious effect since it arises from the mutual correlation of the dependent and independent variables with other variables preceding them in the model.

Table 3 provides a breakdown of the total effect of each endogenous and exogenous variable included in the model on an achievement score into direct and indirect effects.<sup>3</sup>

TABLE 3

In a similar fashion a formula for the residual path coefficient can be derived from the structural equations. The formula is  $p_{ia} = \sqrt{1-R^2}$  [5] where  $R^2$  is the squared multiple correlation coefficient for a particular equation. As mentioned earlier this path coefficient measures the effect of all unmeasured variables not included in the model that cause variation in the endogenous variable.



### ACHIEVEMENT VALUES AND ACHIEVEMENT

An examination of Table 3 is most revealing. Self-concept of ability has a large direct effect on achievement as hypothesized. If this variable increases by one standard deviation, achievement increases by four-tenths of a standard deviation, a rather substantial amount. While activism-mastery has a large zero-order correlation with achievement, most of this effect is spurious and is due to the fact that both measures are highly correlated with three of the four exogenous variables and with independence training. Nevertheless, this variable has an important indirect effect on achievement through its effect on self-concept. The path coefficient linking this value orientation to self-concept is .25. Self-concept is linked to achievement by a path coefficient of .42. The indirect effect of activism-mastery on achievement then is  $(.25) (.42) = .11$ . Apparently this value orientation has an important effect on achievement but not as generally thought. Instead this variable appears to effect the student's self-concept of ability which has been shown to have an important effect on achievement.

The effect of parental stress on achievement and independence training are direct but of opposite sign. While direct attempts by parents to encourage achievement appear to attenuate achievement, the effect of independence training on achievement appears to be positive. This suggests that families enhance their children's achievement in school by fostering self-reliance by granting them enough autonomy to make their own decisions and to accept responsibility for success or failure. This conclusion is similar to the findings of McClelland (1953) and Elder (1962b).

Ethnicity has small direct and indirect effects on achievement. Anglo-

American students out-perform their Mexican-American peers. Part of this differential can be accounted for by the greater confidence among the former group in their ability to master their physical and social environments.

Both the use of English in the home and father's education affect student achievement. An increase in either variable directly results in increased student achievement. There are indirect effects as well. In both instances, an increase in the exogenous variable results in an increase in independence training and self-concept of ability among students with an attendant positive effect on achievement.

Finally, sex has a small negative effect on achievement. Girls experience more independence training than boys resulting in higher achievement scores. This is partially offset by their lower self-concept scores, however.

It is interesting to note that the zero-order correlation between each of the exogenous variables and achievement, with the exception of sex, overestimates the true effects of these variables. This results from the high intercorrelations among the three variables. As a result, the joint effect in each case accounts for a large part of the total effect of each variable on achievement.

#### BUREAUCRACY AND THE IMPERSONAL TREATMENT OF STUDENTS

A second example is taken from Anderson's (1968) study of the effect of bureaucracy on public school teachers. A study by Gouldner (1954) and the writings of Merton (1957) suggest that bureaucratic rules may affect the personalities of individual members of an organization in such a way as to result in an impersonal attitude toward clients; in the case of the school, students. Organizations, however, differentially utilize rules to control

behavior of subordinates. In the schools, tenured teachers and the more experienced teachers are subject to fewer rules regarding instructional practices (Anderson, 1968).

This same study found bureaucratic rules and impersonal treatment of students to be more prevalent in large schools and in schools that enrolled large numbers of lower class students. Terrien and Mills (1955) in a study of California public school districts also found that bureaucracy, as measured by the proportion of personnel engaged in administrative activities, increased with the size of the organization. Moreover, the more experienced, tenured teachers, on the whole prefer to teach in schools that enroll the majority of their students from middle class families. Also female teachers and English teachers were found to make more of an attempt to personalize instruction than their colleagues. While both groups of teachers are more experienced on the whole than other teachers, they were found to be subject to a greater number of constraints in the form of instructional rules. This causal structure is depicted in Figure 2.

#### FIGURE 2

The structural equations have been omitted but they are of the same form as shown earlier. The parameters of these equations, shown in Table 4, were estimated from data obtained from 114 english and science teachers in the public schools of a large eastern metropolitan area.<sup>4</sup>

#### TABLE 4

Total effects or zero-order correlations shown in Table 5 have been partitioned into direct, indirect, and joint or spurious effects in Table 6.

## TABLE 5

## TABLE 6

Results of the analysis indicate that as hypothesized the degree of institutional control in the form of rules concerning classroom instruction affects the teacher's relationships with his students. As rules increase within a department, the teacher spends less time counseling individual students and adopts a more universalistic grading scheme, two of the components that make up the impersonality score.

Tenure appears to have a negative direct effect on impersonality. Tenured teachers make a greater effort to personalize their teaching. On the whole they spend more time with individual students and are more particularistic in their grading practices. This effect is not due to experience since the main effect of teaching experience on the impersonality score is through tenure. Tenured teachers may feel more secure in dealing with students and with their superiors since they are not as frequently supervised and can only be dismissed for cause. Also a selection process has occurred by this time in a teacher's career that may also account for their greater tendency to individualize instruction.

The teacher's sex also appears to affect the manner in which he deals with students. Male teachers on the whole are more impersonal in their treatment of students. Similarly the size of the school, as predicted, directly affects this variable. Teachers who are assigned to larger schools are more impersonal with students. Also larger schools are more bureaucratic with an attendant increase in impersonality. Such an effect may result in large part from the complexity of large schools offering several academic curricula

and providing a large number of extra-curricular activities for students. Other studies also suggest that it is complexity rather than size that accounts for increased bureaucracy (Bendix, 1956; Anderson and Warkov, 1961).

Interestingly enough, the socioeconomic composition of the school and the type of department in which the teacher works have no over all effect on the relationship established between teacher and student. In the first instance, while teachers of lower class students make more of an attempt to work with individual students, they are subject to more instructional rules than their colleagues which offsets the direct effect of school composition. Similarly fewer science teachers are tenured while at the same time they make more of an attempt to individual instruction than english teachers. As before direct and indirect effects offset one another.

## SUMMARY

Causal modelling procedures that have been developed in economics (Wold, 1954; Wold and Jureen, 1953; Johnston, 1963; Goldberger, 1964) and biology (Wright, 1934, 1954, 1960; Li, 1953) provide powerful methodological tools for social scientists in their attempts to relate theory and research through the analysis of cross-sectional data (Blalock, 1964, 1969, 1971; Duncan, 1966; Land, 1969). These techniques provide a methodology whereby causal relationships among a set of variables hypothesized to be inter-related in a theoretical framework can be specified; mathematical equations which allow the prediction of the effects of changes in the value of any one variable on all other variables in the model can be written; the parameters of the model can be estimated from these equations; and the model can be empirically verified.

This paper has dealt with one type of causal model involving one-way causation. The structural equations in this instance are recursive and parameters of each equation can be separately estimated using ordinary least squares. This approach broadens the scope of simple regression analysis that treats a single dependent variable and a set of independent variables. While methods exist to estimate the parameters of structural models involving feedback and reciprocal causation under certain conditions (Johnston, 1963; Goldberger, 1964), these approaches have not been treated here, although several good applications to social science data exist in the literature (Duncan *et al.*, 1968; Macon and Halter, 1968; Land, 1971).

Two empirical examples were discussed in order to illustrate causal inference procedures. However, the algorithms presented in this paper are applicable to a broad range of theoretical problems of interest to social scientists engaged in educational research.

## NOTES

<sup>1</sup>Parameters of models that contain feedback loops or reciprocal causation under certain conditions can be estimated with techniques that have been developed in economics (Goldberger, 1964; Johnston, 1963). The recent applications of these estimation techniques are Duncan, etal. (1968) Mason and Halter (1968) and Land (1971).

<sup>2</sup>Details concerning the nature of the population and sample as well as the development of scales and indices are described in Evans (1969) and Anderson and Johnson (1971). For purposes of this paper sex was coded 0 = male, 1 = female; father's education was 0 = no school, 1 = less than 8 years, 2 = 8 years, 3 = 9-11 years, 4 = 12 years, 5 = post high school technical school, 6 = some college, 7 = college graduate; language usage was based on a factor score that indicated the amount of english spoken in the home; ethnicity was coded 0 = Mexican-American, 1 = Anglo-American; independence training was measured by a Guttman scale developed by Elder (1962b); factor scores for parental stress on achievement, activism-mastery, and self-concept were used; achievement was measured with the composite score on the Iowa test of basic skills.

<sup>3</sup>Anderson (1971) has developed an alternate computational scheme based on dynamic programming. His algorithm permits the computation of indirect effects. Joint or spurious effects for each variable in the model are then found by subtraction.

<sup>4</sup>This study is reported in detail in Anderson (1968). Impersonality scores were coded 0 = low, 1 = medium, 2 = high as were departmental rules scores; tenure was coded 0 = special substitute, 1 = probationary, 2 = tenured; teaching experience was coded from 1 to 5 with 5 representing 5 or more years of experience; sex was coded 0 = female, 1 = male; department was coded 0 = english, 1 = science; school SES was coded 0 = low, 1 = medium, 2 = high; school size was coded 0 = small, 1 = medium, 2 = large.



## REFERENCES

- Anderson, J. G. Bureaucracy in Education. Baltimore, Maryland: Johns Hopkins Press, 1968.
- Anderson, J. G. Path Analysis: A New Approach to Modelling Health Service Delivery Systems. Paper presented at the Joint National Conference on Major Systems, 40th National meeting of the Operations Research Society of America, Anaheim, California, October 27-29, 1971.
- Anderson, J. G. and Johnson, W. H. Stability and Change Among Three Generations of Mexican-Americans: Factors Affecting Achievement. American Educational Research Journal, 1971, 8, 285-309.
- Anderson, T. R. and Warkov, S. Organizational Size and Functional Complexity. American Sociological Review, 1961, 26, 23-28.
- Bendix, R. Work and Authority in Industry. New York: John Wiley, 1956.
- Blalock, H. M., Jr. Causal Inferences in Nonexperimental Research. Chapel Hill: University of North Carolina, 1964.
- Blalock, H. M., Jr. Theory Construction. Englewood Cliffs, New Jersey: Prentice Hall, 1969.
- Blalock, H. M. Jr. Causal Models in the Social Sciences. Chicago: Aldine, 1971.
- Blumer, H. What is Wrong With Social Theory? American Sociological Review, 1955, 19, 3-10.
- Brookover, W. B. and Thomas, S. Self-Concept of Ability and School Achievement Sociology of Education, 1964, 37, 271-278.
- Coopersmith, S. The Antecedents of Self-Esteem. San Francisco: W. H. Freeman, 1967.

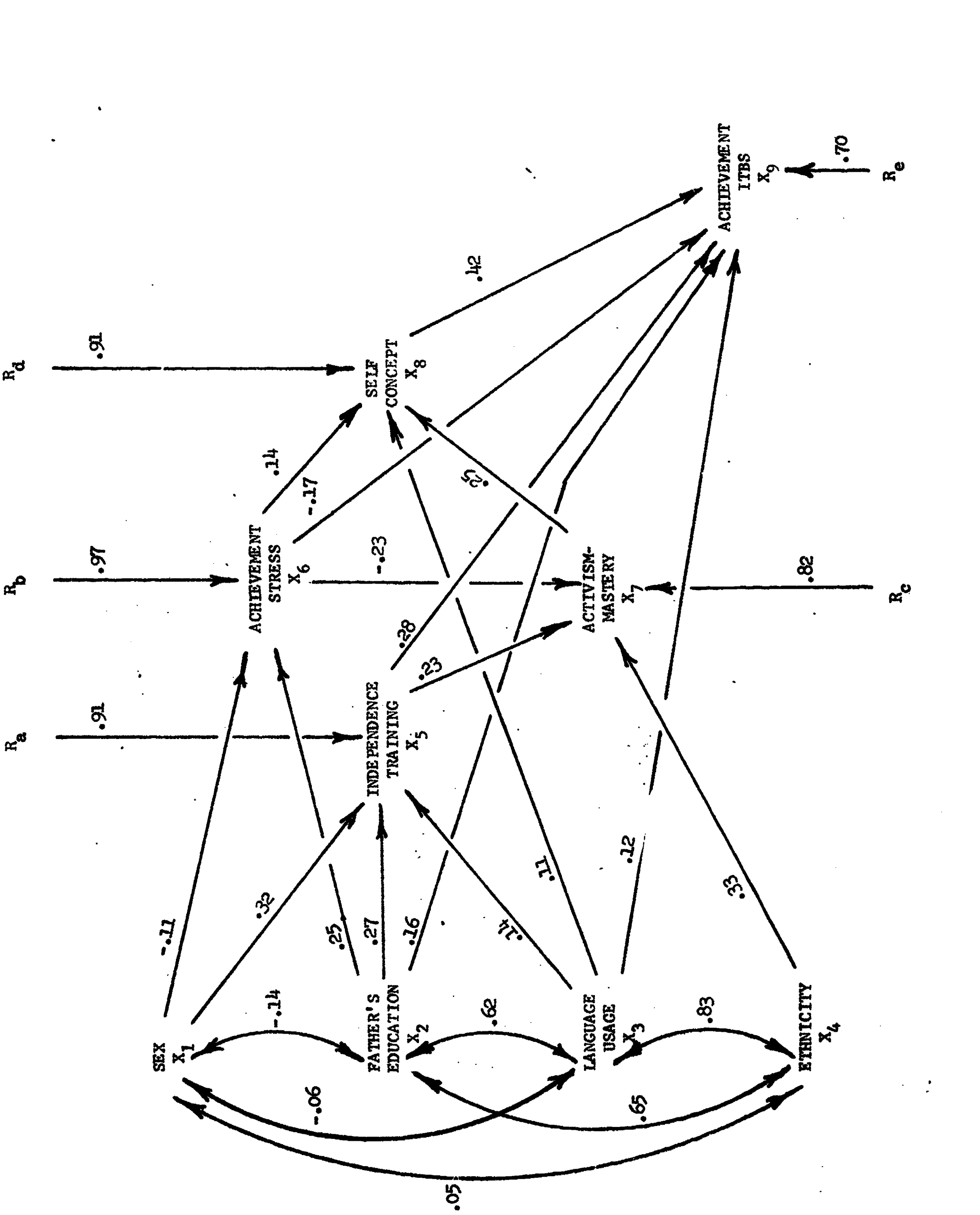
- Duncan, O. D. Path Analysis: Sociological Examples. American Journal of Sociology, 1966, 72, 1-16.
- Duncan, O. D., Haller, A. O. and Portes, A. Peer Influence on Aspirations: A Reinterpretation. American Journal of Sociology, 1968, 74, 119-137; 1970, 75, 1042-1046.
- Elder, G. H., Jr. Structural Variations in the Child Rearing Relationship. Sociometry, 1962a, 25, 241-262.
- Elder, G. H., Jr. Adolescent Achievement and Mobility Aspirations. Chapel Hill: Institute for Research in Social Science, University of North Carolina, 1962b.
- Elder, G. H., Jr. Family Structure and Educational Attainment: A Cross-National Analysis. American Sociological Review, 1965, 30, 81-96.
- Elder, G. H., Jr. and Bowerman, C. E. Family Structure and Child-Rearing Patterns: The Effect of Family Size and Sex Composition. American Sociological Review, 1963, 28, 891-905.
- Evans, F. B. A Study of Sociocultural Characteristics of Mexican-American and Anglo Junior High School Students and the Relation of These Characteristics to Achievement. unpublished doctoral dissertation, New Mexico State University, 1969
- Evans, F. B. The Psychocultural Origins of Achievement and Achievement Motivation: The Mexican-American Family. paper presented at the annual meeting of the American Educational Research Association, Minneapolis, Minnesota, 1970.
- Evans, F. B. and Anderson, J. G. The Psychocultural Origins of Achievement and Achievement Motivation: The Mexican-American Family. Sociology of Education (forthcoming)

- Goldberger, A. S. Econometric Theory. New York: John Wiley, 1964.
- Gouldner, A. W. Patterns of Industrial Bureaucracy. New York: Free Press, 1954.
- Johnston, J. Econometric Methods. New York: McGraw Hill, 1963.
- Kluckhohn, F. Dominant and Substitute Profiles of Cultural Orientations. Social Forces, 1950, 28, 376-393.
- Land, K. C. Principles of Path Analysis, in E.F. Borgatta (ed.), Sociological Methodology 1969. San Francisco: Jossey-Bass, 1969, pp. 3-37.
- Land, K. C. Significant Others, the Self-Reflexive Act and the Attitude Formation Process: A Reinterpretation. American Sociological Review, 1971, 36, 1085-1098.
- Li, C. C. The Concept of Path Coefficient and Its Impact on Population Genetics. Biometrics, 1956, 12, 190-210.
- Mason, R. and Halter, A. N. The Application of a System of Simultaneous Equations to an Innovation Diffusion Model. Social Forces, 1968, 47, 182-195.
- McClelland, D. C., Atkinson, J. W., Clark, R. A. and Lowell, E. L. The Achievement Motive. New York: Appleton-Century-Crofts, 1953.
- Merton, R. K. Bureaucratic Structure and Personality, in Social Theory and Social Structure. 2nd. ed., New York: Free Press, 1957, pp. 195-206.
- Rosen, B. C. Race, Ethnicity and the Achievement Syndrome. American Sociological Review, 1959, 24, 47-60.
- Stinchcombe, A. L. Constructing Social Theories. New York: Harcourt, Brace and World, 1968.

- Strodtbeck, F. L. Family Interaction, Values, and Achievement, in D. C. McClelland etal. (eds.), Talent and Society. Princeton, D. Van Nostrand Co., 1958, pp. 135-194.
- Terrien, F. W. and Mills, D. L. The Effects of Changing Size Upon the Internal Structure of Organizations. American Sociological Review, 1955, 20, 11-13.
- Wold, H. O. Causality and Econometrics, Econometrica, 1954, 22, 162-177.
- Wold, H. O. and Jureen, L. Demand Analysis. New York: John Wiley, 1953.
- Wright, S. The Method of Path Coefficients. Annals of Mathematical Statistics, 1934, 5, 161-215.
- Wright, S. The Interpretation of Multivariate Systems, in O. Kempthorne etal (eds), Statistics and Mathematics in Biology. Ames, Iowa: Iowa State University, 1954, pp. 11-33.
- Wright, S. Path Coefficients and Path Regressions: Alternative or Complementary Concepts? Biometrics, 1960, 16, 189-202.

**Figure 1: Path Model Relating Achievement Values to Achievement:  
Mexican-American and Anglo-American Students Combined<sup>a</sup>**

<sup>a</sup>Path coefficients and the corresponding arrows for values less than .10 have been omitted in order to simplify the diagram.



**Figure 2: Path Model Relating Bureaucratic Rules to Teacher's  
Impersonality Scores<sup>a</sup>**

<sup>a</sup>Path coefficients and the corresponding arrows for values less than .10 have been omitted in order to simplify the diagram.

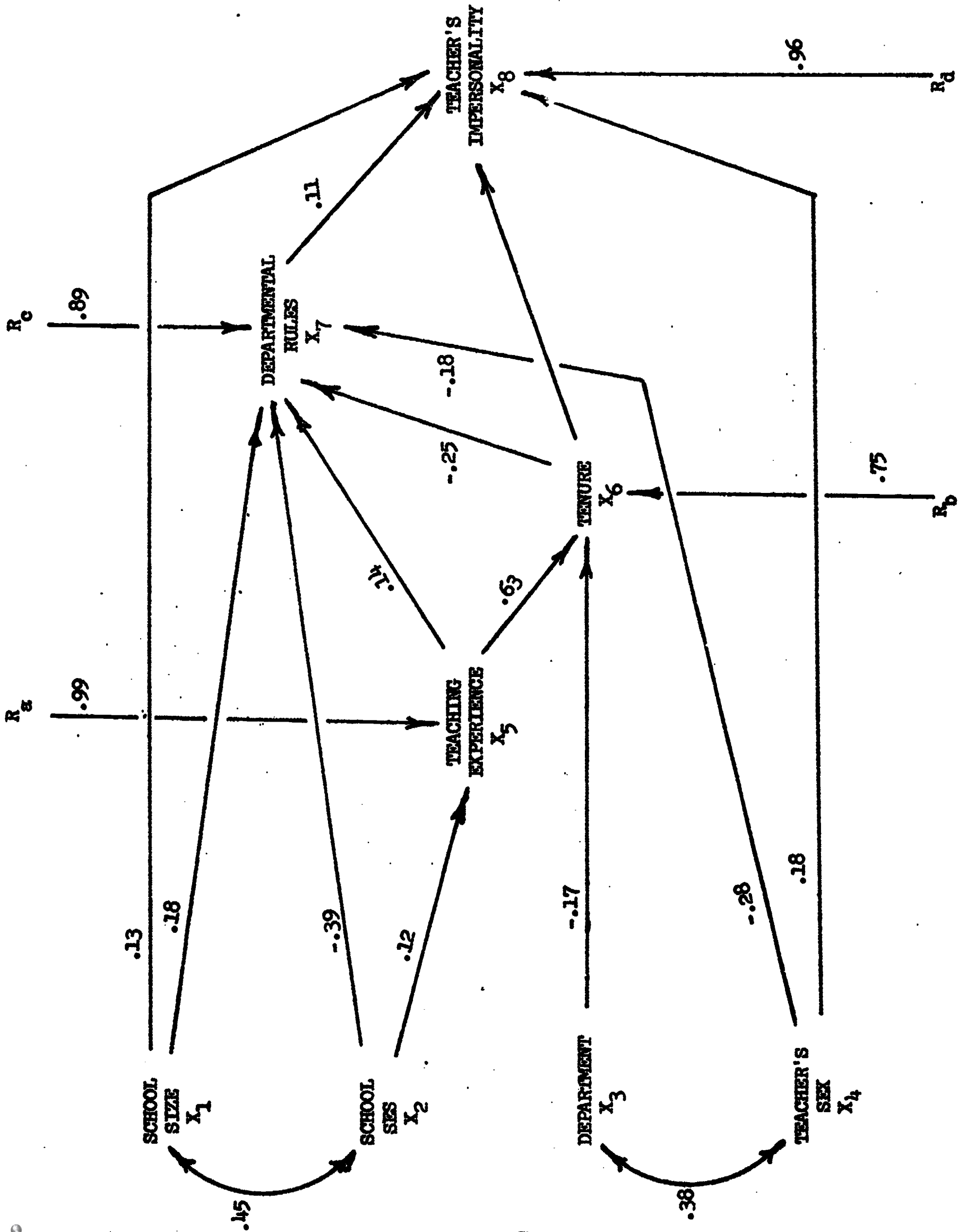




TABLE 1

MULTIPLE CORRELATION COEFFICIENTS AND STANDARDIZED  
PARTIAL REGRESSION COEFFICIENTS, MEXICAN-AMERICAN  
AND ANGLO-AMERICAN STUDENTS COMBINED

DEPENDENT VARIABLE	INDEPENDENT VARIABLE	MULTIPLE CORRELATION COEFFICIENT	STANDARDIZED PARTIAL REGRESSION COEFFICIENT
Achievement ITBS Score	Sex	.71	-.03
	Father's Education		.16
	Language Usage		.12
	Ethnicity		.09
	Independence Training		.23
	Parental Stress on Achievement		-.17
	Activism-Mastery Self-Concept		.02 .42
Self-Concept	Sex	.40	-.08
	Father's Education		.07
	Language Usage		.11
	Ethnicity		.06
	Independence Training		.01
	Parental Stress on Achievement Activism-Mastery		.14 .25
Activism-Mastery	Sex	.57	.03
	Father's Education		-.05
	Language Usage		.08
	Ethnicity		.33
	Independence Training		.28
	Parental Stress on Achievement		-.23
Parental Stress on Achievement	Sex	.24	-.11
	Father's Education		.25
	Language Usage		-.08
	Ethnicity		-.09
	Independence Training		.02
Independence Training	Sex	.41	.32
	Father's Education		.27
	Language Usage		.14
	Ethnicity		-.08

TABLE 2

INTERCORRELATION MATRIX  
MEXICAN-AMERICAN AND ANGLO-AMERICAN STUDENTS COMBINED  
(N = 102)

VARIABLE	X <sub>1</sub>	X <sub>2</sub>	X <sub>3</sub>	X <sub>4</sub>	X <sub>5</sub>	X <sub>6</sub>	X <sub>7</sub>	X <sub>8</sub>	X <sub>9</sub>
X <sub>1</sub>	1.000	-.14	-.06	.05	.26	-.14	.15	-.07	.01
X <sub>2</sub>		1.000	.62	.65	.26	.17	.24	.27	.44
X <sub>3</sub>			1.000	.83	.22	.02	.38	.30	.47
X <sub>4</sub>				1.000	.23	.01	.43	.30	.47
X <sub>5</sub>					1.000	.02	.37	.14	.37
X <sub>6</sub>						1.000	-.24	.10	-.09
X <sub>7</sub>							1.000	.29	.38
X <sub>8</sub>								1.000	.54
X <sub>9</sub>									1.000
Mean	.510	2.922	.020	1.324	6.284	-.012	-.023	-.019	45.520
Standard Deviation	.502	2.349	.973	.470	2.550	.946	.842	.875	11.780

X<sub>1</sub> - Sex

X<sub>2</sub> - Father's Education

X<sub>3</sub> - Language Usage

X<sub>4</sub> - Ethnicity

X<sub>5</sub> - Independence Training

X<sub>6</sub> - Parental Stress on Achievement

X<sub>7</sub> - Activism-Mastery

X<sub>8</sub> - Self-Concept

X<sub>9</sub> - Achievement ITBS Composite Score

TABLE 3

CONTRIBUTION OF VARIABLES TO ACHIEVEMENT  
MEXICAN-AMERICAN AND ANGLO-AMERICAN STUDENTS COMBINED

VARIABLE	TOTAL EFFECT	DIRECT EFFECT	INDIRECT EFFECT THROUGH OTHER VARIABLES	JOINT OR SPURIOUS EFFECTS
Self-Concept	.54	.42	---	.12
Activism-Mastery	.38	.02	.11	.25
Parental Stress on Achievement	-.09	-.17	.03	.05
Independence Training	.37	.23	.04	.10
Ethnicity	.47	.09	.06	.32
Language Use	.47	.12	.10	.25
Father's Education	.44	.16	.06	.22
Sex	.01	-.03	.07	-.03

TABLE 4

MULTIPLE CORRELATIONS AND STANDARDIZED  
PARTIAL REGRESSION COEFFICIENTS

DEPENDENT VARIABLE	INDEPENDENT VARIABLE	MULTIPLE CORRELATION COEFFICIENT	STANDARDIZED PARTIAL REGRESSION COEFFICIENT
Impersonality	Rules	.29	.11
	Tenure		-.18
	Experience		.06
	Sex		.18
	Department		-.04
	Socioeconomic Status		.06
	School Size		.13
Rules	Tenure	.46	-.25
	Experience		.14
	Sex		-.28
	Department		-.01
	Socioeconomic Status		-.39
	School Size		.18
Tenure	Experience	.66	.63
	Sex		.04
	Department		-.17
	Socioeconomic Status		-.07
	School Size		.00
Experience	Sex	.15	-.07
	Department		-.05
	Socioeconomic Status		.12
	School Size		-.03

TABLE 5  
INTERCORRELATION MATRIX

TEACHERS

N=114

	x <sub>1</sub>	x <sub>2</sub>	x <sub>3</sub>	x <sub>4</sub>	x <sub>5</sub>	x <sub>6</sub>	x <sub>7</sub>	x <sub>8</sub>
x <sub>1</sub>	1.00	.45	.07	.02	.02	-.03	.01	.16
x <sub>2</sub>		1.00	.03	-.07	.11	-.01	-.28	.08
x <sub>3</sub>			1.00	.38	-.07	-.21	-.07	.06
x <sub>4</sub>				1.00	-.10	-.08	-.25	.15
x <sub>5</sub>					1.00	.64	-.03	-.07
x <sub>6</sub>						1.00	-.13	-.17
x <sub>7</sub>							1.00	.08
x <sub>8</sub>								1.00
Mean	1.54	1.13	.39	.30	3.97	1.56	1.12	.76
Standard Deviation	.67	.65	.49	.46	1.45	.72	.64	.79

x<sub>1</sub> - School Size

x<sub>2</sub> - School Socioeconomic Status

x<sub>3</sub> - Department

x<sub>4</sub> - Teacher's Sex

x<sub>5</sub> - Teaching Experience

x<sub>6</sub> - Teacher's Tenure Status

x<sub>7</sub> - Departmental Rules Score

x<sub>8</sub> - Teacher's Impersonality Score

TABLE 6

CONTRIBUTION OF VARIABLES TO  
THE TEACHER'S IMPERSONALITY SCORE

VARIABLE	TOTAL EFFECT	DIRECT EFFECT	INDIRECT EFFECT THROUGH OTHER VARIABLES	JOINT OR SPURIOUS EFFECT
Rules	.08	.11	--	-.03
Tenure	-.17	-.18	-.03	.04
Experience	-.07	.06	-.11	-.02
Sex	.15	.18	-.04	.01
Department	.06	-.04	.04	.06
Socioeconomic Status	.08	.06	-.04	.06
School Size	.16	.13	.02	.01