School of Education

Employer Satisfaction Survey Pilot 2019

Administration and Purpose

This survey is administered after a completer has been hired in a Louisiana public school. A list was obtained from the Louisiana Department of Education of Louisiana State University certified teachers employed in Louisiana. The list identified educators who received their degree in 2015-16; 2016-17; 2017-18 and the schools where they were employed.

These data were reviewed by administration and program coordinators for the purpose of program improvement. This report was added to the Annual Reporting Measures website.

Informing Candidates

Following is the text that appeared in Qualtrics for principals who responded to the email.

> The employer satisfaction survey is administered to principals who have hired educators certified by Louisiana State University in the last three years. The purpose is to improve educator preparation programs. This survey was developed with input from instructors, program coordinators, and the Director of the School of Education.
>
> We appreciate your time in responding thoughtfully to each item in the survey and providing feedback about the LSU teacher preparation programs. Responses will not be attributed to an individual educator, school, or district.

Survey Content

There were thirty-three items on this survey which were developed from InTASC performances Appendix A (Council of Chief State School Officers, 2011). Appendix B displays the questions and reports the results from the spring 2018 pilot of this instrument.

Data quality

Respondents were directed to select Strongly Agree, Agree, Disagree, or Strongly Disagree. *Strongly Disagree* was coded as a 1 through *Strongly Agree* as a 4. Data were collected from respondents who completed the entire instrument.

The items for the survey were based on INTASC standards. These items were sent to instructors who identified whether an item was Necessary; Useful, but not necessary; or Not Necessary. This was to use Lawshe's method to determine content validity. Items were removed or combined based upon those results.

Content Validity Ratio for the Employer Satisfaction Survey

The Content Validity Ratio for the Employer Satisfaction Survey was calculated using Lawshe's (1975) formula (Appendix C). LSU instructors and partners of the Teacher Education Council were provided with items based on the InTASC Standards and categories. The items were sent in three separate batches resulting in varying panel sizes (N).

Figure 1

Lawshe's (1975) Content Validity Ratio

$$CVR = \frac{n_e - (N/2)}{N/2}$$

Panel sizes ranged from 12-24. They were asked to respond to 60 items and determine if the item was *Essential*; *Useful, but not essential*; or *Not necessary*. The minimum number of experts required to agree (N_{critical}) was derived from Ayre and Scally (2014) – CVR critical one-tailed test (a = .05) based on binomial probabilities. Panelists also had an option to respond to an open-ended item, *e.g., Is there a question(s) about Instructional Practice that should be included? Comments about these items of the survey.* These responses were considered before the survey was piloted.

Factor analysis was conducted on the pilot data. Five factors emerged. The first clearly relating to Assessment. The second factor aligned with Learner and Learning. The third factor related to Instructional Practice. The fourth factor learners understanding. The fifth factor was engaging professional responsibilities (Appendix D). The stem to items was, "Thinking about those LSU prepared educators who were hired in the last three years, how well did LSU prepare them to …" Analysis conducted …" The highest mean indicated that LSU prepared educators "Demonstrate strong content knowledge" (3.46). The lowest mean was for "Use multiple types of assessment data to develop differentiated learning experiences" (2.86).

The instrument was sent to 109 principals in the greater Baton Rouge Area who, according to Louisiana Department of Education records, had hired persons who completed a degree from LSU. They received an introductory email requesting assistance. This email identified the educators (completers) whom they were to consider when determining their level of satisfaction with LSU's preparation programs (Appendix E). A human resource employee for each school district was copied on the emails. The principals received an email invitation to complete the electronic survey and one follow up (Appendix F). The survey was available for ten days. There were 59 finished responses. This yielded a 54% response rate.

An exploratory factor analysis was conducted on the Employer Survey administered in spring 2019. Because this survey was constructed using Likert items, the exploratory factor analysis was based on polychoric correlations (Appendix G). The initial extraction method was principal axis; the minimum eigenvalue criteria was used to determine the number of factors to retain, and the rotated to an oblique solution (Appendix H).

A total of 6 factors were retained. These 6 factors accounted for approximately 96% of the variance in these data (Appendix I). The results were rotated to an oblique solution. The inter-factor correlations are in the small to modest range (Appendix J). These show that the factorial

complexity of many items on the scale were greater than 1. Cronbach's alpha was estimated for this scale and determined to be .97. These results indicate that the internal structure of the scale for this sample of respondents was complex, but that the consistency of items is high.

Results

A list was obtained from the Louisiana Department of Education of Louisiana State University certified teachers employed in Louisiana. The list identified educators who received their degree in 2015-16; 2016-17; 2017-18 and the public schools where they were employed. Principals in the greater Baton Rouge area who hired an LSU-prepared educator were identified and 109 were contacted (this was a systematic sample.) This convenience sample was selected were enrolled in educator preparation programs seeking accreditation from the Council for the Accreditation of Educator Preparation (CAEP). Those principals supervise 309 LSU prepared educators. They received a Qualtrics link in April 2019.

The 59 principals worked in eight districts and three charter schools in the greater Baton Rouge area. This yielded a 54% response rate. They were 39 elementary (66%), 12 middle school (20%), and 8 high school principals (14%) who completed the instrument (Table 1).

Table 1
Greater Baton Rouge Schools Represented

School Setting	*n*	percent
Elementary	39	66
Middle School	12	20
High School	8	14

The results from this survey suggest that principals in the greater Baton Rouge area are satisfied with the preparation of teachers hired for the school. This begins first with the response rate. The highest means were for – Use appropriate technology in the classroom teaching environment (m = 3.47) Demonstrate strong content knowledge (m = 3.46). Content knowledge had the highest mean in 2018.

16). There were two other items with means less then 3.0. Those were - Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs (*m* = 2.97) and Differentiate instructions for learners to achieve learning goals (*m* = 2.92). All three of these items are within the Instructional Practice category for InTASC.

Principals identified how they perceived the length of the survey. There were 13 said it was too long (22%) and 44 thought it was just right (75%). Two did not respond (3%) to this item.

There were six comments (Appendix K). The one item mentioned more than once was about classroom management. There were nine statements in the recommending a question column (Appendix L). Three comments suggested that the survey covered the necessary items. No questions were recommended, but the idea of higher order thinking did emerge. Q46 has higher order thinking as part of the stem. One idea that will be considered is adding a comment section. This would likely be done considering InTASC categories.

REFERENCES

Ayre, C., & Scally, A. J. (2014). Critical values for Lawshe's content validity ratio: Revisiting the original methods of calculation. *Measurement and Evaluation in Counseling and Development, 47*(1), 79-86.

Council of Chief State School Officers. (2011). *Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards: A resource for state dialogue*. Washington, DC: Author.

Appendix A
Employer Satisfaction Survey Pilot Results (2019)

Item	Question	Mean	InTASC
Q13	Design instruction to meet learners' needs	3.32	1
Q17	Plan instruction that enables self-directed learning	3.15	1
Q18	Create opportunities for students to demonstrate learning in varied ways	3.21	2
Q19	Makes provisions for individual students with particular learning differences or needs	3	2
Q20	Access resources and services to meet particular learning differences or needs	3.1	2
Q21	Develop learning experiences that engage students in self-directed learning	3.05	3
Q22	Develop learning experiences that engage students in collaborative learning	3.28	3
Q23	Manage the learning environment to actively engage learners	3.22	3
Q24	Manage the learning environment to equitably engage learners.	3.08	3
Q25	Demonstrate respect to the cultural backgrounds of learners	3.34	3
Q26	Encourage learners to understand, question and analyze ideas from diverse perspectives	3.08	4
Q27	Link new concepts to familiar ones and make connections to learners' experiences.	3.32	4
Q28	Demonstrate strong content knowledge	3.46	5
Q29	Develop learner literacy across content areas	3.15	5
Q30	Use multiple methods of assessment to support learning	3.1	6
Q31	Make assessment criteria clear to students	3.1	6
Q32	Examine assessment data to guide planning	3.03	6
Q33	Engage learners in multiple ways of demonstrating knowledge and skill	3.05	6
Q34	Use multiple types of assessment data to develop differentiated learning experiences	2.86	6
Q35	Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs.	2.97	6
Q36	Create relevant learning experiences that are aligned to content standards	3.29	7
Q38	Differentiate instructions for learners to achieve learning goals	2.92	7
Q39	Develop appropriate sequencing of learning experiences	3.32	7
Q40	Provide multiples ways for learners to demonstrate knowledge and skill	3.1	7
Q44	Use appropriate technology in the classroom teaching environment	3.47	7
Q42	Plan for instruction based on prior learner knowledge	3.25	7
Q44N	Adapt instruction to the needs of learners	3.03	8
Q45	Adjust instruction in response to student learning needs	3.05	8
Q46	Engage learners in developing higher order questioning skills	3.03	8
Q47	Use a variety of instructional strategies to expand communication through speaking, listening, reading, writing, and other medium	3.17	8
Q48	Pursue professional learning opportunities	3.34	9
Q49	Share responsibility for decision making and accountability for each student's learning	3.19	10
Q50	Collaborate with learners and their families to establish mutual expectations to support learner development and achievement	3.19	10

Appendix B
Employer Satisfaction Survey Pilot Items (2018)

Item	Question	Mean	InTASC
Q13	Design instruction to meet learners' needs	3.44	1
Q17	Plan instruction that enables self-directed learning	3.13	1
Q18	Create opportunities for students to demonstrate learning in varied ways	3.25	2
Q19	Makes provisions for individual students with particular learning differences or needs	3.06	2
Q20	Access resources and services to meet particular learning differences or needs	3.19	2
Q21	Develop learning experiences that engage students in self-directed learning	3.19	3
Q22	Develop learning experiences that engage students in collaborative learning	3.38	3
Q23	Manage the learning environment to actively engage learners	3.38	3
Q24	Manage the learning environment to equitably engage learners.	3.31	3
Q25	Demonstrate respect to the cultural backgrounds of learners	3.13	3
Q26	Encourage learners to understand, question and analyze ideas from diverse perspectives	3.13	4
Q27	Link new concepts to familiar ones and make connections to learners' experiences.	3.25	4
Q28	Demonstrate strong content knowledge	3.56	5
Q29	Develop learner literacy across content areas	3.31	5
Q30	Use multiple methods of assessment to support learning	3.25	6
Q31	Make assessment criteria clear to students	3.19	6
Q32	Examine assessment data to guide planning	3.0	6
Q33	Engage learners in multiple ways of demonstrating knowledge and skill	3.31	6
Q34	Use multiple types of assessment data to develop differentiated learning experiences	3.06	6
Q35	Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs.	3.0	6
Q36	Create relevant learning experiences that are aligned to content standards	3.25	7
Q38	Differentiate instructions for learners to achieve learning goals	3	7
Q39	Develop appropriate sequencing of learning experiences	3.25	7
Q40	Provide multiples ways for learners to demonstrate knowledge and skill	3.25	7
Q44	Use appropriate technology in the classroom teaching environment	3.38	7
Q42	Plan for instruction based on prior learner knowledge	3.31	7
Q44N	Adapt instruction to the needs of learners	3.31	8
Q45	Adjust instruction in response to student learning needs	3.25	8
Q46	Engage learners in developing higher order questioning skills	3.13	8
Q47	Use a variety of instructional strategies to expand communication through speaking, listening, reading, writing, and other medium	3.31	8
Q48	Pursue professional learning opportunities	3.5	9
Q49	Share responsibility for decision making and accountability for each student's learning	3.5	10
Q50	Collaborate with learners and their families to establish mutual expectations to support learner development and achievement	3.19	10

Appendix C

Employer Satisfaction Survey Pilot CVR Decision (2018 administration)

Item	*N* (panel size)	$n_{essential}$	$CVR_{critical}$ exact values	$N_{critical}$*	Decision
Q1	16	14	.75	12	keep
Q2	16	14	.75	12	keep
Q3	16	11	.375	12	strike
Q4	16	14	.75	12	keep
Q5	16	14	.75	12	keep
Q6	16	15	.875	12	keep
Q7	16	15	.875	12	keep
Q8	16	13	.625	12	keep
Q9	16	12	.5	12	keep
Q10	16	7	-0.125	12	strike
Q11	16	14	.75	12	keep
Q12	16	10	.25	12	strike
Q13	12	10	.667	10	keep
Q14	12	11	.833	10	keep
Q15	12	6	0	10	strike
Q16	12	7	.167	10	strike
Q17	12	9	.5	10	strike
Q18	12	8	.333	10	strike
Q19	12	7	.167	10	strike
Q20	12	12	1	10	keep
Q21	12	6	0	10	strike
Q22	12	9	.5	10	strike
Q23	12	6	0	10	strike
Q24	12	8	.333	10	strike
Q25	12	8	.333	10	strike
Q26	12	10	.667	10	keep
Q27	24	23	.917	17	keep
Q28	24	22	.833	17	keep
Q29	24	19	.583	17	keep
Q30	24	23	.917	17	keep

Q31	24	21	.75	17	keep
Q32	24	22	.833	17	keep
Q33	24	21	.75	17	keep
Q34	24	18	.5	17	keep
Q35	24	17	.417	17	keep
Q36	24	20	.667	17	keep
Q37	24	23	.917	17	keep
Q38	24	13	.083	17	strike
Q39	24	11	-0.083	17	strike
Q40	24	17	.417	17	keep
Q41	24	20	.667	17	keep
Q42	24	11	-0.083	17	strike
Q43	24	16	.333	17	strike
Q44	24	15	.250	17	strike
Q45	24	19	.583	17	keep
Q46	24	16	.333	17	strike
Q47	24	19	.583	17	keep
Q48	24	16	.333	17	strike
Q49	16	13	.625	12	keep
Q50	16	12	.5	12	keep
Q51	16	11	.375	12	strike
Q52	16	15	.875	12	keep
Q53	16	9	.125	12	strike
Q54	16	11	.375	12	strike
Q55	16	12	.5	12	keep
Q56	16	6	-0.25	12	strike
Q57	16	8	0	12	strike
Q58	16	9	0.125	12	strike
Q59	16	6	-0.25	12	strike
Q60	16	9	0.125	12	strike

Appendix D
Five Factor Analysis (2018 administration)

(2018)	1	2	3	4	5
Q30N	.822	.256	.222	.206	.055
Q38N	.798	.292	.101	.301	.200
Q34N	.797	.390	.282	.163	-.164
Q40N	.782	.247	.460	.180	.259
Q44N	.774	-.012	.409	-.083	.331
Q35N	.765	.384	.022	.288	.269
Q31N	.717	.315	,392	.115	.298
Q32N	.676	.289	.451	.028	.203
Q33N	.668	.447	.187	.255	.266
Q13N	.246	.827	-.119	.219	.023
Q18N	.235	.771	.455	.171	.267
Q21N	.199	.758	.337	.073	.431
Q44_N	.533	.740	.157	.148	.215
Q17N	.421	.663	.350	.066	.327
Q19N	.407	.613	.511	.178	-.011
Q45N	.449	.583	.110	.216	.169
Q24N	.208	.545	.433	.331	.438
Q42N	.278	-.063	.781	.056	.309
Q46_N	.523	.324	.717	.278	-.047
Q39N	.402	.279	.709	.221	.273
Q47N	.273	.483	.650	.296	.273
Q36N	.274	.401	.604	.198	.337
Q28N	.173	.101	.590	.588	-.046
Q29N	.191	.274	.578	.400	.448
Q25N	.089	.211	.243	.913	.127
Q26N	.287	.118	.195	.826	.285
Q27N	.130	.130	.357	.792	.394
Q50N	.401	.296	-.232	.733	.282
Q22N	-.015	.228	.147	.448	.780
Q23N	.216	.376	.270	.174	.739
Q49N	.550	.161	.220	.284	.704
Q48N	.550	.161	.220	.284	.704

Appendix E
Sample Introductory E-mail

Good afternoon Ms. Brown,

The School of Education could use your assistance. I will be sending out a short employer satisfaction survey.

We want to know how well LSU prepared First name Last name and First name Last name. The survey will take approximately 15 minutes. You can look for a link to a Qualtrics survey in the next few days. **All responses will remain anonymous**.

Please send me an email, if you would prefer to **not** participate.

Sincerely,
Richard A. Baker Jr., PhD
Associate Director, LSU School of Education
Office of Professional Experiences
223 Peabody Hall | Baton Rouge, LA 70803
225.578.8833 (phone) | 225.578.9135 (fax)
Email: richardbaker@lsu.edu | Website: www.lsu.edu/education

Appendix F
Sample E-mail

Good morning principals,

Thank you for your positive response to complete this survey. It will be available through April 12.

Please follow this link – http://lsu.qualtrics.com/jfe/form/SV_87l5MNR1Wp55hHf

Please let me know if you have any questions, comments, or concerns.

Let us know what we can do to strengthen our partnership.

Sincerely,

Sincerely,
Richard A. Baker Jr., PhD
Associate Director, LSU School of Education
Office of Professional Experiences
223 Peabody Hall | Baton Rouge, LA 70803
225.578.8833 (phone) | 225.578.9135 (fax)
Email: richardbaker@lsu.edu | Website: www.lsu.edu/education

Appendix G
Polychoric Correlations

					Wald Test		LR Test	
Variable	**With Variable**	**N**	**Correlation**	**Standard Error**	**Chi-Square**	**Pr > ChiSq**	**Chi-Square**	**Pr > ChiSq**
nq13	**nq17**	59	0.84872	0.08534	98.9173	<.0001	26.6847	<.0001
nq13	**nq18**	58	0.85044	0.08300	104.9759	<.0001	27.3862	<.0001
nq13	**nq19**	59	0.99677	0	.	.	33.1692	<.0001
nq13	**nq20**	59	0.70971	0.11556	37.7155	<.0001	17.2753	<.0001
nq13	**nq21**	59	0.99642	0	.	.	29.1010	<.0001
nq13	**nq22**	58	0.72453	0.11061	42.9073	<.0001	21.6060	<.0001
nq13	**nq23**	59	0.61287	0.13784	19.7684	<.0001	13.1244	0.0003
nq13	**nq24**	59	0.70696	0.11256	39.4473	<.0001	19.7100	<.0001
nq13	**nq25**	59	0.58136	0.13608	18.2526	<.0001	11.9600	0.0005
nq13	**nq26**	59	0.72881	0.11393	40.9189	<.0001	20.1777	<.0001
nq13	**nq27**	59	0.85513	0.07711	122.9851	<.0001	28.7763	<.0001
nq13	**nq28**	59	0.68469	0.12111	31.9605	<.0001	15.5408	<.0001
nq13	**nq29**	59	0.86930	0.07705	127.2976	<.0001	29.6485	<.0001
nq13	**nq30**	59	0.50616	0.14781	11.7260	0.0006	9.1146	0.0025
nq13	**nq31**	59	0.64575	0.12487	26.7449	<.0001	15.2670	<.0001
nq13	**nq32**	59	0.66501	0.12079	30.3099	<.0001	16.0455	<.0001
nq13	**nq33**	59	0.68571	0.12613	29.5562	<.0001	16.2995	<.0001
nq13	**nq34**	59	0.67566	0.11590	33.9858	<.0001	17.1494	<.0001
nq13	**nq35**	59	0.70943	0.10655	44.3348	<.0001	20.5860	<.0001
nq13	**nq36**	59	0.77562	0.10640	53.1405	<.0001	19.7348	<.0001
nq13	**nq38**	59	0.79740	0.09622	68.6732	<.0001	24.0267	<.0001
nq13	**nq39**	59	0.94739	0.03910	587.1267	<.0001	45.1854	<.0001
nq13	**nq40**	59	0.57841	0.14219	16.5477	<.0001	10.9515	0.0009
nq13	**nq42**	59	0.91266	0.05845	243.8461	<.0001	32.3754	<.0001
nq13	**nq44**	59	0.71806	0.11663	37.9064	<.0001	17.0161	<.0001
nq13	**nq45**	59	0.82524	0.08934	85.3261	<.0001	25.6339	<.0001
nq13	**nq46**	59	0.65961	0.12606	27.3779	<.0001	15.1997	<.0001
nq13	**nq47**	58	0.84880	0.08601	97.3826	<.0001	26.1429	<.0001
nq13	**nq48**	58	0.66133	0.12654	27.3139	<.0001	14.3694	0.0002
nq13	**nq49**	58	0.65884	0.12997	25.6980	<.0001	15.9668	<.0001
nq13	**nq50**	58	0.67404	0.12180	30.6241	<.0001	17.1327	<.0001
nq17	**nq18**	58	0.68575	0.11586	35.0314	<.0001	19.6834	<.0001
nq17	**nq19**	59	0.83987	0.07975	110.9158	<.0001	30.0986	<.0001
nq17	**nq20**	59	0.75322	0.09966	57.1171	<.0001	22.8090	<.0001
nq17	**nq21**	59	0.96493	0.03127	952.2508	<.0001	47.1328	<.0001
nq17	**nq22**	58	0.50614	0.14247	12.6206	0.0004	9.1488	0.0025
nq17	**nq23**	59	0.47747	0.15358	9.6656	0.0019	7.5992	0.0058
nq17	**nq24**	59	0.51796	0.13817	14.0524	0.0002	10.0596	0.0015
nq17	**nq25**	59	0.53188	0.13815	14.8224	0.0001	9.9601	0.0016
nq17	**nq26**	59	0.67658	0.11639	33.7902	<.0001	19.5156	<.0001
nq17	**nq27**	59	0.67189	0.12039	31.1455	<.0001	16.9989	<.0001

nq17	**nq28**	59	0.49908	0.14580	11.7165	0.0006	7.9567	0.0048
nq17	**nq29**	59	0.75564	0.10048	56.5547	<.0001	22.4591	<.0001
nq17	**nq30**	59	0.69567	0.10985	40.1070	<.0001	20.9535	<.0001
nq17	**nq31**	59	0.51631	0.13944	13.7108	0.0002	10.3206	0.0013
nq17	**nq32**	59	0.52570	0.13587	14.9695	0.0001	10.8520	0.0010
nq17	**nq33**	59	0.58117	0.13558	18.3750	<.0001	13.8877	0.0002
nq17	**nq34**	59	0.69563	0.10676	42.4589	<.0001	20.0622	<.0001
nq17	**nq35**	59	0.67568	0.10823	38.9720	<.0001	19.7330	<.0001
nq17	**nq36**	59	0.74154	0.11348	42.7032	<.0001	18.1960	<.0001
nq17	**nq38**	59	0.75359	0.09865	58.3549	<.0001	24.4767	<.0001
nq17	**nq39**	59	0.79706	0.09503	70.3570	<.0001	23.8988	<.0001
nq17	**nq40**	59	0.43615	0.15491	7.9271	0.0049	6.7518	0.0094
nq17	**nq42**	59	0.78508	0.10380	57.2094	<.0001	20.8306	<.0001
nq17	**nq44**	59	0.65780	0.12423	28.0384	<.0001	15.5104	<.0001
nq17	**nq45**	59	0.48616	0.14260	11.6231	0.0007	8.6613	0.0033
nq17	**nq46**	59	0.75944	0.09980	57.9111	<.0001	22.7377	<.0001
nq17	**nq47**	58	0.62199	0.13115	22.4923	<.0001	14.7931	0.0001
nq17	**nq48**	58	0.62159	0.12630	24.2226	<.0001	14.3475	0.0002
nq17	**nq49**	58	0.65859	0.12253	28.8897	<.0001	17.1482	<.0001
nq17	**nq50**	58	0.58603	0.12977	20.3925	<.0001	13.9152	0.0002
nq18	**nq19**	58	0.82934	0.08535	94.4249	<.0001	27.3982	<.0001
nq18	**nq20**	58	0.84670	0.07605	123.9655	<.0001	31.6308	<.0001
nq18	**nq21**	58	0.81494	0.09295	76.8608	<.0001	23.3050	<.0001
nq18	**nq22**	57	0.64539	0.12124	28.3382	<.0001	16.3523	<.0001
nq18	**nq23**	58	0.47872	0.15553	9.4745	0.0021	6.7932	0.0092
nq18	**nq24**	58	0.66309	0.11696	32.1445	<.0001	16.3566	<.0001
nq18	**nq25**	58	0.32632	0.16265	4.0250	0.0448	3.4277	0.0641
nq18	**nq26**	58	0.73967	0.10542	49.2318	<.0001	20.3636	<.0001
nq18	**nq27**	58	0.84708	0.07870	115.8493	<.0001	28.3742	<.0001
nq18	**nq28**	58	0.73795	0.10455	49.8200	<.0001	20.3587	<.0001
nq18	**nq29**	58	0.66359	0.11957	30.8001	<.0001	15.8296	<.0001
nq18	**nq30**	58	0.69210	0.11180	38.3236	<.0001	20.0590	<.0001
nq18	**nq31**	58	0.63586	0.12147	27.4032	<.0001	15.8803	<.0001
nq18	**nq32**	58	0.65523	0.11628	31.7535	<.0001	17.2610	<.0001
nq18	**nq33**	58	0.63082	0.12856	24.0764	<.0001	14.5319	0.0001
nq18	**nq34**	58	0.69289	0.10697	41.9594	<.0001	20.2538	<.0001
nq18	**nq35**	58	0.63897	0.11477	30.9930	<.0001	17.4722	<.0001
nq18	**nq36**	58	0.74487	0.11242	43.9042	<.0001	18.4033	<.0001
nq18	**nq38**	58	0.71548	0.10654	45.0982	<.0001	20.7613	<.0001
nq18	**nq39**	58	0.50494	0.14858	11.5499	0.0007	9.3228	0.0023
nq18	**nq40**	58	0.57534	0.13647	17.7728	<.0001	11.6804	0.0006
nq18	**nq42**	58	0.79726	0.09972	63.9254	<.0001	21.7040	<.0001
nq18	**nq44**	58	0.41800	0.15923	6.8914	0.0087	5.4138	0.0200
nq18	**nq45**	58	0.68777	0.11189	37.7859	<.0001	18.0273	<.0001
nq18	**nq46**	58	0.53529	0.13958	14.7077	0.0001	10.1066	0.0015
nq18	**nq47**	57	0.74727	0.10819	47.7076	<.0001	19.6534	<.0001
nq18	**nq48**	57	0.57899	0.13508	18.3712	<.0001	11.7023	0.0006

nq18	**nq49**	57	0.86624	0.07178	145.6385	<.0001	32.1114	<.0001
nq18	**nq50**	57	0.65311	0.11971	29.7629	<.0001	16.9017	<.0001
nq19	**nq20**	59	0.82005	0.07947	106.4912	<.0001	37.0475	<.0001
nq19	**nq21**	59	0.77960	0.09883	62.2256	<.0001	23.1961	<.0001
nq19	**nq22**	58	0.69743	0.10800	41.7024	<.0001	19.2549	<.0001
nq19	**nq23**	59	0.76373	0.10215	55.8993	<.0001	21.7230	<.0001
nq19	**nq24**	59	0.65957	0.11298	34.0839	<.0001	17.0933	<.0001
nq19	**nq25**	59	0.56858	0.12973	19.2102	<.0001	11.7714	0.0006
nq19	**nq26**	59	0.80702	0.08657	86.9108	<.0001	27.7358	<.0001
nq19	**nq27**	59	0.75552	0.10328	53.5079	<.0001	20.8489	<.0001
nq19	**nq28**	59	0.45904	0.14775	9.6523	0.0019	7.0175	0.0081
nq19	**nq29**	59	0.79445	0.08910	79.5038	<.0001	26.4521	<.0001
nq19	**nq30**	59	0.66613	0.11293	34.7943	<.0001	18.7535	<.0001
nq19	**nq31**	59	0.70041	0.10741	42.5256	<.0001	19.6034	<.0001
nq19	**nq32**	59	0.71126	0.10309	47.6066	<.0001	21.0839	<.0001
nq19	**nq33**	59	0.84232	0.07816	116.1382	<.0001	30.8729	<.0001
nq19	**nq34**	59	0.84847	0.07024	145.9284	<.0001	34.7598	<.0001
nq19	**nq35**	59	0.77968	0.08483	84.4761	<.0001	28.3572	<.0001
nq19	**nq36**	59	0.74701	0.11097	45.3122	<.0001	18.9665	<.0001
nq19	**nq38**	59	0.91578	0.04921	346.2510	<.0001	45.6510	<.0001
nq19	**nq39**	59	0.75552	0.10328	53.5079	<.0001	20.8489	<.0001
nq19	**nq40**	59	0.77799	0.09545	66.4319	<.0001	24.3597	<.0001
nq19	**nq42**	59	0.76873	0.10841	50.2850	<.0001	20.0922	<.0001
nq19	**nq44**	59	0.51623	0.14308	13.0173	0.0003	8.7433	0.0031
nq19	**nq45**	59	0.72908	0.10040	52.7367	<.0001	22.2194	<.0001
nq19	**nq46**	59	0.67611	0.11243	36.1612	<.0001	19.7525	<.0001
nq19	**nq47**	58	0.87113	0.07203	146.2480	<.0001	32.4335	<.0001
nq19	**nq48**	58	0.61551	0.12548	24.0605	<.0001	13.8113	0.0002
nq19	**nq49**	58	0.73274	0.10681	47.0659	<.0001	20.0179	<.0001
nq19	**nq50**	58	0.77276	0.09314	68.8310	<.0001	24.4996	<.0001
nq20	**nq21**	59	0.74690	0.10561	50.0193	<.0001	20.4559	<.0001
nq20	**nq22**	58	0.61860	0.12043	26.3863	<.0001	15.1027	0.0001
nq20	**nq23**	59	0.46686	0.14929	9.7797	0.0018	7.6078	0.0058
nq20	**nq24**	59	0.65412	0.11245	33.8390	<.0001	17.1793	<.0001
nq20	**nq25**	59	0.53165	0.13322	15.9262	<.0001	10.5650	0.0012
nq20	**nq26**	59	0.60293	0.12532	23.1482	<.0001	14.3907	0.0001
nq20	**nq27**	59	0.58958	0.12966	20.6772	<.0001	13.3547	0.0003
nq20	**nq28**	59	0.45101	0.14677	9.4432	0.0021	6.9393	0.0084
nq20	**nq29**	59	0.76349	0.09458	65.1609	<.0001	24.6030	<.0001
nq20	**nq30**	59	0.84151	0.07324	131.9968	<.0001	33.8344	<.0001
nq20	**nq31**	59	0.61021	0.12097	25.4453	<.0001	15.3115	<.0001
nq20	**nq32**	59	0.69376	0.10395	44.5398	<.0001	21.7479	<.0001
nq20	**nq33**	59	0.80827	0.08731	85.7078	<.0001	27.3181	<.0001
nq20	**nq34**	59	0.73304	0.09409	60.6978	<.0001	25.2605	<.0001
nq20	**nq35**	59	0.63726	0.10968	33.7602	<.0001	18.5910	<.0001
nq20	**nq36**	59	0.72778	0.11238	41.9411	<.0001	18.5229	<.0001
nq20	**nq38**	59	0.93597	0.04316	470.2710	<.0001	47.5561	<.0001

nq20	**nq39**	59	0.65350	0.12115	29.0948	<.0001	15.2426	<.0001
nq20	**nq40**	59	0.77486	0.09477	66.8555	<.0001	24.5681	<.0001
nq20	**nq42**	59	0.76567	0.10594	52.2340	<.0001	20.7081	<.0001
nq20	**nq44**	59	0.42195	0.15320	7.5857	0.0059	5.9791	0.0145
nq20	**nq45**	59	0.78622	0.08654	82.5314	<.0001	27.9725	<.0001
nq20	**nq46**	59	0.74487	0.09832	57.3898	<.0001	23.0056	<.0001
nq20	**nq47**	58	0.88227	0.06511	183.6056	<.0001	35.6424	<.0001
nq20	**nq48**	58	0.24876	0.16629	2.2379	0.1347	2.0918	0.1481
nq20	**nq49**	58	0.80788	0.08710	86.0240	<.0001	27.1931	<.0001
nq20	**nq50**	58	0.53428	0.13369	15.9699	<.0001	10.9313	0.0009
nq21	**nq22**	58	0.81820	0.09111	80.6406	<.0001	23.8546	<.0001
nq21	**nq23**	59	0.55170	0.14855	13.7927	0.0002	9.9644	0.0016
nq21	**nq24**	59	0.69584	0.11395	37.2933	<.0001	20.9158	<.0001
nq21	**nq25**	59	0.62506	0.12966	23.2401	<.0001	12.8014	0.0003
nq21	**nq26**	59	0.70168	0.11634	36.3740	<.0001	20.6684	<.0001
nq21	**nq27**	59	0.62136	0.13634	20.7704	<.0001	12.3057	0.0005
nq21	**nq28**	59	0.63639	0.13169	23.3520	<.0001	12.3690	0.0004
nq21	**nq29**	59	0.84221	0.08186	105.8632	<.0001	27.4336	<.0001
nq21	**nq30**	59	0.75092	0.10456	51.5765	<.0001	20.4747	<.0001
nq21	**nq31**	59	0.68184	0.11775	33.5335	<.0001	18.6621	<.0001
nq21	**nq32**	59	0.66061	0.11976	30.4278	<.0001	17.5642	<.0001
nq21	**nq33**	59	0.71293	0.11599	37.7780	<.0001	22.3728	<.0001
nq21	**nq34**	59	0.80940	0.08860	83.4521	<.0001	26.6116	<.0001
nq21	**nq35**	59	0.86960	0.06791	163.9657	<.0001	35.4310	<.0001
nq21	**nq36**	59	0.65702	0.13647	23.1769	<.0001	14.1169	0.0002
nq21	**nq38**	59	0.94683	0.04277	490.0466	<.0001	42.7773	<.0001
nq21	**nq39**	59	0.74872	0.11395	43.1759	<.0001	17.9666	<.0001
nq21	**nq40**	59	0.66190	0.12621	27.5022	<.0001	17.2402	<.0001
nq21	**nq42**	59	0.85319	0.09052	88.8486	<.0001	23.1676	<.0001
nq21	**nq44**	59	0.58601	0.14230	16.9592	<.0001	10.4028	0.0013
nq21	**nq45**	59	0.61474	0.12878	22.7857	<.0001	14.4529	0.0001
nq21	**nq46**	59	0.77579	0.09978	60.4500	<.0001	22.7872	<.0001
nq21	**nq47**	58	0.61751	0.13674	20.3941	<.0001	13.4163	0.0002
nq21	**nq48**	58	0.50187	0.15145	10.9808	0.0009	7.7226	0.0055
nq21	**nq49**	58	0.67301	0.12521	28.8895	<.0001	16.7957	<.0001
nq21	**nq50**	58	0.56899	0.13865	16.8402	<.0001	11.0368	0.0009
nq22	**nq23**	58	0.81014	0.08765	85.4243	<.0001	26.2723	<.0001
nq22	**nq24**	58	0.61354	0.11963	26.3013	<.0001	15.4089	<.0001
nq22	**nq25**	58	0.68696	0.10616	41.8745	<.0001	20.6637	<.0001
nq22	**nq26**	58	0.77718	0.09347	69.1327	<.0001	24.0646	<.0001
nq22	**nq27**	58	0.74104	0.10270	52.0666	<.0001	21.0983	<.0001
nq22	**nq28**	58	0.52274	0.13781	14.3886	0.0001	9.6619	0.0019
nq22	**nq29**	58	0.78996	0.08862	79.4610	<.0001	26.3342	<.0001
nq22	**nq30**	58	0.67091	0.11098	36.5467	<.0001	18.5396	<.0001
nq22	**nq31**	58	0.69258	0.10730	41.6647	<.0001	18.9905	<.0001
nq22	**nq32**	58	0.70542	0.10275	47.1352	<.0001	20.5927	<.0001
nq22	**nq33**	58	0.67401	0.11756	32.8702	<.0001	15.8322	<.0001

nq22	**nq34**	58	0.81454	0.07737	110.8472	<.0001	31.0960	<.0001
nq22	**nq35**	58	0.57508	0.12056	22.7549	<.0001	13.8437	0.0002
nq22	**nq36**	58	0.79638	0.09532	69.8009	<.0001	23.4494	<.0001
nq22	**nq38**	58	0.67507	0.10995	37.6969	<.0001	18.1154	<.0001
nq22	**nq39**	58	0.62766	0.12444	25.4394	<.0001	15.9907	<.0001
nq22	**nq40**	58	0.66207	0.11860	31.1622	<.0001	15.6489	<.0001
nq22	**nq42**	58	0.73742	0.11293	42.6357	<.0001	18.1255	<.0001
nq22	**nq44**	58	0.42513	0.15367	7.6535	0.0057	6.0112	0.0142
nq22	**nq45**	58	0.65482	0.11321	33.4541	<.0001	16.9457	<.0001
nq22	**nq46**	58	0.67387	0.11294	35.5997	<.0001	17.2345	<.0001
nq22	**nq47**	57	0.67205	0.11907	31.8550	<.0001	15.8654	<.0001
nq22	**nq48**	57	0.48112	0.14498	11.0121	0.0009	8.0528	0.0045
nq22	**nq49**	57	0.60558	0.12872	22.1346	<.0001	13.4696	0.0002
nq22	**nq50**	57	0.72568	0.10127	51.3478	<.0001	21.2994	<.0001
nq23	**nq24**	59	0.85340	0.07250	138.5429	<.0001	32.3425	<.0001
nq23	**nq25**	59	0.53205	0.14056	14.3287	0.0002	9.6465	0.0019
nq23	**nq26**	59	0.70502	0.11536	37.3496	<.0001	17.5170	<.0001
nq23	**nq27**	59	0.86203	0.07521	131.3577	<.0001	30.1618	<.0001
nq23	**nq28**	59	0.37768	0.16315	5.3589	0.0206	4.2644	0.0389
nq23	**nq29**	59	0.68434	0.11729	34.0396	<.0001	16.5665	<.0001
nq23	**nq30**	59	0.58300	0.13228	19.4258	<.0001	12.9776	0.0003
nq23	**nq31**	59	0.77000	0.09853	61.0721	<.0001	23.1276	<.0001
nq23	**nq32**	59	0.76510	0.09678	62.5022	<.0001	23.6841	<.0001
nq23	**nq33**	59	0.70912	0.11744	36.4583	<.0001	16.9840	<.0001
nq23	**nq34**	59	0.80973	0.08719	86.2382	<.0001	26.0536	<.0001
nq23	**nq35**	59	0.44416	0.14492	9.3931	0.0022	7.1671	0.0074
nq23	**nq36**	59	0.75669	0.11074	46.6931	<.0001	18.7996	<.0001
nq23	**nq38**	59	0.56114	0.13551	17.1469	<.0001	11.2275	0.0008
nq23	**nq39**	59	0.53947	0.14615	13.6254	0.0002	9.7499	0.0018
nq23	**nq40**	59	0.48513	0.15306	10.0459	0.0015	7.1006	0.0077
nq23	**nq42**	59	0.66044	0.13564	23.7086	<.0001	12.8307	0.0003
nq23	**nq44**	59	0.38709	0.16539	5.4779	0.0193	4.6236	0.0315
nq23	**nq45**	59	0.58299	0.13170	19.5951	<.0001	11.8670	0.0006
nq23	**nq46**	59	0.47136	0.15018	9.8513	0.0017	7.7338	0.0054
nq23	**nq47**	58	0.58832	0.14030	17.5827	<.0001	10.6717	0.0011
nq23	**nq48**	58	0.42994	0.15885	7.3256	0.0068	5.9463	0.0147
nq23	**nq49**	58	0.55804	0.14401	15.0165	0.0001	9.5910	0.0020
nq23	**nq50**	58	0.63577	0.12609	25.4242	<.0001	14.0287	0.0002
nq24	**nq25**	59	0.62536	0.11719	28.4752	<.0001	16.2765	<.0001
nq24	**nq26**	59	0.77113	0.09316	68.5229	<.0001	25.8386	<.0001
nq24	**nq27**	59	0.70811	0.10777	43.1697	<.0001	18.6192	<.0001
nq24	**nq28**	59	0.60363	0.12317	24.0162	<.0001	13.9148	0.0002
nq24	**nq29**	59	0.78535	0.08811	79.4425	<.0001	27.4995	<.0001
nq24	**nq30**	59	0.80267	0.08207	95.6495	<.0001	29.7082	<.0001
nq24	**nq31**	59	0.71817	0.10092	50.6445	<.0001	22.0470	<.0001
nq24	**nq32**	59	0.78285	0.08548	83.8824	<.0001	29.1631	<.0001
nq24	**nq33**	59	0.72195	0.10610	46.2984	<.0001	20.5019	<.0001

nq24	**nq34**	59	0.74878	0.09166	66.7302	<.0001	26.4934	<.0001
nq24	**nq35**	59	0.78639	0.07928	98.3887	<.0001	33.0796	<.0001
nq24	**nq36**	59	0.62081	0.13017	22.7458	<.0001	13.7900	0.0002
nq24	**nq38**	59	0.75706	0.09172	68.1352	<.0001	27.0231	<.0001
nq24	**nq39**	59	0.70367	0.10975	41.1055	<.0001	18.5319	<.0001
nq24	**nq40**	59	0.63568	0.12105	27.5764	<.0001	14.9867	0.0001
nq24	**nq42**	59	0.65273	0.12858	25.7705	<.0001	15.6476	<.0001
nq24	**nq44**	59	0.37708	0.15614	5.8327	0.0157	4.8325	0.0279
nq24	**nq45**	59	0.79043	0.08489	86.7075	<.0001	29.8201	<.0001
nq24	**nq46**	59	0.64834	0.11623	31.1153	<.0001	16.7753	<.0001
nq24	**nq47**	58	0.60558	0.12841	22.2426	<.0001	14.0071	0.0002
nq24	**nq48**	58	0.38914	0.15418	6.3701	0.0116	5.1152	0.0237
nq24	**nq49**	58	0.83238	0.07985	108.6681	<.0001	29.9081	<.0001
nq24	**nq50**	58	0.61343	0.12160	25.4487	<.0001	14.1022	0.0002
nq25	**nq26**	59	0.93233	0.05188	322.9531	<.0001	39.8631	<.0001
nq25	**nq27**	59	0.71761	0.10795	44.1872	<.0001	19.5633	<.0001
nq25	**nq28**	59	0.65810	0.11301	33.9129	<.0001	17.4503	<.0001
nq25	**nq29**	59	0.85345	0.07230	139.3436	<.0001	32.8988	<.0001
nq25	**nq30**	59	0.63126	0.11720	29.0124	<.0001	16.1886	<.0001
nq25	**nq31**	59	0.81885	0.07970	105.5696	<.0001	29.7072	<.0001
nq25	**nq32**	59	0.67788	0.10722	39.9752	<.0001	18.9150	<.0001
nq25	**nq33**	59	0.73364	0.10592	47.9727	<.0001	18.8445	<.0001
nq25	**nq34**	59	0.77916	0.08472	84.5832	<.0001	27.5687	<.0001
nq25	**nq35**	59	0.63864	0.10953	33.9968	<.0001	18.4164	<.0001
nq25	**nq36**	59	0.64894	0.12840	25.5425	<.0001	13.7046	0.0002
nq25	**nq38**	59	0.67711	0.10889	38.6650	<.0001	18.3898	<.0001
nq25	**nq39**	59	0.76823	0.09551	64.7009	<.0001	23.5533	<.0001
nq25	**nq40**	59	0.83489	0.08170	104.4283	<.0001	27.4041	<.0001
nq25	**nq42**	59	0.62371	0.13691	20.7553	<.0001	13.4955	0.0002
nq25	**nq44**	59	0.59682	0.12737	21.9571	<.0001	13.3023	0.0003
nq25	**nq45**	59	0.79160	0.08480	87.1395	<.0001	27.4608	<.0001
nq25	**nq46**	59	0.74272	0.09829	57.1049	<.0001	23.3612	<.0001
nq25	**nq47**	58	0.52781	0.14327	13.5728	0.0002	9.7174	0.0018
nq25	**nq48**	58	0.43903	0.15017	8.5465	0.0035	6.7085	0.0096
nq25	**nq49**	58	0.62967	0.12541	25.2090	<.0001	14.4362	0.0001
nq25	**nq50**	58	0.74198	0.09873	56.4801	<.0001	22.3838	<.0001
nq26	**nq27**	59	0.99900	0	.	.	41.4646	<.0001
nq26	**nq28**	59	0.52283	0.14139	13.6731	0.0002	9.2833	0.0023
nq26	**nq29**	59	0.87654	0.06550	179.0595	<.0001	35.8066	<.0001
nq26	**nq30**	59	0.69915	0.10795	41.9497	<.0001	21.6327	<.0001
nq26	**nq31**	59	0.80703	0.08513	89.8662	<.0001	28.2812	<.0001
nq26	**nq32**	59	0.78344	0.08936	76.8634	<.0001	26.7180	<.0001
nq26	**nq33**	59	0.85715	0.07395	134.3561	<.0001	31.5492	<.0001
nq26	**nq34**	59	0.89137	0.06188	207.4792	<.0001	37.4068	<.0001
nq26	**nq35**	59	0.72846	0.09645	57.0389	<.0001	25.5066	<.0001
nq26	**nq36**	59	0.81042	0.09614	71.0645	<.0001	23.3288	<.0001
nq26	**nq38**	59	0.69547	0.10822	41.3019	<.0001	20.7952	<.0001

nq26	**nq39**	59	0.73667	0.10865	45.9749	<.0001	19.3965	<.0001
nq26	**nq40**	59	0.82777	0.08256	100.5310	<.0001	28.7238	<.0001
nq26	**nq42**	59	0.69059	0.12421	30.9096	<.0001	17.8277	<.0001
nq26	**nq44**	59	0.64879	0.12369	27.5117	<.0001	14.5865	0.0001
nq26	**nq45**	59	0.79589	0.08709	83.5185	<.0001	27.6814	<.0001
nq26	**nq46**	59	0.72121	0.10476	47.3927	<.0001	24.2054	<.0001
nq26	**nq47**	58	0.70441	0.11357	38.4695	<.0001	20.7780	<.0001
nq26	**nq48**	58	0.71833	0.10800	44.2411	<.0001	19.9612	<.0001
nq26	**nq49**	58	0.87171	0.06973	156.2963	<.0001	33.0173	<.0001
nq26	**nq50**	58	0.89640	0.05862	233.8528	<.0001	38.8510	<.0001
nq27	**nq28**	59	0.66603	0.12015	30.7298	<.0001	15.4083	<.0001
nq27	**nq29**	59	0.80690	0.08889	82.4071	<.0001	25.6034	<.0001
nq27	**nq30**	59	0.57639	0.13129	19.2746	<.0001	13.0464	0.0003
nq27	**nq31**	59	0.73307	0.10418	49.5135	<.0001	22.4668	<.0001
nq27	**nq32**	59	0.72120	0.10475	47.4065	<.0001	21.4132	<.0001
nq27	**nq33**	59	0.64780	0.12730	25.8956	<.0001	14.3530	0.0002
nq27	**nq34**	59	0.86096	0.07204	142.8191	<.0001	33.0429	<.0001
nq27	**nq35**	59	0.55330	0.12959	18.2286	<.0001	11.9541	0.0005
nq27	**nq36**	59	0.88402	0.06768	170.6135	<.0001	31.0877	<.0001
nq27	**nq38**	59	0.57621	0.13186	19.0956	<.0001	12.0136	0.0005
nq27	**nq39**	59	0.83625	0.08138	105.5897	<.0001	27.8212	<.0001
nq27	**nq40**	59	0.62455	0.13006	23.0596	<.0001	13.6511	0.0002
nq27	**nq42**	59	0.89867	0.06342	200.8216	<.0001	31.3514	<.0001
nq27	**nq44**	59	0.53461	0.14469	13.6524	0.0002	9.3889	0.0022
nq27	**nq45**	59	0.73972	0.10183	52.7739	<.0001	21.2399	<.0001
nq27	**nq46**	59	0.50739	0.14399	12.4164	0.0004	9.1647	0.0025
nq27	**nq47**	58	0.73169	0.11201	42.6732	<.0001	18.0542	<.0001
nq27	**nq48**	58	0.71405	0.11278	40.0840	<.0001	18.5134	<.0001
nq27	**nq49**	58	0.82625	0.08627	91.7359	<.0001	25.6684	<.0001
nq27	**nq50**	58	0.78946	0.09213	73.4330	<.0001	29.1775	<.0001
nq28	**nq29**	59	0.68398	0.11262	36.8837	<.0001	18.0994	<.0001
nq28	**nq30**	59	0.50778	0.13943	13.2637	0.0003	9.0964	0.0026
nq28	**nq31**	59	0.62396	0.12117	26.5163	<.0001	14.6218	0.0001
nq28	**nq32**	59	0.68486	0.10796	40.2392	<.0001	18.7112	<.0001
nq28	**nq33**	59	0.20533	0.17492	1.3779	0.2405	1.1844	0.2765
nq28	**nq34**	59	0.63149	0.11684	29.2130	<.0001	14.7407	0.0001
nq28	**nq35**	59	0.69384	0.10181	46.4494	<.0001	20.3986	<.0001
nq28	**nq36**	59	0.60765	0.13967	18.9292	<.0001	11.0607	0.0009
nq28	**nq38**	59	0.68671	0.10987	39.0626	<.0001	17.6975	<.0001
nq28	**nq39**	59	0.64449	0.12308	27.4184	<.0001	14.8638	0.0001
nq28	**nq40**	59	0.51436	0.14410	12.7420	0.0004	8.6521	0.0033
nq28	**nq42**	59	0.64610	0.13834	21.8117	<.0001	12.2340	0.0005
nq28	**nq44**	59	0.41310	0.15573	7.0370	0.0080	5.6250	0.0177
nq28	**nq45**	59	0.61380	0.12168	25.4467	<.0001	14.3715	0.0002
nq28	**nq46**	59	0.39396	0.15512	6.4499	0.0111	5.1173	0.0237
nq28	**nq47**	58	0.41154	0.16154	6.4904	0.0108	4.9922	0.0255
nq28	**nq48**	58	0.64036	0.12279	27.1956	<.0001	14.5040	0.0001

nq28	**nq49**	58	0.68359	0.11963	32.6506	<.0001	15.2414	<.0001
nq28	**nq50**	58	0.45048	0.14958	9.0694	0.0026	6.6864	0.0097
nq29	**nq30**	59	0.85979	0.06898	155.3587	<.0001	35.2883	<.0001
nq29	**nq31**	59	0.81560	0.08216	98.5515	<.0001	29.8105	<.0001
nq29	**nq32**	59	0.75671	0.09422	64.5077	<.0001	24.5561	<.0001
nq29	**nq33**	59	0.77936	0.09625	65.5627	<.0001	23.5499	<.0001
nq29	**nq34**	59	0.81484	0.07916	105.9633	<.0001	30.6328	<.0001
nq29	**nq35**	59	0.87310	0.06173	200.0757	<.0001	40.8747	<.0001
nq29	**nq36**	59	0.88330	0.06896	164.0627	<.0001	32.4249	<.0001
nq29	**nq38**	59	0.90534	0.05790	244.4685	<.0001	39.6813	<.0001
nq29	**nq39**	59	0.81206	0.08859	84.0288	<.0001	26.2743	<.0001
nq29	**nq40**	59	0.84397	0.07726	119.3181	<.0001	30.9462	<.0001
nq29	**nq42**	59	0.94893	0.04270	493.9749	<.0001	40.2806	<.0001
nq29	**nq44**	59	0.70353	0.11226	39.2735	<.0001	17.8490	<.0001
nq29	**nq45**	59	0.90484	0.05385	282.3029	<.0001	42.7547	<.0001
nq29	**nq46**	59	0.92097	0.04900	353.3268	<.0001	43.8661	<.0001
nq29	**nq47**	58	0.84724	0.07870	115.8932	<.0001	30.1901	<.0001
nq29	**nq48**	58	0.62774	0.12587	24.8715	<.0001	13.5579	0.0002
nq29	**nq49**	58	0.76206	0.10116	56.7499	<.0001	21.9182	<.0001
nq29	**nq50**	58	0.74436	0.10100	54.3133	<.0001	22.0422	<.0001
nq30	**nq31**	59	0.70134	0.10453	45.0198	<.0001	22.4034	<.0001
nq30	**nq32**	59	0.69376	0.10395	44.5398	<.0001	21.7479	<.0001
nq30	**nq33**	59	0.75180	0.10103	55.3711	<.0001	22.1808	<.0001
nq30	**nq34**	59	0.78362	0.08359	87.8741	<.0001	29.8600	<.0001
nq30	**nq35**	59	0.83862	0.06966	144.9116	<.0001	36.0484	<.0001
nq30	**nq36**	59	0.67484	0.12177	30.7118	<.0001	17.1846	<.0001
nq30	**nq38**	59	0.84144	0.07377	130.1179	<.0001	33.3059	<.0001
nq30	**nq39**	59	0.55072	0.13697	16.1660	<.0001	11.1863	0.0008
nq30	**nq40**	59	0.65574	0.11910	30.3134	<.0001	15.8744	<.0001
nq30	**nq42**	59	0.76669	0.10619	52.1261	<.0001	24.7338	<.0001
nq30	**nq44**	59	0.42406	0.15271	7.7113	0.0055	5.9861	0.0144
nq30	**nq45**	59	0.68510	0.10732	40.7510	<.0001	19.3405	<.0001
nq30	**nq46**	59	0.79712	0.08651	84.9099	<.0001	27.8561	<.0001
nq30	**nq47**	58	0.66825	0.11910	31.4815	<.0001	18.0594	<.0001
nq30	**nq48**	58	0.36929	0.15756	5.4930	0.0191	4.6692	0.0307
nq30	**nq49**	58	0.74732	0.10178	53.9140	<.0001	25.5599	<.0001
nq30	**nq50**	58	0.57726	0.12786	20.3837	<.0001	13.5617	0.0002
nq31	**nq32**	59	0.81927	0.07773	111.0898	<.0001	31.9577	<.0001
nq31	**nq33**	59	0.81051	0.08657	87.6500	<.0001	27.3117	<.0001
nq31	**nq34**	59	0.84988	0.06862	153.4122	<.0001	35.8078	<.0001
nq31	**nq35**	59	0.64763	0.10834	35.7361	<.0001	18.8868	<.0001
nq31	**nq36**	59	0.55643	0.14291	15.1608	<.0001	10.4164	0.0012
nq31	**nq38**	59	0.75457	0.09314	65.6327	<.0001	26.6956	<.0001
nq31	**nq39**	59	0.46506	0.14778	9.9035	0.0016	7.7811	0.0053
nq31	**nq40**	59	0.82783	0.08075	105.0867	<.0001	29.8537	<.0001
nq31	**nq42**	59	0.87150	0.07872	122.5685	<.0001	28.5230	<.0001
nq31	**nq44**	59	0.61676	0.12573	24.0640	<.0001	13.9376	0.0002

nq31	**nq45**	59	0.78529	0.08659	82.2565	<.0001	27.8905	<.0001
nq31	**nq46**	59	0.57766	0.12735	20.5750	<.0001	13.9946	0.0002
nq31	**nq47**	58	0.78533	0.09488	68.5063	<.0001	24.3050	<.0001
nq31	**nq48**	58	0.44552	0.14977	8.8482	0.0029	6.8628	0.0088
nq31	**nq49**	58	0.59633	0.13010	21.0103	<.0001	13.2406	0.0003
nq31	**nq50**	58	0.59966	0.12497	23.0261	<.0001	14.0837	0.0002
nq32	**nq33**	59	0.77863	0.09300	70.0946	<.0001	25.1822	<.0001
nq32	**nq34**	59	0.93949	0.03904	579.1851	<.0001	52.2928	<.0001
nq32	**nq35**	59	0.59245	0.11540	26.3560	<.0001	16.0502	<.0001
nq32	**nq36**	59	0.60039	0.13336	20.2690	<.0001	12.7108	0.0004
nq32	**nq38**	59	0.77758	0.08573	82.2593	<.0001	30.5996	<.0001
nq32	**nq39**	59	0.55351	0.13481	16.8574	<.0001	11.0414	0.0009
nq32	**nq40**	59	0.75969	0.09661	61.8298	<.0001	23.7991	<.0001
nq32	**nq42**	59	0.83983	0.08920	88.6385	<.0001	25.5589	<.0001
nq32	**nq44**	59	0.32220	0.16066	4.0221	0.0449	3.4851	0.0619
nq32	**nq45**	59	0.87918	0.05981	216.1016	<.0001	41.2891	<.0001
nq32	**nq46**	59	0.47058	0.14057	11.2070	0.0008	8.3235	0.0039
nq32	**nq47**	58	0.77815	0.09458	67.6838	<.0001	24.4538	<.0001
nq32	**nq48**	58	0.49958	0.14016	12.7042	0.0004	9.0386	0.0026
nq32	**nq49**	58	0.66239	0.11618	32.5071	<.0001	17.7200	<.0001
nq32	**nq50**	58	0.60719	0.12131	25.0511	<.0001	14.7633	0.0001
nq33	**nq34**	59	0.92999	0.05080	335.1100	<.0001	41.2787	<.0001
nq33	**nq35**	59	0.67572	0.10907	38.3841	<.0001	20.0271	<.0001
nq33	**nq36**	59	0.51569	0.15498	11.0716	0.0009	8.6887	0.0032
nq33	**nq38**	59	0.79614	0.08874	80.4898	<.0001	31.6863	<.0001
nq33	**nq39**	59	0.57457	0.14047	16.7312	<.0001	11.0265	0.0009
nq33	**nq40**	59	0.91881	0.05118	322.3382	<.0001	40.9797	<.0001
nq33	**nq42**	59	0.78572	0.10769	53.2358	<.0001	19.8662	<.0001
nq33	**nq44**	59	0.60584	0.13439	20.3230	<.0001	12.1728	0.0005
nq33	**nq45**	59	0.84477	0.07595	123.7101	<.0001	31.8748	<.0001
nq33	**nq46**	59	0.78382	0.09454	68.7392	<.0001	24.7049	<.0001
nq33	**nq47**	58	0.89789	0.06252	206.2736	<.0001	34.8797	<.0001
nq33	**nq48**	58	0.45708	0.15284	8.9436	0.0028	6.7018	0.0096
nq33	**nq49**	58	0.69452	0.11701	35.2302	<.0001	18.9824	<.0001
nq33	**nq50**	58	0.69981	0.11169	39.2596	<.0001	20.0559	<.0001
nq34	**nq35**	59	0.78904	0.07805	102.2106	<.0001	33.9319	<.0001
nq34	**nq36**	59	0.57601	0.13468	18.2919	<.0001	12.1523	0.0005
nq34	**nq38**	59	0.91155	0.04806	359.7100	<.0001	47.9597	<.0001
nq34	**nq39**	59	0.60702	0.12402	23.9550	<.0001	14.3623	0.0002
nq34	**nq40**	59	0.88512	0.06591	180.3201	<.0001	35.2267	<.0001
nq34	**nq42**	59	0.85890	0.07864	119.2994	<.0001	31.4898	<.0001
nq34	**nq44**	59	0.46624	0.14431	10.4379	0.0012	7.3768	0.0066
nq34	**nq45**	59	0.93455	0.04218	490.8775	<.0001	49.6861	<.0001
nq34	**nq46**	59	0.64606	0.11239	33.0411	<.0001	17.5980	<.0001
nq34	**nq47**	58	0.72253	0.10385	48.4060	<.0001	21.6908	<.0001
nq34	**nq48**	58	0.52618	0.13434	15.3414	<.0001	10.3714	0.0013
nq34	**nq49**	58	0.69793	0.10700	42.5472	<.0001	20.4675	<.0001

nq34	**nq50**	58	0.74157	0.09385	62.4413	<.0001	24.5628	<.0001
nq35	**nq36**	59	0.53804	0.13789	15.2252	<.0001	10.7077	0.0011
nq35	**nq38**	59	0.92328	0.04416	437.0629	<.0001	50.3783	<.0001
nq35	**nq39**	59	0.61563	0.12010	26.2758	<.0001	14.8061	0.0001
nq35	**nq40**	59	0.75266	0.09313	65.3161	<.0001	27.5100	<.0001
nq35	**nq42**	59	0.76001	0.10123	56.3701	<.0001	23.3269	<.0001
nq35	**nq44**	59	0.50266	0.13587	13.6872	0.0002	9.4483	0.0021
nq35	**nq45**	59	0.69632	0.09849	49.9848	<.0001	23.5937	<.0001
nq35	**nq46**	59	0.73226	0.09499	59.4298	<.0001	24.2555	<.0001
nq35	**nq47**	58	0.63738	0.11681	29.7742	<.0001	17.2888	<.0001
nq35	**nq48**	58	0.56804	0.12500	20.6511	<.0001	12.7828	0.0003
nq35	**nq49**	58	0.71251	0.10191	48.8780	<.0001	23.6678	<.0001
nq35	**nq50**	58	0.57060	0.12233	21.7579	<.0001	13.6415	0.0002
nq36	**nq38**	59	0.60985	0.13273	21.1111	<.0001	13.2508	0.0003
nq36	**nq39**	59	0.82752	0.08826	87.9151	<.0001	24.7847	<.0001
nq36	**nq40**	59	0.43791	0.16432	7.1024	0.0077	6.0940	0.0136
nq36	**nq42**	59	0.84987	0.08417	101.9567	<.0001	24.9305	<.0001
nq36	**nq44**	59	0.54986	0.15202	13.0822	0.0003	8.6318	0.0033
nq36	**nq45**	59	0.59579	0.13505	19.4627	<.0001	12.3802	0.0004
nq36	**nq46**	59	0.70300	0.11979	34.4409	<.0001	16.3348	<.0001
nq36	**nq47**	58	0.66743	0.13203	25.5558	<.0001	13.4377	0.0002
nq36	**nq48**	58	0.71337	0.12068	34.9416	<.0001	16.8283	<.0001
nq36	**nq49**	58	0.91794	0.05716	257.9406	<.0001	34.9526	<.0001
nq36	**nq50**	58	0.76703	0.10348	54.9394	<.0001	21.1447	<.0001
nq38	**nq39**	59	0.72033	0.10701	45.3087	<.0001	20.0772	<.0001
nq38	**nq40**	59	0.81613	0.08383	94.7774	<.0001	33.1009	<.0001
nq38	**nq42**	59	0.99996	0	.	.	35.7899	<.0001
nq38	**nq44**	59	0.49984	0.14297	12.2226	0.0005	8.4545	0.0036
nq38	**nq45**	59	0.82772	0.07452	123.3655	<.0001	37.8487	<.0001
nq38	**nq46**	59	0.79489	0.08644	84.5693	<.0001	28.0992	<.0001
nq38	**nq47**	58	0.77051	0.09718	62.8664	<.0001	25.9496	<.0001
nq38	**nq48**	58	0.35412	0.15791	5.0294	0.0249	4.1982	0.0405
nq38	**nq49**	58	0.63809	0.12182	27.4354	<.0001	16.1690	<.0001
nq38	**nq50**	58	0.47405	0.14172	11.1894	0.0008	8.2423	0.0041
nq39	**nq40**	59	0.55654	0.14139	15.4938	<.0001	10.3321	0.0013
nq39	**nq42**	59	0.76803	0.10861	50.0086	<.0001	19.0692	<.0001
nq39	**nq44**	59	0.55803	0.14218	15.4050	<.0001	9.8924	0.0017
nq39	**nq45**	59	0.75089	0.10042	55.9139	<.0001	21.9522	<.0001
nq39	**nq46**	59	0.79379	0.09605	68.2938	<.0001	23.4482	<.0001
nq39	**nq47**	58	0.66056	0.12803	26.6198	<.0001	14.3029	0.0002
nq39	**nq48**	58	0.57465	0.13776	17.4016	<.0001	10.8086	0.0010
nq39	**nq49**	58	0.76207	0.10474	52.9395	<.0001	20.9107	<.0001
nq39	**nq50**	58	0.64317	0.12287	27.4007	<.0001	15.8317	<.0001
nq40	**nq42**	59	0.77938	0.10688	53.1783	<.0001	20.0797	<.0001
nq40	**nq44**	59	0.63800	0.12754	25.0237	<.0001	13.7685	0.0002
nq40	**nq45**	59	0.94570	0.03734	641.5492	<.0001	50.7406	<.0001
nq40	**nq46**	59	0.76420	0.09842	60.2893	<.0001	23.2022	<.0001

nq40	**nq47**	58	0.84803	0.07893	115.4486	<.0001	29.3636	<.0001
nq40	**nq48**	58	0.51185	0.14463	12.5247	0.0004	8.7846	0.0030
nq40	**nq49**	58	0.58688	0.13545	18.7729	<.0001	12.2762	0.0005
nq40	**nq50**	58	0.60001	0.12846	21.8162	<.0001	13.4630	0.0002
nq42	**nq44**	59	0.77305	0.11099	48.5119	<.0001	17.9053	<.0001
nq42	**nq45**	59	0.90335	0.06804	176.2831	<.0001	31.7777	<.0001
nq42	**nq46**	59	0.69584	0.12429	31.3448	<.0001	17.4746	<.0001
nq42	**nq47**	58	0.92583	0.05753	258.9760	<.0001	30.8344	<.0001
nq42	**nq48**	58	0.76585	0.11797	42.1443	<.0001	16.9152	<.0001
nq42	**nq49**	58	0.68958	0.13771	25.0764	<.0001	16.9631	<.0001
nq42	**nq50**	58	0.84040	0.09323	81.2649	<.0001	22.8469	<.0001
nq44	**nq45**	59	0.50210	0.14161	12.5719	0.0004	8.7264	0.0031
nq44	**nq46**	59	0.72344	0.10815	44.7488	<.0001	19.3052	<.0001
nq44	**nq47**	58	0.65973	0.12657	27.1701	<.0001	14.6439	0.0001
nq44	**nq48**	58	0.51303	0.14447	12.6108	0.0004	9.1394	0.0025
nq44	**nq49**	58	0.45431	0.15636	8.4426	0.0037	6.2974	0.0121
nq44	**nq50**	58	0.52735	0.14050	14.0883	0.0002	9.6261	0.0019
nq45	**nq46**	59	0.72410	0.10139	51.0057	<.0001	21.8190	<.0001
nq45	**nq47**	58	0.84818	0.07692	121.5949	<.0001	31.0336	<.0001
nq45	**nq48**	58	0.49570	0.14163	12.2496	0.0005	8.6454	0.0033
nq45	**nq49**	58	0.70576	0.10983	41.2938	<.0001	18.8535	<.0001
nq45	**nq50**	58	0.68749	0.10868	40.0159	<.0001	18.8701	<.0001
nq46	**nq47**	58	0.67760	0.11949	32.1561	<.0001	18.3495	<.0001
nq46	**nq48**	58	0.41005	0.15487	7.0100	0.0081	5.7347	0.0166
nq46	**nq49**	58	0.71662	0.11153	41.2827	<.0001	18.6676	<.0001
nq46	**nq50**	58	0.54392	0.13518	16.1902	<.0001	11.1276	0.0009
nq47	**nq48**	58	0.64045	0.12597	25.8477	<.0001	14.5647	0.0001
nq47	**nq49**	58	0.70657	0.11430	38.2107	<.0001	21.2629	<.0001
nq47	**nq50**	58	0.79315	0.09236	73.7540	<.0001	25.1231	<.0001
nq48	**nq49**	58	0.71518	0.11031	42.0304	<.0001	20.5107	<.0001
nq48	**nq50**	58	0.70345	0.10745	42.8618	<.0001	20.5346	<.0001
nq49	**nq50**	58	0.81777	0.08407	94.6105	<.0001	27.8691	<.0001

Appendix H

Eigenvalues of the Correlation Matrix

	Total = 32		Average = 1	
	Eigenvalue	Difference	Proportion	Cumulative
1	22.6043537	20.7142511	0.7064	0.7064
2	1.8901026	0.2269133	0.0591	0.7655
3	1.6631893	0.3326536	0.0520	0.8174
4	1.3305357	0.1623564	0.0416	0.8590
5	1.1681792	0.1149319	0.0365	0.8955
6	1.0532473	0.1604657	0.0329	0.9284
7	0.8927816	0.2020035	0.0279	0.9563
8	0.6907781	0.0893133	0.0216	0.9779
9	0.6014648	0.0874157	0.0188	0.9967
10	0.5140491	0.0581660	0.0161	1.0128
11	0.4558831	0.0698280	0.0142	1.0270
12	0.3860551	0.1277450	0.0121	1.0391
13	0.2583101	0.0223523	0.0081	1.0472
14	0.2359577	0.0426532	0.0074	1.0545
15	0.1933045	0.0823649	0.0060	1.0606
16	0.1109396	0.0399705	0.0035	1.0640
17	0.0709691	0.0192114	0.0022	1.0663
18	0.0517577	0.0097183	0.0016	1.0679
19	0.0420394	0.0614017	0.0013	1.0692
20	-0.0193623	0.0146471	-0.0006	1.0686
21	-0.0340094	0.0025643	-0.0011	1.0675
22	-0.0365737	0.0383084	-0.0011	1.0664

Appendix I
Inter-Factor Correlations

	Factor1	Factor2	Factor3	Factor4	Factor5	Factor6
Factor1	1.00000	0.36762	0.38495	0.43589	0.29995	0.36305
Factor2	0.36762	1.00000	0.30074	0.31596	0.37111	0.28862
Factor3	0.38495	0.30074	1.00000	0.41252	0.36283	0.37219
Factor4	0.43589	0.31596	0.41252	1.00000	0.35039	0.38823
Factor5	0.29995	0.37111	0.36283	0.35039	1.00000	0.31568
Factor6	0.36305	0.28862	0.37219	0.38823	0.31568	1.00000

Appendix J

Factor Structure (Correlations)

	Factor1	Factor2	Factor3	Factor4	Factor5	Factor6
nq13	0.55102	0.38804	0.83400	0.70414	0.48312	0.70940
nq17	0.45119	0.18587	0.74163	0.55961	0.62744	0.68703
nq18	0.55284	0.39210	0.89227	0.68669	0.43950	0.35385
nq19	0.62799	0.54860	0.84887	0.51458	0.57004	0.57397
nq20	0.44529	0.53832	0.80148	0.42524	0.77983	0.40401
nq21	0.43906	0.40197	0.71781	0.69178	0.75921	0.57889
nq22	0.75426	0.53015	0.50441	0.52799	0.53808	0.45886
nq23	0.89032	0.54932	0.45469	0.41356	0.41163	0.28650
nq24	0.70705	0.55535	0.46008	0.63882	0.69403	0.29208
nq25	0.62085	0.64552	0.13657	0.62131	0.57528	0.68432
nq26	0.84469	0.62875	0.47014	0.62934	0.50017	0.68101
nq27	0.88732	0.47819	0.61352	0.71113	0.30783	0.56822
nq28	0.38595	0.32250	0.39062	1.01033	0.34053	0.35527
nq29	0.63514	0.60842	0.56529	0.70573	0.71170	0.73936
nq30	0.53629	0.53709	0.53522	0.53065	0.84944	0.37351
nq31	0.57755	0.83517	0.45548	0.59566	0.47983	0.48066
nq32	0.64003	0.79264	0.55553	0.66126	0.46769	0.28033
nq33	0.59603	0.83931	0.59761	0.29987	0.63476	0.57038
nq34	0.66736	0.82634	0.57292	0.64328	0.60937	0.43888
nq35	0.36917	0.51974	0.52591	0.73010	0.73518	0.51197
nq36	0.84074	0.21032	0.62790	0.62902	0.47320	0.62021
nq38	0.36763	0.65597	0.69710	0.66326	0.84184	0.47569
nq39	0.62025	0.25499	0.52148	0.65958	0.58021	0.72785
nq40	0.41688	0.90729	0.45039	0.50117	0.56704	0.61132
nq42	0.56988	0.63927	0.78533	0.70880	0.49145	0.70344
nq44	0.30457	0.38861	0.40285	0.38381	0.33320	0.90247
nq45	0.55286	0.82213	0.54576	0.63217	0.55584	0.53445
nq46	0.45644	0.43179	0.44471	0.41631	0.84124	0.75589
nq47	0.54274	0.70742	0.80991	0.42830	0.43063	0.64303
nq48	0.55310	0.25638	0.53056	0.67442	0.02694	0.66034
nq49	0.76454	0.35366	0.62483	0.68398	0.54818	0.50170
nq50	0.80545	0.48921	0.54129	0.50239	0.29128	0.64065

Appendix K

Comments

Competencies needed by teachers from your educational program?
Knowledge and EXPERIENCES of how to develop a learning environment that is conducive for ALL students. Our LSU graduates are not immune from struggling with the challenges of managing classroom behavior. We are a high poverty/high performing high school. Our students enter school with deficits both academically and socially beyond the norm.

I believe that Ms. W***** was more prepared than most new teachers I've hired in the past. She still has some areas that need improvement. However, classroom management and differentiation at a high level are things that teachers need to master on their own and it's difficult to master during college.

There should be another option - *needs work or *improving
Questions about professionalism or anything else that we must teach about being a good teacher - not just instruction.

We feel like we found a gem in the teaching candidate we hired this year from LSU. She has been a wonderful addition to our staff!

Our new teachers know the theory behind classroom management, but struggle in implementing a management plan with consistency. If their plan isn't working with a student, they are unsure what to do next. Overall, LSU students are well equipped to handle the classroom. They are very knowledgeable with content and lesson planning. We work with them on time management and the paperwork that goes along with teaching.

I find it difficult to differentiate between what are just 'new teacher" behaviors from which to grow or if it those areas are something that could be improved pre-service on the University level. So where I may have marked "no," it might just be because they have to grow in that area and aren't YET able to perform it consistently.

Appendix L
What Question Should Be Asked?

1. Classroom management and parent/teacher relationships are valuable skills that I see most new teachers struggle with.

2. Demonstrate a willingness to put in the time to improve ..... (whatever) Shows compassion and true interest in the students' lives (who they are, how they live, obstacles they face) or maybe something about "makes an effort to establish good relationships with the students and their parents”

3. I would like the opportunity to provide feedback when I selected disagree. even if the survey were grouped into sections where I could provide overall feedback. A continued issue that I see both with new hires and student teachers is the process of using a pacing guide or the like that is provided by the hiring district and adjusting that type of planning based on the needs of the student. Understanding that if take 2 weeks to teach one concept you may run out of time on another. I would also like to see more common practice of students annotating in the margins of their lesson plans to place some of those HOT questions.

4. I think all were covered.

5. Are our students prepared to implement a class behavior management plan?

6. These questions should be asked of someone who knows about who is who. If you want my input, you could ask these questions about my student teacher.

7. You've done it all.

8. Ex. "Are learner outcomes determined with the needs of all students in mind?" (differentiation) Do student activities have a clearly identifiable structure that include problem solving, higher-level thinking, and multiple correct choices? (student engagement)

9. The questions are appropriate.