

Factor Analysis Results - Summary

36 scales identified

9 scales and corresponding items eliminated due to low Cronbach alpha scores (<.7)

27 scales and corresponding items remained for 2011 instrument as shown below.

1

SCALE:		LikeTeaching				
TOPIC CODE:		000.4				
TOPIC:		Teaching Career				
ITEM POOL:		a080, a479R, a481R, a489, a490R, a491				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	1	49.2	.786	1	49.8	.790
a080, a479R, a489, a490R, a491	1	55.7	.799	1	56.7	.807
a080, a479R, a489, a491	1	61.3	.788	1	62.6	.800

ITEMS IN FINAL SCALE:

a080 How true are the following statements for you? I have the same enthusiasm for teaching now as I did when I started teaching.

a479R (R) How true are the following statements for you? I question if teaching is right for me.

a489 How true are the following statements for you? If I had to do it over, I would still become a teacher.

a491 How true are the following statements for you? I'm still teaching because I truly enjoy my work.

2

SCALE:		LikeAdmin1				
TOPIC CODE:		100.x				
TOPIC:		My School				
ITEM POOL:		ab630, ab632, ab198, ab631, ab390, ab162, ab161, ab631, ab328, ab011, ab339, ab388, ab393				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	68.2	.915	2	68.7	.918
ab630, ab632, ab631, ab162, ab161	1	70.9	.897	1	71.5	.900
ab630, ab631, ab162, ab161	1	74.9	.888	1	75.6	.892
ab631, ab162, ab161	1	81.5	.887	1	82.2	.892

ITEMS IN FINAL SCALE:

ab631 At my school: Overall, this school is a good place for me to work.

ab162 At my school: I feel optimistic about the future of this school.

ab161 At my school: I believe this school is headed in the right direction.

3

SCALE:		LikeAdmin2				
TOPIC CODE:		100.x				
TOPIC:		Instructional Leadership				
ITEM POOL:		ab630, ab632, ab198, ab631, ab390, ab162, ab161, ab631, ab328, ab011, ab339, ab388, ab393				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	68.2	.915	2	68.7	.918
ab390, ab328, ab011, ab339, ab388, ab393	1	71.3	.919	1	72.3	.923
ab390, ab328, ab011, ab339, ab393	1	73.8	.911	1	74.7	.915

ITEMS IN FINAL SCALE:

ab390 My principal or instructional supervisor: Understands how students learn.

ab328 My principal or instructional supervisor: Provides a high quality of leadership.

ab011 At my school: Teacher feedback is valued by my principal.

ab339 At my school: The school leadership communicates clear expectations to faculty.

ab393 My principal or instructional supervisor: Is aware of what goes on in my classroom.

4

SCALE:		ProfDev1				
TOPIC CODE:		101-103.x				
TOPIC:		Effective Teaching				
ITEM POOL:		ab206, ab002, ab008, ab394, ab548, b017, b476, b475, b189, b190, b191, a552, ab551, ab633, ab392, ab391, b199				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool (w/ A Items)	2	79.2	.948	2	79.3	.949
ab206, ab002, ab008, ab394, ab548, ab392, ab391	1	77.4	.950	1	77.5	.950
ab002, ab008, ab394, ab548, ab392, ab391	1	83.7	.961	1	84.0	.962

ITEMS IN FINAL SCALE:

ab002 My principal or instructional supervisor: Gives me useful feedback on my teaching.

ab008 My principal or instructional supervisor: Gives me informal feedback outside of the formal evaluation process.

ab394 My principal or instructional supervisor: Provides suggestions that improve my teaching effectiveness.

ab548 My principal or instructional supervisor: Understands effective teaching and learning in my subject area.

ab392 My principal or instructional supervisor: Provides accurate feedback on my instruction.

ab391 My principal or instructional supervisor: Adequately assesses effective teaching.

5

SCALE:		ProfDev2				
TOPIC CODE:		101-103.x				
TOPIC:		Teacher Evaluation				
ITEM POOL:		ab206, ab002, ab008, ab394, ab548, b017, b476, b475, b189, b190, b191, a552, ab551, ab633, ab392, ab391, b199				
		Group 1			Group 2	
Items in the Analysis:		N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var Alpha
All Items in Pool (w/ A Items)		2	79.2	.948	2	79.3 .949
a552, ab551, ab633		1	82.6	.894	1	82.8 .896

ITEMS IN FINAL SCALE:

a552 At my school: Teachers receive feedback from teacher evaluations that help them improve teaching.

ab551 At my school: Teacher performance evaluations are conducted consistently and fairly.

ab633 At my school: Teacher evaluations accurately assess effective teaching.

7

SCALE:		PrinDiscp				
TOPIC CODE:		104.0				
TOPIC:		Principal Support				
ITEM POOL:		a004, a170, a553, a050R				
		Group 1			Group 2	
Items in the Analysis:		N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var Alpha
All Items in Pool		1	73.5	.873	1	73.4 .872
a004, a170, a553		1	87.3	.927	1	87.4 .928

ITEMS IN FINAL SCALE:

a004 At my school: My principal backs up teachers when dealing with parents about disciplinary issues.

a170 At my school: My principal supports me in matters of student discipline.

a553 My principal follows through in addressing student discipline problems.

8

SCALE:		ProfRespect				
TOPIC CODE:		105.0				
TOPIC:		Teacher Respect				
ITEM POOL:		a555, b220, b554, b310R				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	1	67.8	.762	1	67.1	.755

ITEMS IN FINAL SCALE:

b220 At my school: Teachers are treated and respected as educational professionals.

b554 At my school: There is a general sense of respect for teachers from students and parents.

b310R (R) At my school: There is a lack of respect for teachers.

a555 My principal recognizes teachers for a job well-done.

9

SCALE:		ProfCollaboration				
TOPIC CODE:		106.1				
TOPIC:		Participatory Decisionmaking				
ITEM POOL:		a201, a217, a404, a398				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	1	65.2	.819	1	65.7	.824
a201, a404, a398	1	73.9	.818	1	74.1	.821
a404, a398	1	91.3	.905	1	91.1	.902

ITEMS IN FINAL SCALE:

a404 At my school: School administrators give teachers opportunities to be involved in school-wide decision-making.

a398 At my school: My principal or immediate supervisor effectively collaborates with teachers in decision-making.

10

SCALE: SchoolCom						
TOPIC CODE: 107.1-107.2						
TOPIC: Staff Collegiality						
ITEM POOL: b207, b211, b556, b634, b286, b212						
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	1	54.0	.821	1	53.2	.816
b207, b211, b556, b634, b212	1	61.1	.836	1	60.2	.830
b207, b211, b556, b634	1	68.5	.844	1	67.8	.839
b207, b211, b634	1	78.6	.864	1	77.4	.854

ITEMS IN FINAL SCALE:

b207 At my school: The faculty collaborates effectively to make decisions and solve problems as a group.

b211 At my school: There is an atmosphere of trust and mutual respect within the school.

b634 At my school: Everyone is treated as a member of the school family.

4

11

SCALE: TchWantsInv1						
TOPIC CODE: 108.0						
TOPIC: Desired Involvement in improving teaching practices.						
ITEM POOL: ab560 THRU ab579 (Total of 19)						
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	64.6	.889	4	64.1	.888
ab560, ab561, ab562, ab563, ab564, ab565, ab566, ab568, ab569	2	63.8	.882	2	63.3	.880
ab560, ab561, ab562	1	77.9	.858	1	77.5	.855

ITEMS IN FINAL SCALE:

ab560 I would like to be involved in decision-making about: Selecting instructional materials and resources.

ab561 I would like to be involved in decision-making about: Devising teaching techniques.

ab562 I would like to be involved in decision-making about: Setting grading and student assessment practices.

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SCALE:		TchWantsInv2				
TOPIC CODE:		108.0				
TOPIC:		Desired Involvement in teaching-related policies.				
ITEM POOL:		ab560 THRU ab579 (Total of 19)				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	64.6	.889	4	64.1	.888
ab563, ab564, ab568, ab569	1	64.2	.813	1	63.9	.811

ITEMS IN FINAL SCALE:

ab563 I would like to be involved in decision-making about: Developing a school-wide student discipline plan.

ab564 I would like to be involved in decision-making about: Determining the content of in-service professional development programs.

ab568 I would like to be involved in decision-making about: Developing plans about how to close the achievement gap.

ab569 I would like to be involved in decision-making about: Developing plans to improve parental involvement.

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SCALE:		TchWantsInv3				
TOPIC CODE:		108.0				
TOPIC:		Desired Involvement in school management policies.				
ITEM POOL:		ab560 THRU ab579 (Total of 19)				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	64.6	.889	4	64.1	.888
ab563, ab564, ab565, ab566, ab568, ab569	1	54.6	.831	1	54.2	.829
ab565, ab566	1	74.8	.662	1	74.5	.657

ITEMS IN FINAL SCALE:

ab565 I would like to be involved in decision-making about: Selecting new teachers for my school.

ab566 I would like to be involved in decision-making about: Deciding how the school budget will be spent.

14

SCALE: TchIsInv1						
TOPIC CODE: 108.0						
TOPIC: Current involvement in school policies & practices.						
ITEM POOL: ab560 THRU ab579 (Total of 19)						
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	64.6	.889	4	64.1	.888
ab570 THRU ab579	2	63.2	.889	2	62.8	.887
ab573 THRU ab579	1	57.9	.874	1	57.2	.871
ab573, ab574, ab576, ab577, ab578, ab579	1	64.1	.887	1	63.1	.881
ab573, ab574, ab577, ab578, ab579	1	68.1	.882	1	67.2	.877
ab574, ab577, ab578, ab579	1	72.7	.874	1	72.1	.870

ITEMS IN FINAL SCALE:

ab574 I am involved in decision-making about: Determining the content of in-service professional development programs.

ab577 I am involved in decision-making about: Planning school improvement.

ab578 I am involved in decision-making about: Developing plans about how to close the achievement gap.

ab579 I am involved in decision-making about: Developing plans to improve parental involvement.

15

SCALE: TchIsInv2						
TOPIC CODE: 108.0						
TOPIC: Desired Involvement in teaching practice policies.						
ITEM POOL: ab560 THRU ab579 (Total of 19)						
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	64.6	.889	4	64.1	.888
ab570, ab571, ab572	1	74.0	.824	1	73.8	.822

ITEMS IN FINAL SCALE:

ab570 I am involved in decision-making about: Selecting instructional materials and resources.

ab571 I am involved in decision-making about: Devising teaching techniques.

ab572 I am involved in decision-making about: Setting grading and student assessment practices.

16

SCALE:		StudentDiscp1				
TOPIC CODE:		109.0				
TOPIC:		Student Discipline				
ITEM POOL:		a580R, a581, a591, a592, a588R, a589R, a590R, a593R, a594R, a596R, a597R				
		Group 1			Group 2	
REMOVE	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	58.6	.874	2	59.1	.875
a580R, a588R, a589R, a590R, a593R, a594R, a596R, a597R	1	50.8	.857	1	51.0	.859
a588R, a590R, a594R, a597R	1	60.1	.774	1	60.3	.776
a588R, a590R, a594R	1	70.9	.795	1	71.0	.796

ITEMS IN FINAL SCALE:

a588R (R) To what degree do the following interfere with instruction at your school: Fights and other instances of violence.

a590R (R) To what degree do the following interfere with instruction at your school: Bullying (verbal, physical, emotional).

a594R (R) To what degree do the following interfere with instruction at your school: Bullies or gangs have a major influence in areas such as bathrooms, lunchroom, etc.

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SCALE:		StudentDiscp2				
TOPIC CODE:		109				
TOPIC:		Student Conduct Rules/Policies				
ITEM POOL:		a580R, a581, a591, a592, a588R, a589R, a590R, a593R, a594R, a596R, a597R				
		Group 1			Group 2	
REMOVE	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	58.6	.874	2	59.1	.875
a581, a591, a592	1	76.6	.844	1	77.7	.854

ITEMS IN FINAL SCALE:

a581 At my school: My principal enforces school rules for student conduct and backs me up when I need it.

a591 At my school: We have effective policies on violence/bullying.

a592 At my school: We have clear rules on bullying.

19

SCALE:	StudentSocEmo1					
TOPIC CODE:	400.x					
TOPIC:	Teacher Stress					
ITEM POOL:	a157R , a065R, a142, a089, a090, a107, a615, a252x5 , a252x6, a384, ab611R, ab612R					
	Group 1			Group 2		
ADD BACK / REMOVE	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	4	60.8	.651	4	61.5	.638
a157R, a065R, ab611R, ab612R	1	65.5	.822	1	66.7	.832

ITEMS IN FINAL SCALE:

a157R (R) At my school: Im on the phone a lot dealing with my students non-educational problems.

a065R (R) At my school: Im emotionally drained working with my students personal problems.

ab611R (R) How true are the following statements for you? I spend a great deal of time dealing with students social and emotional troubles.

ab612R (R) How true are the following statements for you? The level of social/emotional problems of my students often overwhelms me.

21

SCALE:	StudentSocEmo3					
TOPIC CODE:	401.0					
TOPIC:	Classroom Support					
ITEM POOL:	a617, a373R, a374R, a376R					
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	80.4	.640	2	80.2	.645
a373R, a374R, a376R	1	73.7	.818	1	73.5	.816

ITEMS IN FINAL SCALE:

a373R (R) In which of the following areas, if any, do you believe teachers need additional support in order to be effective in the classroom: Special education training (students with disabilities).

a374R (R) In which of the following areas, if any, do you believe teachers need additional support in order to be effective in the classroom: Instructing special education students mainstreamed into regular classrooms.

a376R (R) In which of the following areas, if any, do you believe teachers need additional support in order to be effective in the classroom: Limited English proficiency (LEP)/bilingual education.

22

SCALE:		TeacherAtt				
TOPIC CODE:		500.0				
TOPIC:		Teacher Attitude				
ITEM POOL:		a637, a053R, a477R, a638, a639, a635R, a640				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	1	47.7	.801	1	47.7	.803
a637, a053R, a477R, a635R, a640	1	61.0	.838	1	60.6	.830
a637, a053R, a635R, a640	1	67.3	.838	1	67.3	.838

ITEMS IN FINAL SCALE:

a637 How true are the following statements for you? I look forward to coming to school in the morning.

a053R (R) How true are the following statements for you? I dread coming to work in the morning.

a635R (R) How true are the following statements for you? I wish I had chosen another profession.

a640 How true are the following statements for you? I like being a teacher.

23

SCALE:		TchIsolation1				
TOPIC CODE:		501.0/502.0				
TOPIC:		Interpersonal Relationships				
ITEM POOL:		b478R, b035, b208, b460R, ab040, ab041, ab038R				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	60.7	.793	2	59.7	.784
b035, b208, ab040, ab041	1	64.2	.813	1	63.2	.804
b208, ab040, ab041	1	72.7	.811	1	71.9	.803

ITEMS IN FINAL SCALE:

b208 At my school: Colleagues give each other support when one of them is upset.

ab040 Teachers have close working relationships.

ab041 Teachers have good relationships out of school.

25

SCALE:		AchTesting1				
TOPIC CODE:		600				
TOPIC:		Achievement Testing				
ITEM POOL:		a382, ab227, ab225, ab044R, ab528R				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	61.6	.383	2	61.3	.380
a382, ab227, ab225	1	57.9	.633	1	57.1	.620

ITEMS IN FINAL SCALE:

a382 My principal or instructional supervisor: Helps us make the best use of student achievement data.

ab227 My principal or instructional supervisor: Promotes "drill and practice" methods to increase student test scores.

ab225 My principal or instructional supervisor: Constantly tells teachers to raise the student achievement scores.

SCALE: AchTesting2						
TOPIC CODE: 600						
TOPIC: Test Anxiety						
ITEM POOL: a382, ab227, ab225, ab044R, ab528R						
	Group 1			Group 2		
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	61.6	.383	2	61.3	.380
ab044R, ab528R	1	66.7	.501	1	66.9	.506

ITEMS IN FINAL SCALE:

ab044R (R) How true are the following statements for you? Students feel a lot of stress during the standardized achievement testing period.

ab528R (R) How true are the following statements for you? I feel anxious during the standardized achievement testing period.

27

SCALE:		StuAcad1				
TOPIC CODE:		700.x				
TOPIC:		Student Engagement				
ITEM POOL:		b125, b305R, b517R, b236, b233, b234, b619, b620R, b621, b502, b503				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	3	63.7	.846	3	63.6	.845
b125, b305R, b517R, b619, b620R, b621	1	55.8	.837	1	55.2	.833
b125, b305R, b517R, b619, b621	1	62.5	.849	1	62.1	.847

ITEMS IN FINAL SCALE:

b125 Students at my school: Have pride in their school.

b305R (R) At my school: Student apathy is a problem.

b517R (R) Students at my school: Dont care about learning.

b619 At my school: Students take pride in their academic accomplishments.

b621 At my school: Students come to school prepared to learn.

3

30

SCALE:		TeacherSal2				
TOPIC CODE:		000.3, 802.0				
TOPIC:		Teacher Pay				
ITEM POOL:		ab102, ab483R, ab622, b096R, b097R, ab534, ab636				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	67.4	.828	2	67.0	.818
ab483R, b096R, b097R	1	68.1	.756	1	66.7	.738
b096R, b097R	1	88.7	.873	1	88.3	.868

ITEMS IN FINAL SCALE:

b096R (R) How true are the following statements for you? I have to supplement my income from teaching in other ways (e.g., second-job, summer job, etc.).

b097R (R) How true are the following statements for you? I need to work a part-time job in addition to teaching.

SCALE:		SchResources1				
TOPIC CODE:		900.0-902.0				
TOPIC:		Facilities and Resources				
ITEM POOL:		ab270, ab275, ab276, ab623, ab269, ab626R, ab456R, ab279, ab272				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	56.7	.830	2	56.9	.832
ab270, ab275, ab276, ab623, ab269	1	55.8	.802	1	55.8	.801
ab270, ab275, ab623, ab269	1	60.1	.777	1	60.3	.779

ITEMS IN FINAL SCALE:

ab270 At my school: Space exists in my building for staff and others to work together.

ab275 At my school: The school environment is clean and well maintained.

ab623 At my school: Teachers and students take pride in the appearance of the school.

ab269 At my school: There are adequate resources for me to do a good job teaching students.

SCALE:		SchResources3				
TOPIC CODE:		900.0-902.0				
TOPIC:		Technology				
ITEM POOL:		ab270, ab275, ab276, ab623, ab269, ab626R, ab456R, ab279, ab272				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	56.6	.830	2	56.9	.832
ab279, ab272	1	75.4	.673	1	75.9	.682

ITEMS IN FINAL SCALE:

ab279 At my school: The Internet connection is reliable and of adequate speed for instructional purposes.

ab272 At my school: Teachers have access to reliable communication technology, including phones, faxes and e-mail.

SCALE:		TchWorkload1				
TOPIC CODE:		1000.0-1001.0				
TOPIC:		Teacher Workload				
ITEM POOL:		b628, b147R, b148R, b627R, b463R, b177				
		Group 1			Group 2	
Items in the Analysis:	N Fact.	Pct. Var	Alpha	N Fact.	Pct. Var	Alpha
All Items in Pool	2	58.3	.654	2	58.5	.653
b147R, b148R, b627R	1	64.6	.723	1	65.8	.737
b148R, b627R	1	80.1	.752	1	80.9	.764

ITEMS IN FINAL SCALE:

b148R (R) How true are the following statements for you? I find myself working late hours at home/school.

b627R (R) How true are the following statements for you? The amount of time Im working feels unfair.