**Appendix C**

*Results for Initial Structural Equation Models with Nonsignificant Paths Included*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Affective Responses to Work (Stage 1)** | | | | | | |
| Overall Model Fit | | | = 142.233, *p* = 0.0024; RMSEA = 0.054, CI: 0.033, 0.073; CFI = 0.966; TLI = 0.959 | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Commitment to Continue Teaching | | | Emotional Exhaustion | 0.725\*\*\* | 0.000 |
| Stress | 0.040 | 0.667 |
| Indirect | Stress, via Emotional Exhaustion | 0.189\*\* | 0.002 |
| Workload Manageability, via Emotional Exhaustion and Stress | 0.566\*\*\* | 0.000 |
| Direct | Emotional Exhaustion | | | Workload Manageability | 0.612\*\*\* | 0.000 |
| Stress | 0.260\*\* | 0.003 |
| Indirect | Workload Manageability, via Stress | 0.139\*\* | 0.002 |
| Direct | Stress | | | Workload Manageability | 0.535\*\*\* | 0.000 |
| **Social Resources (Stage 2)** | | | | | | |
| Overall Model Fit | | | = 1235.694, *p* = 0.0000; RMSEA = 0.057, CI: 0.050, 0.064; CFI = 0.895; TLI = 0.887 | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct Effects | Commitment to Continue Teaching | | | Emotional Exhaustion | 0.626\*\*\* | 0.000 |
| Administrative Support | 0.294\*\* | 0.001 |
| Indirect Effects | Workload Manageability, via Emotional Exhaustion and Stress | 0.490\*\*\* | 0.000 |
| Stress, via Emotional Exhaustion | 0.143\*\* | 0.006 |
| Administrative Support, via Workload Manageability, Stress, and Emotional Exhaustion | 0.168\*\*\* | 0.000 |
| Number of Paraprofessionals, via Workload Manageability, Stress, and Emotional Exhaustion | -0.113\*\* | 0.005 |
| Paraprofessional Training, via Workload Manageability and Emotional Exhaustion | 0.209\*\* | 0.003 |
| Direct Effects | Emotional Exhaustion | | | Workload Manageability | 0.657\*\*\* | 0.000 |
| Emotional Exhaustion | 0.229\*\* | 0.005 |
| Indirect Effects | Paraprofessional Training, via Workload Manageability | 0.334\*\* | 0.003 |
| Number of Paraprofessionals, via Workload Manageability and Stress | -0.180\*\* | 0.003 |
| Administrative Support, via Workload Manageability and Stress | 0.268\*\* | 0.001 |
| Workload Manageability, via Stress | 0.126\*\* | 0.005 |
| Direct Effects | Stress | | | Workload Manageability | 0.551\*\*\* | 0.000 |
| Indirect Effects | Administrative Support, via Workload Manageability and Paraprofessional Training | 0.189\*\* | 0.001 |
| Paraprofessional Training, via Workload Manageability | 0.235\*\* | 0.004 |
| Number of Paraprofessionals, via Workload Manageability | -0.127\*\* | 0.006 |
| Direct Effects | Workload Manageability | | | Administrative Support | 0.206\* | 0.033 |
| Collective Responsibility | -0.167 | 0.196 |
| Collaborative Culture | 0.188 | 0.324 |
| Paraprofessional Trust | -0.170 | 0.113 |
| Paraprofessional Training | 0.427\*\* | 0.004 |
| Number of Paraprofessionals | -0.230\*\* | 0.002 |
| Indirect Effects | Administrative Support, via Paraprofessional Training | 0.136\* | 0.017 |
| Direct Effects | Collective Responsibility | | | Administrative Support | 0.294\*\* | 0.002 |
| Collaborative Culture | | | 0.422\*\*\* | 0.000 |
| Paraprofessional Trust | | | 0.259\*\* | 0.002 |
| Paraprofessional Training | | | 0.351\*\*\* | 0.000 |
| **Demands (Stage 4)** | | | | | | |
| Overall Model Fit | | =288.744, *p* = 0.000; RMSEA =0.059, CI: 0.046, 0.071; CFI = 0.931; TLI = 0.920 | | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Commitment to Continue Teaching | | | Emotional Exhaustion | 0.748\*\*\* | 0.000 |
|  | Stress, via Emotional Exhaustion | 0.201\*\* | 0.001 |
| Indirect | Workload Manageability, via Emotional Exhaustion and Stress | 0.562\*\*\* | 0.000 |
| Instructional Grouping, via Workload Manageability, Stress, and Emotional Exhaustion | 0.210\* | 0.015 |
| Number of Students, via Workload Manageability, Stress, and Emotional Exhaustion | 0.107\*\* | 0.025 |
| Lessons to Plan, via Workload Manageability, Stress, and Emotional Exhaustion | -0.088\* | 0.047 |
| Direct | Emotional Exhaustion | | | Workload Manageability | 0.610\*\*\* | 0.000 |
| Stress | 0.269\*\* | 0.001 |
| Indirect | Workload Manageability via Stress | 0.141\*\* | 0.001 |
| Instructional Grouping, via Workload Manageability and Stress | 0.280\* | 0.013 |
| Lessons to Plan, via Workload Manageability and Stress | -0.117\* | 0.045 |
| Number of Students, via Workload Manageability and Stress | 0.143\* | 0.025 |
| Direct | Stress | | | Workload Manageability | 0.525\*\*\* | 0.000 |
| Indirect | Instructional Grouping, via Workload Manageability | 0.196\* | 0.011 |
| Lessons to Plan, via Workload Manageability | -0.082 | 0.057 |
| Number of Students, via Workload Manageability | 0.100\* | 0.023 |
| Direct | Workload Manageability | | | Instructional Grouping | 0.373\* | 0.011 |
| Lessons to Plan | -0.156\* | 0.043 |
| Number of Students | 0.190\* | 0.026 |

\* *p* <.05; \*\* *p* <.01; \*\*\* *p* <.001

**Appendix D**

*Results for Retained Structural Equation Models, Stages 1-4 (Figures 1-4), with Nonsignificant Paths Removed*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Affective Responses to Work (Stage 1)** | | | | | | |
| Model Fit | | | = 142.427, *p* = 0.0028; RMSEA = 0.053, CI: 0.032, 0.072; CFI = 0.967; TLI = 0.960 | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Intent to Stay | | | Emot. Exhaustion | 0.750\*\*\* | 0.000 |
| Indirect | Stress, via Emotional Exhaustion | 0.197\*\* | 0.002 |
| Work. Manageability, via Emot. Exhaustion & Stress | 0.563\*\*\* | 0.000 |
| Direct | Emotional Exhaustion | | | Work. Manageability | 0.610\*\*\* | 0.000 |
| Stress | 0.263\*\* | 0.002 |
| Indirect | Work. Manageability, via Stress | 0.141\*\* | 0.002 |
| Direct | Stress | | | Work. Manageability | 0.536\*\*\* | 0.000 |
| **Social Resources (Stage 2)** | | | | | | |
| Model Fit | | | = 531.722, *p* = 0.0000; RMSEA = 0.055, CI: 0.045, 0.066; CFI = 0.923; TLI = 0.914 | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Intent to Stay | | | Emot. Exhaustion | 0.626\*\*\* | 0.000 |
| Administrative Support | 0.292\*\* | 0.001 |
| Indirect | Work. Manageability, via Emot. Exhaustion & Stress | 0.492\*\*\* | 0.000 |
| Stress, via Emot. Exhaustion | 0.139\*\* | 0.008 |
| Administrative Support, via Work. Manageability, Stress, & Emot. Exhaustion | 0.167\*\* | 0.001 |
| Number of Paraprofessionals, via Work. Manageability, Stress, & Emot. Exhaustion | -0.113\*\* | 0.005 |
| Parapro. Training, via Work. Manageability & Emot. Exhaustion | 0.146\*\* | 0.003 |
| Direct | Emotional Exhaustion | | | Work. Manageability | 0.663\*\*\* | 0.000 |
| Stress | 0.223\*\* | 0.006 |
| Indirect | Parapro. Training, via Work. Manageability | 0.233\*\* | 0.002 |
| Number of Paraprofessionals, via Work. Manageability & Stress | -0.180\*\* | 0.003 |
| Administrative Support, via Work. Manageability & Stress | 0.267\*\* | 0.001 |
| Work. Manageability, via Stress | 0.123\*\* | 0.007 |
| Direct | Stress | | | Work. Manageability | 0.554\*\*\* | 0.000 |
| Indirect | Administrative Support, via Work. Manageability & Parapro. Training | 0.188\*\* | 0.001 |
| Parapro. Training, via Work. Manageability | 0.164\*\* | 0.003 |
| Number of Paraprofessionals, via Work. Manageability | -0.127\*\* | 0.006 |
| Direct | Workload Manageability | | | Administrative Support | 0.238\* | 0.016 |
| Parapro. Training | 0.297\*\* | 0.003 |
| Number of Paraprofessionals | -0.229\*\* | 0.002 |
| Indirect | Administrative Support, via Parapro. Training | 0.102\*\* | 0.014 |
| Direct | Paraprofessional Training | | | Administrative Support | 0.345\*\*\* | 0.000 |
| **Logistical Resources (Stage 3)** | | | | | | |
| Model Fit | =385.195, *p* =0.0000; RMSEA =0.060, CI: 0.048, 0.070; CFI = 0.928; TLI = 0.918 | | | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Intent to Stay | | | Emot. Exhaustion | 0.752\*\*\* | 0.000 |
| Indirect | Work. Manageability, via Stress & Emot. Exhaustion | 0.564\*\*\* | 0.000 |
| Stress, via Emot. Exhaustion | 0.211\*\*\* | 0.000 |
| Plan Time, via Work. Manageability, Stress, & Emot. Exhaustion | 0.311\*\*\* | 0.000 |
| Hrs Planning, via Work. Manageability, Stress, & Emot. Exhaustion | -0.094\*\*\* | 0.000 |
| Curricular Resources, via Work. Manageability & Emot. Exhaustion | 0.130\*\* | 0.003 |
| Direct | Emotional Exhaustion | | | Work. Manageability | 0.608\*\*\* | 0.000 |
| Stress | 0.280\*\*\* | 0.000 |
|  | Work. Manageability, via Stress | 0.143\*\*\* | 0.000 |
| Indirect | Plan Time via Work. Manageability & Stress | 0.414\*\*\* | 0.000 |
| Hrs of Planning, via Work. Manageability & Stress | -0.125\*\*\* | 0.000 |
| Curricular Resources via Work. Manageability & Stress | 0.173\*\* | 0.003 |
| Direct | Stress | | | Workload Manageability | 0.510\*\*\* | 0.000 |
| Indirect | Plan Time, via Work. Manageability | 0.281\*\*\* | 0.000 |
| Hrs of Planning, via Work. Manageability | -0.085\*\* | 0.002 |
| Curricular Resources, via Work. Manageability | 0.118\*\* | 0.003 |
| Direct | Workload Manageability | | | Plan Time | 0.552\*\*\* | 0.000 |
| Hrs of Planning | -0.166\*\*\* | 0.001 |
| Curricular Resources | 0.231\*\* | 0.002 |
| **Demands (Stage 4)** | | | | | | |
| Model Fit | | = 255.454, *p* =0.000; RMSEA = 0.059, CI: 0.045, 0.073; CFI = 0.938; TLI = 0.929 | | | | |
| Effect | Dependent Factor | | | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Intent to Stay | | | Emot. Exhaustion | 0.749\*\*\* | 0.000 |
|  | Stress, via Emot. Exhaustion | 0.200\*\* | 0.001 |
| Indirect | Work. Manageability, via Emot. Exhaustion & Stress | 0.563\*\*\* | 0.000 |
| Instructional Group., via Work. Manageability, Stress, & Emot. Exhaustion | 0.173\* | 0.041 |
| Lessons to Plan, via Work. Manageability, Stress, & Emot. Exhaustion | -0.093\* | 0.030 |
| Direct | Emotional Exhaustion | | | Work. Manageability | 0.611\*\*\* | 0.000 |
| Stress | 0.267\*\* | 0.001 |
| Indirect | Work. Manageability via Stress | 0.141\*\* | 0.001 |
| Instructional Group., via Work. Manageability & Stress | 0.230\* | 0.037 |
| Lessons to Plan, via Work. Manageability & Stress | -0.125\* | 0.029 |
| Direct | Stress | | | Work. Manageability | 0.526\*\*\* | 0.000 |
| Indirect | Instructional Group., via Work. Manageability | 0.161\* | 0.032 |
| Direct | Workload Manageability | | | Instructional Group. | 0.306\* | 0.033 |
| Lessons to Plan | -0.166\* | 0.028 |

*Note*. Emot. = Emotional; Work. = Workload; Parapro. = Paraprofessional; Hrs = Hours; Group. = Grouping

\* = *p <* .05; \*\* = *p <* .01; \*\*\* = *p <* .001

**Appendix E**

*Results for Full Structural Equation Model with Significant Paths from Stages 1-4, and Non-Significant Paths from Stage 5*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Model Fit | | =1258.488, *p* = 0.0000; RMSEA = 0.067, CI: 0.060, 0.074; CFI = 0.835; TLI = 0.823 | | | |
| Effect | Dependent Factor | | Regressed onto (Predicted by) | Standardized Coefficient | *p* (one tailed) |
| Direct | Intent to Stay | | Emot. Exhaustion | 0.626\*\*\* | 0.000 |
| Admin. Support | 0.261\*\* | 0.007 |
| Experience | 0.087 | 0.127 |
| Indirect | Work. Manageability, via Emot. Exhaustion and Stress | 0.476\*\*\* | 0.000 |
| Stress, via Emot. Exhaustion | 0.161\*\* | 0.004 |
| Plan Time, via Work. Manageability, Stress and Emot. Exhaustion | 0.273\*\*\* | 0.000 |
| Hrs of Planning, via Work. Manageability, Stress and Emot. Exhaustion | -0.066\*\* | 0.006 |
| Admin. Support, via Plan. Time, Work. Manageability Stress, and Emot. Exhaustion | 0.154\*\* | 0.004 |
| Number of Paraprofessionals, via Work. Manageability, Stress, and Emot. Exhaustion | -0.116\*\* | 0.003 |
| Number of Students, via Work. Manageability, Stress, and Emot. Exhaustion |  |  |
| Direct | Emotional Exhaustion | | Work. Manageability | 0.623\*\*\* | 0.000 |
| Stress | 0.257\*\* | 0.003 |
| Indirect | Work. Manageability, via Stress | 0.761\*\*\* | 0.000 |
| Admin. Support, via Plan Time, Work. Manageability, and Stress | 0.247\*\* | 0.004 |
| Plan. Time, via Work. Manageability, and Stress | 0.437\*\*\* | 0.000 |
| Hrs of Planning | -0.105\*\* | 0.007 |
| Number of Paraprofessionals, via Work. Manageability, and Stress | -0.186\*\* | 0.002 |
| Lessons to Plan, via Work. Manageability, and Stress |  |  |
| Direct | Stress | | Work. Manageability | 0.535\*\*\* | 0.000 |
| Indirect | Admin. Support, via Plan Time, and Work. Manageability | 0.173\*\* | 0.003 |
| Number of Paraprofessionals, via Work. Manageability | -0.131\*\* | 0.003 |
| Plan Time, via Work. Manageability | 0.307\*\*\* | 0.000 |
| Hrs of Planning, via Work. Manageability | -0.074\*\* | 0.009 |
| Direct | Workload Manageability | | Admin. Support | 0.136 | .062 |
| Parapro. Training | 0.088 | 0.181 |
| Number of Paraprofessionals | -0.244\*\*\* | 0.000 |
| Plan Time | 0.575\*\*\* | 0.000 |
| Curricular Resources | 0.141 | 0.064 |
| Instructional Group. | -0.122ctional | 0.164 |
| Lessons to Plan | -0.034 | 0.310 |
| Hrs of Planning | -0.138\*\* | 0.008 |
| Experience Teaching | 0.075 | 0.178 |
| Indirect | Admin. Support, via Plan Time | 0.188\* | 0.021 |
| Direct | Parapro. Training | | Admin. Support | 0.359\*\*\* | 0.000 |
| Curricular Resources | | 0.447\*\*\* | 0.000 |
| Plan. Time | | 0.211\* | 0.045 |
| Instructional Group. | | 0.224 | 0.054 |

*Note*. Emot. = Emotional; Work. = Workload; Parapro. = Paraprofessional; Hrs = Hours; Admin. = Administrative; Group. = Grouping

\* *p* <.05; \*\* *p* <.01; \*\*\* *p* <.001

**Appendix F**

*Results for Retained Structural Equation Model, Stage 5 (Figure 6)*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Overall Model Fit | | =985.336, *p* = 0.0000; RMSEA = 0.069, CI: 0.062, 0.077; CFI = 0.850; TLI = 0.838 | | |
| Effect | Dependent Factor | Regressed onto (Predicted by) | Standardized Coefficient | *p* value (one tailed) |
| Direct | Intent to Stay | Emotional Exhaustion | 0.624\*\*\* | 0.000 |
| Administrative Support | 0.304\*\*\* | 0.000 |
| Indirect | Workload Manageability, via Emotional Exhaustion | 0.490\*\*\* | 0.000 |
| Stress, via Emotional Exhaustion | 0.146\*\* | 0.004 |
| Plan Time, via Workload Manageability and Emotional Exhaustion | 0.290\*\*\* | 0.000 |
| Administrative Support, via Plan Time, Curricular Resources, Workload Manageability and Emotional Exhaustion | 0.128\*\* | 0.001 |
| Curricular Resources, via Workload Manageability, Stress, and Emotional Exhaustion | 0.084\*\* | 0.008 |
| Instructional Grouping, via Curricular Resources, Plan Time, Workload Manageability and Emotional Exhaustion | 0.166\*\*\* | 0.000 |
| Number of Paraprofessionals, via Workload Manageability, Stress and Emotional Exhaustion | -0.125\*\*\* | 0.000 |
| Hours of Planning, via Planning Time, Workload Manageability, Stress, and Emotional Exhaustion | -0.142\*\*\* | 0.000 |
| Direct | Emotional Exhaustion | Workload Manageability | 0.657\*\*\* | 0.000 |
| Stress | 0.234\*\* | 0.004 |
| Indirect | Workload Manageability, via Stress | 0.127\*\* | 0.004 |
| Administrative Support, via Curricular Resources, Plan Time, Workload Manageability, and Stress | 0.205\*\* | 0.001 |
| Plan Time, via Workload Manageability and Stress | 0.464\*\*\* | 0.000 |
| Curricular Resources, via Plan Time, Workload Manageability, and Stress | 0.135\*\* | 0.007 |
| Instructional grouping, via Curricular Resources, Plan Time, Workload Manageability, and Stress | 0.266\*\*\* | 0.000 |
| Number of Paraprofessionals, via Workload Manageability and Stress | -0.200\*\*\* | 0.000 |
| Hours of Planning, via Plan Time, Workload Manageability, and Stress | 0.228\*\*\* | 0.000 |
| Direct | Stress | Workload Manageability | 0.415\*\*\* | 0.000 |
| Indirect | Plan Time, via Workload Manageability | 0.321\*\*\* | 0.000 |
| Number of Paraprofessionals, via Workload Manageability | -0.138\*\*\* | 0.000 |
| Hours of Planning, via Plan Time and Workload Manageability | -0.158\*\* | 0.001 |
| Curricular Resources, via Plan Time and Workload Manageability | 0.094\*\* | 0.007 |
| Instructional Grouping, via Curricular Resources, Plan Time, and Workload Manageability | 0.184\*\*\* | 0.000 |
| Administrative Support, via Curricular Resources, Planning Time, and Workload Manageability | 0.142\*\* | 0.001 |
| Direct | Workload Manageability | Number of Paraprofessionals | -0.255\*\*\* | 0.000 |
| Plan Time | 0.592\*\*\* | 0.000 |
| Administrative Support | 0.204\*\* | 0.004 |
| Hours of Planning | -0.160\* | 0.010 |
| Indirect | Administrative Support, via Curricular Resources and Plan Time | 0.057\* | 0.022 |
| Curricular Resources, via Plan Time | 0.172\*\* | 0.005 |
| Hours of Planning | -0.131\*\* | 0.004 |
| Instructional Grouping, via Curricular Resources and Plan Time | 0.339\*\*\* | 0.000 |
| Direct | Plan Time | Instructional Grouping | 0.450\*\*\* | 0.000 |
| Curricular Resources | 0.291\*\* | 0.003 |
| Hours of Planning | -0.221\*\* | 0.003 |
| Indirect | Instructional Grouping, via Curricular Resources | 0.122\*\* | 0.005 |
| Administrative Support, via Curricular Resources | 0.096\* | 0.019 |
| Direct | Curricular Resources | Administrative Support | 0.330\*\*\* | 0.000 |
| Instructional Grouping | 0.418\*\*\* | 0.000 |

\* *p* <.05; \*\* *p* <.01; \*\*\* *p* <.001