|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Appendix B  *Regression Results* | | | | | | | | | | | | | |
| **Full Sample (Including SETs and GETs)** | | | | | | | | | | | | | |
| Variable | Model 1 | | | Model 2 | | | Model 3 | | Model 4 | Model 5 | | Model 6 | |
| SET assignment | 0.027 | | | 0.016 | | | 0.014 | | 0.016 | 0.016 | | 0.016 | |
| (0.039) | | | (0.033) | | | (0.033) | | (0.033) | (0.033) | | (0.033) | |
| Grades | 0.016 | | | 0.008 | | | 0.008 | | 0.008 | 0.008 | | 0.008 | |
| (0.011) | | | (0.009) | | | (0.009) | | (0.009) | (0.009) | | (0.009) | |
| Subjects | -0.012 | | | -0.009 | | | -0.009 | | -0.009 | -0.010 | | -0.009 | |
| (0.150) | | | (0.012) | | | (0.013) | | (0.012) | (0.012) | | (0.012) | |
| Student problems | -0.452\*\*\* | | | -.219\*\*\* | | | -0.219\*\*\* | | -0.219\*\*\* | -0.208\*\*\* | | -0.218\*\*\* | |
| (0.016) | | | (0.015) | | | (0.015) | | (0.015) | (0.035) | | (0.015) | |
| Time | -0.006\*\*\* | | | -.005\*\*\* | | | -0.005\*\*\* | | -0.005\*\*\* | -0.005\*\*\* | | -0.005\*\*\* | |
| (0.001) | | | (0.001) | | | (0.001) | | (0.001) | (0.001) | | (0.001) | |
| School FRL | -0.002\*\*\* | | | -.002\*\*\* | | | -0.002\*\*\* | | -0.001 | -0.002\*\*\* | | -0.002\*\*\* | |
| (0.001) | | | (0.000) | | | (0.000) | | (0.001) | (0.000) | | (0.000) | |
| Secondary | 0.245\*\*\* | | | 0.185\*\*\* | | | 0.183\*\*\* | | 0.185\*\*\* | 0.184\*\*\* | | 0.185\*\*\* | |
| (0.030) | | | (0.027) | | | (0.027) | | (0.027) | (0.027) | | (0.027) | |
| Combined | 0.117\* | | | 0.103 | | | 0.103 | | 0.104\*\* | 0.103\* | | 0.103\*\* | |
| (0.050) | | | (0.039) | | | (0.040) | | (0.027) | (0.039) | | (0.039) | |
| Admin. support |  | | | 0.438\*\*\* | | | 0.418\*\*\* | | 0.337\*\*\* | 0.436\*\*\* | | 0.439\*\*\* | |
|  | | | (0.018) | | | (0.020) | | (0.031) | (0.019) | | (0.019) | |
| Collegial support |  | | | 0.082\*\*\* | | | 0.085\*\*\* | | 0.129\*\*\* | 0.085\*\*\* | | 0.083\*\*\* | |
|  | | | (0.018) | | | (0.019) | | (0.030) | (0.019) | | (0.018) | |
| Instructional materials |  | | | 0.066\*\*\* | | | 0.068\*\*\* | | 0.087\*\*\* | 0.066\*\*\* | | 0.066\*\*\* | |
|  | | | (0.013) | | | (0.014) | | (0.023) | (0.013) | | (0.013) | |
| Early career |  | | | -0.071\* | | | -0.123 | | -0.072\* | -0.072\* | | -0.072\* | |
|  | | | (0.029) | | | (0.065) | | (0.029) | (0.029) | | (0.029) | |
| Late career |  | | | 0.141\*\*\* | | | 0.142\*\*\* | | 0.141\*\*\* | 0.139\*\*\* | | 0.141\*\*\* | |
|  | | | (0.027) | | | (0.028) | | (0.027) | (0.027) | | (0.027) | |
| Full cert. |  | | | 0.014 | | | -0.011 | | 0.050 | 0.012 | | 0.014 | |
|  | | | (0.041) | | | (0.055) | | (0.065) | (0.040) | | (0.040) | |
| Early\*Admin. |  | | |  | | | 0.109\* | |  |  | |  | |
|  | | |  | | | (0.044) | |  |  | |  | |
| Early\*Coll. |  | | |  | | | -0.021 | |  |  | |  | |
|  | | |  | | | (0.036) | |  |  | |  | |
| Early\*Inst. |  | | |  | | | -0.017 | |  |  | |  | |
|  | | |  | | | (0.029) | |  |  | |  | |
| Early\*Cert. |  | | |  | | | 0.052 | |  |  | |  | |
|  | | |  | | | (0.071) | |  |  | |  | |
| FRL\*Admin. |  | | |  | | |  | | 0.002\*\* |  | |  | |
|  | | |  | | |  | | (0.001) |  | |  | |
| FRL\*Coll. |  | | | |  | |  | | -0.001 |  | |  | |
|  | | | |  | |  | | (0.001) |  | |  | |
| FRL\*Inst. |  | | | |  | |  | | -0.000 |  | |  | |
|  | | | |  | |  | | (0.001) |  | |  | |
| FRL\*Cert. |  | | | |  | |  | | -0.001 |  | |  | |
|  | | | |  | |  | | (0.001) |  | |  | |
| Problems\*Admin. |  | | | |  | |  | |  | 0.022 | |  | |
|  | | | |  | |  | |  | (0.018) | |  | |
| Problems\*Coll. |  | | | |  | |  | |  | -0.010 | |  | |
|  | | | |  | |  | |  | (0.015) | |  | |
| Problems\*Instruct. |  | | | |  | |  | |  | -0.002 | |  | |
|  | | | |  | |  | |  | (0.011) | |  | |
| Problems\*Cert. |  | | | |  | |  | |  | -0.010 | |  | |
|  | | | |  | |  | |  | (0.036) | |  | |
| Admin.\*Coll. |  | | | |  | |  | |  |  | | 0.005 | |
|  | | | |  | |  | |  |  | | (0.012) | |
| Intercept | -0.053 | | | -0.008 | | | 0.016 | | -0.048 | -0.002 | | -0.011 | |
| (0.035) | | | (0.051) | | | (0.060) | | (0.065) | (0.051) | | (0.050) | |
| R^2 | .185 | | | .404 | | | .405 | | .406 | .404 | | .404 | |
| **Special Education Teachers** | | | | | | | | | | | | | |
|  | Model 1 | Model 2 | | | | Model 3 | | Model 4 | | | Model 5 | | Model 6 |
| Grades | -0.009 | -0.010 | | | | -0.009 | | -0.008 | | | -0.009 | | -0.011 |
| (0.017) | (0.016) | | | | (0.015) | | (0.016) | | | (0.016) | | (0.015) |
| Subjects | -0.017 | -0.025 | | | | -0.025 | | -0.024 | | | -0.024 | | -0.026 |
| (0.022) | (0.017) | | | | (0.017) | | (0.016) | | | (0.017) | | (0.016) |
| Student problems | -0.360\*\*\* | -0.185\*\*\* | | | | -0.186\*\*\* | | -0.189\*\*\* | | | -0.083 | | -0.181\*\*\* |
| (0.028) | (0.028) | | | | (0.028) | | (0.028) | | | (0.079) | | (0.028) |
| Time | -0.010\* | -0.007\*\* | | | | -0.007\* | | -0.008\*\* | | | -0.007\*\* | | -0.007\*\* |
| (0.003) | (0.003) | | | | (0.003) | | (0.003) | | | (0.003) | | (0.003) |
| School FRL | -0.001 | -0.001 | | | | -0.001 | | -0.001 | | | -0.001 | | -0.001 |
| (0.001) | (0.001) | | | | (0.001) | | (0.003) | | | (0.001) | | (0.001) |
| Secondary | 0.218\*\*\* | 0.163\*\*\* | | | | 0.167\*\*\* | | 0.162\*\*\* | | | 0.162\*\*\* | | 0.165\*\*\* |
| (0.046) | (0.042) | | | | (0.041) | | (0.043) | | | (0.041) | | (0.042) |
| Combined | 0.044 | 0.067 | | | | 0.064 | | 0.064 | | | 0.066 | | 0.071 |
| (0.074) | (0.063) | | | | (0.063) | | (0.063) | | | (0.066) | | (0.063) |
| Admin. support |  | 0.426\*\*\* | | | | 0.387\*\*\* | | 0.303\*\*\* | | | 0.417\*\*\* | | 0.439\*\*\* |
|  | (0.040) | | | | (0.040) | | (0.056) | | | (0.041) | | (0.041) |
| Collegial support |  | 0.069 | | | | 0.089\* | | 0.017 | | | 0.080\* | | 0.069 |
|  | (0.037) | | | | (0.040) | | (0.055) | | | (0.038) | | (0.037) |
| Instructional materials |  | 0.038 | | | | 0.047 | | 0.105\* | | | 0.037 | | 0.035 |
|  | (0.028) | | | | (0.030) | | (0.050) | | | (0.027) | | (0.027) |
| Early career |  | -0.033 | | | | 0.189 | | -0.036 | | | -0.029 | | -0.034 |
|  | (0.057) | | | | (0.153) | | (0.055) | | | (0.057) | | (0.057) |
| Late career |  | 0.138\* | | | | 0.124\* | | 0.140\* | | | 0.133\* | | 0.141\* |
|  | (0.062) | | | | (0.063) | | (0.061) | | | (0.061) | | (0.062) |
| Full cert. |  | 0.197\* | | | | 0.330\*\* | | 0.182 | | | 0.184\* | | 0.192\* |
|  | (0.082) | | | | (0.124) | | (0.150) | | | (0.083) | | (0.082) |
| Early\*Admin. |  |  | | | | 0.170 | |  | | |  | |  |
|  |  | | | | (0.098) | |  | | |  | |  |
| Early\*Coll. |  |  | | | | -0.085 | |  | | |  | |  |
|  |  | | | | (0.065) | |  | | |  | |  |
| Early\*Inst. |  |  | | | | -0.058 | |  | | |  | |  |
|  |  | | | | (0.074) | |  | | |  | |  |
| Early\*Cert. |  |  | | | | -0.293 | |  | | |  | |  |
|  |  | | | | (0.173) | |  | | |  | |  |
| FRL\*Admin. |  |  | | | |  | | 0.002\* | | |  | |  |
|  |  | | | |  | | (0.001) | | |  | |  |
| FRL\*Coll. |  | |  | | |  | | 0.001 | | |  | |  |
|  | |  | | |  | | (0.001) | | |  | |  |
| FRL\*Inst. |  | |  | | |  | | -0.001 | | |  | |  |
|  | |  | | |  | | (0.001) | | |  | |  |
| FRL\*Cert. |  | |  | | |  | | 0.000 | | |  | |  |
|  | |  | | |  | | (0.003) | | |  | |  |
| Problems\*Admin. |  | |  | | |  | |  | | | 0.044 | |  |
|  | |  | | |  | |  | | | (0.032) | |  |
| Problems\*Coll. |  | |  | | |  | |  | | | -0.013 | |  |
|  | |  | | |  | |  | | | (0.031) | |  |
| Problems\*Instruct. |  | |  | | |  | |  | | | 0.014 | |  |
|  | |  | | |  | |  | | | (0.024) | |  |
| Problems\*Cert. |  | |  | | |  | |  | | | -0.109 | |  |
|  | |  | | |  | |  | | | (0.082) | |  |
| Admin.\*Coll. |  | |  | | |  | |  | | |  | | 0.039 |
|  | |  | | |  | |  | | |  | | (0.030) |
| Intercept | -0.021 | -0.206\* | | | | -0.329\* | | -0.184 | | | -0.174 | | -0.225\* |
| (0.60) | (0.103) | | | | (0.132) | | (0.149) | | | (0.101) | | (0.103) |
| R^2 | .141 | .356 | | | | .366 | | .368 | | | .363 | | .362 |
| **General Education Teachers** | | | | | | | | | | | | | |
|  | Model 1 | Model 2 | | | | Model 3 | | Model 4 | | | Model 5 | | Model 6 |
| Grades | 0.029\* | 0.016 | | | | 0.017 | | 0.015 | | | 0.016 | | 0.016 |
| (0.013) | (0.010) | | | | (0.010) | | (0.010) | | | (0.010) | | (0.010) |
| Subjects | -0.003 | 0.002 | | | | 0.002 | | 0.002 | | | 0.002 | | 0.002 |
| (0.021) | (0.018) | | | | (0.018) | | (0.018) | | | (0.018) | | (0.018) |
| Student problems | -0.472\*\*\* | -0.227\*\*\* | | | | -0.227\*\*\* | | -0.226\*\*\* | | | -0.250\*\*\* | | -0.227\*\*\* |
| (0.018) | (0.017) | | | | (0.017) | | (0.017) | | | (0.037) | | (0.017) |
| Time | -0.006\*\*\* | -0.004\*\* | | | | -0.004\*\* | | -0.004\*\* | | | -0.004\*\* | | -0.004\*\* |
| (0.002) | (0.001) | | | | (0.001) | | (0.001) | | | (0.001) | | (0.001) |
| School FRL | -0.002\* | -0.002\*\*\* | | | | -0.002\*\*\* | | -0.001 | | | -0.002\*\*\* | | -0.002\*\*\* |
| (0.001) | (0.001) | | | | (0.001) | | (0.001) | | | (0.001) | | (0.001) |
| Secondary | 0.234\*\*\* | 0.180\*\*\* | | | | 0.178\*\*\* | | 0.182\*\*\* | | | 0.179\*\*\* | | 0.180\*\*\* |
| (0.037) | (0.032) | | | | (0.032) | | (0.032) | | | (0.032) | | (0.032) |
| Combined | 0.119 | 0.104\* | | | | 0.103\* | | 0.105\* | | | 0.104\* | | 0.104\* |
| (0.060) | (0.046) | | | | (0.047) | | (0.046) | | | (0.047) | | (0.046) |
| Admin. support |  | 0.439\*\*\* | | | | 0.422\*\*\* | | 0.345\*\*\* | | | 0.437\*\*\* | | 0.439\*\*\* |
|  | (0.020) | | | | (0.022) | | (0.036) | | | (0.020) | | (0.020) |
| Collegial support |  | 0.085\*\*\* | | | | 0.085\*\*\* | | 0.147\*\*\* | | | 0.087\*\*\* | | 0.085\*\*\* |
|  | (0.020) | | | | (0.021) | | (0.034) | | | (0.021) | | (0.019) |
| Instructional materials |  | 0.071\*\*\* | | | | 0.071\*\*\* | | 0.083\*\* | | | 0.071\*\*\* | | 0.071\*\*\* |
|  | (0.015) | | | | (0.016) | | (0.026) | | | (0.015) | | (0.015) |
| Early career |  | -0.078\* | | | | -0.204\*\* | | -0.079\* | | | -0.078\* | | -0.078\* |
|  | (0.033) | | | | (0.075) | | (0.033) | | | (0.033) | | (0.033) |
| Late career |  | 0.142\*\*\* | | | | 0.144\*\*\* | | 0.142\*\*\* | | | 0.141\*\*\* | | 0.142\*\*\* |
|  | (0.032) | | | | (0.032) | | (0.032) | | | (0.031) | | (0.031) |
| Full cert. |  | -0.032 | | | | -0.096 | | 0.005 | | | -0.035 | | -0.033 |
|  | (0.044) | | | | (0.057) | | (0.071) | | | (0.043) | | (0.044) |
| Early\*Admin. |  |  | | | | 0.100\* | |  | | |  | |  |
|  |  | | | | (0.049) | |  | | |  | |  |
| Early\*Coll. |  |  | | | | -0.007 | |  | | |  | |  |
|  |  | | | | (0.040) | |  | | |  | |  |
| Early\*Inst. |  |  | | | | -0.008 | |  | | |  | |  |
|  |  | | | | (0.030) | |  | | |  | |  |
| Early\*Cert |  |  | | | | 0.141 | |  | | |  | |  |
|  |  | | | | (0.080) | |  | | |  | |  |
| FRL\*Admin. |  |  | | | |  | | 0.002\* | | |  | |  |
|  |  | | | |  | | (0.001) | | |  | |  |
| FRL\*Coll. |  | |  | | |  | | -0.001 | | |  | |  |
|  | |  | | |  | | (0.001) | | |  | |  |
| FRL\*Inst. |  | |  | | |  | | -0.000 | | |  | |  |
|  | |  | | |  | | (0.001) | | |  | |  |
| FRL\*Cert. |  | |  | | |  | | -0.001 | | |  | |  |
|  | |  | | |  | | (0.001) | | |  | |  |
| Problems\*Admin. |  | |  | | |  | |  | | | 0.017 | |  |
|  | |  | | |  | |  | | | (0.021) | |  |
| Problems\*Coll. |  | |  | | |  | |  | | | -0.010 | |  |
|  | |  | | |  | |  | | | (0.017) | |  |
| Problems\*Instruct. |  | |  | | |  | |  | | | -0.005 | |  |
|  | |  | | |  | |  | | | (0.013) | |  |
| Problems\*Cert. |  | |  | | |  | |  | | | 0.028 | |  |
|  | |  | | |  | |  | | | (0.038) | |  |
| Admin.\*Coll. |  | |  | | |  | |  | | |  | | 0.000 |
|  | |  | | |  | |  | | |  | | (0.013) |
| Intercept | -0.038 | 0.050 | | | | 0.111 | | 0.005 | | | 0.052 | | 0.050 |
| (0.041) | (0.056) | | | | (0.063) | | (0.069) | | | (0.056) | | (0.055) |
| R^2 | .194 | .413 | | | | .414 | | .414 | | | .413 | | .413 |