

Appendix C: ACPP Survey Responses Spring 2007 by Group. ACPP Teachers (Treatment 3) and Comparison Teachers (Comparison 7)

		Strongly Disagree	Disagree Somewhat	Agree Somewhat	Strongly Agree
1	I am satisfied with the current teacher salary system.				
	ACPP Teachers	26%	26%	37%	12%
	Comparison Teachers	24%	25%	38%	14%
2	I think merit-pay programs increase collaboration among teachers.				
	ACPP Teachers	19%	42%	38%	1%
	Comparison Teachers	36%	28%	25%	10%
3	If I have many low-performing students in my class, it is a burden.				
	ACPP Teachers	23%	25%	39%	13%
	Comparison Teachers	24%	23%	37%	17%
4	Teachers at my school get along well with each other.				
	ACPP Teachers	2%	15%	56%	26%
	Comparison Teachers	2%	8%	47%	42%
5	An end-of-year evaluation by the principal is an appropriate measure of my effectiveness.				
	ACPP Teachers	13%	28%	44%	15%
	Comparison Teachers	17%	22%	42%	19%
6	Teachers who have more teaching experience are generally more effective at teaching than those with less experience.				
	ACPP Teachers	19%	44%	27%	10%
	Comparison Teachers	16%	40%	36%	8%

		Strongly Disagree	Disagree Somewhat	Agree Somewhat	Strongly Agree
7	Teachers who have advanced degrees are generally more effective at teaching than those without advanced degrees.				
	ACPP Teachers	19%	39%	34%	8%
	Comparison Teachers	14%	50%	31%	5%
8	Gains in student test scores are appropriate measures of teacher effectiveness.				
	ACPP Teachers	25%	36%	35%	4%
	Comparison Teachers	28%	39%	30%	3%
9	If I have many low-performing students in my class, it is an opportunity to demonstrate my teaching ability.				
	ACPP Teachers	16%	33%	41%	11%
	Comparison Teachers	12%	21%	54%	13%
10	I am paid well for the amount of effort that I put into my work.				
	ACPP Teachers	59%	34%	6%	1%
	Comparison Teachers	41%	31%	24%	4%
11	I think pay-for-performance programs lead to counterproductive competition between teachers.				
	ACPP Teachers	7%	36%	39%	18%
	Comparison Teachers	17%	19%	35%	29%
12	I researched more new teaching strategies than in previous years.				
	ACPP Teachers	11%	25%	45%	19%
	Comparison Teachers	5%	19%	50%	25%

13	I collaborated more with other teachers.				
	ACPP Teachers	10%	23%	42%	26%
	Comparison Teachers	4%	10%	46%	40%
14	I have enjoyed teaching in my school.				
	ACPP Teachers	6%	13%	37%	43%
	Comparison Teachers	6%	9%	40%	44%
15	I spent less time working in the evenings on school related work.				
	ACPP Teachers	31%	36%	30%	4%
	Comparison Teachers	34%	34%	24%	9%
16	I worked harder than I've worked in previous years.				
	ACPP Teachers	16%	28%	29%	26%
	Comparison Teachers	5%	15%	40%	41%
17	I talked with other teachers about our professional development training.				
	ACPP Teachers	5%	10%	64%	21%
	Comparison Teachers	2%	3%	48%	47%
18	The culture in my school has become more negative.				
	ACPP Teachers	31%	32%	30%	7%
	Comparison Teachers	25%	33%	31%	12%
19	I talked with other teachers in my school about new teaching methods.				
	ACPP Teachers	2%	17%	60%	20%
	Comparison Teachers	3%	8%	46%	43%

20	I talked with other teachers in my school about changing the curriculum.				
	ACPP Teachers	8%	29%	51%	12%
	Comparison Teachers	7%	25%	41%	27%

Over the last school year,		Strongly Disagree	Disagree Somewhat	Agree Somewhat	Strongly Agree
-----------------------------------	--	--------------------------	--------------------------	-----------------------	-----------------------

21	I talked with other teachers about committee, team, or school problems.				
	ACPP Teachers	0%	14%	51%	35%
	Comparison Teachers	3%	10%	48%	41%

22	I talked with other teachers about each others' families, vacations, local sports, or news.				
	ACPP Teachers	0%	15%	53%	32%
	Comparison Teachers	6%	11%	46%	38%

23	I spent more time preparing for my job.				
	ACPP Teachers	2%	23%	53%	22%
	Comparison Teachers	4%	11%	46%	39%

24	I implemented new "best practices" teaching strategies.				
	ACPP Teachers	2%	11%	52%	35%
	Comparison Teachers	1%	10%	47%	42%

25	I withheld ideas about teaching rather than sharing with other teachers.				
	ACPP Teachers	70%	23%	5%	2%
	Comparison Teachers	69%	23%	5%	4%

26	My work environment became more positive.				
	ACPP Teachers	10%	37%	44%	10%

	Comparison Teachers	14%	21%	48%	18%
27	I spent more time preparing for my job.				
	ACPP Teachers	11%	15%	48%	26%
	Comparison Teachers	5%	13%	41%	41%
28	I used the same teaching strategies I used previously.				
	ACPP Teachers	5%	27%	51%	17%
	Comparison Teachers	11%	30%	48%	10%
29	I noticed that other teachers shared fewer of their ideas.				
	ACPP Teachers	35%	36%	25%	4%
	Comparison Teachers	30%	43%	20%	7%
30	Being a teacher has become more difficult.				
	ACPP Teachers	12%	12%	37%	39%
	Comparison Teachers	10%	19%	27%	45%
31	I became a better teacher.				
	ACPP Teachers	4%	17%	52%	27%
	Comparison Teachers	5%	7%	47%	41%
32	Student performance improved in my school.				
	ACPP Teachers	4%	26%	57%	13%
	Comparison Teachers	8%	18%	54%	20%
33	Years of Teaching Experience				
	ACPP Teachers		Average = 14.0		
	Comparison Teachers		Average = 17.6		
34.	Highest Degree Completed	Bachelor's Degree	Bachelor's Degree Plus	Master's Degree	Master's Degree Plus
	ACPP Teachers	41%	28%	16%	15%
	Comparison Teachers	39%	33%	6%	21%