

Appendix D: Teacher Survey Scale Scores by Question from Spring 2007 by Group.
 ACP Teachers (Treatment 3) and Comparison Teachers (Comparison 7).

		N	Mean	SD
1	I am satisfied with the current teacher salary system.			
	ACPP Teachers	82	2.35	1.00
	Comparison Teachers	207	2.42	1.00
2	I think merit-pay programs increase collaboration among teachers.			
	ACPP Teachers	84	2.21	.76
	Comparison Teachers	204	2.09	1.00
3	If I have many low-performing students in my class, it is a burden.			
	ACPP Teachers	83	2.42	.99
	Comparison Teachers	200	2.48	1.03
4	Teachers at my school get along well with each other.			
	ACPP Teachers	84	3.06	.72
	Comparison Teachers	206	3.29	.72
5	An end-of-year evaluation by the principal is an appropriate measure of my effectiveness.			
	ACPP Teachers	82	2.60	.90
	Comparison Teachers	204	2.64	.98
6	Teachers who have more teaching experience are generally more effective at teaching than those with less experience.			
	ACPP Teachers	84	2.27	.88
	Comparison Teachers	204	2.36	.85

7 Teachers who have advanced degrees are generally more effective at teaching than those without advanced degrees.

ACPP Teachers	85	2.32	.88
Comparison Teachers	204	2.07	.77

		N	Mean	SD
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8 Gains in student test scores are appropriate measures of teacher effectiveness.

ACPP Teachers	85	2.18	.85
Comparison Teachers	198	2.07	.83

9 If I have many low-performing students in my class, it is an opportunity to demonstrate my teaching ability.

ACPP Teachers	83	2.47	.89
Comparison Teachers	200	2.68	.85

10 I am paid well for the amount of effort that I put into my work.

ACPP Teachers	85	1.49	.67
Comparison Teachers	202	1.93	.91

11 I think pay-for-performance programs lead to counterproductive competition between teachers.

ACPP Teachers	83	2.67	.86
Comparison Teachers	198	2.77	1.05

Over the last school year, ...				
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12 I researched more new teaching strategies than in previous years.

ACPP Teachers	84	2.73	.90
Comparison Teachers	202	2.96	.81

13 I collaborated more with other teachers.

ACPP Teachers	84	2.85	.93
Comparison Teachers	202	3.20	.80

14 I have enjoyed teaching in my school.

ACPP Teachers	83	3.18	.89
Comparison Teachers	202	3.22	.87

	Over the last school year, ...	N	Mean	SD
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15 I spent less time working in the evenings on school related work.

ACPP Teachers	84	2.06	.87
Comparison Teachers	200	2.08	.97

16 I worked harder than I've worked in previous years.

ACPP Teachers	85	2.65	1.04
Comparison Teachers	200	3.17	.85

17 I talked with other teachers about our professional development training.

ACPP Teachers	84	3.02	.71
Comparison Teachers	201	3.39	.66

18 The culture in my school has become more negative.

ACPP Teachers	84	2.13	.94
Comparison Teachers	199	2.29	.97

19 I talked with other teachers in my school about new teaching methods.

ACPP Teachers	83	2.99	.69
Comparison Teachers	198	3.29	.74

20 I talked with other teachers in my school about changing the curriculum.

ACPP Teachers	84	2.67	.80
Comparison Teachers	199	2.87	.89

21 I talked with other teachers about committee, team, or school problems.

ACPP Teachers	83	3.20	.68
Comparison Teachers	200	3.26	.73

	Over the last school year, ...	N	Mean	SD
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22 I talked with other teachers about each others' families, vacations, local sports, or news.

ACPP Teachers	85	3.16	.67
Comparison Teachers	200	3.15	.84

23 I spent more time preparing for my job.

ACPP Teachers	83	2.94	.74
Comparison Teachers	201	3.20	.79

24 I implemented new "best practices" teaching strategies.

ACPP Teachers	83	3.19	.72
Comparison Teachers	198	3.31	.68

25 I withheld ideas about teaching rather than sharing with other teachers.

ACPP Teachers	84	1.39	.70
Comparison Teachers	200	1.44	.76

26 My work environment became more positive.

ACPP Teachers	84	2.54	.80
Comparison Teachers	199	2.70	.92

27 I spent more time preparing for my job.

ACPP Teachers	84	2.89	.92
Comparison Teachers	197	3.19	.83

28 I used the same teaching strategies I used previously.

ACPP Teachers	81	2.80	.78
Comparison Teachers	195	2.57	.82

	Over the last school year, ...	N	Mean	SD
29	I noticed that other teachers shared fewer of their ideas.			
	ACPP Teachers	77	1.97	.87
	Comparison Teachers	197	2.04	.89
30	Being a teacher has become more difficult.			
	ACPP Teachers	83	3.02	1.00
	Comparison Teachers	200	3.08	1.01
31	I became a better teacher.			
	ACPP Teachers	82	3.02	.77
	Comparison Teachers	198	3.25	.79
32	Student performance improved in my school.			
	ACPP Teachers	76	2.79	.72
	Comparison Teachers	196	2.86	.83
33	Years of Teaching Experience			
	ACPP Teachers	42	14	
	Comparison Teachers	132	18	
