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Table 1

Q1. What is your current classification within the context of the Educator Effectiveness System or EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Classroom Teacher of Tested Grades and Subjects	1848 43%	1848 100%	-	-	-	838 39% J	420 58% FHIJ	468 45% FJ	89 50% FJ	1 1%	466 54% LMN	372 44% N	617 43% N	381 34%	249 59% P	1501 41%	323 43%	1120 42%	403 46% R
Classroom Teacher of Non-Tested Grades and Subjects	1534 36%	-	1534 100%	-	-	878 41% GI	187 26% J	391 38% GI	49 27%	-	323 38% M	345 40% MN	478 33%	379 34%	149 35%	1326 36%	249 33%	961 36%	321 37%
Non-Classroom Teacher (School Level)	734 17%	-	-	734 100%	-	395 19% J	112 15% J	169 16% J	36 20% J	3 2%	60 7% K	115 13% KL	272 19% KL	283 26% KLM	24 6% O	690 19%	135 18%	466 18%	131 15%
Non-Classroom Teacher (Non-School Level)	144 3%	-	-	-	144 100%	10 *% J	2 *% J	2 *% J	3 2% J	123 97% FGHI	6 1% K	17 2% KL	58 4% KL	63 6% KL	1 *% O	139 4% O	38 5% S	92 3% S	14 2%
None of the above	20 *%	-	-	-	-	12 1% R	2 *% R	2 *% R	2 1% R	-	2 *% R	4 *% R	11 1% R	3 *% R	1 *% R	19 1% R	9 1% R	7 *% R	4 *% R
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Table 2

Q2. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding of the EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	81 2%	40 2%	29 2%	11 1%	1 1%	32 2%	13 2%	28 3%	6 3%	1 1%	11 1%	19 2%	23 2%	26 2%	6 1%	69 2%	-	-	81 9%
								FJ											
(2)	264 6%	137 7%	83 5%	39 5%	2 1%	127 6%	54 7%	58 6%	18 10%	2 2%	40 5%	57 7%	101 7%	64 6%	25 6%	222 6%	-	-	264 30%
		CDE	E	E		J	J	J	J				K						
(3)	528 12%	226 12%	209 14%	81 11%	11 8%	288 14%	73 10%	124 12%	18 10%	8 6%	107 12%	102 12%	188 13%	128 12%	47 11%	450 12%	-	-	528 60%
		E	E			GJ		J											
(4)	456 11%	183 10%	182 12%	71 10%	19 13%	252 12%	68 9%	96 9%	14 8%	17 13%	93 11%	90 11%	166 12%	103 9%	48 11%	395 11%	-	456 17%	-
						H													
(5)	900 21%	376 20%	329 21%	166 23%	26 18%	475 22%	148 20%	207 20%	35 20%	21 17%	174 20%	168 20%	308 21%	242 22%	87 21%	782 21%	-	900 34%	-
(6)	620 14%	267 14%	235 15%	99 13%	17 12%	324 15%	111 15%	131 13%	25 14%	15 12%	138 16%	124 15%	201 14%	154 14%	68 16%	529 14%	-	620 23%	-
(7)	670 16%	294 16%	215 14%	130 18%	30 21%	316 15%	122 17%	166 16%	31 17%	27 21%	146 17%	137 16%	216 15%	169 15%	68 16%	568 15%	-	670 25%	-
				C															
(8)	491 11%	209 11%	156 10%	89 12%	30 21%	224 11%	83 11%	128 12%	17 9%	27 21%	99 12%	92 11%	157 11%	143 13%	48 11%	430 12%	491 65%	-	-
					BCD					FGHI									
(9)	168 4%	69 4%	61 4%	32 4%	4 3%	62 3%	31 4%	57 6%	8 4%	5 4%	29 3%	36 4%	51 4%	51 5%	17 4%	144 4%	168 22%	-	-
								F											
(10) Completely understand	95 2%	45 2%	32 2%	14 2%	4 3%	28 1%	19 3%	36 3%	7 4%	4 3%	20 2%	28 3%	22 2%	25 2%	10 2%	79 2%	95 13%	-	-
							F	F				M							
NO RESPONSE	7 *%	2 *%	3 *%	2 *%	-	5 *%	1 *%	1 *%	-	-	-	-	3 *%	4 *%	-	7 *%	-	-	-

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

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Table 2
(Continued)

Q2. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding of the EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
MEAN	5.46	5.42	5.37	5.59 C	6.06 BCD	5.32	5.55 F	5.61 F	5.43	6.16 FGHI	5.55 M	5.49	5.34	5.54 M	5.53	5.46	8.47 RS	5.57 S	2.51
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

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Table 3

Q2. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding of the EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	873 20%	403 22% DE	321 21% E	131 18% E	14 10%	447 21% J	140 19% J	210 20% J	42 23% J	11 9%	158 18%	178 21%	312 22%	218 20%	78 18%	741 20%	-	-	873 100%
(4) to (7)	2646 62%	1120 61%	961 63%	466 63%	92 64%	1367 64% H	449 62%	600 58%	105 59%	80 63%	551 64%	519 61%	891 62%	668 60%	271 64%	2274 62%	-	2646 100%	-
(8) to (10)	754 18%	323 17%	249 16%	135 18%	38 26% BCD	314 15%	133 18% F	221 21% F	32 18%	36 28% FGI	148 17%	156 18%	230 16%	219 20% M	75 18%	653 18%	754 100%	-	-
NO RESPONSE	7 *%	2 *%	3 *%	2 *%	-	5 *%	1 *%	1 *%	-	-	-	-	3 *%	4 *%	-	7 *%	-	-	-
MEAN	5.46	5.42	5.37	5.59 C	6.06 BCD	5.32	5.55 F	5.61 F	5.43	6.16 FGHI	5.55 M	5.49	5.34	5.54 M	5.53	5.46	8.47 RS	5.57 S	2.51
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

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Table 4

Q3. How effective were the following in bettering your understanding of the EES: EES Manual

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	366 9%	185 10% DE	143 9% DE	30 4%	7 5%	167 8%	71 10% J	93 9% J	18 10%	6 5%	66 8%	84 10% N	134 9% N	79 7%	36 8%	311 8%	28 4%	132 5%	206 24% QR
(2)	448 10%	210 11% E	161 10% E	67 9%	9 6%	224 11% J	82 11% J	99 10% J	25 14% J	6 5%	88 10%	83 10%	160 11%	110 10%	39 9%	381 10%	33 4%	189 7% Q	226 26% QR
(3)	517 12%	220 12%	198 13%	84 11%	14 10%	261 12%	73 10%	144 14% G	20 11%	13 10%	96 11%	118 14%	172 12%	128 12%	46 11%	447 12%	34 5%	274 10% Q	207 24% QR
(4)	431 10%	180 10%	154 10%	81 11%	14 10%	212 10%	79 11%	104 10%	13 7%	13 10%	79 9%	76 9%	160 11%	114 10%	36 8%	380 10%	37 5%	319 12% QS	73 8% Q
(5)	769 18%	322 17%	283 18%	134 18%	26 18%	417 20% HI	127 18%	161 16%	22 12%	22 17%	144 17%	126 15%	263 18% L	229 21% KL	75 18%	671 18%	106 14% S	611 23% QS	52 6%
(6)	438 10%	170 9%	145 9%	97 13% BC	21 15%	222 10%	78 11%	101 10%	15 8%	17 13%	74 9%	79 9%	153 11%	132 12% K	43 10%	384 10%	60 8% S	365 14% QS	12 1%
(7)	459 11%	182 10%	151 10%	100 14% BC	25 17% BC	226 11%	74 10%	113 11%	17 9%	21 17%	98 11%	93 11%	145 10%	122 11%	45 11%	393 11%	120 16% RS	331 13% S	8 1%
(8)	305 7%	124 7%	93 6%	71 10% BC	14 10%	149 7% I	55 8% I	78 8% I	7 4%	14 11% I	71 8%	57 7%	94 7%	83 7%	38 9%	259 7%	154 20% RS	149 6% S	2 *%
(9)	116 3%	38 2%	38 2%	33 4% BC	6 4%	50 2%	17 2%	31 3%	7 4%	7 6%	24 3%	30 4% M	25 2%	37 3% M	14 3%	98 3%	80 11% RS	33 1% S	2 *%
(10) Very effective	55 1%	25 1%	16 1%	9 1%	4 3%	21 1%	9 1%	15 1%	4 2%	5 4%	17 2%	11 1%	17 1%	10 1%	6 1%	46 1%	40 5% R	15 1%	-

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

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Table 4
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: EES Manual

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	336 8%	173 9%	139 9%	20 3%	4 3%	164 8%	55 8%	84 8%	24 13%	3 2%	95 11%	87 10%	96 7%	57 5%	44 10%	269 7%	55 7%	201 8%	80 9%
		DE	DE			J	J	J	FGHJ		MN	MN			P				
NO RESPONSE	40 1%	19 1%	13 1%	8 1%	-	20 1%	3 *	9 1%	7 4%	-	5 1%	9 1%	17 1%	8 1%	2 *	36 1%	7 1%	27 1%	5 1%
									FGH										
MEAN	4.68	4.51	4.53	5.17 BC	5.43 BC	4.67	4.62	4.68	4.45	5.59 FGHI	4.82 M	4.62	4.54	4.82 M	4.85	4.68	6.40 RS	4.88 S	2.53
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 5

Q3. How effective were the following in bettering your understanding of the EES: EES Manual

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1331 31%	615 33%	502 33%	181 25%	30 21%	652 31%	226 31%	336 33%	63 35%	25 20%	250 29%	285 33%	466 32%	317 29%	121 29%	1139 31%	95 13%	595 22%	639 73%
		DE	DE			J	J	J	J			N	N					Q	QR
(4) to (7)	2097 49%	854 46%	733 48%	412 56%	86 60%	1077 50%	358 50%	479 46%	67 37%	73 57%	395 46%	374 44%	721 50%	597 54%	199 47%	1828 50%	323 43%	1626 61%	145 17%
				BC	BC	HI	I	I		HI			L	KL			S	QS	
(8) to (10)	476 11%	187 10%	147 10%	113 15%	24 17%	220 10%	81 11%	124 12%	18 10%	26 20%	112 13%	98 11%	136 9%	130 12%	58 14%	403 11%	274 36%	197 7%	4 *%
				BC	BC					FGHI	M						RS	S	
Did not utilize/Did not attend	336 8%	173 9%	139 9%	20 3%	4 3%	164 8%	55 8%	84 8%	24 13%	3 2%	95 11%	87 10%	96 7%	57 5%	44 10%	269 7%	55 7%	201 8%	80 9%
		DE	DE			J	J	J	FGHJ		MN	MN			P				
NO RESPONSE	40 1%	19 1%	13 1%	8 1%	-	20 1%	3 *%	9 1%	7 4%	-	5 1%	9 1%	17 1%	8 1%	2 *%	36 1%	7 1%	27 1%	5 1%
							FGH												
MEAN	4.68	4.51	4.53	5.17 BC	5.43 BC	4.67	4.62	4.68	4.45	5.59 FGHI	4.82 M	4.62	4.54	4.82 M	4.85	4.68	6.40 RS	4.88 S	2.53
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 6

Q3. How effective were the following in bettering your understanding of the EES: EES Website

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	423 10%	214 12% DE	164 11% DE	39 5%	6 4%	203 10% J	77 11% J	113 11% J	18 10% J	5 4%	73 9%	89 10%	164 11% KN	93 8%	35 8%	365 10%	43 6%	163 6%	216 25% QR
(2)	489 11%	209 11%	197 13% D	70 10%	12 8%	240 11%	73 10%	130 13% J	24 13%	9 7%	80 9%	112 13% K	160 11%	132 12%	41 10%	420 11%	39 5%	221 8% Q	229 17% QR
(3)	456 11%	184 10%	172 11%	83 11%	13 9%	235 11%	75 10%	111 11%	19 11%	11 9%	88 10%	91 11%	164 11%	112 10%	39 9%	399 11%	40 5%	267 10% Q	148 17% QR
(4)	355 8%	152 8%	124 8%	65 9%	12 8%	171 8%	63 9%	86 8%	13 7%	11 9%	68 8%	60 7%	127 9%	97 9%	37 9%	306 8%	31 4%	270 10% QS	53 6%
(5)	563 13%	231 13%	191 12%	121 16% BC	17 12%	292 14%	104 14%	119 12%	18 10%	14 11%	112 13%	86 10%	204 14% L	156 14% L	57 13%	489 13%	88 12% S	447 17% QS	28 3%
(6)	340 8%	111 6%	119 8% B	85 12% BC	22 15% BC	173 8%	55 8%	81 8%	9 5%	17 13% I	56 7%	63 7%	118 8%	102 9% K	28 7%	300 8%	60 8% S	269 10% S	10 1%
(7)	297 7%	117 6%	83 5%	77 10% BC	19 13% BC	138 6%	49 7%	73 7%	16 9%	18 14% FGH	66 8%	53 6%	97 7%	81 7%	26 6%	255 7%	78 10% S	215 8% S	4 *%
(8)	195 5%	82 4% C	48 3%	49 7% BC	15 10% BC	91 4%	30 4%	50 5%	6 3%	15 12% FGHI	32 4%	38 4%	74 5%	51 5%	23 5%	168 5%	101 13% RS	92 3% S	2 *%
(9)	80 2%	21 1%	19 1%	32 4% BC	7 5% BC	34 2%	15 2%	22 2%	2 1%	6 5%	15 2%	19 2%	15 1% M	31 3% M	8 2%	69 2%	56 7% RS	21 1% S	2 *%
(10) Very effective	33 1%	16 1%	8 1%	6 1%	2 1%	10 *%	9 1%	11 1%	-	3 2%	8 1%	8 1%	10 1%	7 1%	7 2%	24 1%	28 4% R	5 *%	-

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 6
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: EES Website

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	960 22%	460 25% DE	384 25% DE	95 13%	19 13%	511 24% HJ	161 22% J	205 20%	46 26% J	18 14%	246 29% MN	217 25% MN	270 19%	222 20%	111 26%	806 22%	165 22%	629 24% S	165 19%
NO RESPONSE	89 2%	51 3% C	25 2%	12 2%	-	35 2%	12 2%	31 3% F	8 4%	-	13 2%	17 2%	33 2%	25 2%	12 3%	74 2%	25 3% R	47 2%	16 2%
MEAN	4.25	4.07	3.96	4.92 BC	5.36 BCD	4.20	4.29	4.21	3.98	5.52 FGHI	4.34	4.14	4.16	4.40 LM	4.46	4.24	5.86 RS	4.47 S	2.30
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 7

Q3. How effective were the following in bettering your understanding of the EES: EES Website

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1368 32%	607 33% DE	533 35% DE	192 26%	31 22%	678 32% J	225 31% J	354 34% J	61 34% J	25 20%	241 28%	292 34% K	488 34% K	337 30%	115 27%	1184 32% O	122 16%	651 25% Q	593 68% QR
(4) to (7)	1555 36%	611 33%	517 34%	348 47% BC	70 49% BC	774 36%	271 37%	359 35%	56 31%	60 47% FGHI	302 35% L	262 31%	546 38% L	436 39% L	148 35%	1350 37%	257 34% S	1201 45% QS	95 11%
(8) to (10)	308 7%	119 6%	75 5%	87 12% BC	24 17% BC	135 6%	54 7%	83 8% I	8 4%	24 19% FGHI	55 6%	65 8%	99 7%	89 8%	38 9%	261 7%	185 25% RS	118 4% S	4 *%
Did not utilize/Did not attend	960 22%	460 25% DE	384 25% DE	95 13%	19 13%	511 24% HJ	161 22% J	205 20%	46 26% J	18 14%	246 29% MN	217 25% MN	270 19%	222 20%	111 26%	806 22%	165 22%	629 24% S	165 19%
NO RESPONSE	89 2%	51 3% C	25 2%	12 2%	-	35 2%	12 2%	31 3% F	8 4%	-	13 2%	17 2%	33 2%	25 2%	12 3%	74 2%	25 3% R	47 2%	16 2%
MEAN	4.25	4.07	3.96	4.92 BC	5.36 BCD	4.20	4.29	4.21	3.98	5.52 FGHI	4.34	4.14	4.16	4.40 LM	4.46	4.24	5.86 RS	4.47 S	2.30
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 8

Q3. How effective were the following in bettering your understanding of the EES: Complex Area
Support Team (CAST, e.g., EES EOs, CCSS, FI/DT)

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	495 12%	253 14% DE	192 13% DE	46 6% E	4 3%	195 9% J	99 14% FJ	156 15% FJ	28 16% FJ	5 4%	75 9%	117 14% K	175 12% K	122 11%	20 5%	436 12% O	48 6%	202 8%	245 28% QR
(2)	529 12%	251 14% DE	199 13% DE	70 10%	8 6%	274 13% J	92 13% J	126 12% J	21 12% J	7 6%	82 10%	110 13% K	190 13% K	144 13% K	40 9%	468 13% O	34 5%	257 10% Q	238 27% QR
(3)	534 12%	231 13% E	208 14% E	84 11% E	9 6%	273 13% J	100 14% J	115 11% J	23 13% J	8 6%	104 12%	89 10%	194 14% L	143 13%	49 12%	465 13%	47 6%	311 12% Q	175 20% QR
(4)	388 9%	163 9% E	145 9% E	71 10% E	6 4%	222 10% HIJ	65 9% J	82 8% J	10 6%	3 2%	78 9%	74 9%	142 10%	91 8%	44 10%	334 9%	34 5%	294 11% QS	59 7% Q
(5)	595 14%	255 14%	217 14%	95 13%	24 17%	314 15%	90 12%	132 13%	24 13%	22 17%	135 16% L	100 12%	207 14%	149 13%	76 18% P	497 14%	81 11% S	468 18% QS	45 5%
(6)	395 9%	174 9% E	136 9% E	73 10% E	7 5%	197 9% J	76 11% J	90 9% J	19 11% J	4 3%	85 10%	77 9%	126 9%	106 10%	44 10%	336 9%	64 8% S	306 12% QS	24 3%
(7)	417 10%	145 8%	162 11% B	92 13% B	16 11%	225 11% I	63 9% I	96 9% I	8 4%	15 12% I	92 11% M	94 11% M	114 8%	116 10% M	40 9%	358 10%	77 10% S	327 12% S	13 1%
(8)	322 8%	130 7%	91 6%	79 11% BC	21 15% BC	168 8% G	42 6%	79 8%	12 7%	18 14% FGHI	73 9%	57 7%	103 7%	89 8%	39 9%	276 8%	145 19% RS	168 6% S	8 1%
(9)	155 4%	46 2%	38 2%	56 8% BC	14 10% BC	76 4%	23 3%	35 3%	6 3%	12 9% FGHI	23 3%	28 3%	64 4% K	39 4%	14 3%	137 4%	88 12% RS	64 2% S	2 *%
(10) Very effective	112 3%	42 2% C	21 1%	32 4% BC	17 12% BCD	42 2%	16 2%	32 3%	5 3%	16 13% FGHI	27 3%	30 4% M	28 2%	27 2%	17 4%	91 2%	73 10% RS	37 1% S	2 *%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 8
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: Complex Area
Support Team (CAST, e.g., EES EOs, CCSS, FI/DT)

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	263 6%	120 6%	100 7%	26 4%	17 12%	118 6%	48 7%	62 6%	17 9%	16 13%	70 8%	58 7%	77 5%	57 5%	32 8%	213 6%	46 6%	163 6%	54 6%
		D	D		D					FH	MN								
NO RESPONSE	75 2%	38 2%	25 2%	10 1%	1 1%	29 1%	9 1%	27 3%	6 3%	1 1%	13 2%	19 2%	16 1%	26 2%	9 2%	64 2%	17 2%	49 2%	8 1%
							FGJ							M			S	S	
MEAN	4.58	4.32	4.34	5.35 BC	6.42 BCD	4.65 G	4.34	4.48	4.29	6.42 FGHI	4.85 LMN	4.55	4.45	4.61	5.10 P	4.55	6.37 RS	4.76 S	2.52
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 9

Q3. How effective were the following in bettering your understanding of the EES: Complex Area
Support Team (CAST, e.g., EES EOs, CCSS, FI/DT)

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1558 36%	735 40%	599 39%	200 27%	21 15%	742 35%	291 40%	397 38%	72 40%	20 16%	261 30%	316 37%	559 39%	409 37%	109 26%	1369 37%	129 17%	770 29%	658 75%
		DE	DE	E		J	FJ	FJ	J			K	K	K		O		Q	QR
(4) to (7)	1795 42%	737 40%	660 43%	331 45%	53 37%	958 45%	294 41%	400 39%	61 34%	44 35%	390 46%	345 40%	589 41%	462 42%	204 48%	1525 41%	256 34%	1395 53%	141 16%
				B		GHIJ					LM				P		S	QS	
(8) to (10)	589 14%	218 12%	150 10%	167 23%	52 36%	286 13%	81 11%	146 14%	23 13%	46 36%	123 14%	115 13%	195 14%	155 14%	70 17%	504 14%	306 41%	269 10%	12 1%
				BC	BCD					FGHI							RS	S	
Did not utilize/Did not attend	263 6%	120 6%	100 7%	26 4%	17 12%	118 6%	48 7%	62 6%	17 9%	16 13%	70 8%	58 7%	77 5%	57 5%	32 8%	213 6%	46 6%	163 6%	54 6%
		D	D		D					FH	MN								
NO RESPONSE	75 2%	38 2%	25 2%	10 1%	1 1%	29 1%	9 1%	27 3%	6 3%	1 1%	13 2%	19 2%	16 1%	26 2%	9 2%	64 2%	17 2%	49 2%	8 1%
							FGJ							M			S	S	
MEAN	4.58	4.32	4.34	5.35 BC	6.42 BCD	4.65 G	4.34	4.48	4.29	6.42 FGHI	4.85 LMN	4.55	4.45	4.61	5.10 P	4.55	6.37 RS	4.76 S	2.52
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 10

Q3. How effective were the following in bettering your understanding of the EES: Online Training Modules

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	560 13%	274 15% DE	214 14% D	56 8%	14 10%	259 12%	103 14%	147 14%	24 13%	13 10%	107 12%	122 14%	198 14%	126 11%	42 10%	477 13% O	48 6%	241 9% Q	271 31% QR
(2)	459 11%	210 11% D	175 11% D	63 9%	11 8%	233 11% J	72 10%	115 11% J	25 14% J	8 6%	79 9%	94 11%	156 11%	128 12%	41 10%	403 11%	45 6%	237 9% Q	177 20% QR
(3)	396 9%	164 9% E	140 9% E	82 11% E	7 5%	199 9%	71 10%	94 9%	19 11%	7 6%	72 8%	79 9%	141 10%	103 9%	36 8%	348 9%	50 7%	252 10% Q	94 11% Q
(4)	250 6%	106 6%	82 5%	53 7%	8 6%	131 6%	39 5%	59 6%	7 4%	8 6%	64 7% LN	34 4%	94 7% L	55 5%	30 7%	208 6%	21 3%	196 7% QS	31 4%
(5)	377 9%	159 9%	124 8%	75 10%	18 13%	196 9% H	70 10%	73 7%	13 7%	16 13%	80 9%	64 8%	129 9%	101 9%	44 10%	322 9%	77 10% S	281 11% S	19 2%
(6)	245 6%	109 6%	77 5%	49 7%	8 6%	122 6%	45 6%	59 6%	8 4%	7 6%	41 5%	46 5%	96 7%	61 6%	25 6%	216 6%	56 7% S	181 7% S	6 1%
(7)	196 5%	90 5% C	53 3%	46 6% C	6 4%	108 5% I	29 4%	45 4% I	3 2%	6 5%	55 6% M	39 5%	49 3%	53 5%	28 7%	158 4%	70 9% RS	125 5% S	1 **
(8)	100 2%	46 2%	26 2%	22 3%	6 4%	51 2%	11 2%	28 3%	3 2%	6 5%	21 2%	20 2%	35 2%	24 2%	17 4%	80 2%	53 7% R	46 2%	-
(9)	47 1%	18 1%	13 1%	13 2%	2 1%	25 1%	6 1%	12 1%	3 2%	1 1%	10 1%	8 1%	10 1%	19 2% M	9 2%	38 1%	32 4% RS	13 **	2 **
(10) Very effective	17 **	5 **	8 1%	3 **	-	6 **	3 **	6 1%	2 1%	-	5 1%	5 1%	3 **	4 **	4 1%	12 **	14 2% RS	2 **	1 **

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 10
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: Online Training Modules

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	1564 37%	635 34%	596 39%	264 36%	62 43%	776 36%	262 36%	375 36%	66 37%	54 43%	313 37%	324 38%	498 35%	422 38%	143 34%	1354 37%	273 36%	1032 39%	258 30%
			B		B												S	S	
NO RESPONSE	69 2%	32 2%	26 2%	8 1%	2 1%	27 1%	12 2%	19 2%	6 3%	1 1%	10 1%	18 2%	27 2%	13 1%	5 1%	59 2%	15 2%	40 2%	13 1%
MEAN	3.70	3.61	3.48	4.23 BC	4.19 BC	3.76	3.59	3.64	3.40	4.21 GHI	3.89 LM	3.59	3.59	3.79	4.26 P	3.66	5.23 RS	3.89 S	1.99
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: Online Training Modules

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1415 33%	648 35% DE	529 34% DE	201 27%	32 22%	691 32% J	246 34% J	356 34% J	68 38% J	28 22%	258 30%	295 35% K	495 34% K	357 32%	119 28%	1228 33% O	143 19%	730 28% Q	542 62% QR
(4) to (7)	1068 25%	464 25% C	336 22%	223 30% BC	40 28%	557 26% HI	183 25% I	236 23%	31 17%	37 29% I	240 28% L	183 21%	368 26% L	270 24%	127 30% P	904 25%	224 30% S	783 30% S	57 7%
(8) to (10)	164 4%	69 4%	47 3%	38 5% C	8 6%	82 4%	20 3%	46 4%	8 4%	7 6%	36 4%	33 4%	48 3%	47 4%	30 7% P	130 4%	99 13% RS	61 2% S	3 *%
Did not utilize/Did not attend	1564 37%	635 34%	596 39% B	264 36%	62 43% B	776 36%	262 36%	375 36%	66 37%	54 43%	313 37%	324 38%	498 35%	422 38%	143 34%	1354 37%	273 36% S	1032 39% S	258 30%
NO RESPONSE	69 2%	32 2%	26 2%	8 1%	2 1%	27 1%	12 2%	19 2%	6 3%	1 1%	10 1%	18 2%	27 2%	13 1%	5 1%	59 2%	15 2%	40 2%	13 1%
MEAN	3.70	3.61	3.48	4.23 BC	4.19 BC	3.76	3.59	3.64	3.40	4.21 GHI	3.89 LM	3.59	3.59	3.79	4.26 P	3.66	5.23 RS	3.89 S	1.99
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: EES Help Desk

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr Schlvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	492 11%	245 13% DE	179 12% DE	58 8%	8 6%	222 10%	97 13% FJ	131 13% J	21 12%	8 6%	85 10%	111 13% K	176 12%	113 10%	44 10%	414 11%	67 9%	201 8%	224 26% QR
(2)	280 7%	127 7% E	100 7% E	48 7% E	4 3%	132 6% J	47 7% J	82 8% J	15 8% J	3 2%	48 6%	58 7%	93 6%	80 7%	27 6%	245 7%	36 5%	138 5%	106 12% QR
(3)	198 5%	91 5%	71 5%	29 4%	5 3%	87 4%	38 5%	56 5%	8 4%	6 5%	35 4%	35 4%	68 5%	58 5%	18 4%	169 5%	20 3%	126 5% Q	52 6% Q
(4)	140 3%	66 4% E	49 3%	23 3%	2 1%	76 4%	24 3%	29 3%	8 4%	2 2%	24 3%	23 3%	62 4% LN	31 3%	13 3%	123 3%	16 2%	101 4% QS	22 3%
(5)	203 5%	88 5%	77 5%	29 4%	7 5%	110 5%	38 5%	39 4%	8 4%	5 4%	49 6%	32 4%	66 5%	55 5%	28 7%	172 5%	39 5% S	154 6% S	10 1%
(6)	100 2%	45 2% E	30 2%	23 3% E	1 1%	50 2%	25 3%	21 2%	3 2%	-	21 2%	18 2%	38 3%	23 2%	12 3%	87 2%	22 3% S	69 3% S	8 1%
(7)	80 2%	40 2%	20 1%	17 2%	3 2%	38 2%	12 2%	22 2%	2 1%	2 2%	22 3% M	17 2%	18 1%	23 2%	9 2%	66 2%	24 3% S	54 2% S	2 *%
(8)	58 1%	23 1%	16 1%	15 2%	4 3%	24 1%	7 1%	19 2%	4 2%	4 3%	11 1%	9 1%	22 2%	16 1%	8 2%	49 1%	34 5% R	24 1%	-
(9)	29 1%	10 1%	6 *%	10 1% C	3 2%	11 1%	4 1%	8 1%	2 1%	3 2%	7 1%	5 1%	5 *%	12 1% M	7 2%	21 1%	15 2% RS	11 *%	2 *%
(10) Very effective	21 *%	6 *%	6 *%	6 1%	3 2%	8 *%	2 *%	7 1%	1 1%	3 2%	4 *%	2 *%	7 *%	8 1%	2 *%	18 *%	7 1% S	13 *% S	1 *%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 12
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: EES Help Desk

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probab ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	2585 60%	1060 57%	950 62% B	464 63% B	100 69% B	1334 63% GH	413 57%	596 58%	100 56%	88 69% GHI	540 63%	524 61%	849 59%	660 60%	250 59%	2230 61%	457 61% S	1695 64% S	431 49%
NO RESPONSE	94 2%	47 3%	30 2%	12 2%	4 3%	41 2%	16 2%	22 2%	7 4%	3 2%	11 1%	19 2%	32 2%	30 3% K	6 1%	81 2%	17 2%	60 2%	15 2%
MEAN	3.32	3.18	3.13	3.90 BC	4.75 BC	3.35	3.19	3.26	3.32	4.67 FGHI	3.59 LM	3.06	3.22	3.49 L	3.73 P	3.30	4.41 RS	3.64 S	1.92
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: EES Help Desk

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	970 23%	463 25%	350 23%	135 18%	17 12%	441 21%	182 25%	269 26%	44 25%	17 13%	168 20%	204 24%	337 23%	251 23%	89 21%	828 23%	123 16%	465 18%	382 44%
		DE	DE	E		J	FJ	FJ	J			K	K						QR
(4) to (7)	523 12%	239 13%	176 11%	92 13%	13 9%	274 13%	99 14%	111 11%	21 12%	9 7%	116 14%	90 11%	184 13%	132 12%	62 15%	448 12%	101 13%	378 14%	42 5%
						J	J										S	S	
(8) to (10)	108 3%	39 2%	28 2%	31 4%	10 7%	43 2%	13 2%	34 3%	7 4%	10 8%	22 3%	16 2%	34 2%	36 3%	17 4%	88 2%	56 7%	48 2%	3 *%
				BC	BC			FG		FG							RS	S	
Did not utilize/Did not attend	2585 60%	1060 57%	950 62%	464 63%	100 69%	1334 63%	413 57%	596 58%	100 56%	88 69%	540 63%	524 61%	849 59%	660 60%	250 59%	2230 61%	457 61%	1695 64%	431 49%
			B	B	B	GH				GHI							S	S	
NO RESPONSE	94 2%	47 3%	30 2%	12 2%	4 3%	41 2%	16 2%	22 2%	7 4%	3 2%	11 1%	19 2%	32 2%	30 3%	6 1%	81 2%	17 2%	60 2%	15 2%
														K					
MEAN	3.32	3.18	3.13	3.90 BC	4.75 BC	3.35	3.19	3.26	3.32	4.67 FGHI	3.59 LM	3.06	3.22	3.49 L	3.73 P	3.30	4.41 RS	3.64 S	1.92
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: Mentor Teacher

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	512 12%	258 14% DE	188 12% DE	56 8%	9 6%	247 12%	94 13% J	117 11%	28 16% J	9 7%	93 11%	105 12%	187 13%	123 11%	35 8%	446 12% O	57 8%	224 8%	231 26% QR
(2)	214 5%	102 6% E	82 5% E	28 4% E	2 1%	103 5% J	38 5% J	66 6% IJ	5 3%	1 1%	36 4%	46 5%	64 4%	68 6%	22 5%	183 5%	13 2%	104 4% Q	97 11% QR
(3)	168 4%	77 4%	65 4%	21 3%	3 2%	71 3%	34 5%	49 5%	7 4%	3 2%	31 4%	30 4%	66 5%	39 4%	18 4%	141 4%	10 1%	100 4% Q	58 7% QR
(4)	141 3%	73 4% D	51 3% D	13 2%	4 3%	68 3%	22 3%	40 4%	7 4%	2 2%	41 5% LM	17 2%	44 3%	35 3%	21 5%	116 3%	13 2%	95 4% Q	33 4% Q
(5)	238 6%	107 6% E	89 6% E	39 5% E	2 1%	129 6% J	33 5% J	54 5% J	16 9% J	2 2%	64 7% LM	40 5%	73 5%	60 5%	46 11% P	182 5%	28 4%	174 7% QS	36 4%
(6)	169 4%	77 4%	63 4%	21 3%	6 4%	90 4%	27 4%	41 4%	7 4%	4 3%	55 6% LMN	29 3%	51 4%	34 3%	33 8% P	131 4%	31 4% S	129 5% S	9 1%
(7)	185 4%	89 5% E	66 4% E	27 4%	2 1%	79 4%	31 4% J	56 5% FJ	12 7% J	2 2%	55 6% MN	41 5%	48 3%	39 4%	35 8% P	136 4%	34 5% S	133 5% S	16 2%
(8)	195 5%	110 6% CDE	56 4%	24 3%	3 2%	84 4%	40 6% J	56 5% J	10 6%	3 2%	60 7% LMN	37 4%	54 4%	44 4%	45 11% P	144 4%	66 9% RS	122 5% S	6 1%
(9)	86 2%	43 2% E	27 2%	13 2%	1 1%	42 2%	16 2%	24 2%	3 2%	1 1%	32 4% LMN	13 2%	18 1%	23 2%	26 6% P	56 2%	41 5% R	45 2%	-
(10) Very effective	112 3%	58 3% D	42 3% D	8 1%	4 3%	44 2%	16 2%	39 4% F	6 3%	4 3%	48 6% LMN	21 2%	20 1%	23 2%	38 9% P	69 2%	42 6% RS	57 2%	13 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 14
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: Mentor Teacher

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	2139 50%	797 43%	766 50%	467 64%	102 71%	1109 52%	356 49%	468 45%	69 39%	92 72%	329 38%	448 53%	762 53%	590 53%	99 23%	1964 53%	397 53%	1384 52%	355 41%
			B	BC	BC	HI	I			FGHI		K	K	K		O	S	S	
NO RESPONSE	121 3%	57 3%	39 3%	17 2%	6 4%	67 3%	16 2%	22 2%	9 5%	4 3%	13 2%	26 3%	49 3%	31 3%	6 1%	107 3%	22 3%	79 3%	19 2%
												K	K	K		O			
MEAN	4.44	4.48	4.32	4.50	4.75	4.35	4.35	4.65	4.55	4.81	5.25 LMN	4.32	3.98	4.27	5.84 P	4.17	6.11 RS	4.77 S	2.52
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: Mentor Teacher

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr Schlvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	894 21%	437 24%	335 22%	105 14%	14 10%	421 20%	166 23%	232 22%	40 22%	13 10%	160 19%	181 21%	317 22%	230 21%	75 18%	770 21%	80 11%	428 16%	386 44%
		DE	DE			J	J	J	J				K					Q	QR
(4) to (7)	733 17%	346 19%	269 18%	100 14%	14 10%	366 17%	113 16%	191 19%	42 23%	10 8%	215 25%	127 15%	216 15%	168 15%	135 32%	565 15%	106 14%	531 20%	94 11%
		DE	DE			J	J	J	GJ		LMN				P		S	QS	
(8) to (10)	393 9%	211 11%	125 8%	45 6%	8 6%	170 8%	72 10%	119 12%	19 11%	8 6%	140 16%	71 8%	92 6%	90 8%	109 26%	269 7%	149 20%	224 8%	19 2%
		CDE						FJ			LMN				P		RS	S	
Did not utilize/Did not attend	2139 50%	797 43%	766 50%	467 64%	102 71%	1109 52%	356 49%	468 45%	69 39%	92 72%	329 38%	448 53%	762 53%	590 53%	99 23%	1964 53%	397 53%	1384 52%	355 41%
			B	BC	BC	HI	I			FGHI		K	K	K		O	S	S	
NO RESPONSE	121 3%	57 3%	39 3%	17 2%	6 4%	67 3%	16 2%	22 2%	9 5%	4 3%	13 2%	26 3%	49 3%	31 3%	6 1%	107 3%	22 3%	79 3%	19 2%
												K	K	K		O			
MEAN	4.44	4.48	4.32	4.50	4.75	4.35	4.35	4.65	4.55	4.81	5.25 LMN	4.32	3.98	4.27	5.84 P	4.17	6.11 RS	4.77 S	2.52
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: School-led Training

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr Schlvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	393 9%	194 10% D	134 9%	52 7%	13 9%	167 8%	79 11% F	99 10%	30 17% FHJ	11 9%	66 8%	79 9%	147 10% K	98 9%	21 5%	344 9% O	29 4%	138 5%	226 26% QR
(2)	438 10%	199 11% DE	173 11% DE	59 8% E	6 4%	216 10% J	83 11% J	111 11% J	15 8% J	4 3%	73 9%	79 9%	156 11% K	126 11%	34 8%	382 10%	17 2%	187 7% Q	234 27% QR
(3)	441 10%	190 10% E	177 12% DE	64 9%	8 6%	231 11% J	78 11% J	100 10%	16 9%	7 6%	85 10%	73 9%	156 11% K	123 11%	37 9%	388 11%	30 4%	259 10% Q	152 17% QR
(4)	358 8%	172 9% DE	141 9% DE	44 6% E	1 1%	176 8%	67 9%	86 8%	21 12%	-	90 11% LN	64 8%	128 9% N	74 7%	38 9%	309 8%	35 5%	241 9% Q	81 9% Q
(5)	580 14%	256 14% E	204 13% E	104 14% E	12 8%	326 15% GHJ	83 11%	124 12%	25 14%	10 8%	105 12%	110 13%	213 15% K	146 13%	56 13%	506 14%	53 7%	461 17% QS	66 8%
(6)	418 10%	172 9% E	153 10% E	84 11% E	5 3%	212 10% IJ	79 11% IJ	104 10% IJ	8 4%	5 4%	78 9%	96 11%	136 9%	106 10%	44 10%	355 10%	46 6% S	339 13% QS	31 4%
(7)	527 12%	206 11% E	206 13% BE	101 14% E	9 6%	266 12% J	85 12% J	135 13% J	24 13% J	7 6%	114 13% M	122 14% M	146 10% M	144 13% M	55 13%	446 12%	91 12% S	414 16% QS	21 2%
(8)	460 11%	212 11% E	157 10% E	89 12% E	1 1%	238 11% IJ	79 11% IJ	122 12% IJ	11 6% J	1 1%	117 14% MN	97 11%	148 10%	97 9%	58 14%	386 11%	170 23% RS	280 11% S	10 1%
(9)	217 5%	96 5% E	69 4% E	49 7% CE	2 1%	108 5% J	36 5% J	60 6% J	6 3%	2 2%	44 5% M	47 6%	63 4%	63 6%	31 7%	178 5%	113 15% RS	100 4% S	4 **%
(10) Very effective	175 4%	77 4%	63 4%	29 4%	5 3%	87 4% J	24 3%	53 5% J	7 4%	2 2%	44 5% M	41 5% M	43 3%	47 4%	26 6%	145 4%	105 14% RS	62 2% S	7 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 16
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: School-led Training

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probab ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Did not utilize/Did not attend	205 5%	48 3%	34 2%	45 6%	78 54%	73 3%	20 3%	23 2%	11 6%	74 58%	30 4%	37 4%	75 5%	62 6%	17 4%	178 5%	51 7%	125 5%	29 3%
				BC	BCD	H			H	FGHI			K	K			RS		
NO RESPONSE	68 2%	26 1%	23 1%	14 2%	4 3%	33 2%	10 1%	15 1%	5 3%	4 3%	11 1%	8 1%	25 2%	23 2%	7 2%	58 2%	14 2%	40 2%	12 1%
														L					
MEAN	5.12	5.04	5.05	5.50 BCE	4.55	5.18 GIJ	4.95	5.23 GIJ	4.57	4.39	5.38 MN	5.32 MN	4.88	5.08	5.71 P	5.07	7.11 RS	5.34 S	2.79
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: School-led Training

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1272 30%	583 32%	484 32%	175 24%	27 19%	614 29%	240 33%	310 30%	61 34%	22 17%	224 26%	231 27%	459 32%	347 31%	92 22%	1114 30%	76 10%	584 22%	612 70%
		DE	DE			J	FJ	J	J				KL	KL		O		Q	QR
(4) to (7)	1883 44%	806 44%	704 46%	333 45%	27 19%	980 46%	314 43%	449 44%	78 44%	22 17%	387 45%	392 46%	623 43%	470 42%	193 46%	1616 44%	225 30%	1455 55%	199 23%
		E	E	E		J	J	J	J								S	QS	
(8) to (10)	852 20%	385 21%	289 19%	167 23%	8 6%	433 20%	139 19%	235 23%	24 13%	5 4%	205 24%	185 22%	254 18%	207 19%	115 27%	709 19%	388 51%	442 17%	21 2%
		E	E	CE		IJ	IJ	IJ	J		MN	M			P		RS	S	
Did not utilize/Did not attend	205 5%	48 3%	34 2%	45 6%	78 54%	73 3%	20 3%	23 2%	11 6%	74 58%	30 4%	37 4%	75 5%	62 6%	17 4%	178 5%	51 7%	125 5%	29 3%
				BC	BCD	H			H	FGHI			K	K			RS		
NO RESPONSE	68 2%	26 1%	23 1%	14 2%	4 3%	33 2%	10 1%	15 1%	5 3%	4 3%	11 1%	8 1%	25 2%	23 2%	7 2%	58 2%	14 2%	40 2%	12 1%
														L					
MEAN	5.12	5.04	5.05	5.50 BCE	4.55	5.18 GIJ	4.95	5.23 GIJ	4.57	4.39	5.38 MN	5.32 MN	4.88	5.08	5.71 P	5.07	7.11 RS	5.34 S	2.79
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: Other

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Not at all effective	132 3%	67 4% DE	47 3%	14 2%	2 1%	51 2%	25 3%	41 4% F	11 6% F	3 2%	25 3%	39 5% MN	35 2%	31 3%	19 4%	107 3%	12 2%	59 2%	61 7% QR
(2)	50 1%	24 1%	20 1%	5 1%	1 1%	22 1%	9 1%	13 1%	3 2%	1 1%	8 1%	10 1%	14 1%	17 2%	4 1%	40 1%	6 1%	23 1%	21 2% QR
(3)	40 1%	15 1%	22 1% D	2 *% D	1 1%	22 1%	6 1%	9 1%	2 1%	1 1%	5 1%	7 1%	15 1%	13 1%	1 *% O	38 1% O	-	23 1%	17 2% R
(4)	31 1%	15 1%	12 1%	4 1%	-	10 *% F	6 1%	13 1% F	2 1%	-	6 1%	5 1%	16 1% N	4 *% N	3 1%	25 1%	1 *% Q	24 1% Q	6 1%
(5)	62 1%	25 1%	25 2%	11 1%	1 1%	33 2%	12 2%	12 1%	3 2%	1 1%	18 2% L	8 1%	22 2%	14 1%	11 3%	51 1%	3 *% QS	54 2% QS	5 1%
(6)	40 1%	17 1%	11 1%	9 1%	3 2% D	22 1%	6 1%	7 1%	-	3 2% G	8 1%	6 1%	15 1%	11 1%	4 1%	33 1%	7 1%	26 1%	7 1%
(7)	46 1%	14 1%	13 1%	11 1%	8 6% BCD	20 1%	7 1%	9 1%	2 1%	7 6% FGHI	8 1%	9 1%	14 1%	15 1%	6 1%	39 1%	7 1%	37 1% S	2 *% S
(8)	61 1%	27 1%	21 1%	11 1%	2 1%	32 2%	12 2%	13 1%	2 1%	2 2%	11 1%	6 1%	24 2% L	20 2% L	3 1%	55 1%	25 3% RS	32 1% S	4 *% S
(9)	45 1%	18 1%	16 1%	4 1%	6 4% D	16 1%	3 *% G	16 2% G	3 2%	5 4% G	4 *% KM	14 2% KM	6 *% KM	21 2% KM	2 *% RS	42 1%	23 3% RS	20 1% S	2 *% S
(10) Very effective	49 1%	20 1%	13 1%	13 2%	3 2%	22 1%	11 2%	10 1%	2 1%	3 2%	4 *% K	13 2% K	15 1%	17 2% K	2 *% O	46 1% O	21 3% RS	24 1%	4 *% RS
Did not utilize/Did not attend	733 17%	329 18%	243 16%	124 17%	35 24% C	344 16%	126 17%	187 18%	33 18%	32 25% F	187 22% MN	167 20% MN	222 15%	155 14%	101 24% P	602 16%	142 19% S	487 18% S	104 12%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 18
(Continued)

Q3. How effective were the following in bettering your understanding of the EES: Other

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	2991	1277	1091	526	82	1539	500	702	116	69	573	569	1038	791	268	2597	507	1837	640
	70%	69%	71%	72%	57%	72%	69%	68%	65%	54%	67%	67%	72%	71%	63%	71%	67%	69%	73%
		E	E	E		HIJ	J	J					KL	KL		O			QR
MEAN	4.91	4.64	4.63	5.79 BC	6.89 BC	5.03	4.77	4.61	4.10	6.58 FGHI	4.52	4.64	4.92	5.40 K	4.09	5.05 O	7.15 RS	5.07 S	2.71
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q3. How effective were the following in bettering your understanding of the EES: Other

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	222 5%	106 6%	89 6%	21 3%	4 3%	95 4%	40 6%	63 6%	16 9%	5 4%	38 4%	56 7%	64 4%	61 6%	24 6%	185 5%	18 2%	105 4%	99 11%
		DE	DE						F			M						Q	QR
(4) to (7)	179 4%	71 4%	61 4%	35 5%	12 8%	85 4%	31 4%	41 4%	7 4%	11 9%	40 5%	28 3%	67 5%	44 4%	24 6%	148 4%	18 2%	141 5%	20 2%
																		QS	
(8) to (10)	155 4%	65 4%	50 3%	28 4%	11 8%	70 3%	26 4%	39 4%	7 4%	10 8%	19 2%	33 4%	45 3%	58 5%	7 2%	143 4%	69 9%	76 3%	10 1%
												K		KM		O	RS	S	
Did not utilize/Did not attend	733 17%	329 18%	243 16%	124 17%	35 24%	344 16%	126 17%	187 18%	33 18%	32 25%	187 22%	167 20%	222 15%	155 14%	101 24%	602 16%	142 19%	487 18%	104 12%
					C					F	MN	MN			P		S	S	
NO RESPONSE	2991 70%	1277 69%	1091 71%	526 72%	82 57%	1539 72%	500 69%	702 68%	116 65%	69 54%	573 67%	569 67%	1038 72%	791 71%	268 63%	2597 71%	507 67%	1837 69%	640 73%
		E	E	E		HIJ	J	J					KL	KL		O			QR
MEAN	4.91	4.64	4.63	5.79	6.89	5.03	4.77	4.61	4.10	6.58	4.52	4.64	4.92	5.40	4.09	5.05	7.15	5.07	2.71
				BC	BC					FGHI				K		O	RS	S	
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	100 3%	58 3%	42 3%	-	-	38 2%	16 3%	36 4%	7 5%	-	19 2%	23 3%	26 2%	30 4%	12 3%	74 3%	3 1%	23 1%	74 10% QR
(2)	208 6%	108 6%	100 7%	-	-	107 6%	29 5%	53 6%	14 10% G	-	31 4%	44 6%	78 7% K	52 7% K	15 4%	179 6% O	3 1%	46 2% Q	159 22% QR
(3)	268 8%	139 8%	129 8%	-	-	140 8%	38 6%	76 9%	8 6%	-	53 7%	51 7%	103 9% K	58 8%	28 7%	227 8%	8 1%	95 5% Q	165 23% QR
(4)	232 7%	121 7%	111 7%	-	-	125 7%	37 6%	59 7%	8 6%	-	55 7%	50 7%	66 6%	61 8%	22 6%	201 7%	4 1%	138 7% Q	89 12% QR
(5)	495 15%	277 15%	218 14%	-	-	271 16%	80 13%	117 14%	21 15%	-	114 14%	93 13%	167 15%	117 15%	55 14%	416 15%	15 3%	385 19% QS	95 13% Q
(6)	349 10%	187 10%	162 11%	-	-	164 10%	62 10%	96 11%	15 11%	1 100% FGHI	67 8%	82 11%	128 12% K	70 9%	33 8%	302 11%	23 4%	286 14% QS	39 5%
(7)	503 15%	255 14%	248 16%	-	-	250 15%	103 17%	121 14%	21 15%	-	117 15%	101 14%	166 15%	115 15%	58 15%	426 15%	53 9%	404 19% QS	46 6%
(8)	542 16%	308 17%	234 15%	-	-	285 17% I	117 19% HI	118 14%	12 9%	-	135 17%	124 17%	162 15%	119 16%	76 19%	450 16%	147 26% RS	362 17% S	32 4%
(9)	328 10%	185 10%	143 9%	-	-	170 10%	56 9%	82 10%	15 11%	-	99 13% MN	69 10%	91 8%	69 9%	49 12%	263 9%	140 24% RS	181 9% S	6 1%
(10) Completely understand	337 10%	201 11% C	136 9%	-	-	154 9%	64 11%	99 12% F	16 12%	-	96 12% MN	76 11%	100 9%	65 9%	46 12%	273 10%	173 30% RS	151 7% S	13 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 20
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please
indicate your overall level of understanding: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	20 1%	9 *%	11 1%	-	-	12 1%	5 1%	2 *%	1 1%	-	3 *%	4 1%	8 1%	4 1%	4 1%	16 1%	3 1%	10 *%	6 1%
MEAN	6.25	6.31	6.17	-	-	6.23	6.49 FHI	6.17	6.01	6.00	6.59 LMN	6.31	6.10	6.06	6.60 P	6.22	8.43 RS	6.50 S	3.78
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	576 17%	305 17%	271 18%	-	-	285 17%	83 14%	165 19%	29 21%	-	103 13%	118 16%	207 19%	140 18%	55 14%	480 17%	14 2%	164 8%	398 55%
								G	G				K	K				Q	QR
(4) to (7)	1579 47%	840 45%	739 48%	-	-	810 47%	282 46%	393 46%	65 47%	1 100% FGHI	353 45%	326 45%	527 48%	363 48%	168 42%	1345 48% O	95 17%	1213 58% QS	269 37% Q
(8) to (10)	1207 36%	694 38%	513 33%	-	-	609 35%	237 39%	299 35%	43 31%	-	330 42% MN	269 38% M	353 32%	253 33%	171 43% P	986 35%	460 80% RS	694 33% S	51 7%
NO RESPONSE	20 1%	9 *	11 1%	-	-	12 1%	5 1%	2 *	1 1%	-	3 *	4 1%	8 1%	4 1%	4 1%	16 1%	3 1%	10 *	6 1%
MEAN	6.25	6.31	6.17	-	-	6.23	6.49 FHI	6.17	6.01	6.00	6.59 LMN	6.31	6.10	6.06	6.60 P	6.22	8.43 RS	6.50 S	3.78
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Core Professionalism

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	387 9%	178 10% D	160 10% D	38 5%	9 6%	186 9% J	58 8%	106 10% J	24 13% GJ	6 5%	76 9%	85 10%	127 9%	94 8%	31 7%	325 9%	15 2%	155 6% Q	217 25% QR
(2)	472 11%	192 10%	201 13% BDE	65 9%	11 8%	253 12% H	79 11%	97 9%	17 9%	10 8%	83 10%	95 11%	170 12%	119 11%	37 9%	414 11%	20 3%	216 8% Q	236 27% QR
(3)	490 11%	208 11%	169 11%	98 13%	15 10%	241 11%	86 12%	121 12%	19 11%	11 9%	89 10%	97 11%	170 12%	131 12%	50 12%	423 12%	25 3%	282 11% Q	182 21% QR
(4)	373 9%	146 8%	140 9%	71 10%	14 10%	187 9%	61 8%	93 9%	11 6%	14 11%	78 9%	79 9%	120 8%	94 8%	30 7%	333 9%	23 3%	285 11% QS	64 7% Q
(5)	630 15%	278 15%	230 15%	101 14%	19 13%	335 16%	102 14%	136 13%	27 15%	17 13%	128 15%	116 14%	221 15%	161 15%	71 17%	527 14%	46 6%	501 19% QS	82 9% Q
(6)	423 10%	168 9%	139 9%	100 14% BC	16 11%	214 10%	70 10%	102 10%	16 9%	14 11%	74 9%	79 9%	158 11%	110 10%	40 9%	376 10%	40 5% S	360 14% QS	23 3%
(7)	519 12%	214 12%	176 11%	98 13%	26 18% BC	252 12%	98 14%	117 11%	21 12%	23 18%	109 13%	101 12%	149 10%	158 14% M	54 13%	446 12%	111 15% S	385 15% S	22 3%
(8)	478 11%	213 12%	156 10%	88 12%	19 13%	237 11%	81 11%	119 12%	17 9%	17 13%	100 12%	94 11%	163 11%	120 11%	51 12%	410 11%	194 26% RS	264 10% S	20 2%
(9)	249 6%	117 6%	80 5%	43 6%	7 5%	132 6%	37 5%	63 6%	7 4%	7 6%	53 6%	54 6%	76 5%	65 6%	26 6%	211 6%	139 18% RS	102 4% S	6 1%
(10) Completely understand	220 5%	119 6% CD	70 5%	22 3%	7 5%	80 4%	45 6% F	67 6% F	15 8% F	7 6%	60 7% MN	47 6%	66 5%	47 4%	29 7%	177 5%	136 18% RS	72 3% S	12 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 22
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Core Professionalism

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	39 1%	15 1%	13 1%	10 1%	1 1%	16 1%	6 1%	11 1%	5 3%	1 1%	7 1%	6 1%	16 1%	10 1%	5 1%	33 1%	5 1%	24 1%	9 1%
MEAN	5.16	5.24 C	4.94	5.31 C	5.52 C	5.09	5.25	5.23	5.09	5.67 F	5.35 M	5.14	5.07	5.17	5.44 P	5.14	7.52 RS	5.22 S	2.92
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Core Professionalism

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1349 32%	578 31% D	530 35% BDE	201 27%	35 24%	680 32% J	223 31% J	324 31% J	60 34% J	27 21%	248 29%	277 32%	467 33%	344 31%	118 28%	1162 32%	60 8%	653 25% Q	635 73% QR
(4) to (7)	1945 45%	806 44%	685 45%	370 50% BC	75 52% B	988 46%	331 46%	448 43%	75 42%	68 54% HI	389 45%	375 44%	648 45%	523 47%	195 46%	1682 46%	220 29% S	1531 58% QS	191 22%
(8) to (10)	947 22%	449 24% C	306 20%	153 21%	33 23%	449 21%	163 23%	249 24%	39 22%	31 24%	213 25% MN	195 23%	305 21%	232 21%	106 25%	798 22%	469 62% RS	438 17% S	38 4%
NO RESPONSE	39 1%	15 1%	13 1%	10 1%	1 1%	16 1%	6 1%	11 1%	5 3%	1 1%	7 1%	6 1%	16 1%	10 1%	5 1%	33 1%	5 1%	24 1%	9 1%
MEAN	5.16	5.24 C	4.94	5.31 C	5.52 C	5.09	5.25	5.23	5.09	5.67 F	5.35 M	5.14	5.07	5.17	5.44 P	5.14	7.52 RS	5.22 S	2.92
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	332 10%	186 10%	146 10%	-	-	169 10%	50 8%	85 10%	18 13%	1 100% FGHI	73 9%	74 10%	103 9%	75 10%	36 9%	269 10%	19 3%	141 7% Q	172 24% QR
(2)	381 11%	200 11%	181 12%	-	-	217 13% GH	57 9%	85 10%	15 11%	-	72 9%	74 10%	140 13% K	94 12% K	38 10%	319 11%	18 3%	169 8% Q	194 27% QR
(3)	332 10%	163 9%	169 11% B	-	-	181 11%	60 10%	76 9%	10 7%	-	73 9%	59 8%	126 12% L	70 9%	35 9%	284 10%	15 3%	180 9% Q	137 19% QR
(4)	258 8%	122 7%	136 9% B	-	-	120 7%	43 7%	77 9%	11 8%	-	63 8%	43 6%	91 8%	61 8%	28 7%	222 8%	13 2%	189 9% Q	54 7% Q
(5)	492 15%	267 14%	225 15%	-	-	263 15%	76 13%	119 14%	23 17%	-	119 15%	111 15%	150 14%	107 14%	68 17%	397 14%	41 7%	380 18% QS	71 10%
(6)	312 9%	184 10%	128 8%	-	-	159 9%	61 10%	75 9%	10 7%	-	60 8%	72 10%	106 10%	73 10%	32 8%	273 10%	29 5%	257 12% QS	26 4%
(7)	402 12%	216 12%	186 12%	-	-	188 11%	88 14% F	108 13%	13 9%	-	101 13%	95 13%	121 11%	84 11%	42 11%	342 12%	61 11% S	314 15% QS	27 4%
(8)	382 11%	225 12%	157 10%	-	-	186 11%	90 15% FH	83 10%	19 14%	-	92 12%	83 12%	120 11%	85 11%	44 11%	325 11%	130 23% RS	233 11% S	19 3%
(9)	231 7%	139 8%	92 6%	-	-	109 6%	36 6%	73 8%	8 6%	-	65 8% M	54 8%	59 5%	53 7%	36 9%	185 7%	116 20% RS	106 5% S	7 1%
(10) Completely understand	225 7%	130 7%	95 6%	-	-	99 6%	43 7%	72 8% F	10 7%	-	60 8%	47 7%	67 6%	51 7%	31 8%	185 7%	123 22% RS	94 5% S	8 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 24
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	35 1%	16 1%	19 1%	-	-	25 1% G	3 *%	6 1%	1 1%	-	11 1%	5 1%	12 1%	7 1%	8 2%	26 1%	7 1%	18 1%	9 1%
MEAN	5.27	5.38 C	5.14	-	-	5.13	5.55 F	5.43 F	5.20	1.00	5.49 M	5.40 M	5.10	5.24	5.49	5.28	7.56 RS	5.42 S	3.05
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1045 31%	549 30%	496 32%	-	-	567 33% GH	167 28%	246 29%	43 31%	1 100% FGHI	218 28%	207 29%	369 34% KL	239 31%	109 27%	872 31%	52 9%	490 24% Q	503 69% QR
(4) to (7)	1464 43%	789 43%	675 44%	-	-	730 43%	268 44%	379 44%	57 41%	-	343 43%	321 45%	468 43%	325 43%	170 43%	1234 44%	144 25%	1140 55% QS	178 25%
(8) to (10)	838 25%	494 27% C	344 22%	-	-	394 23%	169 28% F	228 27% F	37 27%	-	217 28% M	184 26%	246 22%	189 25%	111 28%	695 25%	369 65% RS	433 21% S	34 5%
NO RESPONSE	35 1%	16 1%	19 1%	-	-	25 1% G	3 *%	6 1%	1 1%	-	11 1%	5 1%	12 1%	7 1%	8 2%	26 1%	7 1%	18 1%	9 1%
MEAN	5.27	5.38 C	5.14	-	-	5.13	5.55 F	5.43 F	5.20	1.00	5.49 M	5.40 M	5.10	5.24	5.49	5.28	7.56 RS	5.42 S	3.05
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Working Portfolio

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	67 8%	-	-	63 9% E	4 3%	44 11% GJ	5 4%	11 6% J	4 10%	2 2%	7 11%	10 8%	19 6%	30 9%	2 8%	61 7%	2 1%	29 5% Q	36 25% QR
(2)	86 10%	-	-	74 10%	12 8%	37 9%	18 16%	14 8%	4 10%	10 8%	5 8%	15 11%	38 12%	28 8%	1 4%	83 10%	4 2%	33 6% Q	49 34% QR
(3)	113 13%	-	-	98 13%	15 10%	55 14%	14 12%	24 14%	6 15%	11 9%	7 11%	16 12%	47 14%	43 12%	3 12%	106 13%	7 4%	80 14% Q	26 18% Q
(4)	75 9%	-	-	59 8%	16 11%	37 9% G	5 4%	15 9%	2 5%	15 12% G	3 5%	13 10%	30 9%	28 8%	3 12%	71 9%	5 3%	61 11% QS	8 6%
(5)	126 14%	-	-	107 15%	19 13%	66 16% H	15 13%	17 10%	5 13%	18 14%	12 18%	16 12%	46 14%	51 15%	5 20%	118 14%	7 4%	108 19% QS	11 8%
(6)	109 12%	-	-	99 13% E	10 7%	53 13% J	18 16% J	25 15% J	4 10%	8 6%	11 17%	19 14%	45 14%	34 10%	5 20%	102 12%	15 9% S	90 16% QS	4 3%
(7)	116 13%	-	-	91 12%	25 17%	44 11%	11 10%	31 18% FG	6 15%	21 17%	8 12%	18 14%	42 13%	47 14%	2 8%	109 13%	24 14% S	89 16% S	2 1%
(8)	100 11%	-	-	73 10%	27 19% D	38 9%	11 10%	18 11%	4 10%	27 21% FGH	3 5%	13 10%	38 12% K	46 13% K	1 4%	98 12%	54 31% RS	45 8% S	1 1%
(9)	42 5%	-	-	36 5%	6 4%	16 4%	9 8%	8 5%	1 3%	6 5%	4 6%	8 6%	12 4%	18 5%	1 4%	40 5%	34 20% RS	6 1%	2 1%
(10) Completely understand	24 3%	-	-	17 2%	7 5%	5 1%	4 4%	5 3%	2 5%	7 6% F	5 8%	3 2%	9 3%	7 2%	1 4%	23 3%	18 10% RS	4 1%	2 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 26
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please
indicate your overall level of understanding: Working Portfolio

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	20 2%	-	-	17 2%	3 2%	10 2%	4 4%	3 2%	1 3%	1 1%	1 2%	1 1%	4 1%	14 4% LM	1 4%	18 2%	3 2%	13 2%	4 3%
MEAN	5.12	-	-	5.00	5.72 D	4.77	5.20	5.29 F	5.00	5.92 FGH	5.26	5.08	5.07	5.17	5.04	5.14	7.42 RS	5.02 S	2.72
BASE	878	-	-	734	144	405	114	171	39	126	66	132	330	346	25	829	173	558	145

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Working Portfolio

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	266 30%	-	-	235 32% E	31 22%	136 34% J	37 32% J	49 29% J	14 36% J	23 18%	19 29%	41 31%	104 32%	101 29%	6 24%	250 30%	13 8%	142 25% Q	111 77% QR
(4) to (7)	426 49%	-	-	356 49%	70 49%	200 49%	49 43%	88 51%	17 44%	62 49%	34 52%	66 50%	163 49%	160 46%	15 60%	400 48%	51 29% S	348 62% QS	25 17%
(8) to (10)	166 19%	-	-	126 17%	40 28% D	59 15%	24 21%	31 18%	7 18%	40 32% FH	12 18%	24 18%	59 18%	71 21%	3 12%	161 19%	106 61% RS	55 10% S	5 3%
NO RESPONSE	20 2%	-	-	17 2%	3 2%	10 2%	4 4%	3 2%	1 3%	1 1%	1 2%	1 1%	4 1%	14 4% LM	1 4%	18 2%	3 2%	13 2%	4 3%
MEAN	5.12	-	-	5.00	5.72 D	4.77	5.20	5.29 F	5.00	5.92 FGH	5.26	5.08	5.07	5.17	5.04	5.14	7.42 RS	5.02 S	2.72
BASE	878	-	-	734	144	405	114	171	39	126	66	132	330	346	25	829	173	558	145

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Hawaii Growth Model

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	612 15%	292 16% D	248 16% D	72 10%	-	278 13%	99 14%	191 19%	30 17%	1 25%	123 14%	135 16%	208 15%	139 13%	51 12%	519 15%	31 4%	269 11% Q	312 36% QR
(2)	652 16%	295 16%	246 16%	111 15%	-	336 16%	115 16%	161 16%	23 13%	1 25%	108 13%	134 16% K	238 17% K	170 16% K	54 13%	572 16% O	32 5%	342 13% Q	278 33% QR
(3)	519 13%	234 13%	198 13%	87 12%	-	281 13%	86 12%	120 12%	18 10%	1 25%	113 13%	109 13%	182 13%	112 11%	61 14%	436 12%	39 6%	359 14% Q	121 14% Q
(4)	364 9%	140 8%	155 10% B	69 9%	-	207 10% G	52 7%	86 8%	13 7%	-	73 9%	61 7%	129 9%	99 9%	36 9%	317 9%	40 6%	274 11% QS	49 6%
(5)	636 15%	273 15%	247 16%	116 16%	-	331 16%	116 16%	143 14%	33 19%	-	145 17% M	121 15%	187 14%	177 17% M	70 17%	535 15%	87 12% S	502 20% QS	46 5%
(6)	395 10%	170 9%	137 9%	88 12% BC	-	197 9%	82 11% I	98 10%	11 6%	1 25%	83 10%	90 11%	118 9%	104 10%	40 9%	343 10%	63 9% S	315 12% QS	15 2%
(7)	377 9%	172 9% C	114 7%	91 12% BC	-	194 9%	73 10%	90 9%	17 10%	-	81 10%	72 9%	126 9%	96 9%	39 9%	324 9%	107 15% RS	257 10% S	12 1%
(8)	282 7%	142 8%	96 6%	44 6%	-	160 8%	41 6%	62 6%	13 7%	-	52 6%	53 6%	101 7%	75 7%	35 8%	241 7%	151 21% RS	125 5% S	6 1%
(9)	131 3%	60 3%	43 3%	28 4%	-	66 3%	20 3%	37 4%	7 4%	-	36 4% M	29 3%	31 2%	35 3%	20 5%	103 3%	83 12% RS	46 2% S	1 *%
(10) Completely understand	85 2%	41 2%	31 2%	13 2%	-	31 1%	21 3% F	27 3% F	3 2%	-	21 2%	18 2%	33 2% N	13 1%	9 2%	71 2%	62 9% RS	20 1%	3 *%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 28
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Hawaii Growth Model

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	63 2%	29 2%	19 1%	15 2%	-	30 1%	14 2%	13 1%	6 3%	-	14 2%	10 1%	14 1%	23 2% M	7 2%	56 2%	12 2%	38 1%	12 1%
MEAN	4.29	4.30	4.14	4.60 BC	-	4.32	4.39	4.19	4.34	3.00	4.44 M	4.24	4.20	4.35	4.58 P	4.28	6.49 RS	4.36 S	2.28
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Hawaii Growth Model

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1783 43%	821 44%	692 45%	270 37%	-	895 42%	300 42%	472 46%	71 41%	3 75%	344 41%	378 45%	628 46%	421 40%	166 39%	1527 43%	102 14%	970 38%	711 83%
		D	D									KN	KN					Q	QR
(4) to (7)	1772 43%	755 41%	653 43%	364 50%	-	929 44%	323 45%	417 41%	74 43%	1 25%	382 45%	344 41%	560 41%	476 46%	185 44%	1519 43%	297 42%	1348 53%	122 14%
				BC										M			S	QS	
(8) to (10)	498 12%	243 13%	170 11%	85 12%	-	257 12%	82 11%	126 12%	23 13%	-	109 13%	100 12%	165 12%	123 12%	64 15%	415 12%	296 42%	191 7%	10 1%
																	RS	S	
NO RESPONSE	63 2%	29 2%	19 1%	15 2%	-	30 1%	14 2%	13 1%	6 3%	-	14 2%	10 1%	14 1%	23 2%	7 2%	56 2%	12 2%	38 1%	12 1%
														M					
MEAN	4.29	4.30	4.14	4.60 BC	-	4.32	4.39	4.19	4.34	3.00	4.44 M	4.24	4.20	4.35	4.58 P	4.28	6.49 RS	4.36 S	2.28
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Do not understand at all	282 7%	153 8% CDE	91 6%	32 4%	5 3%	111 5%	58 8% FJ	80 8% FJ	23 13% FJ	4 3%	48 6%	64 8%	98 7%	67 6%	23 5%	239 7%	12 2%	97 4% Q	173 20% QR
(2)	554 13%	258 14% D	209 14% D	73 10%	14 10%	257 12%	109 15% FJ	146 14% J	19 11%	11 9%	103 12%	98 11%	210 15% L	143 13%	44 10%	481 13%	14 2%	232 9% Q	308 35% QR
(3)	508 12%	226 12% D	200 13% D	66 9%	14 10%	269 13%	85 12%	117 11%	16 9%	11 9%	98 11%	103 12%	181 13%	123 11%	54 13%	442 12%	20 3%	312 12% Q	176 20% QR
(4)	392 9%	161 9%	144 9%	72 10%	13 9%	198 9%	60 8%	94 9%	18 10%	12 9%	79 9%	80 9%	136 9%	96 9%	29 7%	356 10% O	32 4%	280 11% Q	78 9% Q
(5)	632 15%	253 14%	244 16%	110 15%	23 16%	354 17% GH	94 13%	123 12%	27 15%	20 16%	138 16%	115 13%	199 14%	169 15%	69 16%	531 14%	63 8%	510 19% QS	59 7%
(6)	489 11%	182 10%	180 12%	111 15% BC	15 10%	252 12%	77 11%	121 12%	15 8%	16 13%	92 11%	103 12%	155 11%	137 12%	49 12%	422 11%	52 7% S	407 15% QS	30 3%
(7)	518 12%	220 12%	171 11%	100 14%	21 15%	257 12% I	88 12%	132 13% I	14 8%	18 14%	116 14%	98 11%	175 12%	127 11%	54 13%	437 12%	114 15% S	388 15% S	15 2%
(8)	464 11%	198 11%	148 10%	91 12%	23 16% C	228 11%	81 11%	105 10%	21 12%	21 17%	88 10%	99 12%	151 11%	125 11%	46 11%	402 11%	202 27% RS	250 9% S	11 1%
(9)	233 5%	97 5%	81 5%	43 6%	11 8%	126 6%	32 4%	52 5%	12 7%	9 7%	51 6%	41 5%	73 5%	68 6%	31 7%	193 5%	128 17% RS	100 4% S	3 *%
(10) Completely understand	155 4%	73 4%	56 4%	21 3%	5 3%	58 3%	28 4%	49 5% F	10 6%	5 4%	37 4%	43 5% MN	42 3%	33 3%	16 4%	128 3%	111 15% RS	38 1% S	6 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 30
(Continued)

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	53 1%	27 1%	10 1%	15 2%	- C	23 1%	11 2%	13 1%	4 2%	-	7 1%	9 1%	16 1%	21 2%	9 2%	44 1%	6 1%	32 1%	14 2%
MEAN	5.10	4.98	5.02	5.43 BC	5.64 BC	5.14	4.96	5.07	5.03	5.73 FGHI	5.24 M	5.16	4.96	5.15	5.33 P	5.08	7.39 RS	5.20 S	2.78
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q4. On the scale of 1 to 10 where 10=completely understand and 1=do not understand at all, please indicate your overall level of understanding: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1344 31%	637 34% DE	500 33% DE	171 23%	33 23%	637 30% J	252 35% FJ	343 33% J	58 32% J	26 20%	249 29%	265 31%	489 34% KN	333 30%	121 29%	1162 32%	46 6%	641 24% Q	657 75% QR
(4) to (7)	2031 47%	816 44%	739 48% B	393 54% BC	72 50%	1061 50% GHI	319 44%	470 46%	74 41%	66 52%	425 50%	396 46%	665 46%	529 48%	201 47%	1746 48%	261 35% S	1585 60% QS	182 21%
(8) to (10)	852 20%	368 20%	285 19%	155 21%	39 27% C	412 19%	141 20%	206 20%	43 24%	35 28% F	176 21%	183 21%	266 19%	226 20%	93 22%	723 20%	441 58% RS	388 15% S	20 2%
NO RESPONSE	53 1%	27 1% C	10 1%	15 2% C	-	23 1%	11 2%	13 1%	4 2%	-	7 1%	9 1%	16 1%	21 2% K	9 2%	44 1%	6 1%	32 1%	14 2%
MEAN	5.10	4.98	5.02	5.43 BC	5.64 BC	5.14	4.96	5.07	5.03	5.73 FGHI	5.24 M	5.16	4.96	5.15	5.33 P	5.08	7.39 RS	5.20 S	2.78
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I received actionable feedback during my observation cycle.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	367 11%	208 11%	159 10%	-	-	149 9%	68 11%	115 13%	29 21%	-	84 11%	81 11%	125 11%	75 10%	33 8%	310 11%	43 8%	165 8%	159 22% QR
(2)	255 8%	135 7%	120 8%	-	-	125 7%	50 8%	64 7%	10 7%	-	52 7%	46 6%	86 8%	65 9%	21 5%	217 8%	13 2%	123 6% Q	119 16% QR
(3)	238 7%	130 7%	108 7%	-	-	123 7%	40 7%	58 7%	12 9%	-	55 7%	56 8%	84 8%	42 6%	29 7%	199 7%	24 4%	118 6%	96 13% QR
(4)	183 5%	90 5%	93 6%	-	-	84 5%	30 5%	55 6%	11 8%	-	44 6%	38 5%	60 5%	41 5%	25 6%	153 5%	15 3%	118 6% Q	50 7% Q
(5)	429 13%	237 13%	192 13%	-	-	234 14% H	76 13%	91 11%	14 10%	-	94 12%	90 13%	135 12%	104 14%	53 13%	346 12%	42 7%	272 13% Q	114 16% Q
(6)	259 8%	142 8%	117 8%	-	-	141 8% I	47 8%	61 7%	6 4%	-	56 7%	59 8%	88 8%	55 7%	24 6%	226 8%	33 6%	192 9% QS	34 5%
(7)	405 12%	205 11%	200 13%	-	-	212 12%	74 12%	100 12%	11 8%	1 100% FGHI	93 12%	90 13%	126 12%	95 13%	51 13%	342 12%	55 10% S	308 15% QS	41 6%
(8)	485 14%	270 15%	215 14%	-	-	244 14% I	96 16% I	130 15% I	10 7%	-	121 15%	94 13%	159 15%	110 14%	65 16%	401 14%	111 19% S	333 16% S	41 6%
(9)	333 10%	187 10%	146 10%	-	-	172 10%	62 10%	80 9%	15 11%	-	81 10%	63 9%	112 10%	76 10%	48 12%	275 10%	97 17% RS	207 10% S	28 4%
(10) Strongly Agree	385 11%	217 12%	168 11%	-	-	207 12%	60 10%	96 11%	16 12%	-	100 13%	94 13% M	109 10%	82 11%	44 11%	324 11%	130 23% RS	218 10% S	37 5%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Table 32
(Continued)

Q5A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I received actionable feedback during my observation cycle.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	43 1%	27 1%	16 1%	-	-	25 1%	4 1%	9 1%	4 3%	-	9 1%	6 1%	11 1%	15 2%	5 1%	34 1%	9 2%	27 1%	5 1%
MEAN	5.87	5.88	5.84	-	-	6.02 HI	5.83 I	5.74 I	5.13	7.00	6.00	5.89	5.76	5.90	6.16	5.86	7.20 RS	6.14 S	4.03
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I received actionable feedback during my observation cycle.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	860 25%	473 26%	387 25%	-	-	397 23%	158 26%	237 28%	51 37%	-	191 24%	183 26%	295 27%	182 24%	83 21%	726 26%	80 14%	406 20%	374 52%
								F	FGH							O		Q	QR
(4) to (7)	1276 38%	674 36%	602 39%	-	-	671 39%	227 37%	307 36%	42 30%	1 100%	287 36%	277 39%	409 37%	295 39%	153 38%	1067 38%	145 25%	890 43%	239 33%
						I				FGHI								QS	Q
(8) to (10)	1203 36%	674 36%	529 34%	-	-	623 36%	218 36%	306 36%	41 30%	-	302 38%	251 35%	380 35%	268 35%	157 39%	1000 35%	338 59%	758 36%	106 15%
																	RS	S	
NO RESPONSE	43 1%	27 1%	16 1%	-	-	25 1%	4 1%	9 1%	4 3%	-	9 1%	6 1%	11 1%	15 2%	5 1%	34 1%	9 2%	27 1%	5 1%
MEAN	5.87	5.88	5.84	-	-	6.02 HI	5.83 I	5.74 I	5.13	7.00	6.00	5.89	5.76	5.90	6.16	5.86	7.20 RS	6.14 S	4.03
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to write an acceptable SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	485 11%	227 12% DE	209 14% DE	41 6%	7 5%	227 11% J	86 12% J	123 12% J	25 14% J	7 6%	97 11%	102 12%	160 11%	119 11%	43 10%	408 11%	23 3%	193 7% Q	269 31% QR
(2)	509 12%	226 12%	196 13% D	72 10%	14 10%	251 12% J	104 14% J	117 11%	21 12%	9 7%	77 9%	107 13% K	184 13% K	138 12% K	33 8%	448 12% O	22 3%	264 10% Q	223 26% QR
(3)	425 10%	184 10%	159 10%	67 9%	14 10%	234 11% H	68 9%	88 9%	15 8%	13 10%	81 9%	88 10%	145 10%	110 10%	42 10%	374 10%	23 3%	269 10% Q	133 15% QR
(4)	358 8%	138 7%	130 8%	73 10% B	16 11%	191 9% G	47 7%	87 8%	10 6%	16 13% GI	72 8%	57 7%	143 10% LN	83 7%	34 8%	315 9%	25 3%	262 10% Q	70 8% Q
(5)	615 14%	271 15%	228 15%	94 13%	19 13%	325 15% H	113 16% H	120 12%	28 16%	17 13%	132 15%	117 14%	190 13%	172 16%	70 17%	521 14%	67 9%	461 17% QS	87 10%
(6)	474 11%	198 11%	151 10%	102 14% BC	19 13%	236 11%	79 11%	115 11%	17 9%	18 14%	105 12%	90 11%	161 11%	113 10%	52 12%	399 11%	63 8% S	384 15% QS	27 3%
(7)	519 12%	206 11%	188 12%	101 14%	22 15%	239 11%	85 12%	146 14% F	17 9%	19 15%	105 12%	103 12%	164 11%	147 13%	50 12%	454 12%	120 16% S	376 14% S	21 2%
(8)	463 11%	201 11%	138 9%	103 14% BC	18 13%	238 11%	67 9%	112 11%	20 11%	15 12%	103 12%	91 11%	145 10%	122 11%	58 14%	382 10%	163 22% RS	275 10% S	23 3%
(9)	233 5%	99 5%	78 5%	43 6%	11 8%	106 5%	42 6%	61 6%	14 8%	9 7%	39 5%	49 6%	82 6%	63 6%	22 5%	201 5%	127 17% RS	94 4% S	11 1%
(10) Strongly Agree	186 4%	92 5% C	54 4%	34 5%	4 3%	79 4%	30 4%	59 6% F	12 7%	4 3%	42 5%	48 6% N	58 4%	38 3%	19 4%	161 4%	117 16% RS	61 2% S	8 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 34
(Continued)

Q5B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to write an acceptable SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	13 *%	6 *%	3 *%	4 1%	-	7 *%	2 *%	4 *%	-	-	4 *%	1 *%	4 *%	4 *%	1 *%	12 *%	4 1%	7 *%	1 *%
MEAN	5.02	4.99 C	4.77	5.50 BC	5.47 BC	4.97	4.90	5.17 FG	5.13	5.47 FG	5.16	5.05	4.94	5.02	5.28 P	5.01	7.21 RS	5.11 S	2.87
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to write an acceptable SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1419 33%	637 34% DE	564 37% DE	180 25%	35 24%	712 33% J	258 36% J	328 32% J	61 34% J	29 23%	255 30%	297 35% K	489 34% K	367 33%	118 28%	1230 33% O	68 9%	726 27% Q	625 72% QR
(4) to (7)	1966 46%	813 44%	697 45%	370 50% BC	76 53% B	991 46%	324 45%	468 45%	72 40%	70 55% GHI	414 48% L	367 43%	658 46%	515 46%	206 49%	1689 46%	275 36% S	1483 56% QS	205 23%
(8) to (10)	882 21%	392 21% C	270 18%	180 25% C	33 23%	423 20%	139 19%	232 22%	46 26%	28 22%	184 21%	188 22%	285 20%	223 20%	99 23%	744 20%	407 54% RS	430 16% S	42 5%
NO RESPONSE	13 *%	6 *%	3 *%	4 1%	-	7 *%	2 *%	4 *%	-	-	4 *%	1 *%	4 *%	4 *%	1 *%	12 *%	4 1%	7 *%	1 *%
MEAN	5.02	4.99 C	4.77	5.50 BC	5.47 BC	4.97	4.90	5.17 FG	5.13	5.47 FG	5.16	5.05	4.94	5.02	5.28 P	5.01	7.21 RS	5.11 S	2.87
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to implement my SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	356 8%	174 9% DE	144 9% DE	31 4%	6 4%	137 6%	76 11% FJ	106 10% FJ	21 12% FJ	6 5%	69 8%	74 9%	121 8%	87 8%	31 7%	293 8%	14 2%	133 5% Q	209 24% QR
(2)	419 10%	202 11% DE	158 10% D	48 7%	9 6%	219 10% J	76 11% J	94 9%	18 10%	7 6%	72 8%	96 11% K	149 10%	100 9%	32 8%	372 10%	19 3%	182 7% Q	218 25% QR
(3)	413 10%	157 8%	168 11% B	70 10%	16 11%	220 10% H	71 10%	83 8%	18 10%	11 9%	85 10%	85 10%	136 9%	106 10%	40 9%	361 10%	20 3%	243 9% Q	150 17% QR
(4)	360 8%	150 8%	145 9%	53 7%	12 8%	180 8%	62 9%	86 8%	12 7%	12 9%	64 7%	67 8%	140 10%	85 8%	27 6%	323 9%	19 3%	263 10% Q	78 9% Q
(5)	567 13%	250 14%	188 12%	112 15%	16 11%	288 14% I	102 14%	128 12%	27 15%	15 12%	114 13%	102 12%	200 14%	149 13%	72 17% P	472 13%	57 8%	425 16% QS	84 10%
(6)	473 11%	195 11%	154 10%	101 14% BC	18 13%	253 12% I	69 10%	112 11%	13 7%	17 13%	115 13% LM	81 9%	144 10%	129 12%	54 13%	398 11%	57 8% S	382 14% QS	33 4%
(7)	558 13%	227 12%	211 14%	98 13%	20 14%	276 13%	88 12%	146 14% I	16 9%	18 14%	111 13%	107 13%	192 13%	147 13%	59 14%	479 13%	102 14% S	427 16% S	28 3%
(8)	534 12%	232 13%	165 11%	112 15% C	24 17%	274 13%	76 11%	137 13%	19 11%	20 16%	108 13%	110 13%	167 12%	147 13%	56 13%	459 12%	174 23% RS	332 13% S	27 3%
(9)	325 8%	130 7%	117 8%	61 8%	14 10%	164 8%	55 8%	70 7%	20 11%	13 10%	64 7%	64 8%	106 7%	91 8%	26 6%	286 8%	148 20% RS	156 6% S	20 2%
(10) Strongly Agree	238 6%	112 6%	76 5%	42 6%	6 4%	110 5%	40 6%	60 6%	12 7%	6 5%	50 6%	60 7% M	68 5%	56 5%	26 6%	198 5%	136 18% RS	83 3%	18 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Table 36
(Continued)

Q5C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to implement my SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	37 1%	19 1%	8 1%	6 1%	3 2%	12 1%	8 1%	10 1%	3 2%	2 2%	5 1%	7 1%	13 1%	12 1%	1 *	34 1% O	8 1%	20 1%	8 1%
MEAN	5.43	5.36	5.25	5.86 BC	5.86 BC	5.48 G	5.22	5.43	5.32	5.93 GH	5.52	5.43	5.32	5.51	5.58	5.42	7.52 RS	5.55 S	3.23
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I know how to implement my SLO.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1188 28%	533 29% DE	470 31% DE	149 20%	31 22%	576 27% J	223 31% J	283 27% J	57 32% J	24 19%	226 26%	255 30%	406 28%	293 26%	103 24%	1026 28%	53 7%	558 21% Q	577 66% QR
(4) to (7)	1958 46%	822 44%	698 46%	364 50% B	66 46%	997 47% I	321 44%	472 46% I	68 38%	62 49%	404 47% L	357 42%	676 47% L	510 46%	212 50%	1672 45%	235 31% S	1497 57% QS	223 26%
(8) to (10)	1097 26%	474 26%	358 23%	215 29% C	44 31%	548 26%	171 24%	267 26%	51 28%	39 31%	222 26%	234 27%	341 24%	294 27%	108 25%	943 26%	458 61% RS	571 22% S	65 7%
NO RESPONSE	37 1%	19 1%	8 1%	6 1%	3 2%	12 1%	8 1%	10 1%	3 2%	2 2%	5 1%	7 1%	13 1%	12 1%	1 *%	34 1% O	8 1%	20 1%	8 1%
MEAN	5.43	5.36	5.25	5.86 BC	5.86 BC	5.48 G	5.22	5.43	5.32	5.93 GH	5.52	5.43	5.32	5.51	5.58	5.42	7.52 RS	5.55 S	3.23
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I believe that if I implement all of the EES components, then I am an effective teacher/professional.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	1323 31%	621 34% DE	490 32% DE	182 25% E	24 17%	625 29% J	250 35% FJ	329 32% J	61 34% J	24 19%	246 29%	279 33%	450 31%	334 30%	93 22%	1163 32% O	171 23%	684 26%	467 53% QR
(2)	446 10%	201 11%	167 11%	65 9%	13 9%	217 10%	76 11%	117 11%	15 8%	10 8%	78 9%	91 11%	161 11%	115 10%	40 9%	392 11%	49 6%	256 10% Q	141 16% QR
(3)	360 8%	143 8%	141 9%	61 8%	13 9%	187 9%	58 8%	83 8%	19 11%	8 6%	71 8%	79 9%	115 8%	93 8%	40 9%	308 8%	45 6%	232 9% Q	83 10% Q
(4)	260 6%	107 6%	92 6%	50 7%	11 8%	130 6%	45 6%	64 6%	8 4%	10 8%	56 7%	54 6%	85 6%	64 6%	31 7%	223 6%	27 4%	196 7% QS	36 4%
(5)	596 14%	244 13%	213 14%	116 16%	21 15%	309 14%	99 14%	131 13%	26 15%	18 14%	129 15%	109 13%	199 14%	155 14%	63 15%	500 14%	81 11% S	451 17% QS	61 7%
(6)	270 6%	108 6%	88 6%	55 7%	15 10%	139 7%	35 5%	64 6%	12 7%	14 11% G	67 8% L	46 5%	91 6%	64 6%	40 9% P	220 6%	46 6% S	208 8% S	16 2%
(7)	322 8%	133 7%	110 7%	64 9%	14 10%	175 8%	45 6%	68 7%	16 9%	13 10%	72 8%	60 7%	104 7%	85 8%	37 9%	269 7%	61 8% S	245 9% S	16 2%
(8)	312 7%	133 7%	95 6%	66 9% C	16 11%	154 7%	52 7%	77 7%	8 4%	15 12% I	64 7%	58 7%	102 7%	88 8%	37 9%	265 7%	105 14% RS	188 7% S	19 2%
(9)	188 4%	71 4%	72 5%	39 5%	4 3%	99 5%	25 3%	51 5%	9 5%	3 2%	37 4%	33 4%	62 4%	56 5%	19 4%	165 4%	80 11% RS	97 4% S	11 1%
(10) Strongly Agree	177 4%	78 4%	57 4%	29 4%	13 9% BCD	85 4%	30 4%	44 4%	5 3%	12 9% FGI	33 4%	39 5%	58 4%	47 4%	20 5%	149 4%	81 11% RS	79 3% S	16 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 38
(Continued)

Q5D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I believe that if I implement all of the EES components, then I am an effective teacher/professional.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	26 1%	9 *%	9 1%	7 1%	-	13 1%	8 1%	4 *%	-	-	4 *%	5 1%	9 1%	8 1%	4 1%	21 1%	8 1%	10 *%	7 1%
MEAN	4.03	3.89	3.91	4.43 BC	5.00 BCD	4.11 G	3.80	3.99	3.85	5.04 FGHI	4.18 L	3.90	3.98	4.12	4.52 P	3.98	5.35 RS	4.20 S	2.39
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q5D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I believe that if I implement all of the EES components, then I am an effective teacher/professional.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	2129 50%	965 52%	798 52%	308 42%	50 35%	1029 48%	384 53%	529 51%	95 53%	42 33%	395 46%	449 53%	726 51%	542 49%	173 41%	1863 51%	265 35%	1172 44%	691 79%
		DE	DE			J	FJ	J	J			K	K		O			Q	QR
(4) to (7)	1448 34%	592 32%	503 33%	285 39%	61 42%	753 35%	224 31%	327 32%	62 35%	55 43%	324 38%	269 32%	479 33%	368 33%	171 40%	1212 33%	215 29%	1100 42%	129 15%
				BC	BC	GH				GH	LMN				P		S	QS	
(8) to (10)	677 16%	282 15%	224 15%	134 18%	33 23%	338 16%	107 15%	172 17%	22 12%	30 24%	134 16%	130 15%	222 15%	191 17%	76 18%	579 16%	266 35%	364 14%	46 5%
				C	BC					FGI							RS	S	
NO RESPONSE	26 1%	9 *	9 1%	7 1%	-	13 1%	8 1%	4 *	-	-	4 *	5 1%	9 1%	8 1%	4 1%	21 1%	8 1%	10 *	7 1%
MEAN	4.03	3.89	3.91	4.43 BC	5.00 BCD	4.11 G	3.80	3.99	3.85	5.04 FGHI	4.18 L	3.90	3.98	4.12	4.52 P	3.98	5.35 RS	4.20 S	2.39
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Preparing for the observation takes time/too much time/takes time away from teaching	61 19%	33 18%	28 20%	-	-	29 20%	14 19%	17 21%	1 6%	-	8 12%	14 19%	16 16%	23 28%	3 12%	55 20%	13 28%	32 16%	16 20%
Timely/specific/unbiased/constructive feedback should be provided	52 16%	31 17%	21 15%	-	-	27 18%	12 16%	11 14%	1 6%	-	12 18%	13 18%	18 17%	9 11%	6 24%	41 15%	4 9%	35 18%	13 16%
I need more information/it's not clear as to what they want to see in the observation	51 16%	26 14%	25 17%	-	-	27 18%	7 9%	13 16%	4 25%	-	13 20%	13 18%	12 12%	12 15%	5 20%	44 16%	4 9%	36 18%	11 14%
The observer should be unbiased/ratings should be consistent	29 9%	17 9%	12 8%	-	-	12 8%	6 8%	9 11%	2 13%	-	5 8%	6 8%	10 10%	8 10%	2 8%	25 9%	3 6%	19 10%	7 9%
Examples/videos/modeling should be provided	22 7%	14 8%	8 6%	-	-	8 5%	5 7%	5 6%	2 13%	-	5 8%	4 6%	7 7%	5 6%	1 4%	19 7%	3 6%	12 6%	7 9%
You cannot hit all the rubrics in a 20 minute observation/observations should be longer	17 5%	11 6%	6 4%	-	-	5 3%	6 8%	4 5%	1 6%	-	3 5%	3 4%	6 6%	4 5%	1 4%	15 5%	3 6%	9 5%	5 6%
Training is needed	16 5%	10 5%	6 4%	-	-	8 5%	3 4%	4 5%	1 6%	-	4 6%	2 3%	9 9%	1 1%	1 4%	15 5%	-	10 5%	6 8%
Something relevant to my classroom situation (SPED, ELL, Hawaiian language, kindergarten, etc.)	12 4%	5 3%	7 5%	-	-	3 2%	4 5%	3 4%	2 13%	-	3 5%	3 4%	5 5%	1 1%	1 4%	10 4%	3 6%	8 4%	1 1%
There should only be one observation a year	10 3%	4 2%	6 4%	-	-	7 5%	1 1%	2 3%	-	-	1 2%	2 3%	3 3%	4 5%	-	10 4%	1 2%	6 3%	3 4%
The observer should be familiar with the discipline being observed	10 3%	7 4%	3 2%	-	-	1 1%	4 5%	5 6%	-	-	-	1 1%	4 4%	5 6%	-	10 4%	2 4%	6 3%	2 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 40
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Do more observations/some informal observations/different kinds of observations	10 3%	8 4%	2 1%	-	-	4 3%	1 1%	4 5%	-	-	5 8%	1 1%	3 3%	1 1%	1 4%	7 2%	2 4%	5 3%	3 4%
Practice/experience	10 3%	5 3%	5 3%	-	-	4 3%	1 1%	4 5%	-	-	2 3%	2 3%	1 1%	5 6%	-	10 4%	-	9 5%	1 1%
The observer should be a teacher/someone with recent teaching experience	7 2%	4 2%	3 2%	-	-	2 1%	1 1%	4 5%	-	-	-	1 1%	1 1%	5 6%	-	6 2%	3 6%	4 2%	-
Teachers should have a say as to when observations are done/more notice should be given	7 2%	2 1%	5 3%	-	-	4 3%	1 1%	2 3%	-	-	2 3%	2 3%	3 3%	-	-	7 2%	2 4%	3 2%	2 3%
Competent/trained administrators/observers	7 2%	4 2%	3 2%	-	-	2 1%	3 4%	2 3%	-	-	4 6%	1 1%	1 1%	1 1%	1 4%	6 2%	1 2%	5 3%	1 1%
I haven't been observed yet	6 2%	3 2%	3 2%	-	-	3 2%	2 3%	1 1%	-	-	1 2%	2 3%	3 3%	-	-	6 2%	1 2%	2 1%	3 4%
Different rubrics/curriculum	6 2%	4 2%	2 1%	-	-	3 2%	1 1%	1 1%	1 6%	-	1 2%	3 4%	1 1%	1 1%	1 4%	5 2%	1 2%	4 2%	1 1%
Observations shouldn't be cancelled/re-scheduled/start late/end early	5 2%	3 2%	2 1%	-	-	1 1%	2 3%	1 1%	-	-	1 2%	-	3 3%	1 1%	-	5 2%	1 2%	3 2%	1 1%
This takes too much time for principals/administrators/more observers are needed	5 2%	3 2%	2 1%	-	-	4 3%	1 1%	-	-	-	-	2 3%	1 1%	2 2%	-	5 2%	1 2%	1 1%	3 4%
Support	4 1%	4 2%	-	-	-	2 1%	2 3%	-	-	-	-	1 1%	1 1%	2 2%	-	4 1%	-	3 2%	1 1%
Observations should be done once every 2-5 years/not every year	3 1%	2 1%	1 1%	-	-	2 1%	-	1 1%	-	-	1 2%	-	2 2%	-	-	3 1%	1 2%	-	2 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 40
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Classroom Observations

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Trainers should be fully versed in what they are training	2 1%	1 1%	1 1%	-	-	-	1 1%	1 1%	-	-	1 2%	-	-	1 1%	-	2 1%	-	1 1%	1 1%
Other	33 10%	16 9%	17 12%	-	-	15 10%	7 9%	9 11%	1 6%	-	8 12%	9 13%	11 11%	4 5%	3 12%	26 9%	2 4%	24 12%	7 9%
																	Q		
None/nothing/I'm satisfied	18 6%	10 5%	8 6%	-	-	8 5%	6 8%	3 4%	1 6%	-	3 5%	6 8%	6 6%	3 4%	3 12%	15 5%	3 6%	13 7%	2 3%
Don't know/refused	8 2%	3 2%	5 3%	-	-	3 2%	1 1%	3 4%	1 6%	-	1 2%	2 3%	3 3%	2 2%	1 4%	7 2%	2 4%	3 2%	3 4%
BASE	325	182	143	-	-	148	74	80	16	-	66	72	103	81	25	282	47	199	79

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Core Professionalism

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
I need more information/it's not clear what qualifies as core professionalism/some feedback on what I put in already	132 33%	56 33%	52 38%	18 25%	6 32%	69 39% H	24 28%	22 24%	7 30%	6 38%	30 45% N	31 38%	41 31%	29 25%	13 46%	114 32%	16 28%	84 34%	32 36%
Time it takes to gather/scan/organize/input date/takes time away from teaching/prep time/it wastes my time	77 19%	31 18%	29 21%	14 19%	3 16%	32 18%	19 22%	16 18%	6 26%	3 19%	12 18%	11 13%	28 21%	26 22%	4 14%	69 20%	13 22%	51 20%	13 14%
Training is needed	61 15%	27 16%	15 11%	14 19%	5 26%	21 12%	21 24% FH	11 12%	4 17%	3 19%	9 13%	9 11%	25 19%	18 16%	3 11%	55 16%	1 2%	36 14% Q	24 27% QR
Examples should be provided	49 12%	19 11%	10 7%	16 22% BC	4 21%	23 13%	12 14%	7 8%	3 13%	2 13%	5 7%	11 13%	19 14%	14 12%	3 11%	45 13%	10 17%	28 11%	11 12%
I am a professional/Why do I have to prove it?/It's insulting	18 5%	10 6%	6 4%	2 3%	-	9 5%	2 2%	4 4%	2 9%	-	3 4%	5 6%	7 5%	3 3%	1 4%	16 5%	-	14 6%	4 4%
Something relevant to my situation (Non-classroom teacher, counselor, my discipline)	13 3%	2 1%	1 1%	9 13% BC	1 5%	4 2%	4 5%	4 4%	-	1 6%	1 1%	3 4%	6 5%	3 3%	1 4%	12 3%	1 2%	12 5%	-
Professional Development is needed	10 3%	3 2%	2 1%	4 6%	1 5%	9 5%	1 1%	-	-	-	4 6%	3 4%	2 2%	1 1%	1 4%	8 2%	2 3%	7 3%	1 1%
I already do extra things at the school/other things should be included	10 3%	3 2%	3 2%	3 4%	1 5%	3 2%	3 3%	2 2%	1 4%	1 6%	2 3%	3 4%	2 2%	3 3%	2 7%	8 2%	1 2%	8 3%	1 1%
It should have been presented at the beginning of the school year/information shouldn't come out piecemeal	9 2%	5 3%	3 2%	1 1%	-	5 3%	3 3%	1 1%	-	-	-	2 2%	4 3%	3 3%	-	9 3%	-	6 2%	3 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 41
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Core Professionalism

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
I should do additional things (presentations, meetings, mentoring, etc.)	9 2%	3 2%	3 2%	3 4%	-	5 3%	2 2%	1 1%	1 4%	-	2 3%	3 4%	2 2%	2 2%	1 4%	8 2%	2 3%	5 2%	2 2%
Trainers should be fully versed in what they are training	7 2%	3 2%	2 1%	2 3%	-	1 1%	5 6% F	1 1%	-	-	2 3%	-	1 1%	4 3%	1 4%	6 2%	-	4 2%	3 3%
Consistent expectations from school to school/among administrators	5 1%	1 1%	3 2%	1 1%	-	2 1%	2 2%	1 1%	-	-	-	-	3 2%	2 2%	-	5 1%	-	3 1%	2 2%
Money/the State should pay for training/teachers shouldn't have to pay	5 1%	1 1%	4 3%	-	-	3 2%	-	2 2%	-	-	1 1%	1 1%	1 1%	2 2%	-	5 1%	-	2 1%	3 3%
Administration is already aware of what I do/why do I have to document it?	4 1%	1 1%	1 1%	2 3%	-	1 1%	1 1%	2 2%	-	-	-	2 2%	-	2 2%	1 4%	3 1%	2 3%	2 1%	-
I do what my contract requires/Why is Core Professionalism for things outside of my work day?	4 1%	1 1%	3 2%	-	-	3 2%	1 1%	-	-	-	2 3%	-	1 1%	1 1%	-	4 1%	-	1 *	3 3%
Other	39 10%	18 11%	16 12%	4 6%	1 5%	17 10%	6 7%	11 12%	3 13%	1 6%	6 9%	7 9%	12 9%	14 12%	2 7%	35 10%	7 12%	24 10%	8 9%
None/nothing/I'm doing good	26 7%	12 7%	7 5%	6 8%	1 5%	10 6%	4 5%	9 10%	2 9%	1 6%	4 6%	4 5%	11 8%	7 6%	2 7%	22 6%	9 16% RS	13 5%	4 4%
Don't know/refused	18 5%	7 4%	8 6%	2 3%	1 5%	5 3%	3 3%	8 9%	1 4%	1 6%	5 7%	2 2%	5 4%	6 5%	2 7%	14 4%	4 7%	11 4%	3 3%
BASE	398	169	138	72	19	176	86	90	23	16	67	82	132	116	28	353	58	250	90

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Students do not understand the questions/the meaning behind the questions/need better questions	96 28%	58 31%	38 25%	-	-	48 30% I	27 37% HI	17 21%	2 12%	-	16 24%	26 33%	29 27%	24 29%	4 16%	89 30%	8 15%	65 31% Q	23 30% Q
It's a waste of time/takes away from class time/How can this be taken seriously?/Not fair/Data is not valid/Questions are ridiculous	49 14%	24 13%	25 16%	-	-	19 12%	18 25% FH	8 10%	3 18%	-	5 7%	11 14%	18 17%	15 18% K	2 8%	45 15%	6 12%	29 14%	14 18%
Students will not answer the survey truthfully/accurately/seriously/will use it to retaliate/are not objective	41 12%	25 13%	16 11%	-	-	13 8%	8 11%	14 17%	5 29%	-	11 16%	9 11%	12 11%	9 11%	3 12%	35 12%	9 17%	20 10%	12 16%
Kindergarten/lower grades don't understand the survey/shouldn't be given it	29 9%	4 2%	25 16% B	-	-	28 18%	-	-	-	-	6 9%	7 9%	9 8%	7 9%	2 8%	25 9%	4 8%	18 9%	7 9%
I need more information about the survey	28 8%	13 7%	15 10%	-	-	9 6%	5 7%	11 14%	2 12%	-	9 13%	6 8%	7 7%	5 6%	4 16%	23 8%	-	22 11%	6 8%
Why am I being evaluated by students?/Students shouldn't judge teachers/it shouldn't be part of teacher evaluations	27 8%	17 9%	10 7%	-	-	16 10%	5 7%	6 7%	-	-	7 10%	8 10%	9 8%	3 4%	4 16%	21 7%	3 6%	21 10% S	3 4%
ELL/SPED students have difficulty with it/can't read/understand it	24 7%	15 8%	9 6%	-	-	12 8%	10 14% H	2 2%	-	-	3 4%	4 5%	12 11%	5 6%	1 4%	23 8%	4 8%	14 7%	6 8%
Wording should be age appropriate for kindergarten/lower grades	22 7%	5 3%	17 11% B	-	-	19 12%	-	-	1 6%	-	4 6%	7 9%	3 3%	7 9%	-	20 7%	3 6%	14 7%	5 6%
Inconsistently given/not given to all classes/given to one class and then to another months later/some students take the survey multiple times/given too frequently/sometimes given at the start of the semester before they know the teacherscomment2	21 6%	13 7%	8 5%	-	-	3 2%	6 8%	11 14% F	1 6%	-	4 6%	3 4%	7 7%	7 9%	1 4%	19 6%	6 12%	13 6%	2 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 42
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Questions are too long/survey is too long/should be shorter	16 5%	6 3%	10 7%	-	-	8 5%	4 5%	4 5%	-	-	2 3%	4 5%	7 7%	3 4%	-	14 5%	2 4%	10 5%	4 5%
It's given to students who can't read/read slowly/read at a lower level	13 4%	7 4%	6 4%	-	-	3 2%	6 8%	3 4%	1 6%	-	4 6%	3 4%	3 3%	3 4%	1 4%	11 4%	2 4%	10 5%	1 1%
Double negatives are used in the questions	11 3%	4 2%	7 5%	-	-	6 4%	2 3%	1 1%	2 12%	-	1 1%	2 3%	3 3%	5 6%	-	11 4%	1 2%	8 4%	2 3%
My salary should not be tied to student evaluations/Why should students decide my pay?	11 3%	5 3%	6 4%	-	-	6 4%	2 3%	2 2%	1 6%	-	2 3%	1 1%	3 3%	5 6%	-	10 3%	2 4%	7 3%	2 3%
Training is needed	9 3%	5 3%	4 3%	-	-	2 1%	2 3%	4 5%	1 6%	-	1 1%	3 4%	3 3%	2 2%	-	9 3%	-	5 2%	4 5%
Don't do it/it's not needed	9 3%	6 3%	3 2%	-	-	6 4%	1 1%	2 2%	-	-	1 1%	2 3%	5 5%	1 1%	-	9 3%	2 4%	5 2%	2 3%
I haven't had any surveys done/my students don't take the survey	8 2%	6 3%	2 1%	-	-	4 3%	1 1%	2 2%	1 6%	-	2 3%	1 1%	3 3%	2 2%	1 4%	6 2%	1 2%	4 2%	3 4%
Feedback/results of survey	7 2%	4 2%	3 2%	-	-	4 3%	-	3 4%	-	-	2 3%	1 1%	4 4%	-	3 12%	3 1%	2 4%	4 2%	1 1%
Helpful/good tool	7 2%	5 3%	2 1%	-	-	4 3%	-	3 4%	-	-	2 3%	1 1%	4 4%	-	1 4%	6 2%	2 4%	3 1%	2 3%
More support from administration	5 1%	4 2%	1 1%	-	-	3 2%	1 1%	1 1%	-	-	2 3%	1 1%	2 2%	-	1 4%	4 1%	1 2%	3 1%	1 1%
Other	37 11%	22 12%	15 10%	-	-	11 7%	14 19%	12 15%	-	-	4 6%	9 11%	12 11%	12 15%	1 4%	34 12%	5 10%	24 11%	8 10%
None/nothing/I'm good with this	10 3%	8 4%	2 1%	-	-	4 3%	3 4%	2 2%	1 6%	-	2 3%	4 5%	1 1%	3 4%	1 4%	8 3%	2 4%	5 2%	3 4%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Tripod Student Survey

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Don't know/refused	17 5%	10 5%	7 5%	-	-	8 5%	3 4%	4 5%	2 12%	-	5 7%	3 4%	6 6%	3 4%	3 12%	13 4%	4 8%	8 4%	5 6%
BASE	338	186	152	-	-	160	73	81	17	-	67	80	106	82	25	293	52	209	77

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Working Portfolio

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Testr Gr&Sub	Class. Testr Non-Tested	Non-Teacher Class. Schlvl	Non-Teacher Class. NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Examples should be provided	33 31%	-	-	30 35% E	3 15%	22 47% HJ	5 31%	1 7%	1 17%	2 12%	-	3 27%	11 29%	19 38%	-	32 32%	5 28%	23 32%	5 33%
Time it takes/it's a waste of time	31 30%	-	-	25 29%	6 30%	9 19%	5 31%	6 40%	4 67% F	5 29%	-	3 27%	15 39%	13 26%	-	29 29%	6 33%	22 31%	3 20%
Training is needed	23 22%	-	-	17 20%	6 30%	11 23%	5 31%	2 13%	-	4 24%	1 20%	2 18%	13 34% N	7 14%	1 50%	21 21%	-	18 25%	5 33%
I need more information/it's not clear what should be in the portfolio	16 15%	-	-	12 14%	4 20%	10 21%	-	2 13%	-	3 18%	2 40%	-	4 11%	9 18%	-	16 16%	4 22%	10 14%	2 13%
Something relevant to my position (SPED, ELL, Hawaiian language, my discipline, etc.)	8 8%	-	-	6 7%	2 10%	5 11%	2 13%	-	-	1 6%	1 20%	2 18%	2 5%	3 6%	1 50%	7 7%	1 6%	7 10%	-
Administration is already aware of what I do/Why do I have to document it?	3 3%	-	-	3 4%	-	2 4%	-	1 7%	-	-	-	1 9%	-	2 4%	-	3 3%	-	2 3%	1 7%
Consistent expectations from school to school/among administrators	2 2%	-	-	1 1%	1 5%	1 2%	-	-	-	1 6%	-	-	1 3%	1 2%	-	2 2%	-	1 1%	1 7%
Trainers should be fully versed in what they are training	2 2%	-	-	2 2%	-	1 2%	1 6%	-	-	-	1 20%	-	-	1 2%	1 50%	1 1%	-	1 1%	1 7%
I am a professional/Why do I have to do this?	2 2%	-	-	2 2%	-	1 2%	-	1 7%	-	-	-	-	1 3%	1 2%	-	1 1%	-	1 1%	1 7%
Professional Development is needed	2 2%	-	-	2 2%	-	2 4%	-	-	-	-	-	1 9%	1 3%	-	-	2 2%	1 6%	1 1%	-
Other	12 11%	-	-	11 13%	1 5%	4 9%	4 25%	2 13%	1 17%	1 6%	1 20%	2 18%	3 8%	6 12%	1 50%	10 10%	2 11%	8 11%	2 13%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Working Portfolio

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES			
		Class. Teacher Gr&Sub	Class. Teacher Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	
None/nothing/I'm good with this	4 4%	-	-	3 4%	1 5%	2 4%	-	1 7%	-	1 6%	1 20%	-	3 8%	-	-	3 3%	1 6%	2 3%	1 7%	
Don't know/refused	4 4%	-	-	2 2%	2 10%	-	1 6%	1 7%	-	2 12%	-	-	-	4 8%	-	4 4%	1 6%	3 4%	-	
BASE	105	-	-	85	20	47	16	15	6	17	5	11	38	50	2	99	18	72	15	

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Hawaii Growth Model

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
I need information/this is not clear	123 36%	53 34%	48 39%	22 33%	-	59 39%	24 31%	29 34%	8 42%	-	22 38%	22 29%	47 40%	31 35%	7 30%	114 37%	14 29%	83 38%	26 33%
Training is needed	55 16%	25 16%	14 11%	16 24%	- C	24 16%	14 18%	11 13%	4 21%	-	9 16%	9 12%	21 18%	15 17%	6 26%	48 16%	4 8%	32 15%	19 24% Q
Not fair/useless/invalid data/ doesn't measure growth/ shouldn't compare students to other students/shouldn't compare schools	29 8%	13 8%	14 11%	2 3%	- D	11 7%	8 10%	9 10%	1 5%	-	3 5%	4 5%	11 9%	11 12%	1 4%	24 8%	4 8%	17 8%	8 10%
Examples should be provided	21 6%	6 4%	6 5%	9 14%	- B	9 6%	5 6%	6 7%	1 5%	-	2 3%	2 3%	10 9%	7 8%	1 4%	20 7%	3 6%	14 6%	4 5%
Something relevant to my situation (SPED, ELL, Hawaiian language, my discipline, etc.)	18 5%	8 5%	3 2%	7 11%	- C	8 5%	7 9%	2 2%	1 5%	-	2 3%	7 9%	7 6%	2 2%	3 13%	15 5%	2 4%	15 7%	1 1%
Time is needed/waste of my time	15 4%	6 4%	4 3%	5 8%	-	5 3%	3 4%	5 6%	2 11%	-	-	4 5%	7 6%	4 4%	-	15 5%	2 4%	8 4%	5 6%
Other factors outside of school (home issue, parents, socio-economic, transiency) affect students/I am not the only one responsible	14 4%	4 3%	5 4%	5 8%	-	9 6%	2 3%	2 2%	-	-	2 3%	4 5%	4 3%	3 3%	1 4%	11 4%	2 4%	11 5%	1 1%
My class/grade/school/ is not tested	9 3%	3 2%	4 3%	2 3%	-	6 4%	2 3%	-	1 5%	-	2 3%	1 1%	5 4%	1 1%	-	9 3%	1 2%	6 3%	2 3%
Trainers should be fully versed in what they are training	7 2%	3 2%	2 2%	2 3%	-	2 1%	3 4%	1 1%	1 5%	-	2 3%	1 1%	1 1%	3 3%	1 4%	6 2%	-	3 1%	4 5%
Prep the students/tutoring/ help the students	6 2%	2 1%	2 2%	2 3%	-	3 2%	3 4%	-	-	-	1 2%	1 1%	3 3%	1 1%	-	5 2%	2 4%	3 1%	1 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 44
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Hawaii Growth Model

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	District/State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Feedback about the scores is needed	4 1%	3 2%	1 1%	-	-	2 1%	1 1%	1 1%	-	-	-	2 3%	-	2 2%	-	4 1%	1 2%	1 *	2 3%
More support from administration/more resources	4 1%	4 3%	-	-	-	2 1%	2 3%	-	-	-	1 2%	1 1%	2 2%	-	-	4 1%	-	4 2%	-
Students who work/learn/take the test seriously	4 1%	4 3%	-	-	-	1 1%	3 4%	-	-	-	-	1 1%	-	2 2%	-	4 1%	-	4 2%	-
Different test/better system	3 1%	1 1%	1 1%	1 2%	-	1 1%	-	2 2%	-	-	1 2%	1 1%	-	1 1%	1 4%	2 1%	-	3 1%	-
Professional Development	1 *%	-	1 1%	-	-	1 1%	-	-	-	-	-	1 1%	-	-	-	1 *%	-	-	1 1%
Other	30 9%	15 10%	13 10%	2 3%	-	13 9%	8 10%	6 7%	2 11%	-	4 7%	12 16%	9 8%	5 6%	2 9%	28 9%	4 8%	20 9%	6 8%
None/nothing/I think this is good	21 6%	12 8%	5 4%	4 6%	-	9 6%	2 3%	7 8%	2 11%	-	5 9%	7 9%	3 3%	6 7%	1 4%	19 6%	8 17% RS	11 5%	2 3%
I don't know what this is/ this is the first I've heard about this	18 5%	8 5%	8 6%	2 3%	-	4 3%	4 5%	8 9%	2 11%	-	8 14% LN	2 3%	5 4%	3 3%	2 9%	12 4%	-	11 5%	7 9%
Don't know/refused	21 6%	3 2%	13 10%	5 8%	-	6 4%	3 4%	10 12%	-	-	2 3%	5 7%	6 5%	8 9%	-	20 7%	4 8%	12 6%	5 6%
BASE	344	154	124	66	-	152	78	86	19	-	58	76	117	89	23	305	48	218	78

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q6. What do you need in order to improve your performance in each of these areas: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Time it takes/waste of time/too much work/complicated	130 30%	56 31%	48 31%	22 28%	4 20%	66 34%	22 25%	27 26%	8 33%	4 24%	26 35%	21 24%	48 32%	35 28%	10 36%	114 30%	21 33%	79 28%	30 32%
Training is needed	75 17%	33 18%	20 13%	15 19%	7 35% C	35 18%	17 19%	12 12%	5 21%	5 29%	13 18%	11 13%	29 20%	22 18%	4 14%	67 17%	4 6%	50 18% Q	21 23% Q
I need more information/it's not clear what they want	72 17%	19 10%	38 24% B	11 14%	4 20%	35 18%	13 15%	16 16%	2 8%	3 18%	19 26% M	14 16%	19 13%	19 15%	7 25%	62 16%	5 8%	51 18% Q	16 17%
Examples/samples should be provided	67 15%	21 12%	27 17%	17 22%	2 10%	28 15%	16 18%	17 17%	3 13%	1 6%	10 14%	13 15%	23 16%	20 16%	1 4%	62 16% O	9 14%	45 16%	13 14%
Useless/subjective/waste of money/doesn't measure student learning/not fair/ridiculous/data and objectives can be manipulated	33 8%	10 6%	19 12% B	4 5%	-	14 7%	8 9%	9 9%	2 8%	-	4 5%	4 5%	15 10%	10 8%	-	27 7%	6 10%	20 7%	7 8%
Something relevant to my situation (discipline, position, etc.)	32 7%	9 5%	9 6%	13 17% BC	1 5%	15 8%	10 11% H	3 3%	2 8%	1 6%	5 7%	10 12%	10 7%	7 6%	2 7%	29 8%	3 5%	23 8%	6 6%
Stop changing it/there's conflicting information	21 5%	9 5%	8 5%	4 5%	-	9 5%	5 6%	4 4%	1 4%	-	3 4%	6 7%	7 5%	4 3%	1 4%	19 5%	4 6%	12 4%	5 5%
Consistent expectations from school to school/among administrators	18 4%	3 2%	10 6% B	2 3%	3 15%	10 5%	2 2%	3 3%	-	3 18%	2 3%	2 2%	7 5%	7 6%	2 7%	16 4%	3 5%	11 4%	4 4%
Feedback on what's been turned in	15 3%	7 4%	5 3%	2 3%	1 5%	4 2%	4 5%	5 5%	1 4%	1 6%	2 3%	2 2%	6 4%	4 3%	-	13 3%	2 3%	13 5%	-
More support from administration/resources	14 3%	9 5%	3 2%	1 1%	1 5%	6 3%	3 3%	3 3%	1 4%	1 6%	2 3%	1 1%	10 7% LN	1 1%	1 4%	13 3%	2 3%	8 3%	4 4%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 45
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
The trainer should be fully versed in what they are training	12 3%	8 4%	3 2%	1 1%	-	6 3%	4 5%	2 2%	-	-	3 4%	3 3%	2 1%	4 3%	2 7%	10 3%	-	8 3%	4 4%
Practice/experience	10 2%	6 3%	1 1%	2 3%	1 5%	3 2%	2 2%	3 3%	1 4%	1 6%	1 1%	1 1%	3 2%	5 4%	-	10 3%	1 2%	6 2%	3 3%
Do only one a year	9 2%	4 2%	1 1%	4 5%	-	6 3%	1 1%	-	2 8%	-	1 1%	2 2%	4 3%	2 2%	-	8 2%	3 5%	4 1%	2 2%
Don't use SLOs/not needed	9 2%	3 2%	5 3%	1 1%	-	7 4%	-	2 2%	-	-	1 1%	1 1%	2 1%	5 4%	-	7 2%	-	7 3%	2 2%
It should have been presented at the beginning of the school year/information shouldn't come out piecemeal	8 2%	4 2%	4 3%	-	-	2 1%	3 3%	3 3%	-	-	1 1%	2 2%	2 1%	3 2%	1 4%	6 2%	2 3%	4 1%	2 2%
Helpful/good too/had support doing this	7 2%	6 3%	1 1%	-	-	3 2%	2 2%	2 2%	-	-	3 4%	1 1%	2 1%	1 1%	1 4%	6 2%	1 2%	6 2%	-
Hard to measure for SPED/ELL students	6 1%	2 1%	3 2%	1 1%	-	1 1%	3 3%	2 2%	-	-	-	2 2%	4 3%	-	-	6 2%	1 2%	4 1%	1 1%
I haven't been evaluated/I am not a classroom teacher/I don't have SLOs	5 1%	1 1%	1 1%	3 4%	-	1 1%	3 3%	-	1 4%	-	-	2 2%	1 1%	2 2%	-	5 1%	1 2%	3 1%	1 1%
Pay me for my time to do this	5 1%	1 1%	4 3%	-	-	2 1%	1 1%	2 2%	-	-	-	2 2%	3 2%	-	-	5 1%	2 3%	-	3 3%
Professional Development is needed	4 1%	3 2%	-	1 1%	-	4 2%	-	-	-	-	-	2 2%	1 1%	1 1%	-	4 1%	1 2%	3 1%	-
Other	36 8%	17 9%	14 9%	5 6%	-	21 11%	7 8%	7 7%	1 4%	-	4 5%	10 12%	12 8%	10 8%	3 11%	31 8%	3 5%	29 10%	4 4%
None/nothing/I'm good with this	19 4%	11 6%	5 3%	3 4%	-	4 2%	2 2%	6 6%	5 21%	-	4 5%	5 6%	3 2%	7 6%	2 7%	16 4%	7 11%	9 3%	3 3%

FG

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 45
(Continued)

Q6. What do you need in order to improve your performance in each of these areas: Student Learning Objectives

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Don't know/refused	15 3%	3 2%	7 4%	3 4%	2 10%	5 3%	2 2%	4 4%	-	2 12%	1 1%	2 2%	5 3%	6 5%	1 4%	13 3%	3 5%	8 3%	4 4%
BASE	436	181	157	78	20	193	88	102	24	17	74	86	148	124	28	386	63	280	93

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand how the final performance rating is calculated for my evaluation.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	792 19%	407 22% CDE	273 18% D	89 12%	19 13%	398 19% J	127 18% J	190 18% J	38 21% J	13 10%	138 16%	151 18%	291 20% K	203 18%	56 13%	686 19% O	51 7%	376 14% Q	365 42% QR
(2)	566 13%	243 13% E	228 15% DE	82 11%	10 7%	299 14% GJ	79 11% J	149 14% GJ	25 14% J	7 6%	111 13%	125 15% N	200 14%	126 11%	52 12%	493 13%	25 3%	305 12% Q	236 27% QR
(3)	449 10%	180 10%	166 11%	84 11%	17 12%	242 11% HI	79 11% I	93 9%	11 6%	15 12%	76 9%	99 12%	150 10%	122 11%	39 9%	397 11%	49 6%	297 11% Q	103 12% Q
(4)	325 8%	143 8% E	112 7%	63 9% E	6 4%	165 8%	47 7%	89 9%	11 6%	8 6%	68 8%	64 8%	112 8%	80 7%	35 8%	280 8%	17 2%	260 10% QS	46 5% Q
(5)	603 14%	251 14%	220 14%	116 16%	15 10%	303 14%	105 15%	137 13%	28 16%	16 13%	116 14%	111 13%	200 14%	172 16%	59 14%	525 14%	67 9%	480 18% QS	55 6%
(6)	405 9%	165 9%	133 9%	81 11%	24 17% BC	195 9%	79 11%	90 9%	14 8%	19 15%	85 10%	78 9%	137 10%	104 9%	37 9%	344 9%	75 10% S	316 12% S	13 1%
(7)	436 10%	183 10%	151 10%	83 11%	15 10%	206 10%	92 13% F	104 10%	17 9%	13 10%	99 12%	92 11%	143 10%	101 9%	53 13%	365 10%	123 16% RS	289 11% S	22 3%
(8)	370 9%	147 8%	125 8%	78 11% B	17 12%	180 8%	54 7%	91 9%	22 12%	17 13%	91 11% LM	62 7%	105 7%	111 10% LM	47 11%	307 8%	145 19% RS	207 8% S	17 2%
(9)	178 4%	71 4%	61 4%	34 5%	12 8%	79 4%	35 5%	44 4%	7 4%	11 9% F	43 5% M	39 5%	44 3%	51 5% M	26 6%	147 4%	104 14% RS	69 3% S	5 1%
(10) Strongly Agree	132 3%	48 3%	52 3%	23 3%	9 6%	51 2%	25 3%	38 4%	5 3%	8 6%	25 3%	25 3%	48 3%	33 3%	15 4%	113 3%	89 12% RS	37 1% S	6 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 46
(Continued)

Q7A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand how the final performance rating is calculated for my evaluation.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	24 1%	10 1%	13 1% D	1 *%	-	15 1% G	1 *%	7 1%	1 1%	-	5 1%	7 1%	6 *%	6 1%	5 1%	18 *%	9 1% R	10 *%	5 1%
MEAN	4.45	4.26	4.40	4.86 BC	5.36 BCD	4.33	4.64 F	4.47	4.48	5.54 FGHI	4.70 LM	4.39	4.29	4.54 M	4.93 P	4.41	6.64 RS	4.51 S	2.39
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7A. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand how the final performance rating is calculated for my evaluation.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1807 42%	830 45% DE	667 43% DE	255 35%	46 32%	939 44% GJ	285 39% J	432 42% J	74 41% J	35 28%	325 38%	375 44% K	641 45% KN	451 41%	147 35%	1576 43% O	125 17%	978 37% Q	704 81% QR
(4) to (7)	1769 41%	742 40%	616 40%	343 47% BC	60 42%	869 41%	323 45%	420 41%	70 39%	56 44%	368 43%	345 40%	592 41%	457 41%	184 43%	1514 41%	282 37% S	1345 51% QS	136 16%
(8) to (10)	680 16%	266 14%	238 16%	135 18% B	38 26% BCD	310 15%	114 16%	173 17%	34 19%	36 28% FGH	159 19% LM	126 15%	197 14%	195 18% M	88 21% P	567 15%	338 45% RS	313 12% S	28 3%
NO RESPONSE	24 1%	10 1%	13 1% D	1 *%	-	15 1% G	1 *%	7 1%	1 1%	-	5 1%	7 1%	6 *%	6 1%	5 1%	18 *%	9 1% R	10 *%	5 1%
MEAN	4.45	4.26	4.40	4.86 BC	5.36 BCD	4.33	4.64 F	4.47	4.48	5.54 FGHI	4.70 LM	4.39	4.29	4.54 M	4.93 P	4.41	6.64 RS	4.51 S	2.39
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I understand what behaviors characterize a highly effective performance rating, an effective rating, a marginal rating, and an unsatisfactory rating.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	415 10%	203 11% DE	153 10% D	48 7%	9 6%	206 10%	55 8%	113 GJ	22 12%	8 6%	58 7%	86 10% K	147 10% K	116 10% K	27 6%	358 10% O	27 4%	151 6% Q	237 27% QR
(2)	450 11%	185 10%	185 12% D	66 9%	13 9%	229 11% J	76 11%	105 10%	20 11%	8 6%	80 9%	91 11%	154 11%	122 11%	29 7%	402 11% O	14 2%	218 8% Q	218 25% QR
(3)	416 10%	178 10%	142 9%	79 11%	14 10%	202 9%	74 10%	106 10%	15 8%	13 10%	72 8%	83 10%	160 11% K	99 9%	31 7%	368 10% O	26 3%	246 9% Q	144 16% QR
(4)	353 8%	150 8%	127 8%	66 9%	9 6%	173 8%	49 7%	106 10% G	14 8%	8 6%	78 9%	64 8%	132 9% N	77 7%	36 8%	302 8%	22 3%	271 10% QS	60 7% Q
(5)	652 15%	276 15%	241 16%	116 16%	17 12%	320 15%	120 17%	153 15%	21 12%	19 15%	129 15%	130 15%	201 14% M	188 17%	66 16%	560 15%	71 9%	484 18% QS	96 11%
(6)	430 10%	186 10%	136 9%	85 12%	22 15% C	209 10%	81 11%	93 9%	22 12%	16 13%	95 11%	95 11%	137 10%	102 9%	53 13%	366 10%	65 9% S	327 12% QS	36 4%
(7)	533 12%	236 13%	196 13%	79 11%	19 13%	258 12%	106 15%	121 12%	24 13%	18 14%	110 13%	104 12%	188 13%	129 12%	56 13%	460 13%	95 13% S	405 15% S	31 4%
(8)	515 12%	204 11%	176 11%	112 15% BC	20 14%	278 13% G	75 10%	117 11%	17 9%	20 16%	124 14% LM	94 11%	159 11%	137 12%	69 16% P	425 12%	175 23% RS	316 12% S	22 3%
(9)	277 6%	124 7%	90 6%	52 7%	9 6%	143 7%	49 7%	61 6%	12 7%	7 6%	68 8%	50 6%	88 6%	70 6%	34 8%	225 6%	131 17% RS	135 5% S	11 1%
(10) Strongly Agree	196 5%	85 5%	72 5%	26 4%	11 8%	87 4%	33 5%	49 5%	11 6%	9 7%	37 4%	49 6%	57 4%	53 5%	19 4%	171 5%	121 16% RS	61 2%	14 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 48
(Continued)

Q7B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I understand what behaviors characterize a highly effective performance rating, an effective rating, a marginal rating, and an unsatisfactory rating.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	43 1%	21 1%	16 1%	5 1%	1 1%	28 1%	5 1%	8 1%	1 1%	1 1%	6 1%	7 1%	13 1%	16 1%	4 1%	38 1%	7 1%	32 1%	4 *%
MEAN	5.22	5.17	5.13	5.42 BC	5.69 BC	5.23	5.33	5.09	5.18	5.75 FH	5.53 LMN	5.22	5.09	5.19	5.74 P	5.18	7.26 RS	5.35 S	3.08
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7B. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I understand what behaviors characterize a highly effective performance rating, an effective rating, a marginal rating, and an unsatisfactory rating.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1281 30%	566 31%	480 31%	193 26%	36 25%	637 30%	205 28%	324 31%	57 32%	29 23%	210 25%	260 30%	461 32%	337 30%	87 21%	1128 31%	67 9%	615 23%	599 69%
		D	D					J				K	K	K		O		Q	QR
(4) to (7)	1968 46%	848 46%	700 46%	346 47%	67 47%	960 45%	356 49%	473 46%	81 45%	61 48%	412 48%	393 46%	658 46%	496 45%	211 50%	1688 46%	253 34%	1487 56%	223 26%
							F										S	QS	
(8) to (10)	988 23%	413 22%	338 22%	190 26%	40 28%	508 24%	157 22%	227 22%	40 22%	36 28%	229 27%	193 23%	304 21%	260 23%	122 29%	821 22%	427 57%	512 19%	47 5%
				C							LM				P		RS	S	
NO RESPONSE	43 1%	21 1%	16 1%	5 1%	1 1%	28 1%	5 1%	8 1%	1 1%	1 1%	6 1%	7 1%	13 1%	16 1%	4 1%	38 1%	7 1%	32 1%	4 *%
																		S	
MEAN	5.22	5.17	5.13	5.42 BC	5.69 BC	5.23	5.33	5.09	5.18	5.75 FH	5.53 LMN	5.22	5.09	5.19	5.74 P	5.18	7.26 RS	5.35 S	3.08
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The time I am investing in completing the tasks in the EES are helping me to become a more effective teacher.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten -ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	1914 45%	846 46%	727 47%	290 40%	42 29%	936 44%	342 47%	473 46%	77 43%	35 28%	331 39%	391 46%	652 45%	522 47%	135 32%	1694 46%	249 33%	1070 40%	594 68%
		DE	DE	E		J	J	J	J				K	K		O		Q	QR
(2)	617 14%	249 13%	230 15%	115 16%	21 15%	304 14%	115 16%	141 14%	23 13%	19 15%	121 14%	114 13%	217 15%	162 15%	58 14%	536 15%	81 11%	396 15%	138 16%
																		Q	Q
(3)	406 9%	154 8%	155 10%	84 11%	13 9%	221 10%	52 7%	101 10%	19 11%	12 9%	97 11%	91 11%	128 9%	88 8%	53 13%	336 9%	61 8%	287 11%	57 7%
				B		G					N	N			P			QS	
(4)	237 6%	94 5%	80 5%	52 7%	11 8%	114 5%	30 4%	70 7%	10 6%	9 7%	51 6%	39 5%	84 6%	63 6%	29 7%	197 5%	47 6%	164 6%	25 3%
								G									S	S	
(5)	400 9%	172 9%	125 8%	79 11%	21 15%	199 9%	67 9%	92 9%	18 10%	18 14%	89 10%	77 9%	117 8%	117 11%	52 12%	330 9%	80 11%	291 11%	29 3%
					C									M	P		S	S	
(6)	218 5%	99 5%	65 4%	40 5%	12 8%	120 6%	32 4%	43 4%	10 6%	11 9%	49 6%	44 5%	84 6%	41 4%	31 7%	182 5%	43 6%	161 6%	12 1%
											N		N				S	S	
(7)	199 5%	95 5%	61 4%	31 4%	9 6%	97 5%	33 5%	45 4%	11 6%	9 7%	50 6%	41 5%	61 4%	46 4%	24 6%	165 4%	59 8%	136 5%	4 **%
																	RS	S	
(8)	163 4%	84 5%	45 3%	23 3%	10 7%	80 4%	33 5%	35 3%	5 3%	10 8%	42 5%	26 3%	53 4%	42 4%	22 5%	132 4%	72 10%	83 3%	8 1%
											L						RS	S	
(9)	69 2%	27 1%	24 2%	15 2%	3 2%	38 2%	7 1%	18 2%	2 1%	2 2%	15 2%	13 2%	24 2%	17 2%	11 3%	57 2%	36 5%	32 1%	1 **%
																	RS	S	
(10) Strongly Agree	40 1%	20 1%	16 1%	3 **%	1 1%	16 1%	8 1%	11 1%	4 2%	1 1%	11 1%	12 1%	10 1%	7 1%	8 2%	31 1%	23 3%	14 1%	3 **%
		D															RS		

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 50
(Continued)

Q7C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The time I am investing in completing the tasks in the EES are helping me to become a more effective teacher.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	17 %	8 %	6 %	2 %	1 %	8 %	4 %	3 %	- %	1 %	1 %	5 %	6 %	4 %	1 %	15 %	3 %	12 %	2 %
MEAN	2.89	2.94 C	2.72	2.98 C	3.66 BCD	2.92	2.80	2.84	3.04	3.75 FGHI	3.20 LMN	2.86	2.84	2.78	3.53 P	2.82	3.97 RS	2.98 S	1.71
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7C. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The time I am investing in completing the tasks in the EES are helping me to become a more effective teacher.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	2937 69%	1249 68%	1112 72%	489 67%	76 53%	1461 68%	509 70%	715 69%	119 66%	66 52%	549 64%	596 70%	997 69%	772 70%	246 58%	2566 70%	391 52%	1753 66%	789 90%
		E	BDE	E		J	J	J	J			K	K	K		O		Q	QR
(4) to (7)	1054 25%	460 25%	331 22%	202 28%	53 37%	530 25%	162 22%	250 24%	49 27%	47 37%	239 28%	201 24%	346 24%	267 24%	136 32%	874 24%	229 30%	752 28%	70 8%
		C		C	BCD					FGH	LM				P		S	S	
(8) to (10)	272 6%	131 7%	85 6%	41 6%	14 10%	134 6%	48 7%	64 6%	11 6%	13 10%	68 8%	51 6%	87 6%	66 6%	41 10%	220 6%	131 17%	129 5%	12 1%
															P		RS	S	
NO RESPONSE	17 *%	8 *%	6 *%	2 *%	1 1%	8 *%	4 1%	3 *%	-	1 1%	1 *%	5 1%	6 *%	4 *%	1 *%	15 *%	3 *%	12 *%	2 *%
MEAN	2.89	2.94 C	2.72	2.98 C	3.66 BCD	2.92	2.80	2.84	3.04	3.75 FGHI	3.20 LMN	2.86	2.84	2.78	3.53 P	2.82	3.97 RS	2.98 S	1.71
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I am confident that the observer conducting the classroom observations will be knowledgeable of the Danielson framework and fair.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	519 15%	292 16%	227 15%	-	-	218 13%	100 16% F	147 17% F	39 28% FGH	1 100% FGHI	92 12%	102 14%	183 17% K	138 18% KL	29 7%	454 16% O	60 10%	234 11%	225 31% QR
(2)	363 11%	197 11%	166 11%	-	-	174 10%	62 10%	107 12%	11 8%	-	73 9%	81 11%	123 11%	84 11%	28 7%	315 11% O	28 5%	187 9% Q	148 20% QR
(3)	287 8%	141 8%	146 10%	-	-	132 8%	56 9%	75 9%	18 13%	-	48 6%	77 11% K	93 8% K	67 9% K	21 5%	252 9% O	33 6%	176 8% Q	77 11% Q
(4)	232 7%	122 7%	110 7%	-	-	109 6%	48 8%	65 8%	6 4%	-	52 7%	38 5%	94 9% LN	45 6%	25 6%	197 7%	26 5%	164 8% QS	42 6%
(5)	447 13%	238 13%	209 14%	-	-	244 14%	82 14%	99 12%	13 9%	-	94 12%	94 13%	143 13%	112 15%	52 13%	379 13%	55 10%	311 15% QS	80 11%
(6)	237 7%	133 7%	104 7%	-	-	122 7%	50 8%	51 6%	12 9%	-	63 8%	41 6%	85 8%	47 6%	37 9%	191 7%	35 6%	173 8% S	29 4%
(7)	320 9%	172 9%	148 10%	-	-	169 10%	52 9%	85 10%	9 7%	-	93 12% MN	81 11% MN	87 8%	59 8%	51 13% P	259 9%	55 10% S	230 11% S	34 5%
(8)	367 11%	215 12%	152 10%	-	-	198 12% I	68 11%	86 10%	9 7%	-	102 13% M	80 11%	100 9%	83 11%	61 15% P	292 10%	90 16% RS	241 12% S	35 5%
(9)	292 9%	164 9%	128 8%	-	-	166 10% G	43 7%	70 8%	11 8%	-	86 11% LM	55 8%	84 8%	67 9%	46 12% P	232 8%	78 14% RS	190 9% S	23 3%
(10) Strongly Agree	306 9%	171 9%	135 9%	-	-	174 10% G	45 7%	73 8%	10 7%	-	84 11% N	66 9%	99 9%	54 7%	47 12%	245 9%	109 19% RS	168 8% S	29 4%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 52
(Continued)

Q7D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I am confident that the observer conducting the classroom observations will be knowledgeable of the Danielson framework and fair.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	12 *%	3 *%	9 1% B	-	-	10 1% H	1 *%	1 *%	-	-	2 *%	2 *%	4 *%	4 1%	1 *%	11 *%	3 1%	7 *%	2 *%
MEAN	5.21	5.25	5.15	-	-	5.48 GHI	5.01 I	5.00 I	4.42	1.00	5.74 LMN	5.21	5.01	4.96	6.19 P	5.10	6.50 RS	5.45 S	3.48
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7D. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree...: I am confident that the observer conducting the classroom observations will be knowledgeable of the Danielson framework and fair.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1169 35%	630 34%	539 35%	-	-	524 31%	218 36% F	329 38% F	68 49% FGH	1 100% FGHI	213 27%	260 36% K	399 36% K	289 38% K	78 20%	1021 36% O	121 21%	597 29% Q	450 62% QR
(4) to (7)	1236 37%	665 36%	571 37%	-	-	644 38% I	232 38% I	300 35%	40 29%	-	302 38%	254 35%	409 37%	263 35%	165 41% P	1026 36%	171 30%	878 42% QS	185 26%
(8) to (10)	965 29%	550 30%	415 27%	-	-	538 31% GHI	156 26%	229 27%	30 22%	-	272 34% LMN	201 28%	283 26%	204 27%	154 39% P	769 27%	277 48% RS	599 29% S	87 12%
NO RESPONSE	12 *%	3 *%	9 1% B	-	-	10 1% H	1 *%	1 *%	-	-	2 *%	2 *%	4 *%	4 1%	1 *%	11 *%	3 1%	7 *%	2 *%
MEAN	5.21	5.25	5.15	-	-	5.48 GHI	5.01 I	5.00 I	4.42	1.00	5.74 LMN	5.21	5.01	4.96	6.19 P	5.10	6.50 RS	5.45 S	3.48
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7E. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: Bias will factor onto the classroom observations.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	319 9%	173 9%	146 10%	-	-	181 11% HI	60 10% I	67 8%	7 5%	-	91 12% M	62 9%	91 8%	71 9%	51 13% P	250 9%	58 10%	176 8%	84 12% R
(2)	241 7%	131 7%	110 7%	-	-	133 8%	40 7%	54 6%	10 7%	-	62 8%	46 6%	86 8%	45 6%	36 9%	194 7%	37 6%	157 8%	47 6%
(3)	181 5%	105 6%	76 5%	-	-	93 5%	26 4%	50 6%	7 5%	-	51 6%	39 5%	56 5%	34 4%	28 7%	149 5%	36 6%	115 6%	30 4%
(4)	128 4%	63 3%	65 4%	-	-	67 4%	21 3%	33 4%	6 4%	-	31 4%	24 3%	40 4%	33 4%	21 5%	106 4%	22 4%	83 4%	23 3%
(5)	473 14%	255 14%	218 14%	-	-	270 16% H	84 14%	97 11%	17 12%	-	113 14%	92 13%	139 13%	127 17% LM	59 15%	394 14%	74 13% S	330 16% S	67 9%
(6)	240 7%	125 7%	115 7%	-	-	138 8% G	32 5%	55 6%	11 8%	-	65 8% M	56 8%	64 6%	53 7%	37 9%	195 7%	23 4%	191 9% QS	26 4%
(7)	288 9%	171 9%	117 8%	-	-	143 8%	51 8%	85 10%	8 6%	-	62 8%	66 9%	98 9%	61 8%	28 7%	245 9%	52 9%	186 9%	50 7%
(8)	396 12%	222 12%	174 11%	-	-	182 11%	87 14% FI	104 12%	12 9%	-	101 13% N	90 13% N	133 12% N	70 9%	53 13%	324 11%	72 13%	252 12%	71 10%
(9)	288 9%	157 8%	131 9%	-	-	141 8%	56 9%	72 8%	12 9%	-	63 8%	59 8%	103 9%	62 8%	34 9%	245 9%	51 9%	170 8%	67 9%
(10) Strongly Agree	778 23%	426 23%	352 23%	-	-	339 20%	146 24% F	229 27% F	44 32% F	1 100% FGHI	141 18%	173 24% K	271 25% K	187 25% K	48 12%	679 24% O	137 24% R	392 19%	248 34% QR
NO RESPONSE	50 1%	20 1%	30 2% B	-	-	29 2% G	4 1%	13 2%	4 3%	-	9 1%	10 1%	14 1%	17 2%	3 1%	46 2%	10 2%	29 1%	11 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7E. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: Bias will factor onto the classroom observations.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
MEAN	6.37	6.39	6.35	-	-	6.10	6.52 F	6.66 F	6.89 F	10.00	5.98	6.51 K	6.53 K	6.41 K	5.61	6.45 O	6.41	6.20	6.81 QR
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Q7E. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: Bias will factor onto the classroom observations.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	741 22%	409 22%	332 22%	-	-	407 24% H	126 21%	171 20%	24 17%	-	204 26% LMN	147 21%	233 21%	150 20%	115 29% P	593 21%	131 23%	448 22%	161 22%
(4) to (7)	1129 33%	614 33%	515 34%	-	-	618 36% GH	188 31%	270 31%	42 30%	-	271 34%	238 33%	341 31%	274 36% M	145 36%	940 33%	171 30% S	790 38% QS	166 23%
(8) to (10)	1462 43%	805 44%	657 43%	-	-	662 39%	289 48% F	405 47% F	68 49% F	1 100% FGHI	305 39%	322 45% K	507 46% K	319 42%	135 34%	1248 44% O	260 45% R	814 39%	386 53% QR
NO RESPONSE	50 1%	20 1%	30 2% B	-	-	29 2% G	4 1%	13 2%	4 3%	-	9 1%	10 1%	14 1%	17 2%	3 1%	46 2%	10 2%	29 1%	11 2%
MEAN	6.37	6.39	6.35	-	-	6.10 F	6.52 F	6.66 F	6.89 F	10.00	5.98	6.51 K	6.53 K	6.41 K	5.61	6.45 O	6.41	6.20	6.81 QR
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7F. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: My students will put thought and effort into their Tripod Student Survey answers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	1174 35%	561 30%	613 40% B	-	-	656 38% GH	164 27%	273 32% G	52 38% G	1 100% FGHI	248 31%	244 34%	398 36% K	271 36%	120 30%	990 35% O	169 30%	631 30%	373 52% QR
(2)	560 17%	292 16%	268 17%	-	-	293 17%	109 18%	123 14%	24 17%	-	138 17%	130 18%	163 15%	126 17%	61 15%	470 17%	66 12%	364 17% Q	129 18% Q
(3)	415 12%	219 12%	196 13%	-	-	189 11%	87 14% F	117 14%	15 11%	-	95 12%	85 12%	145 13%	89 12%	49 12%	347 12%	61 11%	276 13%	78 11%
(4)	226 7%	130 7%	96 6%	-	-	104 6%	58 10% FH	50 6%	12 9%	-	57 7%	54 8%	74 7%	41 5%	25 6%	193 7%	37 6%	152 7% S	37 5%
(5)	425 13%	259 14% C	166 11%	-	-	198 12%	74 12%	136 16% FGI	12 9%	-	109 14% L	72 10%	137 13%	105 14% L	61 15%	345 12%	85 15% S	285 14% S	55 8%
(6)	159 5%	110 6% C	49 3%	-	-	79 5%	37 6% H	32 4%	6 4%	-	39 5%	38 5%	52 5%	29 4%	24 6%	130 5%	34 6% S	113 5% S	11 2%
(7)	157 5%	114 6% C	43 3%	-	-	71 4%	36 6%	43 5%	6 4%	-	44 6% M	37 5%	39 4%	36 5%	25 6%	130 5%	35 6% S	111 5% S	11 2%
(8)	115 3% C	83 4%	32 2%	-	-	46 3%	24 4%	41 5% F	3 2%	-	26 3%	26 4%	39 4%	24 3%	18 5%	91 3%	34 6% RS	74 4% S	7 1%
(9)	53 2%	34 2%	19 1%	-	-	23 1%	9 1%	19 2%	2 1%	-	10 1%	11 2%	16 1%	16 2%	4 1%	49 2%	21 4% RS	25 1%	6 1%
(10) Strongly Agree	39 1%	26 1%	13 1%	-	-	18 1%	4 1%	13 2%	4 3%	-	11 1%	9 1%	12 1%	7 1%	4 1%	31 1%	16 3% R	11 1%	12 2% R

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Q7F. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: My students will put thought and effort into their Tripod Student Survey answers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	59 2%	20 1%	39 3% B	-	-	39 2% G	5 1%	12 1%	2 1%	-	12 2%	11 2%	20 2%	16 2%	7 2%	51 2%	14 2% S	39 2% S	5 1%
MEAN	3.13	3.45 C	2.74	-	-	2.95	3.38 F	3.39 F	3.04	1.00	3.26	3.14	3.07	3.11	3.41 P	3.11	3.81 RS	3.23 S	2.31
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7F. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: My students will put thought and effort into their Tripod Student Survey answers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	2149 64%	1072 58%	1077 70%	-	-	1138 66%	360 59%	513 60%	91 66%	1 100%	481 61%	459 64%	706 64%	486 64%	230 58%	1807 64%	296 52%	1271 61%	580 80%
			B			GH				FGHI						O		Q	QR
(4) to (7)	967 29%	613 33%	354 23%	-	-	452 26%	205 34%	261 30%	36 26%	-	249 32%	201 28%	302 28%	211 28%	135 34%	798 28%	191 33%	661 32%	114 16%
			C				F	F							P		S	S	
(8) to (10)	207 6%	143 8%	64 4%	-	-	87 5%	37 6%	73 8%	9 7%	-	47 6%	46 6%	67 6%	47 6%	26 7%	171 6%	71 12%	110 5%	25 3%
			C					F									RS	S	
NO RESPONSE	59 2%	20 1%	39 3%	-	-	39 2%	5 1%	12 1%	2 1%	-	12 2%	11 2%	20 2%	16 2%	7 2%	51 2%	14 2%	39 2%	5 1%
			B			G											S	S	
MEAN	3.13	3.45 C	2.74	-	-	2.95	3.38 F	3.39 F	3.04	1.00	3.26	3.14	3.07	3.11	3.41 P	3.11	3.81 RS	3.23 S	2.31
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7G. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The working portfolio requirement accurately reflects my professional responsibilities.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	223 25%	-	-	200 27% E	23 16%	116 29% J	28 25% J	44 26% J	10 26%	18 14%	18 27%	37 28%	79 24%	88 25%	6 24%	213 26%	20 12%	131 23% Q	72 50% QR
(2)	121 14%	-	-	106 14%	15 10%	57 14%	18 16%	24 14%	3 8%	15 12%	4 6%	16 12%	55 17% K	45 13% K	-	115 14%	22 13%	73 13%	26 18%
(3)	104 12%	-	-	93 13% E	11 8%	47 12%	14 12%	24 14%	6 15%	11 9%	7 11%	17 13%	37 11%	42 12%	3 12%	100 12%	8 5%	76 14% Q	20 14% Q
(4)	57 6%	-	-	42 6%	15 10%	22 5%	6 5%	10 6%	2 5%	12 10%	5 8%	13 10%	21 6%	18 5%	-	53 6%	12 7%	41 7% S	4 3%
(5)	133 15%	-	-	109 15%	24 17%	57 14%	15 13%	30 18%	8 21%	20 16%	14 21% L	11 8%	47 14%	60 17% L	8 32%	121 15%	24 14%	95 17% S	12 8%
(6)	63 7%	-	-	52 7%	11 8%	32 8% H	12 11% H	6 4%	2 5%	11 9%	5 8%	12 9%	22 7%	24 7%	1 4%	60 7%	24 14% RS	37 7% S	2 1%
(7)	81 9%	-	-	67 9%	14 10%	35 9%	9 8%	17 10%	6 15%	13 10%	6 9%	12 9%	30 9%	33 10%	2 8%	77 9%	24 14% S	55 10% S	2 1%
(8)	46 5%	-	-	33 4%	13 9%	22 5%	6 5%	7 4%	-	11 9%	3 5%	6 5%	22 7%	15 4%	2 8%	44 5%	17 10% RS	27 5% S	2 1%
(9)	23 3%	-	-	17 2%	6 4%	8 2%	2 2%	6 4%	1 3%	5 4%	1 2%	4 3%	5 2%	13 4%	1 4%	21 3%	14 8% RS	8 1%	1 1%
(10) Strongly Agree	15 2%	-	-	8 1%	7 5% D	5 1%	2 2%	2 1%	-	6 5%	1 2%	1 1%	9 3%	4 1%	-	15 2%	6 3%	9 2%	-

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 58
(Continued)

Q7G. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The working portfolio requirement accurately reflects my professional responsibilities.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	12 1%	-	-	7 1%	5 3%	4 1%	2 2%	1 1%	1 3%	4 3%	2 3%	3 2%	3 1%	4 1%	2 8%	10 1%	2 1%	6 1%	4 3%
MEAN	3.86	-	-	3.69	4.73 D	3.69	3.80	3.76	3.82	4.75 FGHI	3.94	3.70	3.89	3.88	4.35	3.85	5.20 RS	3.86 S	2.21
BASE	878	-	-	734	144	405	114	171	39	126	66	132	330	346	25	829	173	558	145

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7G. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The working portfolio requirement accurately reflects my professional responsibilities.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	448 51%	-	-	399 54%	49 34%	220 54%	60 53%	92 54%	19 49%	44 35%	29 44%	70 53%	171 52%	175 51%	9 36%	428 52%	50 29%	280 50%	118 81%
				E		J	J	J										Q	QR
(4) to (7)	334 38%	-	-	270 37%	64 44%	146 36%	42 37%	63 37%	18 46%	56 44%	30 45%	48 36%	120 36%	135 39%	11 44%	311 38%	84 49%	228 41%	20 14%
																	S	S	
(8) to (10)	84 10%	-	-	58 8%	26 18%	35 9%	10 9%	15 9%	1 3%	22 17%	5 8%	11 8%	36 11%	32 9%	3 12%	80 10%	37 21%	44 8%	3 2%
					D	I				FGHI							RS	S	
NO RESPONSE	12 1%	-	-	7 1%	5 3%	4 1%	2 2%	1 1%	1 3%	4 3%	2 3%	3 2%	3 1%	4 1%	2 8%	10 1%	2 1%	6 1%	4 3%
MEAN	3.86	-	-	3.69	4.73 D	3.69	3.80	3.76	3.82	4.75 FGHI	3.94	3.70	3.89	3.88	4.35	3.85	5.20 RS	3.86 S	2.21
BASE	878	-	-	734	144	405	114	171	39	126	66	132	330	346	25	829	173	558	145

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7H. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The Hawaii Growth Model is equitable across classroom teachers and non-classroom teachers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	1660 40%	767 42%	605 39%	288 39%	-	820 39%	308 43%	412 40%	74 43%	2 50%	273 32%	341 41%	604 44%	425 41%	114 27%	1469 42%	234 33%	904 35%	519 61%
												K	K	K		O			QR
(2)	595 14%	260 14%	216 14%	119 16%	-	324 15%	95 13%	150 15%	18 10%	1 25%	103 12%	121 15%	189 14%	182 17%	47 11%	527 15%	64 9%	391 15%	140 16%
						I								KM		O		Q	Q
(3)	457 11%	185 10%	187 12%	85 12%	-	238 11%	80 11%	114 11%	20 11%	-	89 10%	97 12%	156 11%	113 11%	53 13%	391 11%	70 10%	323 13%	63 7%
			B															QS	
(4)	256 6%	120 6%	89 6%	47 6%	-	124 6%	48 7%	71 7%	9 5%	-	70 8%	65 8%	70 5%	51 5%	29 7%	218 6%	40 6%	191 7%	24 3%
											MN	MN					S	S	
(5)	672 16%	290 16%	278 18%	104 14%	-	358 17%	113 16%	155 15%	30 17%	1 25%	181 21%	128 15%	199 15%	160 15%	101 24%	536 15%	146 21%	452 18%	73 9%
			D								LMN				P		S	S	
(6)	142 3%	69 4%	40 3%	33 4%	-	76 4%	21 3%	38 4%	5 3%	-	47 6%	19 2%	41 3%	35 3%	27 6%	112 3%	47 7%	91 4%	4 *%
				C							LMN				P		RS	S	
(7)	107 3%	53 3%	34 2%	20 3%	-	56 3%	18 3%	25 2%	8 5%	-	31 4%	18 2%	37 3%	21 2%	20 5%	80 2%	26 4%	78 3%	2 *%
											N				P		S	S	
(8)	78 2%	42 2%	25 2%	11 1%	-	41 2%	11 2%	23 2%	2 1%	-	25 3%	11 1%	22 2%	19 2%	14 3%	58 2%	33 5%	36 1%	9 1%
											LM						RS		
(9)	28 1%	13 1%	9 1%	6 1%	-	12 1%	5 1%	9 1%	2 1%	-	7 1%	4 *%	9 1%	8 1%	5 1%	23 1%	17 2%	10 *%	1 *%
																	RS		
(10) Strongly Agree	34 1%	15 1%	11 1%	8 1%	-	15 1%	5 1%	9 1%	4 2%	-	6 1%	9 1%	13 1%	6 1%	3 1%	28 1%	10 1%	18 1%	6 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 60
(Continued)

Q7H. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The Hawaii Growth Model is equitable across classroom teachers and non-classroom teachers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	87 2%	34 2%	40 3%	13 2%	-	47 2%	15 2%	22 2%	2 1%	-	17 2%	19 2%	27 2%	23 2%	9 2%	75 2%	20 3%	53 2%	14 2%
MEAN	2.83	2.84	2.82	2.84	-	2.86	2.74	2.85	3.00	2.25	3.31 LMN	2.74	2.70	2.72	3.58 P	2.74	3.56 RS	2.94 S	1.94
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7H. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: The Hawaii Growth Model is equitable across classroom teachers and non-classroom teachers.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	2712 66%	1212 66%	1008 66%	492 67%	-	1382 65%	483 67%	676 66%	112 64%	3 75%	465 55%	559 67%	949 69%	720 69%	214 51%	2387 68%	368 52%	1618 64%	722 84%
												K	K	K		O		Q	QR
(4) to (7)	1177 29%	532 29%	441 29%	204 28%	-	614 29%	200 28%	289 28%	52 30%	1 25%	329 39%	230 28%	347 25%	267 26%	177 42%	946 27%	259 37%	812 32%	103 12%
											LMN				P		RS	S	
(8) to (10)	140 3%	70 4%	45 3%	25 3%	-	68 3%	21 3%	41 4%	8 5%	-	38 4%	24 3%	44 3%	33 3%	22 5%	109 3%	60 8%	64 3%	16 2%
																	RS		
NO RESPONSE	87 2%	34 2%	40 3%	13 2%	-	47 2%	15 2%	22 2%	2 1%	-	17 2%	19 2%	27 2%	23 2%	9 2%	75 2%	20 3%	53 2%	14 2%
MEAN	2.83	2.84	2.82	2.84	-	2.86	2.74	2.85	3.00	2.25	3.31 LMN	2.74	2.70	2.72	3.58 P	2.74	3.56 RS	2.94 S	1.94
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7I. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand the difference between proficiency and growth as determined by the Hawaii Growth Model.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	1014 25%	448 24%	412 27%	154 21%	-	507 24%	167 23%	269 26%	49 28%	1 25%	180 21%	222 27%	348 25%	253 24%	78 18%	888 25%	71 10%	537 21%	406 47%
			D									K	K		O		Q	QR	
(2)	536 13%	217 12%	211 14%	108 15%	-	281 13%	86 12%	145 14%	17 10%	1 25%	103 12%	93 11%	178 13%	162 16%	46 11%	464 13%	54 8%	315 12%	167 20%
				B										KL			Q	QR	
(3)	464 11%	213 12%	167 11%	84 11%	-	248 12%	75 10%	118 11%	15 9%	-	75 9%	95 11%	168 12%	123 12%	42 10%	409 12%	46 7%	316 12%	100 12%
													K	K			Q	Q	
(4)	293 7%	135 7%	108 7%	50 7%	-	146 7%	48 7%	82 8%	12 7%	-	62 7%	62 7%	93 7%	76 7%	30 7%	255 7%	45 6%	210 8%	38 4%
																	S		
(5)	597 15%	278 15%	228 15%	91 12%	-	303 14%	91 13%	167 16%	21 12%	-	127 15%	111 13%	207 15%	148 14%	66 16%	504 14%	100 14%	438 17%	57 7%
								G									S	QS	
(6)	285 7%	145 8%	100 7%	40 5%	-	134 6%	64 9%	67 7%	14 8%	1 25%	88 10%	56 7%	92 7%	48 5%	47 11%	227 6%	57 8%	206 8%	21 2%
		D					F				LMN	N	N		P		S	S	
(7)	278 7%	123 7%	88 6%	67 9%	-	150 7%	54 8%	56 5%	12 7%	-	57 7%	59 7%	90 7%	71 7%	35 8%	226 6%	67 9%	195 8%	16 2%
				BC													S	S	
(8)	289 7%	141 8%	99 6%	49 7%	-	163 8%	55 8%	56 5%	10 6%	1 25%	74 9%	61 7%	82 6%	71 7%	34 8%	242 7%	110 16%	159 6%	19 2%
						H					M						RS	S	
(9)	158 4%	67 4%	49 3%	42 6%	-	82 4%	37 5%	28 3%	8 5%	-	40 5%	31 4%	48 4%	38 4%	24 6%	130 4%	71 10%	76 3%	11 1%
				BC			H										RS	S	
(10) Strongly Agree	150 4%	58 3%	51 3%	41 6%	-	68 3%	36 5%	32 3%	9 5%	-	35 4%	33 4%	45 3%	36 3%	15 4%	128 4%	80 11%	59 2%	11 1%
				BC			F										RS	S	

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Q7I. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand the difference between proficiency and growth as determined by the Hawaii Growth Model.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	52 1%	23 1%	21 1%	8 1%	-	29 1%	6 1%	8 1%	7 4% GH	-	8 1%	9 1%	16 1%	17 2%	5 1%	44 1%	6 1%	36 1%	9 1%
MEAN	4.07	4.11 C	3.88	4.36 BC	-	4.08 H	4.36 FH	3.81	4.14	4.25	4.43 LMN	4.06	3.95	3.94	4.58 P	4.01	5.89 RS	4.10 S	2.45
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7I. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I understand the difference between proficiency and growth as determined by the Hawaii Growth Model.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	2014 49%	878 48%	790 51%	346 47%	-	1036 49%	328 46%	532 52%	81 47%	2 50%	358 42%	410 49%	694 51%	538 52%	166 39%	1761 50%	171 24%	1168 46%	673 79%
			B					G				K	K	K		O		Q	QR
(4) to (7)	1453 35%	681 37%	524 34%	248 34%	-	733 35%	257 36%	372 36%	59 34%	1 25%	334 39%	288 35%	482 35%	343 33%	178 42%	1212 34%	269 38%	1049 41%	132 15%
											LN				P		S	S	
(8) to (10)	597 15%	266 14%	199 13%	132 18%	-	313 15%	128 18%	116 11%	27 16%	1 25%	149 18%	125 15%	175 13%	145 14%	73 17%	500 14%	261 37%	294 12%	41 5%
				BC		H	H				MN						RS	S	
NO RESPONSE	52 1%	23 1%	21 1%	8 1%	-	29 1%	6 1%	8 1%	7 4%	-	8 1%	9 1%	16 1%	17 2%	5 1%	44 1%	6 1%	36 1%	9 1%
									GH										
MEAN	4.07	4.11 C	3.88	4.36 BC	-	4.08 H	4.36 FH	3.81	4.14	4.25	4.43 LMN	4.06	3.95	3.94	4.58 P	4.01	5.89 RS	4.10 S	2.45
BASE	4116	1848	1534	734	-	2111	719	1028	174	4	849	832	1367	1043	422	3517	707	2547	855

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7J. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I am confident that administrators will be data driven and objective when assigning SLO ratings.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen -tary	Middle Inter- mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Ten-ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	841 20%	364 20%	277 18%	159 22% C	34 24%	342 16%	162 22% F	244 24% F	43 24% F	30 24% F	117 14%	172 20% K	295 21% K	247 22% K	45 11%	755 21% O	104 14%	385 15%	351 40% QR
(2)	493 12%	202 11%	181 12%	98 13%	12 8%	255 12% J	82 11% J	115 11% J	26 15% J	8 6%	77 9%	95 11%	175 12% K	145 13% K	27 6%	446 12% O	52 7%	282 11% Q	159 18% QR
(3)	397 9%	157 8%	156 10%	70 10%	14 10%	198 9%	60 8%	99 10%	16 9%	15 12%	78 9%	77 9%	141 10%	99 9%	37 9%	344 9%	43 6%	275 10% Q	79 9% Q
(4)	281 7%	138 7% D	103 7% D	34 5%	6 4%	139 7%	51 7%	70 7%	12 7%	5 4%	75 9% MN	62 7% N	89 6%	54 5%	34 8%	235 6%	33 4%	200 8% QS	47 5%
(5)	738 17%	312 17%	269 18%	123 17%	31 22%	374 18%	111 15%	172 17%	30 17%	26 20%	142 17%	144 17%	251 17%	193 17%	73 17%	628 17%	104 14%	520 20% QS	112 13%
(6)	282 7%	132 7% D	107 7% D	36 5%	6 4%	148 7%	56 8%	61 6%	9 5%	6 5%	69 8% M	61 7%	81 6%	71 6%	30 7%	244 7%	45 6% S	209 8% S	28 3%
(7)	394 9%	180 10%	132 9%	67 9%	12 8%	189 9%	66 9%	105 10%	17 9%	11 9%	91 11% L	67 8%	134 9%	102 9%	56 13% P	326 9%	93 12% S	275 10% S	24 3%
(8)	412 10%	180 10%	142 9%	73 10%	13 9%	229 11% H	71 10%	80 8%	13 7%	11 9%	108 13% MN	83 10%	124 9%	97 9%	61 14% P	334 9%	132 18% RS	257 10% S	23 3%
(9)	227 5%	98 5%	85 6%	37 5%	6 4%	141 7% GHI	29 4%	43 4%	5 3%	6 5%	53 6%	47 6%	75 5%	51 5%	33 8% P	184 5%	75 10% RS	131 5% S	20 2%
(10) Strongly Agree	174 4%	70 4%	62 4%	32 4%	9 6%	101 5% H	26 4%	33 3%	5 3%	8 6%	41 5%	37 4%	53 4%	42 4%	24 6%	145 4%	63 8% RS	87 3%	24 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7J. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I am confident that administrators will be data driven and objective when assigning SLO ratings.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	41 1%	15 1%	20 1%	5 1%	1 1%	17 1%	9 1%	10 1%	3 2%	1 1%	6 1%	8 1%	18 1%	8 1%	4 1%	34 1%	10 1%	25 1%	6 1%
MEAN	4.57	4.60	4.59	4.44	4.52	4.82 GHI	4.41	4.27	4.05	4.57	5.07 LMN	4.56	4.44	4.37	5.50 P	4.47	5.74 RS	4.75 S	2.99
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7J. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I am confident that administrators will be data driven and objective when assigning SLO ratings.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1731 40%	723 39%	614 40%	327 45%	60 42%	795 37%	304 42%	458 44%	85 47%	53 42%	272 32%	344 40%	611 43%	491 44%	109 26%	1545 42%	199 26%	942 36%	589 67%
				BC			F	F	F			K	K	K		O		Q	QR
(4) to (7)	1695 40%	762 41%	611 40%	260 35%	55 38%	850 40%	284 39%	408 40%	68 38%	48 38%	377 44%	334 39%	555 39%	420 38%	193 46%	1433 39%	275 36%	1204 46%	211 24%
		D	D								LMN				P		S	QS	
(8) to (10)	813 19%	348 19%	289 19%	142 19%	28 19%	471 22%	126 17%	156 15%	23 13%	25 20%	202 24%	167 20%	252 18%	190 17%	118 28%	663 18%	270 36%	475 18%	67 8%
						GHI					LMN				P		RS	S	
NO RESPONSE	41 1%	15 1%	20 1%	5 1%	1 1%	17 1%	9 1%	10 1%	3 2%	1 1%	6 1%	8 1%	18 1%	8 1%	4 1%	34 1%	10 1%	25 1%	6 1%
MEAN	4.57	4.60	4.59	4.44	4.52	4.82 GHI	4.41	4.27	4.05	4.57	5.07 LMN	4.56	4.44	4.37	5.50 P	4.47	5.74 RS	4.75 S	2.99
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7K. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information towards improving my instructional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teacher Tested Gr&Sub	Class. Teacher Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	608 18%	340 18%	268 17%	-	-	255 15%	128 21% F	181 21% F	31 22% F	-	122 15%	134 19%	201 18%	144 19%	52 13%	525 19% O	74 13%	292 14%	242 33% QR
(2)	335 10%	161 9%	174 11% B	-	-	166 10%	59 10%	89 10% I	8 6%	-	72 9%	60 8%	128 12% L	74 10%	28 7%	294 10% O	25 4%	169 8% Q	141 19% QR
(3)	332 10%	168 9%	164 11%	-	-	183 11%	57 9%	76 9%	10 7%	-	65 8%	79 11%	117 11%	70 9%	31 8%	291 10%	33 6%	209 10% Q	89 12% Q
(4)	235 7%	124 7%	111 7%	-	-	118 7%	46 8%	57 7%	11 8%	-	54 7%	42 6%	88 8%	49 6%	30 8%	200 7%	23 4%	167 8% Q	44 6%
(5)	508 15%	294 16%	214 14%	-	-	266 16%	91 15%	115 13%	27 20%	-	137 17% M	110 15%	148 14%	110 14%	70 18%	402 14%	71 12%	351 17% QS	85 12%
(6)	341 10%	176 10%	165 11%	-	-	173 10%	63 10%	92 11%	11 8%	-	91 12%	75 10%	100 9%	74 10%	52 13%	278 10%	44 8%	256 12% QS	40 6%
(7)	371 11%	217 12%	154 10%	-	-	195 11% I	60 10%	104 12% I	8 6%	1 100% FGHI	84 11%	83 12%	116 11%	87 11%	44 11%	308 11%	72 13% S	269 13% S	30 4%
(8)	332 10%	203 11% C	129 8%	-	-	179 10%	60 10%	70 8%	16 12%	-	84 11%	75 10%	91 8%	79 10%	40 10%	275 10%	102 18% RS	209 10% S	21 3%
(9)	156 5%	79 4%	77 5%	-	-	97 6% GI	18 3%	37 4%	3 2%	-	44 6% L	25 3%	50 5%	37 5%	30 8% P	120 4%	58 10% RS	87 4% S	10 1%
(10) Strongly Agree	124 4%	65 4%	59 4%	-	-	65 4%	17 3%	31 4%	8 6%	-	29 4%	30 4%	38 3%	26 3%	16 4%	102 4%	61 11% RS	46 2%	17 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 66
(Continued)

Q7K. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information towards improving my instructional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	40 1%	21 1%	19 1%	-	-	19 1%	8 1%	7 1%	5 4%	-	7 1%	4 1%	18 2% L	10 1%	5 1%	32 1%	9 2%	26 1%	5 1%
MEAN	4.70	4.76	4.62	-	-	4.89 GH	4.45	4.55	4.61	7.00	4.93 M	4.72	4.52	4.70	5.19 P	4.62	6.01 RS	4.87 S	3.16
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7K. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information towards improving my instructional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1275 38%	669 36%	606 40% B	-	-	604 35%	244 40% F	346 40% F	49 36%	-	259 33%	273 38% K	446 41% K	288 38% K	111 28%	1110 39% O	132 23%	670 32% Q	472 65% QR
(4) to (7)	1455 43%	811 44%	644 42%	-	-	752 44%	260 43%	368 43%	57 41%	1 100% FGHI	366 46% M	310 43%	452 41%	320 42%	196 49% P	1188 42%	210 37% S	1043 50% QS	199 27%
(8) to (10)	612 18%	347 19%	265 17%	-	-	341 20% GH	95 16%	138 16%	27 20%	-	157 20% M	130 18%	179 16%	142 19%	86 22%	497 18%	221 39% RS	342 16% S	48 7%
NO RESPONSE	40 1%	21 1%	19 1%	-	-	19 1%	8 1%	7 1%	5 4%	-	7 1%	4 1%	18 2% L	10 1%	5 1%	32 1%	9 2%	26 1%	5 1%
MEAN	4.70	4.76	4.62	-	-	4.89 GH	4.45	4.55	4.61	7.00	4.93 M	4.72	4.52	4.70	5.19 P	4.62	6.01 RS	4.87 S	3.16
BASE	3382	1848	1534	-	-	1716	607	859	138	1	789	717	1095	760	398	2827	572	2081	724

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7L. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving student growth and learning.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	798 19%	345 19%	280 18%	148 20%	22 15%	332 16%	164 23% FJ	222 22% FJ	41 23% FJ	18 14%	136 16%	171 20% K	265 18% K	219 20% K	53 13%	711 19% O	89 12%	394 15% Q	314 36% QR
(2)	436 10%	164 9%	163 11%	98 13% BE	11 8%	222 10% I	73 10% I	109 11% I	6 3%	10 8%	85 10%	78 9%	161 11%	111 10%	39 9%	380 10%	39 5%	230 9% Q	167 19% QR
(3)	395 9%	159 9%	160 10%	62 8%	13 9%	206 10%	67 9%	86 8%	20 11%	12 9%	63 7%	79 9%	147 10% K	105 9%	29 7%	354 10% O	47 6%	238 9% Q	109 12% QR
(4)	310 7%	130 7%	122 8%	48 7%	9 6%	143 7%	55 8%	83 8%	15 8%	8 6%	65 8%	64 8%	113 8% N	65 6%	34 8%	269 7%	33 4%	220 8% Q	56 6%
(5)	683 16%	306 17%	222 14%	127 17%	25 17%	356 17%	115 16%	146 14%	32 18%	22 17%	158 18% M	128 15%	211 15%	181 16%	79 19%	567 15%	90 12%	497 19% QS	94 11%
(6)	409 10%	165 9%	164 11%	66 9%	12 8%	214 10% I	67 9%	105 10% I	10 6%	9 7%	92 11%	90 11%	128 9%	98 9%	51 12%	340 9%	62 8% S	309 12% QS	37 4%
(7)	451 11%	215 12%	148 10%	70 10%	13 9%	229 11%	68 9%	115 11%	21 12%	13 10%	78 9%	92 11%	147 10%	133 12% K	40 9%	398 11%	95 13% S	324 12% S	32 4%
(8)	415 10%	202 11% CD	128 8%	61 8%	21 15% CD	227 11% H	67 9%	79 8%	16 9%	20 16% H	96 11%	79 9%	136 9%	100 9%	44 10%	345 9%	135 18% RS	258 10% S	21 2%
(9)	198 5%	88 5% D	81 5% D	23 3%	5 3%	120 6% GH	22 3%	41 4%	7 4%	4 3%	48 6%	31 4%	66 5%	53 5%	34 8% P	156 4%	80 11% RS	105 4% S	13 1%
(10) Strongly Agree	147 3%	56 3%	59 4%	22 3%	9 6%	72 3%	17 2%	36 3%	9 5%	7 6%	30 4%	32 4%	52 4%	32 3%	17 4%	123 3%	72 10% RS	52 2%	23 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 68
(Continued)

Q7L. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving student growth and learning.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	38 1%	18 1%	7 *	9 1%	4 3%	12 1%	8 1%	10 1%	2 1%	4 3%	6 1%	9 1%	10 1%	12 1%	4 1%	32 1%	12 2%	19 1%	7 1%
MEAN	4.64	4.73 D	4.61 D	4.36	5.07 D	4.83 GH	4.32	4.46	4.64	5.10 GH	4.87 LMN	4.59	4.58	4.59	5.15 P	4.57	5.99 RS	4.79 S	3.04
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7L. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving student growth and learning.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1629 38%	668 36%	603 39%	308 42%	46 32%	760 36%	304 42%	417 40%	67 37%	40 31%	284 33%	328 38%	573 40%	435 39%	121 29%	1445 39%	175 23%	862 33%	590 68%
				BE			FJ	FJ				K	K	K		O		Q	QR
(4) to (7)	1853 43%	816 44%	656 43%	311 42%	59 41%	942 44%	305 42%	449 44%	78 44%	52 41%	393 46%	374 44%	599 42%	477 43%	204 48%	1574 43%	280 37%	1350 51%	219 25%
															P		S	QS	
(8) to (10)	760 18%	346 19%	268 17%	106 14%	35 24%	419 20%	106 15%	156 15%	32 18%	31 24%	174 20%	142 17%	254 18%	185 17%	95 22%	624 17%	287 38%	415 16%	57 7%
		D			D	GH				GH	N				P		RS	S	
NO RESPONSE	38 1%	18 1%	7 *	9 1%	4 3%	12 1%	8 1%	10 1%	2 1%	4 3%	6 1%	9 1%	10 1%	12 1%	4 1%	32 1%	12 2%	19 1%	7 1%
MEAN	4.64	4.73 D	4.61 D	4.36	5.07 D	4.83 GH	4.32	4.46	4.64	5.10 GH	4.87 LMN	4.59	4.58	4.59	5.15 P	4.57	5.99 RS	4.79 S	3.04
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7M. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving my professional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) Strongly Disagree	825 19%	369 20%	300 20%	132 18%	21 15%	363 17%	163 23% FJ	224 22% FJ	36 20%	18 14%	146 17%	175 21%	266 19%	230 21% K	57 13%	734 20% O	96 13%	413 16% Q	315 36% QR
(2)	448 10%	176 10%	173 11%	86 12%	13 9%	228 11% I	72 10%	105 10%	12 7%	12 9%	83 10%	74 9%	172 12% L	116 10%	40 9%	386 11%	38 5%	246 9% Q	164 19% QR
(3)	394 9%	159 9%	162 11% D	58 8%	14 10%	212 10%	60 8%	87 8%	19 11%	12 9%	71 8%	79 9%	141 10%	102 9%	31 7%	354 10%	37 5%	250 9% Q	106 12% QR
(4)	290 7%	124 7% E	105 7% E	57 8% E	3 2%	136 6% J	55 8% J	77 7% J	16 9% J	3 2%	51 6%	59 7%	114 8% N	64 6%	29 7%	253 7%	29 4%	194 7% Q	67 8% Q
(5)	694 16%	299 16%	241 16%	127 17%	24 17%	355 17%	125 17%	150 15%	30 17%	22 17%	153 18% M	148 17%	211 15%	178 16%	74 17%	582 16%	101 13%	494 19% QS	99 11%
(6)	376 9%	147 8%	151 10%	65 9%	12 8%	197 9%	60 8%	91 9%	17 9%	7 6%	91 11% M	81 9%	114 8%	89 8%	50 12% P	311 8%	60 8% S	285 11% QS	28 3%
(7)	442 10%	208 11% C	135 9%	77 10%	17 12%	213 10%	70 10%	119 12%	17 9%	17 13%	81 9%	89 10%	149 10%	122 11%	46 11%	379 10%	90 12% S	317 12% S	33 4%
(8)	425 10%	205 11% C	125 8%	72 10%	19 13%	226 11%	67 9%	93 9%	17 9%	17 13%	101 12% L	75 9%	132 9%	114 10%	47 11%	359 10%	135 18% RS	272 10% S	18 2%
(9)	198 5%	82 4%	71 5%	33 4%	11 8%	113 5% GI	24 3%	44 4% I	3 2%	10 8% I	42 5%	34 4%	70 5%	52 5%	28 7%	159 4%	85 11% RS	100 4% S	13 1%
(10) Strongly Agree	156 4%	66 4%	58 4%	23 3%	8 6%	75 4%	23 3%	37 4%	9 5%	7 6%	33 4%	33 4%	58 4%	31 3%	20 5%	129 4%	73 10% RS	58 2%	25 3%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 70
(Continued)

Q7M. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving my professional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
NO RESPONSE	32 1%	13 1%	13 1%	4 1%	2 1%	15 1%	4 1%	5 *	3 2%	2 2%	5 1%	6 1%	9 1%	11 1%	2 *	29 1%	10 1%	17 1%	5 1%
MEAN	4.62	4.67	4.49	4.62	5.23 BCD	4.73 GH	4.40	4.52	4.57	5.26 FGHI	4.84 LMN	4.58	4.58	4.55	5.13 P	4.55	6.01 RS	4.75 S	3.03
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q7M. On the scale of 1 to 10 where 10=strongly agree and 1=strongly disagree, please indicate your level of agreement: I have applied the EES information toward improving my professional practice.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr./State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
(1) to (3)	1667 39%	704 38%	635 41%	276 38%	48 33%	803 38%	295 41%	416 40%	67 37%	42 33%	300 35%	328 38%	579 40% K	448 40% K	128 30%	1474 40% O	171 23%	909 34% Q	585 67% QR
(4) to (7)	1802 42%	778 42%	632 41%	326 44%	56 39%	901 42%	310 43%	437 42%	80 45%	49 39%	376 44%	377 44%	588 41%	453 41%	199 47% P	1525 41%	280 37% S	1290 49% QS	227 26%
(8) to (10)	779 18%	353 19%	254 17%	128 17%	38 26% CD	414 19% G	114 16%	174 17%	29 16%	34 27% GHI	176 21% L	142 17%	260 18%	197 18%	95 22% P	647 18%	293 39% RS	430 16% S	56 6%
NO RESPONSE	32 1%	13 1%	13 1%	4 1%	2 1%	15 1%	4 1%	5 1%	3 2%	2 2%	5 1%	6 1%	9 1%	11 1%	2 1% *	29 1%	10 1%	17 1%	5 1%
MEAN	4.62	4.67	4.49	4.62	5.23 BCD	4.73 GH	4.40	4.52	4.57	5.26 FGHI	4.84 LMN	4.58	4.58	4.55	5.13 P	4.55	6.01 RS	4.75 S	3.03
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q8. How can DOE/HSTA better prepare you for the EES?

	CURRENT EES CLASSIFICATION					TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
	Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office		1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Time it takes/too much time/ takes time away from teaching/ waste of time/too much work	169 37%	76 40%	61 37%	25 30%	7 33%	82 38%	35 38%	33 32%	9 43%	5 28%	22 30%	37 39%	63 41%	45 33%	6 21%	155 38%	25 35%	105 36%	39 39%
Training is needed/more training	111 24%	46 24%	36 22%	24 29%	5 24%	57 27%	23 25%	21 20%	4 19%	5 28%	21 29%	20 21%	40 26%	30 22%	9 32%	97 24%	8 11%	68 24%	35 35%
I need more information/it's not clear as to what they want	83 18%	25 13%	36 22%	18 22%	4 19%	44 20%	16 17%	15 14%	4 19%	3 17%	16 22%	15 16%	22 14%	30 22%	4 14%	74 18%	10 14%	60 21%	13 13%
Useless/subjective/waste of money/cannot be taken seriously/not fair/data is not valid/questions are ridiculous/outcomes can be manipulated/does not help students/hurts students/does not help teachers/hurts teachers	81 18%	37 19%	34 21%	7 9%	3 14%	36 17%	20 22%	20 19%	1 5%	2 11%	7 10%	25 26%	31 20%	18 13%	2 7%	75 18%	12 17%	51 18%	18 18%
All information should have been presented at the beginning of the school year/ decide what you want before you start	67 15%	24 13%	28 17%	11 13%	4 19%	36 17%	12 13%	17 16%	-	2 11%	10 14%	14 15%	24 16%	19 14%	2 7%	63 15%	8 11%	41 14%	18 18%
Slower implementation/ implement one thing at a time/ too much too fast	61 13%	27 14%	15 9%	15 18%	4 19%	33 15%	9 10%	11 11%	4 19%	2 11%	8 11%	10 10%	26 17%	17 13%	1 4%	58 14%	8 11%	42 15%	11 11%
Examples/videos/modeling should be provided	56 12%	18 9%	22 13%	13 16%	3 14%	34 16%	6 6%	8 8%	3 14%	3 17%	11 15%	13 14%	15 10%	16 12%	5 18%	48 12%	7 10%	37 13%	12 12%
Trainers should be fully versed in what they are training	47 10%	20 10%	16 10%	11 13%	-	26 12%	9 10%	11 11%	1 5%	-	8 11%	10 10%	15 10%	14 10%	2 7%	43 10%	4 6%	28 10%	15 15%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Table 72
(Continued)

Q8. How can DOE/HSTA better prepare you for the EES?

	TOTAL	CURRENT EES CLASSIFICATION					TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Testr Gr&Sub	Class. Testr Non-Tested	Non-Class. Teachr SchlLvl	Non-Class. Teachr NonSch	Elemen-tary	Middle Inter-medi-ate	High	Other Type (6,7-12K12)	Distr. /State Office		1-5	6-10	11-20	20+	Probat ionary	Ten-ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)		(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Consistent expectations from school to school/among administrators	41 9%	10 5%	23 14% B	6 7%	2 10%	18 8%	7 8%	10 10%	3 14%	2 11%		8 11%	6 6%	17 11%	10 7%	3 11%	37 9%	5 7%	30 10%	6 6%
Stop changing it/there's conflicting information	39 8%	10 5%	19 12% B	9 11%	1 5%	24 11%	5 5%	8 8%	1 5%	1 6%		7 10%	9 9%	16 10%	7 5%	3 11%	34 8%	4 6%	24 8%	11 11%
Competent/trained administrators/observers	37 8%	11 6%	16 10%	9 11%	1 5%	20 9%	5 5%	6 6%	4 19%	1 6%		8 11%	5 5%	10 6%	14 10%	-	34 8%	3 4%	26 9%	8 8%
Something relevant to my situation (SPED, ELL, NCT, discipline, grade, etc.)	34 7%	9 5%	12 7%	9 11%	4 19%	11 5%	10 11%	8 8%	1 5%	4 22%		4 5%	9 9%	9 6%	12 9%	2 7%	29 7%	5 7%	23 8%	6 6%
Creates stress/frustration/burn out/is driving teachers away	29 6%	16 8%	9 5%	4 5%	-	18 8%	4 4%	6 6%	-	-		4 5%	9 9%	6 4%	10 7%	2 7%	26 6%	5 7%	17 6%	7 7%
I am a professional/Why do I have to prove it?/Treat me like the professional I am	23 5%	11 6%	7 4%	5 6%	-	14 7%	6 6%	3 3%	-	-		5 7%	3 3%	9 6%	5 4%	1 4%	21 5%	1 1%	18 6% Q	4 4%
Don't do it/it's not needed	23 5%	7 4%	11 7%	4 5%	1 5%	7 3%	4 4%	9 9%	3 14%	-		2 3%	6 6%	6 4%	9 7%	-	20 5%	3 4%	12 4%	8 8%
It shouldn't be part of teacher evaluations/use different evaluation methods	19 4%	5 3%	7 4%	6 7%	1 5%	9 4%	6 6%	3 3%	-	1 6%		2 3%	4 4%	11 7% N	2 1%	1 4%	17 4%	3 4%	14 5%	2 2%
More support from administration/resources/funding	17 4%	9 5%	4 2%	3 4%	1 5%	6 3%	6 6%	3 3%	1 5%	1 6%		3 4%	2 2%	4 3%	8 6%	1 4%	15 4%	2 3%	11 4%	4 4%
Timely/specific/unbiased/constructive feedback should be provided	14 3%	7 4%	3 2%	4 5%	-	6 3%	3 3%	3 3%	2 10%	-		3 4%	1 1%	4 3%	6 4%	2 7%	10 2%	-	12 4%	2 2%
There should only be one observation/SLO/Tripod survey/evaluation	13 3%	4 2%	8 5%	1 1%	-	8 4%	2 2%	3 3%	-	-		2 3%	2 2%	6 4%	3 2%	-	12 3%	2 3%	9 3%	2 2%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q8. How can DOE/HSTA better prepare you for the EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Tested Gr&Sub	Class. Non-Tested	Non-Class. Teacher SchLvl	Non-Class. Teacher NonSch	Elementary	Middle Intermediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
This takes too much time for principals/administrators	12 3%	8 4%	2 1%	2 2%	-	7 3%	3 3%	2 2%	-	-	-	3 3%	6 4%	3 2%	-	12 3%	5 7%	5 2%	2 2%
Practice/experience/implementation	11 2%	5 3%	5 3%	-	1 5%	8 4%	-	2 2%	-	-	3 4%	2 2%	4 3%	2 1%	2 7%	8 2%	-	8 3%	3 3%
Students do not understand the Tripod Survey questions/ the meaning behind the questions/need better questions/poor design	11 2%	7 4%	4 2%	-	-	9 4%	1 1%	1 1%	-	-	-	2 2%	5 3%	4 3%	-	11 3%	5 7%	5 2%	1 1%
Other factors outside of school (home issues, parents, socio-economic, transiency) affect students/ I am not the only one responsible	11 2%	6 3%	3 2%	1 1%	1 5%	6 3%	3 3%	1 1%	-	1 6%	1 1%	1 1%	7 5%	2 1%	-	10 2%	-	9 3%	2 2%
Need timelines/deadlines	11 2%	5 3%	4 2%	2 2%	-	6 3%	2 2%	2 2%	1 5%	-	2 3%	1 1%	5 3%	3 2%	-	10 2%	1 1%	8 3%	2 2%
Teachers should have a say/ choice about evaluations/ listen to us	10 2%	5 3%	4 2%	1 1%	-	4 2%	4 4%	2 2%	-	-	-	4 4%	4 3%	2 1%	-	10 2%	-	7 2%	3 3%
Professional Development is needed	9 2%	5 3%	3 2%	-	1 5%	3 1%	3 3%	2 2%	-	-	2 3%	4 4%	2 1%	1 1%	2 7%	6 1%	1 1%	7 2%	1 1%
Pay me for this extra time	9 2%	2 1%	7 4%	-	-	4 2%	3 3%	2 2%	-	-	2 3%	1 1%	4 3%	2 1%	1 4%	8 2%	-	4 1%	5 5%
Observations/evaluations should be done once every 2-5 years/not every year	8 2%	1 1%	7 4% B	-	-	5 2%	1 1%	2 2%	-	-	1 1%	1 1%	3 2%	3 2%	-	8 2%	-	5 2%	3 3%
Teachers should rate the DOE/ administration/BOE	8 2%	4 2%	4 2%	-	-	3 1%	2 2%	3 3%	-	-	1 1%	2 2%	2 1%	3 2%	-	8 2%	2 3%	5 2%	1 1%
The contract should have spelled everything out/HSTA should have done a better job	8 2%	4 2%	3 2%	1 1%	-	3 1%	2 2%	3 3%	-	-	2 3%	-	2 1%	4 3%	-	8 2%	-	7 2%	1 1%

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

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Q8. How can DOE/HSTA better prepare you for the EES?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non-Tested	Non-Class. Teachr SchLvl	Non-Class. Teachr NonSch	Elementary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Do more observations/some informal observations/different kinds of observations	7 2%	3 2%	2 1%	2 2%	-	2 1%	2 2%	1 1%	1 5%	-	2 3%	1 1%	2 1%	2 1%	-	7 2%	1 1%	6 2%	-
Support	7 2%	3 2%	2 1%	1 1%	1 5%	5 2%	-	1 1%	-	1 6%	1 1%	-	4 3%	2 1%	2 7%	5 1%	2 3%	3 1%	2 2%
Evaluation shouldn't count towards my pay	7 2%	2 1%	3 2%	1 1%	1 5%	4 2%	2 2%	-	1 5%	-	2 3%	1 1%	1 1%	3 2%	-	7 2%	1 1%	4 1%	2 2%
Difficulty applying to ELL/SPED/my students/classes	7 2%	3 2%	3 2%	-	1 5%	5 2%	1 1%	-	-	-	2 3%	-	4 3%	1 1%	1 4%	5 1%	2 3%	5 2%	-
The observer/evaluator should be a teacher/someone with recent teaching experience	4 1%	2 1%	2 1%	-	-	1 *	1 1%	2 2%	-	-	-	1 1%	-	3 2%	-	4 1%	-	3 1%	1 1%
Other	28 6%	10 5%	12 7%	5 6%	1 5%	14 7%	5 5%	5 5%	2 10%	1 6%	2 3%	3 3%	12 8%	11 8%	-	27 7%	5 7%	20 7%	3 3%
None/nothing	3 1%	1 1%	2 1%	-	-	1 *	1 1%	-	1 5%	-	1 1%	1 1%	-	1 1%	-	3 1%	2 3%	1 *	-
Don't know/refused	6 1%	4 2%	-	1 1%	1 5%	1 *	1 1%	3 3%	-	1 6%	-	1 1%	4 3%	1 1%	-	6 1%	1 1%	2 1%	3 3%
BASE	460	192	165	82	21	215	93	104	21	18	73	96	154	135	28	411	71	288	101

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Ward Research, Inc. (6428) ::Castle Foundation - Educator Effectiveness System (EES) Survey ::Mar 2014::

Q10. Please indicate the complex area in which you work.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Testr Gr&Sub	Class. Testr Non-Tested	Non-Teachr Class. Schlvl	Non-Teachr Class. NonSch	Elemen-tary	Middle Inter-mediate	High	Other Type (6,7-12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten-ured	Under stand (8-10)	Neut -ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Farrington - Kaiser - Kalani	374 9%	169 9% E	122 8%	72 10% E	7 5%	176 8% IJ	86 12% FIJ	98 9% IJ	6 3%	4 3%	73 9%	72 8%	125 9%	104 9%	30 7%	332 9%	47 6%	242 9% Q	84 10% Q
Kaimuki - McKinley - Roosevelt	372 9%	155 8%	137 9%	66 9%	11 8%	190 9% I	80 11% HI	81 8%	9 5%	9 7%	63 7%	53 6%	134 9% L	121 11% KL	26 6%	333 9% O	77 10% S	231 9%	64 7%
Aiea - Moanalua - Radford	320 7%	148 8%	115 7%	49 7%	8 6%	172 8% I	45 6% I	90 9% GI	5 3%	7 6%	65 8%	69 8%	100 7%	85 8%	33 8%	278 8%	59 8%	205 8%	56 6%
Leilehua - Mililani - Waialua	335 8%	137 7% E	130 8% E	63 9% E	5 3%	196 9% HIJ	63 9% HJ	61 6%	9 5%	5 4%	70 8%	62 7%	103 7%	99 9%	30 7%	292 8%	57 8%	213 8%	65 7%
Campbell - Kapolei	335 8%	119 6%	139 9% B	64 9%	10 7%	190 9% GI	44 6%	86 8% I	7 4%	7 6%	82 10% N	74 9% N	115 8% N	64 6%	42 10%	282 8%	80 11% RS	210 8% S	45 5%
Pearl City - Waipahu	324 8%	145 8% E	114 7% E	59 8% E	4 3%	179 8% IJ	55 8% IJ	77 7% IJ	7 4%	3 2%	48 6%	64 8%	126 9% K	85 8%	24 6%	292 8%	66 9%	199 8%	58 7%
Nanakuli - Waianae	200 5%	90 5% E	67 4% E	42 6% E	1 1%	84 4% J	36 5% J	59 6% FJ	18 10% FGJ	1 1%	71 8% LMN	35 4%	53 4%	40 4%	41 10% P	144 4%	30 4%	137 5%	33 4%
Castle - Kahuku	233 5%	118 6% C	70 5%	39 5%	5 3%	115 5%	31 4%	49 5%	29 16% FGHJ	4 3%	40 5%	45 5%	70 5%	76 7% KM	18 4%	203 6%	50 7% S	146 6%	35 4%
Kailua - Kalaheo	177 4%	68 4%	68 4%	36 5%	5 3%	102 5% G	10 1% G	40 4% G	15 8% GHJ	3 2%	39 5%	34 4%	54 4%	48 4%	18 4%	153 4%	32 4%	112 4%	32 4%
Hilo - Waiakea	196 5%	92 5%	75 5%	25 3%	4 3%	76 4% FIJ	47 7% FIJ	50 5%	5 3%	3 2%	28 3%	40 5%	63 4%	65 6% K	14 3%	175 5%	42 6%	104 4%	50 6% R

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Table 73
(Continued)

Q10. Please indicate the complex area in which you work.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Kau - Keaau - Pahoa	156 4%	65 4%	48 3%	37 5%	5 3%	74 3%	26 4%	26 3%	21 12%	5 4%	34 4%	39 5%	45 3%	38 3%	18 4%	135 4%	19 3%	99 4%	38 4%
				C					FGHJ										Q
Honokaa - Kealakehe - Kohala - Konawaena	363 8%	173 9%	125 8%	53 7%	10 7%	161 8%	67 9%	98 9%	10 6%	9 7%	70 8%	80 9%	133 9%	77 7%	35 8%	310 8%	51 7%	213 8%	98 11%
								I					N						QR
Maui - Baldwin - Kekaulike	376 9%	161 9%	155 10%	52 7%	6 4%	200 9%	68 9%	92 9%	10 6%	5 4%	84 10%	86 10%	130 9%	75 7%	48 11%	314 9%	72 10%	222 8%	82 9%
		E	DE			IJ	J	J			N	N	N						
Hana - Lahainaluna - Lanai - Molokai	150 4%	77 4%	45 3%	21 3%	5 3%	55 3%	15 2%	56 5%	19 11%	4 3%	39 5%	25 3%	65 5%	21 2%	26 6%	118 3%	22 3%	96 4%	32 4%
								FG	FGHJ		N		LN		P				
Kauai - Kapaa - Waimea	246 6%	103 6%	99 6%	35 5%	9 6%	139 7%	44 6%	48 5%	6 3%	8 6%	43 5%	59 7%	83 6%	59 5%	18 4%	216 6%	32 4%	142 5%	71 8%
						HI													QR
District/State Office	53 1%	1 *	-	6 1%	46 32%	2 *	-	1 *	-	48 38%	1 *	8 1%	16 1%	28 3%	1 *	49 1%	8 1%	38 1%	7 1%
				B	BD					FH		K	K	KLM		O			
NO RESPONSE	70 2%	27 1%	25 2%	15 2%	3 2%	22 1%	6 1%	20 2%	3 2%	2 2%	7 1%	8 1%	21 1%	24 2%	2 *	49 1%	10 1%	37 1%	23 3%
								G						KL		O			R
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

Uppercase letters indicate significance at the 95% level.

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Q11. Please indicate the type of school in which you work.

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probat ionary	Ten- ured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Elementary School	2133 50%	838 45%	878 57%	395 54%	10 7%	2133 100%	-	-	-	-	473 55%	403 47%	679 47%	573 52%	236 56%	1829 50%	314 42%	1367 52%	447 51%
		E	BE	BE							LM			M	P			Q	Q
Middle/Intermediate School	723 17%	420 23%	187 12%	112 15%	2 1%	-	723 100%	-	-	-	142 17%	152 18%	260 18%	167 15%	66 16%	624 17%	133 18%	449 17%	140 16%
		CDE	E	E									N						
High School	1032 24%	468 25%	391 25%	169 23%	2 1%	-	-	1032 100%	-	-	191 22%	229 27%	359 25%	250 23%	101 24%	887 24%	221 29%	600 23%	210 24%
		E	E	E								KN					RS		
6 or 7-12 School	96 2%	50 3%	29 2%	16 2%	-	-	-	-	96 54%	-	18 2%	17 2%	34 2%	26 2%	9 2%	79 2%	20 3%	58 2%	18 2%
K-12 School	83 2%	39 2%	20 1%	20 3%	3 2%	-	-	-	83 46%	-	19 2%	16 2%	29 2%	18 2%	7 2%	70 2%	12 2%	47 2%	24 3%
				C															
District/State Office	127 3%	1 *	-	3 *	123 85%	-	-	-	-	127 100%	5 1%	17 2%	51 4%	54 5%	2 *	122 3%	36 5%	80 3%	11 1%
					BD							K	KL	KL		O	RS	S	
Other	43 1%	13 1%	19 1%	8 1%	1 1%	-	-	-	-	-	6 1%	15 2%	11 1%	11 1%	3 1%	38 1%	14 2%	20 1%	9 1%
												KM					R		
NO RESPONSE/Prefer not to answer	43 1%	19 1%	10 1%	11 1%	3 2%	-	-	-	-	-	3 *	4 *	13 1%	10 1%	-	26 1%	4 1%	25 1%	14 2%
																			Q
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Q12. How many years have you worked for the State of Hawaii Department of Education?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Understand (8-10)	Neutral (4-7)	Do Not Understand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
1-5 years	857 20%	466 25% CDE	323 21% DE	60 8% E	6 4%	473 22% HJ	142 20% J	191 19% J	37 21% J	5 4%	857 100%	-	-	-	393 93% P	385 10%	148 20%	551 21%	158 18%
6-10 years	853 20%	372 20% DE	345 22% DE	115 16%	17 12%	403 19%	152 21% J	229 22% FJ	33 18%	17 13%	-	853 100%	-	-	15 4%	815 22% O	156 21%	519 20%	178 20%
11-15 years	806 19%	349 19%	283 18%	141 19%	27 19%	361 17%	154 21% F	223 22% F	35 20%	24 19%	-	-	806 56%	-	13 3%	775 21% O	135 18%	493 19%	177 20%
16-20 years	630 15%	268 15%	195 13%	131 18% BC	31 22% BC	318 15%	106 15%	136 13%	28 16%	27 21% H	-	-	630 44%	-	1 *%	615 17% O	95 13%	398 15%	135 15%
21-25 years	598 14%	203 11%	216 14% B	150 20% BC	28 19% B	332 16% GI	79 11%	135 13%	19 11%	23 18% G	-	-	-	598 54%	1 *%	579 16% O	107 14%	370 14%	118 14%
More than 25 years	511 12%	178 10%	163 11%	133 18% BC	35 24% BC	241 11%	88 12%	115 11%	25 14%	31 24% FGHI	-	-	-	511 46%	-	495 13%	112 15% RS	298 11%	100 11%
NO RESPONSE	25 1%	12 1%	9 1%	4 1%	-	5 *%	2 *%	3 *%	2 1%	-	-	-	-	-	1 *%	11 *%	1 *%	17 1% Q	7 1% Q
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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Q13. What is your current teacher status?

	TOTAL	CURRENT EES CLASSIFICATION				TYPE OF SCHOOL					YEARS AT DOE				STATUS		UNDERSTANDING OF EES		
		Class. Teachr Tested Gr&Sub	Class. Teachr Non- Tested	Non- Class. Teachr SchLvl	Non- Class. Teachr NonSch	Elemen- tary	Middle Inter- medi- ate	High	Other Type (6,7- 12K12)	Distr. /State Office	1-5	6-10	11-20	20+	Probationary	Tenured	Under stand (8-10)	Neut- ral (4-7)	Do Not Under stand (1-3)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
1st Year Probationary Teacher	213 5%	129 7%	78 5%	6 1%	-	111 5%	38 5%	54 5%	8 4%	-	203 24%	6 1%	2 *	1 *	213 50%	-	44 6%	134 5%	35 4%
		CD	D								LMN	N	*	*					
Probationary Teacher other than 1st Year	211 5%	120 6%	71 5%	18 2%	1 1%	125 6%	28 4%	47 5%	8 4%	2 2%	190 22%	9 1%	12 1%	-	211 50%	-	31 4%	137 5%	43 5%
		CDE	DE			GJ		J			LM								
Tenured	3675 86%	1501 81%	1326 86%	690 94%	139 97%	1829 86%	624 86%	887 86%	149 83%	122 96%	385 45%	815 96%	1390 97%	1074 97%	-	3675 100%	653 87%	2274 86%	741 85%
			B	BC	BC					FGHI		K	K	K					
Other	38 1%	24 1%	9 1%	3 *	2 1%	12 1%	8 1%	9 1%	5 3%	1 1%	15 2%	7 1%	5 *	11 1%	-	-	10 1%	22 1%	6 1%
		CD									M								
Not sure/Prefer not to answer	122 3%	63 3%	42 3%	15 2%	2 1%	49 2%	23 3%	32 3%	8 4%	2 2%	64 7%	15 2%	23 2%	17 2%	-	-	14 2%	68 3%	40 5%
		D									LMN								QR
NO RESPONSE	21 *	11 1%	8 1%	2 *	-	7 *	2 *	3 *	1 1%	-	-	1 *	4 *	6 1%	-	-	2 *	11 *	8 1%
BASE	4280	1848	1534	734	144	2133	723	1032	179	127	857	853	1436	1109	424	3675	754	2646	873

Comparison Groups: BCDE/FGHIJ/KLMN/OP/QRS

Independent T-Test for Means, Independent Z-Test for Percentages (unpooled proportions)

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