# Employer Satisfaction Survey Pilot 2019

**Administration and Purpose**

This survey is administered after a completer has been hired in a Louisiana public school. A list was obtained from the Louisiana Department of Education of Louisiana State University certified teachers employed in Louisiana. The list identified educators who received their degree in 2015-16; 2016-17; 2017-18 and the schools where they were employed.

These data were reviewed by administration and program coordinators for the purpose of program improvement. This report was added to the [Annual Reporting Measures](https://www.lsu.edu/chse/education/performance_data_soe.php) website.

**Informing Candidates**

Following is the text that appeared in Qualtrics for principals who responded to the email.

The employer satisfaction survey is administered to principals who have hired educators certified by Louisiana State University in the last three years. The purpose is to improve educator preparation programs. This survey was developed with input from instructors, program coordinators, and the Director of the School of Education.

We appreciate your time in responding thoughtfully to each item in the survey and providing feedback about the LSU teacher preparation programs. Responses will not be attributed to an individual educator, school, or district.

**Survey Content**

There were thirty-three items on this survey which were developed from InTASC performances Appendix A (Council of Chief State School Officers, 2011). Appendix B displays the questions and reports the results from the spring 2018 pilot of this instrument.

**Data quality**

Respondents were directed to select Strongly Agree, Agree, Disagree, or Strongly Disagree. *Strongly Disagree* was coded as a 1 through *Strongly Agree* as a 4. Data were collected from respondents who completed the entire instrument.

The items for the survey were based on INTASC standards. These items were sent to instructors who identified whether an item was Necessary; Useful, but not necessary; or Not Necessary. This was to use Lawshe’s method to determine content validity. Items were removed or combined based upon those results.

***Content Validity Ratio for the Employer Satisfaction Survey***

The Content Validity Ratio for the Employer Satisfaction Survey was calculated using Lawshe’s (1975) formula (Appendix C). LSU instructors and partners of the Teacher Education Council were provided with items based on the InTASC Standards and categories. The items were sent in three separate batches resulting in varying panel sizes (N).

**Figure 1**

Lawshe’s (1975) Content Validity Ratio



Panel sizes ranged from 12-24. They were asked to respond to 60 items and determine if the item was *Essential*; *Useful, but not essential*; or *Not necessary*. The minimum number of experts required to agree (*N* critical) was derived from Ayre and Scally (2014) – CVR critical one-tailed test (a = .05) based on binomial probabilities. Panelists also had an option to respond to an open-ended item*, e.g., Is there a question(s) about Instructional Practice that should be included? Comments about these items of the survey.* These responses were considered before the survey was piloted.

Factor analysis was conducted on the pilot data. Five factors emerged. The first clearly relating to Assessment. The second factor aligned with Learner and Learning. The third factor related to Instructional Practice. The fourth factor learners understanding. The fifth factor was engaging professional responsibilities (Appendix D). The stem to items was, “Thinking about those LSU prepared educators who were hired in the last three years, how well did LSU prepare them to …” Analysis conducted …” The highest mean indicated that LSU prepared educators “Demonstrate strong content knowledge” (3.46). The lowest mean was for “Use multiple types of assessment data to develop differentiated learning experiences” (2.86).

The instrument was sent to 109 principals in the greater Baton Rouge Area who, according to Louisiana Department of Education records, had hired persons who completed a degree from LSU. They received an introductory email requesting assistance. This email identified the educators (completers) whom they were to consider when determining their level of satisfaction with LSU’s preparation programs (Appendix E). A human resource employee for each school district was copied on the emails. The principals received an email invitation to complete the electronic survey and one follow up (Appendix F). The survey was available for ten days. There were 59 finished responses. This yielded a 54% response rate.

An exploratory factor analysis was conducted on the Employer Survey administered in spring 2019. Because this survey was constructed using Likert items, the exploratory factor analysis was based on polychoric correlations (Appendix G). The initial extraction method was principal axis; the minimum eigenvalue criteria was used to determine the number of factors to retain, and the rotated to an oblique solution (Appendix H).

A total of 6 factors were retained. These 6 factors accounted for approximately 96% of the variance in these data (Appendix I). The results were rotated to an oblique solution. The inter-factor correlations are in the small to modest range (Appendix J). These show that the factorial complexity of many items on the scale were greater than 1. Cronbach’s alpha was estimated for this scale and determined to be .97. These results indicate that the internal structure of the scale for this sample of respondents was complex, but that the consistency of items is high.

**Results**

A list was obtained from the Louisiana Department of Education of Louisiana State University certified teachers employed in Louisiana. The list identified educators who received their degree in 2015-16; 2016-17; 2017-18 and the public schools where they were employed. Principals in the greater Baton Rouge area who hired an LSU-prepared educator were identified and 109 were contacted (this was a systematic sample.) This convenience sample was selected were enrolled in educator preparation programs seeking accreditation from the Council for the Accreditation of Educator Preparation (CAEP). Those principals supervise 309 LSU prepared educators. They received a Qualtrics link in April 2019.

The 59 principals worked in eight districts and three charter schools in the greater Baton Rouge area. This yielded a 54% response rate. They were 39 elementary (66%), 12 middle school (20%), and 8 high school principals (14%) who completed the instrument (Table 1).

Table 1

Greater Baton Rouge Schools Represented

|  |  |  |
| --- | --- | --- |
| School Setting | *n* | percent |
| Elementary | 39 | 66 |
| Middle School | 12 | 20 |
| High School | 8 | 14 |

The results from this survey suggest that principals in the greater Baton Rouge area are satisfied with the preparation of teachers hired for the school. This begins first with the response rate. The highest means were for – Use appropriate technology in the classroom teaching environment (m = 3.47) Demonstrate strong content knowledge (m = 3.46). Content knowledge had the highest mean in 2018.

16). There were two other items with means less then 3.0. Those were - Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs (*m* = 2.97) and Differentiate instructions for learners to achieve learning goals (*m* = 2.92). All three of these items are within the Instructional Practice category for InTASC.

Principals identified how they perceived the length of the survey. There were 13 said it was too long (22%) and 44 thought it was just right (75%). Two did not respond (3%) to this item.

There were six comments (Appendix K). The one item mentioned more than once was about classroom management. There were nine statements in the recommending a question column (Appendix L). Three comments suggested that the survey covered the necessary items. No questions were recommended, but the idea of higher order thinking did emerge. Q46 has higher order thinking as part of the stem. One idea that will be considered is adding a comment section. This would likely be done considering InTASC categories.

REFERENCES

Ayre, C., & Scally, A. J. (2014). Critical values for Lawshe’s content validity ratio: Revisiting the original methods of calculation. *Measurement and Evaluation in Counseling and Development*, *47*(1), 79-86.

Council of Chief State School Officers. (2011). *Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards: A resource for state dialogue*. Washington, DC: Author.

Appendix A

Employer Satisfaction Survey Pilot Results (2019)

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Question | Mean | InTASC |
| Q13 | Design instruction to meet learners’ needs | 3.32 | 1 |
| Q17 | Plan instruction that enables self-directed learning | 3.15 | 1 |
| Q18 | Create opportunities for students to demonstrate learning in varied ways | 3.21 | 2 |
| Q19 | Makes provisions for individual students with particular learning differences or needs | 3 | 2 |
| Q20 | Access resources and services to meet particular learning differences or needs | 3.1 | 2 |
| Q21 | Develop learning experiences that engage students in self-directed learning | 3.05 | 3 |
| Q22 | Develop learning experiences that engage students in collaborative learning | 3.28 | 3 |
| Q23 | Manage the learning environment to actively engage learners | 3.22 | 3 |
| Q24 | Manage the learning environment to equitably engage learners. | 3.08 | 3 |
| Q25 | Demonstrate respect to the cultural backgrounds of learners | 3.34 | 3 |
| Q26 | Encourage learners to understand, question and analyze ideas from diverse perspectives | 3.08 | 4 |
| Q27 | Link new concepts to familiar ones and make connections to learners’ experiences.  | 3.32 | 4 |
| Q28 | Demonstrate strong content knowledge | 3.46 | 5 |
| Q29 | Develop learner literacy across content areas | 3.15 | 5 |
| Q30 | Use multiple methods of assessment to support learning | 3.1 | 6 |
| Q31 | Make assessment criteria clear to students | 3.1 | 6 |
| Q32 | Examine assessment data to guide planning | 3.03 | 6 |
| Q33 | Engage learners in multiple ways of demonstrating knowledge and skill | 3.05 | 6 |
| Q34 | Use multiple types of assessment data to develop differentiated learning experiences | 2.86 | 6 |
| Q35 | Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs. | 2.97 | 6 |
| Q36 | Create relevant learning experiences that are aligned to content standards | 3.29 | 7 |
| Q38 | Differentiate instructions for learners to achieve learning goals | 2.92 | 7 |
| Q39 | Develop appropriate sequencing of learning experiences | 3.32 | 7 |
| Q40 | Provide multiples ways for learners to demonstrate knowledge and skill | 3.1 | 7 |
| Q44 | Use appropriate technology in the classroom teaching environment | 3.47 | 7 |
| Q42 | Plan for instruction based on prior learner knowledge | 3.25 | 7 |
| Q44N | Adapt instruction to the needs of learners | 3.03 | 8 |
| Q45 | Adjust instruction in response to student learning needs | 3.05 | 8 |
| Q46 | Engage learners in developing higher order questioning skills | 3.03 | 8 |
| Q47 | Use a variety of instructional strategies to expand communication through speaking, listening, reading, writing, and other medium | 3.17 | 8 |
| Q48 | Pursue professional learning opportunities | 3.34 | 9 |
| Q49 | Share responsibility for decision making and accountability for each student’s learning | 3.19 | 10 |
| Q50 | Collaborate with learners and their families to establish mutual expectations to support learner development and achievement | 3.19 | 10 |

Appendix B

Employer Satisfaction Survey Pilot Items (2018)

|  |  |  |  |
| --- | --- | --- | --- |
| Item | Question | Mean | InTASC |
| Q13 | Design instruction to meet learners’ needs | 3.44 | 1 |
| Q17 | Plan instruction that enables self-directed learning | 3.13 | 1 |
| Q18 | Create opportunities for students to demonstrate learning in varied ways | 3.25 | 2 |
| Q19 | Makes provisions for individual students with particular learning differences or needs | 3.06 | 2 |
| Q20 | Access resources and services to meet particular learning differences or needs | 3.19 | 2 |
| Q21 | Develop learning experiences that engage students in self-directed learning | 3.19 | 3 |
| Q22 | Develop learning experiences that engage students in collaborative learning | 3.38 | 3 |
| Q23 | Manage the learning environment to actively engage learners | 3.38 | 3 |
| Q24 | Manage the learning environment to equitably engage learners. | 3.31 | 3 |
| Q25 | Demonstrate respect to the cultural backgrounds of learners | 3.13 | 3 |
| Q26 | Encourage learners to understand, question and analyze ideas from diverse perspectives | 3.13 | 4 |
| Q27 | Link new concepts to familiar ones and make connections to learners’ experiences.  | 3.25 | 4 |
| Q28 | Demonstrate strong content knowledge | 3.56 | 5 |
| Q29 | Develop learner literacy across content areas | 3.31 | 5 |
| Q30 | Use multiple methods of assessment to support learning | 3.25 | 6 |
| Q31 | Make assessment criteria clear to students | 3.19 | 6 |
| Q32 | Examine assessment data to guide planning | 3.0 | 6 |
| Q33 | Engage learners in multiple ways of demonstrating knowledge and skill | 3.31 | 6 |
| Q34 | Use multiple types of assessment data to develop differentiated learning experiences | 3.06 | 6 |
| Q35 | Make appropriate accommodations in assessments, especially for learners with disabilities and language learning needs. | 3.0 | 6 |
| Q36 | Create relevant learning experiences that are aligned to content standards | 3.25 | 7 |
| Q38 | Differentiate instructions for learners to achieve learning goals | 3 | 7 |
| Q39 | Develop appropriate sequencing of learning experiences | 3.25 | 7 |
| Q40 | Provide multiples ways for learners to demonstrate knowledge and skill | 3.25 | 7 |
| Q44 | Use appropriate technology in the classroom teaching environment | 3.38 | 7 |
| Q42 | Plan for instruction based on prior learner knowledge | 3.31 | 7 |
| Q44N | Adapt instruction to the needs of learners | 3.31 | 8 |
| Q45 | Adjust instruction in response to student learning needs | 3.25 | 8 |
| Q46 | Engage learners in developing higher order questioning skills | 3.13 | 8 |
| Q47 | Use a variety of instructional strategies to expand communication through speaking, listening, reading, writing, and other medium | 3.31 | 8 |
| Q48 | Pursue professional learning opportunities | 3.5 | 9 |
| Q49 | Share responsibility for decision making and accountability for each student’s learning | 3.5 | 10 |
| Q50 | Collaborate with learners and their families to establish mutual expectations to support learner development and achievement | 3.19 | 10 |

**Appendix C**

**Employer Satisfaction Survey Pilot CVR Decision** (2018 administration)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Item | *N*(panel size) | n essential | CVR critical exact values | *N* critical\* | Decision |
| Q1 | 16 | 14 | .75 | 12 | keep |
| Q2 | 16 | 14 | .75 | 12 | keep |
| Q3 | 16 | 11 | .375 | 12 | strike |
| Q4 | 16 | 14 | .75 | 12 | keep |
| Q5 | 16 | 14 | .75 | 12 | keep |
| Q6 | 16 | 15 | .875 | 12 | keep |
| Q7 | 16 | 15 | .875 | 12 | keep |
| Q8 | 16 | 13 | .625 | 12 | keep |
| Q9 | 16 | 12 | .5 | 12 | keep |
| Q10 | 16 | 7 | -0.125 | 12 | strike |
| Q11 | 16 | 14 | .75 | 12 | keep |
| Q12 | 16 | 10 | .25 | 12 | strike |
| Q13 | 12 | 10 | .667 | 10 | keep |
| Q14 | 12 | 11 | .833 | 10 | keep |
| Q15 | 12 | 6 | 0 | 10 | strike |
| Q16 | 12 | 7 | .167 | 10 | strike |
| Q17 | 12 | 9 | .5 | 10 | strike |
| Q18 | 12 | 8 | .333 | 10 | strike |
| Q19 | 12 | 7 | .167 | 10 | strike |
| Q20 | 12 | 12 | 1 | 10 | keep |
| Q21 | 12 | 6 | 0 | 10 | strike |
| Q22 | 12 | 9 | .5 | 10 | strike |
| Q23 | 12 | 6 | 0 | 10 | strike |
| Q24 | 12 | 8 | .333 | 10 | strike |
| Q25 | 12 | 8 | .333 | 10 | strike |
| Q26 | 12 | 10 | .667 | 10 | keep |
| Q27 | 24 | 23 | .917 | 17 | keep |
| Q28 | 24 | 22 | .833 | 17 | keep |
| Q29 | 24 | 19 | .583 | 17 | keep |
| Q30 | 24 | 23 | .917 | 17 | keep |
| Q31 | 24 | 21 | .75 | 17 | keep |
| Q32 | 24 | 22 | .833 | 17 | keep |
| Q33 | 24 | 21 | .75 | 17 | keep |
| Q34 | 24 | 18 | .5 | 17 | keep |
| Q35 | 24 | 17 | .417 | 17 | keep |
| Q36 | 24 | 20 | .667 | 17 | keep |
| Q37 | 24 | 23 | .917 | 17 | keep |
| Q38 | 24 | 13 | .083 | 17 | strike |
| Q39 | 24 | 11 | -0.083 | 17 | strike |
| Q40 | 24 | 17 | .417 | 17 | keep |
| Q41 | 24 | 20 | .667 | 17 | keep |
| Q42 | 24 | 11 | -0.083 | 17 | strike |
| Q43 | 24 | 16 | .333 | 17 | strike |
| Q44 | 24 | 15 | .250 | 17 | strike |
| Q45 | 24 | 19 | .583 | 17 | keep |
| Q46 | 24 | 16 | .333 | 17 | strike |
| Q47 | 24 | 19 | .583 | 17 | keep |
| Q48 | 24 | 16 | .333 | 17 | strike |
| Q49 | 16 | 13 | .625 | 12 | keep |
| Q50 | 16 | 12 | .5 | 12 | keep |
| Q51 | 16 | 11 | .375 | 12 | strike |
| Q52 | 16 | 15 | .875 | 12 | keep |
| Q53 | 16 | 9 | .125 | 12 | strike |
| Q54 | 16 | 11 | .375 | 12 | strike |
| Q55 | 16 | 12 | .5 | 12 | keep |
| Q56 | 16 | 6 | -0.25 | 12 | strike |
| Q57 | 16 | 8 | 0 | 12 | strike |
| Q58 | 16 | 9 | 0.125 | 12 | strike |
| Q59 | 16 | 6 | -0.25 | 12 | strike |
| Q60 | 16 | 9 | 0.125 | 12 | strike |

Appendix D

Five Factor Analysis (2018 administration)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| (2018) | 1 | 2 | 3 | 4 | 5 |
| Q30N | .822 | .256 | .222 | .206 | .055 |
| Q38N | .798 | .292 | .101 | .301 | .200 |
| Q34N | .797 | .390 | .282 | .163 | -.164 |
| Q40N | .782 | .247 | .460 | .180 | .259 |
| Q44N | .774 | -.012 | .409 | -.083 | .331 |
| Q35N | .765 | .384 | .022 | .288 | .269 |
| Q31N | .717 | .315 | ,392 | .115 | .298 |
| Q32N | .676 | .289 | .451 | .028 | .203 |
| Q33N | .668 | .447 | .187 | .255 | .266 |
| Q13N | .246 | .827 | -.119 | .219 | .023 |
| Q18N | .235 | .771 | .455 | .171 | .267 |
| Q21N | .199 | .758 | .337 | .073 | .431 |
| Q44\_N | .533 | .740 | .157 | .148 | .215 |
| Q17N | .421 | .663 | .350 | .066 | .327 |
| Q19N | .407 | .613 | .511 | .178 | -.011 |
| Q45N | .449 | .583 | .110 | .216 | .169 |
| Q24N | .208 | .545 | .433 | .331 | .438 |
| Q42N | .278 | -.063 | .781 | .056 | .309 |
| Q46\_N | .523 | .324 | .717 | .278 | -.047 |
| Q39N | .402 | .279 | .709 | .221 | .273 |
| Q47N | .273 | .483 | .650 | .296 | .273 |
| Q36N | .274 | .401 | .604 | .198 | .337 |
| Q28N | .173 | .101 | .590 | .588 | -.046 |
| Q29N | .191 | .274 | .578 | .400 | .448 |
| Q25N | .089 | .211 | .243 | .913 | .127 |
| Q26N | .287 | .118 | .195 | .826 | .285 |
| Q27N | .130 | .130 | .357 | .792 | .394 |
| Q50N | .401 | .296 | -.232 | .733 | .282 |
| Q22N | -.015 | .228 | .147 | .448 | .780 |
| Q23N | .216 | .376 | .270 | .174 | .739 |
| Q49N | .550 | .161 | .220 | .284 | .704 |
| Q48N | .550 | .161 | .220 | .284 | .704 |

Appendix E

Sample Introductory E-mail

Good afternoon Ms. Brown,

The School of Education could use your assistance. I will be sending out a short employer satisfaction survey.

We want to know how well LSU prepared First name Last name and First name Last name. The survey will take approximately 15 minutes. You can look for a link to a Qualtrics survey in the next few days. **All responses will remain anonymous**.

Please send me an email, if you would prefer to **not** participate.

Sincerely,

Richard A. Baker Jr., PhD

Associate Director, LSU School of Education

Office of Professional Experiences

223 Peabody Hall | Baton Rouge, LA 70803

225.578.8833 (phone) | 225.578.9135 (fax)

Email: richardbaker@lsu.edu | Website: [www.lsu](http://www.lsu).edu/education



Appendix F

Sample E-mail

Good morning principals,

Thank you for your positive response to complete this survey. It will be available through April 12.

Please follow this link – <http://lsu.qualtrics.com/jfe/form/SV_87l5MNR1Wp55hHf>

Please let me know if you have any questions, comments, or concerns.

Let us know what we can do to strengthen our partnership.

Sincerely,

Sincerely,

Richard A. Baker Jr., PhD

Associate Director, LSU School of Education

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Appendix G

Polychoric Correlations

 Wald Test LR Test

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Variable** | **With Variable** | **N** | **Correlation** | **StandardError** | **Chi-Square** | **Pr > ChiSq** | **Chi-Square** | **Pr > ChiSq** |
| **nq13** | **nq17** | 59 | 0.84872 | 0.08534 | 98.9173 | <.0001 | 26.6847 | <.0001 |
| **nq13** | **nq18** | 58 | 0.85044 | 0.08300 | 104.9759 | <.0001 | 27.3862 | <.0001 |
| **nq13** | **nq19** | 59 | 0.99677 | 0 | . | . | 33.1692 | <.0001 |
| **nq13** | **nq20** | 59 | 0.70971 | 0.11556 | 37.7155 | <.0001 | 17.2753 | <.0001 |
| **nq13** | **nq21** | 59 | 0.99642 | 0 | . | . | 29.1010 | <.0001 |
| **nq13** | **nq22** | 58 | 0.72453 | 0.11061 | 42.9073 | <.0001 | 21.6060 | <.0001 |
| **nq13** | **nq23** | 59 | 0.61287 | 0.13784 | 19.7684 | <.0001 | 13.1244 | 0.0003 |
| **nq13** | **nq24** | 59 | 0.70696 | 0.11256 | 39.4473 | <.0001 | 19.7100 | <.0001 |
| **nq13** | **nq25** | 59 | 0.58136 | 0.13608 | 18.2526 | <.0001 | 11.9600 | 0.0005 |
| **nq13** | **nq26** | 59 | 0.72881 | 0.11393 | 40.9189 | <.0001 | 20.1777 | <.0001 |
| **nq13** | **nq27** | 59 | 0.85513 | 0.07711 | 122.9851 | <.0001 | 28.7763 | <.0001 |
| **nq13** | **nq28** | 59 | 0.68469 | 0.12111 | 31.9605 | <.0001 | 15.5408 | <.0001 |
| **nq13** | **nq29** | 59 | 0.86930 | 0.07705 | 127.2976 | <.0001 | 29.6485 | <.0001 |
| **nq13** | **nq30** | 59 | 0.50616 | 0.14781 | 11.7260 | 0.0006 | 9.1146 | 0.0025 |
| **nq13** | **nq31** | 59 | 0.64575 | 0.12487 | 26.7449 | <.0001 | 15.2670 | <.0001 |
| **nq13** | **nq32** | 59 | 0.66501 | 0.12079 | 30.3099 | <.0001 | 16.0455 | <.0001 |
| **nq13** | **nq33** | 59 | 0.68571 | 0.12613 | 29.5562 | <.0001 | 16.2995 | <.0001 |
| **nq13** | **nq34** | 59 | 0.67566 | 0.11590 | 33.9858 | <.0001 | 17.1494 | <.0001 |
| **nq13** | **nq35** | 59 | 0.70943 | 0.10655 | 44.3348 | <.0001 | 20.5860 | <.0001 |
| **nq13** | **nq36** | 59 | 0.77562 | 0.10640 | 53.1405 | <.0001 | 19.7348 | <.0001 |
| **nq13** | **nq38** | 59 | 0.79740 | 0.09622 | 68.6732 | <.0001 | 24.0267 | <.0001 |
| **nq13** | **nq39** | 59 | 0.94739 | 0.03910 | 587.1267 | <.0001 | 45.1854 | <.0001 |
| **nq13** | **nq40** | 59 | 0.57841 | 0.14219 | 16.5477 | <.0001 | 10.9515 | 0.0009 |
| **nq13** | **nq42** | 59 | 0.91266 | 0.05845 | 243.8461 | <.0001 | 32.3754 | <.0001 |
| **nq13** | **nq44** | 59 | 0.71806 | 0.11663 | 37.9064 | <.0001 | 17.0161 | <.0001 |
| **nq13** | **nq45** | 59 | 0.82524 | 0.08934 | 85.3261 | <.0001 | 25.6339 | <.0001 |
| **nq13** | **nq46** | 59 | 0.65961 | 0.12606 | 27.3779 | <.0001 | 15.1997 | <.0001 |
| **nq13** | **nq47** | 58 | 0.84880 | 0.08601 | 97.3826 | <.0001 | 26.1429 | <.0001 |
| **nq13** | **nq48** | 58 | 0.66133 | 0.12654 | 27.3139 | <.0001 | 14.3694 | 0.0002 |
| **nq13** | **nq49** | 58 | 0.65884 | 0.12997 | 25.6980 | <.0001 | 15.9668 | <.0001 |
| **nq13** | **nq50** | 58 | 0.67404 | 0.12180 | 30.6241 | <.0001 | 17.1327 | <.0001 |
| **nq17** | **nq18** | 58 | 0.68575 | 0.11586 | 35.0314 | <.0001 | 19.6834 | <.0001 |
| **nq17** | **nq19** | 59 | 0.83987 | 0.07975 | 110.9158 | <.0001 | 30.0986 | <.0001 |
| **nq17** | **nq20** | 59 | 0.75322 | 0.09966 | 57.1171 | <.0001 | 22.8090 | <.0001 |
| **nq17** | **nq21** | 59 | 0.96493 | 0.03127 | 952.2508 | <.0001 | 47.1328 | <.0001 |
| **nq17** | **nq22** | 58 | 0.50614 | 0.14247 | 12.6206 | 0.0004 | 9.1488 | 0.0025 |
| **nq17** | **nq23** | 59 | 0.47747 | 0.15358 | 9.6656 | 0.0019 | 7.5992 | 0.0058 |
| **nq17** | **nq24** | 59 | 0.51796 | 0.13817 | 14.0524 | 0.0002 | 10.0596 | 0.0015 |
| **nq17** | **nq25** | 59 | 0.53188 | 0.13815 | 14.8224 | 0.0001 | 9.9601 | 0.0016 |
| **nq17** | **nq26** | 59 | 0.67658 | 0.11639 | 33.7902 | <.0001 | 19.5156 | <.0001 |
| **nq17** | **nq27** | 59 | 0.67189 | 0.12039 | 31.1455 | <.0001 | 16.9989 | <.0001 |
| **nq17** | **nq28** | 59 | 0.49908 | 0.14580 | 11.7165 | 0.0006 | 7.9567 | 0.0048 |
| **nq17** | **nq29** | 59 | 0.75564 | 0.10048 | 56.5547 | <.0001 | 22.4591 | <.0001 |
| **nq17** | **nq30** | 59 | 0.69567 | 0.10985 | 40.1070 | <.0001 | 20.9535 | <.0001 |
| **nq17** | **nq31** | 59 | 0.51631 | 0.13944 | 13.7108 | 0.0002 | 10.3206 | 0.0013 |
| **nq17** | **nq32** | 59 | 0.52570 | 0.13587 | 14.9695 | 0.0001 | 10.8520 | 0.0010 |
| **nq17** | **nq33** | 59 | 0.58117 | 0.13558 | 18.3750 | <.0001 | 13.8877 | 0.0002 |
| **nq17** | **nq34** | 59 | 0.69563 | 0.10676 | 42.4589 | <.0001 | 20.0622 | <.0001 |
| **nq17** | **nq35** | 59 | 0.67568 | 0.10823 | 38.9720 | <.0001 | 19.7330 | <.0001 |
| **nq17** | **nq36** | 59 | 0.74154 | 0.11348 | 42.7032 | <.0001 | 18.1960 | <.0001 |
| **nq17** | **nq38** | 59 | 0.75359 | 0.09865 | 58.3549 | <.0001 | 24.4767 | <.0001 |
| **nq17** | **nq39** | 59 | 0.79706 | 0.09503 | 70.3570 | <.0001 | 23.8988 | <.0001 |
| **nq17** | **nq40** | 59 | 0.43615 | 0.15491 | 7.9271 | 0.0049 | 6.7518 | 0.0094 |
| **nq17** | **nq42** | 59 | 0.78508 | 0.10380 | 57.2094 | <.0001 | 20.8306 | <.0001 |
| **nq17** | **nq44** | 59 | 0.65780 | 0.12423 | 28.0384 | <.0001 | 15.5104 | <.0001 |
| **nq17** | **nq45** | 59 | 0.48616 | 0.14260 | 11.6231 | 0.0007 | 8.6613 | 0.0033 |
| **nq17** | **nq46** | 59 | 0.75944 | 0.09980 | 57.9111 | <.0001 | 22.7377 | <.0001 |
| **nq17** | **nq47** | 58 | 0.62199 | 0.13115 | 22.4923 | <.0001 | 14.7931 | 0.0001 |
| **nq17** | **nq48** | 58 | 0.62159 | 0.12630 | 24.2226 | <.0001 | 14.3475 | 0.0002 |
| **nq17** | **nq49** | 58 | 0.65859 | 0.12253 | 28.8897 | <.0001 | 17.1482 | <.0001 |
| **nq17** | **nq50** | 58 | 0.58603 | 0.12977 | 20.3925 | <.0001 | 13.9152 | 0.0002 |
| **nq18** | **nq19** | 58 | 0.82934 | 0.08535 | 94.4249 | <.0001 | 27.3982 | <.0001 |
| **nq18** | **nq20** | 58 | 0.84670 | 0.07605 | 123.9655 | <.0001 | 31.6308 | <.0001 |
| **nq18** | **nq21** | 58 | 0.81494 | 0.09295 | 76.8608 | <.0001 | 23.3050 | <.0001 |
| **nq18** | **nq22** | 57 | 0.64539 | 0.12124 | 28.3382 | <.0001 | 16.3523 | <.0001 |
| **nq18** | **nq23** | 58 | 0.47872 | 0.15553 | 9.4745 | 0.0021 | 6.7932 | 0.0092 |
| **nq18** | **nq24** | 58 | 0.66309 | 0.11696 | 32.1445 | <.0001 | 16.3566 | <.0001 |
| **nq18** | **nq25** | 58 | 0.32632 | 0.16265 | 4.0250 | 0.0448 | 3.4277 | 0.0641 |
| **nq18** | **nq26** | 58 | 0.73967 | 0.10542 | 49.2318 | <.0001 | 20.3636 | <.0001 |
| **nq18** | **nq27** | 58 | 0.84708 | 0.07870 | 115.8493 | <.0001 | 28.3742 | <.0001 |
| **nq18** | **nq28** | 58 | 0.73795 | 0.10455 | 49.8200 | <.0001 | 20.3587 | <.0001 |
| **nq18** | **nq29** | 58 | 0.66359 | 0.11957 | 30.8001 | <.0001 | 15.8296 | <.0001 |
| **nq18** | **nq30** | 58 | 0.69210 | 0.11180 | 38.3236 | <.0001 | 20.0590 | <.0001 |
| **nq18** | **nq31** | 58 | 0.63586 | 0.12147 | 27.4032 | <.0001 | 15.8803 | <.0001 |
| **nq18** | **nq32** | 58 | 0.65523 | 0.11628 | 31.7535 | <.0001 | 17.2610 | <.0001 |
| **nq18** | **nq33** | 58 | 0.63082 | 0.12856 | 24.0764 | <.0001 | 14.5319 | 0.0001 |
| **nq18** | **nq34** | 58 | 0.69289 | 0.10697 | 41.9594 | <.0001 | 20.2538 | <.0001 |
| **nq18** | **nq35** | 58 | 0.63897 | 0.11477 | 30.9930 | <.0001 | 17.4722 | <.0001 |
| **nq18** | **nq36** | 58 | 0.74487 | 0.11242 | 43.9042 | <.0001 | 18.4033 | <.0001 |
| **nq18** | **nq38** | 58 | 0.71548 | 0.10654 | 45.0982 | <.0001 | 20.7613 | <.0001 |
| **nq18** | **nq39** | 58 | 0.50494 | 0.14858 | 11.5499 | 0.0007 | 9.3228 | 0.0023 |
| **nq18** | **nq40** | 58 | 0.57534 | 0.13647 | 17.7728 | <.0001 | 11.6804 | 0.0006 |
| **nq18** | **nq42** | 58 | 0.79726 | 0.09972 | 63.9254 | <.0001 | 21.7040 | <.0001 |
| **nq18** | **nq44** | 58 | 0.41800 | 0.15923 | 6.8914 | 0.0087 | 5.4138 | 0.0200 |
| **nq18** | **nq45** | 58 | 0.68777 | 0.11189 | 37.7859 | <.0001 | 18.0273 | <.0001 |
| **nq18** | **nq46** | 58 | 0.53529 | 0.13958 | 14.7077 | 0.0001 | 10.1066 | 0.0015 |
| **nq18** | **nq47** | 57 | 0.74727 | 0.10819 | 47.7076 | <.0001 | 19.6534 | <.0001 |
| **nq18** | **nq48** | 57 | 0.57899 | 0.13508 | 18.3712 | <.0001 | 11.7023 | 0.0006 |
| **nq18** | **nq49** | 57 | 0.86624 | 0.07178 | 145.6385 | <.0001 | 32.1114 | <.0001 |
| **nq18** | **nq50** | 57 | 0.65311 | 0.11971 | 29.7629 | <.0001 | 16.9017 | <.0001 |
| **nq19** | **nq20** | 59 | 0.82005 | 0.07947 | 106.4912 | <.0001 | 37.0475 | <.0001 |
| **nq19** | **nq21** | 59 | 0.77960 | 0.09883 | 62.2256 | <.0001 | 23.1961 | <.0001 |
| **nq19** | **nq22** | 58 | 0.69743 | 0.10800 | 41.7024 | <.0001 | 19.2549 | <.0001 |
| **nq19** | **nq23** | 59 | 0.76373 | 0.10215 | 55.8993 | <.0001 | 21.7230 | <.0001 |
| **nq19** | **nq24** | 59 | 0.65957 | 0.11298 | 34.0839 | <.0001 | 17.0933 | <.0001 |
| **nq19** | **nq25** | 59 | 0.56858 | 0.12973 | 19.2102 | <.0001 | 11.7714 | 0.0006 |
| **nq19** | **nq26** | 59 | 0.80702 | 0.08657 | 86.9108 | <.0001 | 27.7358 | <.0001 |
| **nq19** | **nq27** | 59 | 0.75552 | 0.10328 | 53.5079 | <.0001 | 20.8489 | <.0001 |
| **nq19** | **nq28** | 59 | 0.45904 | 0.14775 | 9.6523 | 0.0019 | 7.0175 | 0.0081 |
| **nq19** | **nq29** | 59 | 0.79445 | 0.08910 | 79.5038 | <.0001 | 26.4521 | <.0001 |
| **nq19** | **nq30** | 59 | 0.66613 | 0.11293 | 34.7943 | <.0001 | 18.7535 | <.0001 |
| **nq19** | **nq31** | 59 | 0.70041 | 0.10741 | 42.5256 | <.0001 | 19.6034 | <.0001 |
| **nq19** | **nq32** | 59 | 0.71126 | 0.10309 | 47.6066 | <.0001 | 21.0839 | <.0001 |
| **nq19** | **nq33** | 59 | 0.84232 | 0.07816 | 116.1382 | <.0001 | 30.8729 | <.0001 |
| **nq19** | **nq34** | 59 | 0.84847 | 0.07024 | 145.9284 | <.0001 | 34.7598 | <.0001 |
| **nq19** | **nq35** | 59 | 0.77968 | 0.08483 | 84.4761 | <.0001 | 28.3572 | <.0001 |
| **nq19** | **nq36** | 59 | 0.74701 | 0.11097 | 45.3122 | <.0001 | 18.9665 | <.0001 |
| **nq19** | **nq38** | 59 | 0.91578 | 0.04921 | 346.2510 | <.0001 | 45.6510 | <.0001 |
| **nq19** | **nq39** | 59 | 0.75552 | 0.10328 | 53.5079 | <.0001 | 20.8489 | <.0001 |
| **nq19** | **nq40** | 59 | 0.77799 | 0.09545 | 66.4319 | <.0001 | 24.3597 | <.0001 |
| **nq19** | **nq42** | 59 | 0.76873 | 0.10841 | 50.2850 | <.0001 | 20.0922 | <.0001 |
| **nq19** | **nq44** | 59 | 0.51623 | 0.14308 | 13.0173 | 0.0003 | 8.7433 | 0.0031 |
| **nq19** | **nq45** | 59 | 0.72908 | 0.10040 | 52.7367 | <.0001 | 22.2194 | <.0001 |
| **nq19** | **nq46** | 59 | 0.67611 | 0.11243 | 36.1612 | <.0001 | 19.7525 | <.0001 |
| **nq19** | **nq47** | 58 | 0.87113 | 0.07203 | 146.2480 | <.0001 | 32.4335 | <.0001 |
| **nq19** | **nq48** | 58 | 0.61551 | 0.12548 | 24.0605 | <.0001 | 13.8113 | 0.0002 |
| **nq19** | **nq49** | 58 | 0.73274 | 0.10681 | 47.0659 | <.0001 | 20.0179 | <.0001 |
| **nq19** | **nq50** | 58 | 0.77276 | 0.09314 | 68.8310 | <.0001 | 24.4996 | <.0001 |
| **nq20** | **nq21** | 59 | 0.74690 | 0.10561 | 50.0193 | <.0001 | 20.4559 | <.0001 |
| **nq20** | **nq22** | 58 | 0.61860 | 0.12043 | 26.3863 | <.0001 | 15.1027 | 0.0001 |
| **nq20** | **nq23** | 59 | 0.46686 | 0.14929 | 9.7797 | 0.0018 | 7.6078 | 0.0058 |
| **nq20** | **nq24** | 59 | 0.65412 | 0.11245 | 33.8390 | <.0001 | 17.1793 | <.0001 |
| **nq20** | **nq25** | 59 | 0.53165 | 0.13322 | 15.9262 | <.0001 | 10.5650 | 0.0012 |
| **nq20** | **nq26** | 59 | 0.60293 | 0.12532 | 23.1482 | <.0001 | 14.3907 | 0.0001 |
| **nq20** | **nq27** | 59 | 0.58958 | 0.12966 | 20.6772 | <.0001 | 13.3547 | 0.0003 |
| **nq20** | **nq28** | 59 | 0.45101 | 0.14677 | 9.4432 | 0.0021 | 6.9393 | 0.0084 |
| **nq20** | **nq29** | 59 | 0.76349 | 0.09458 | 65.1609 | <.0001 | 24.6030 | <.0001 |
| **nq20** | **nq30** | 59 | 0.84151 | 0.07324 | 131.9968 | <.0001 | 33.8344 | <.0001 |
| **nq20** | **nq31** | 59 | 0.61021 | 0.12097 | 25.4453 | <.0001 | 15.3115 | <.0001 |
| **nq20** | **nq32** | 59 | 0.69376 | 0.10395 | 44.5398 | <.0001 | 21.7479 | <.0001 |
| **nq20** | **nq33** | 59 | 0.80827 | 0.08731 | 85.7078 | <.0001 | 27.3181 | <.0001 |
| **nq20** | **nq34** | 59 | 0.73304 | 0.09409 | 60.6978 | <.0001 | 25.2605 | <.0001 |
| **nq20** | **nq35** | 59 | 0.63726 | 0.10968 | 33.7602 | <.0001 | 18.5910 | <.0001 |
| **nq20** | **nq36** | 59 | 0.72778 | 0.11238 | 41.9411 | <.0001 | 18.5229 | <.0001 |
| **nq20** | **nq38** | 59 | 0.93597 | 0.04316 | 470.2710 | <.0001 | 47.5561 | <.0001 |
| **nq20** | **nq39** | 59 | 0.65350 | 0.12115 | 29.0948 | <.0001 | 15.2426 | <.0001 |
| **nq20** | **nq40** | 59 | 0.77486 | 0.09477 | 66.8555 | <.0001 | 24.5681 | <.0001 |
| **nq20** | **nq42** | 59 | 0.76567 | 0.10594 | 52.2340 | <.0001 | 20.7081 | <.0001 |
| **nq20** | **nq44** | 59 | 0.42195 | 0.15320 | 7.5857 | 0.0059 | 5.9791 | 0.0145 |
| **nq20** | **nq45** | 59 | 0.78622 | 0.08654 | 82.5314 | <.0001 | 27.9725 | <.0001 |
| **nq20** | **nq46** | 59 | 0.74487 | 0.09832 | 57.3898 | <.0001 | 23.0056 | <.0001 |
| **nq20** | **nq47** | 58 | 0.88227 | 0.06511 | 183.6056 | <.0001 | 35.6424 | <.0001 |
| **nq20** | **nq48** | 58 | 0.24876 | 0.16629 | 2.2379 | 0.1347 | 2.0918 | 0.1481 |
| **nq20** | **nq49** | 58 | 0.80788 | 0.08710 | 86.0240 | <.0001 | 27.1931 | <.0001 |
| **nq20** | **nq50** | 58 | 0.53428 | 0.13369 | 15.9699 | <.0001 | 10.9313 | 0.0009 |
| **nq21** | **nq22** | 58 | 0.81820 | 0.09111 | 80.6406 | <.0001 | 23.8546 | <.0001 |
| **nq21** | **nq23** | 59 | 0.55170 | 0.14855 | 13.7927 | 0.0002 | 9.9644 | 0.0016 |
| **nq21** | **nq24** | 59 | 0.69584 | 0.11395 | 37.2933 | <.0001 | 20.9158 | <.0001 |
| **nq21** | **nq25** | 59 | 0.62506 | 0.12966 | 23.2401 | <.0001 | 12.8014 | 0.0003 |
| **nq21** | **nq26** | 59 | 0.70168 | 0.11634 | 36.3740 | <.0001 | 20.6684 | <.0001 |
| **nq21** | **nq27** | 59 | 0.62136 | 0.13634 | 20.7704 | <.0001 | 12.3057 | 0.0005 |
| **nq21** | **nq28** | 59 | 0.63639 | 0.13169 | 23.3520 | <.0001 | 12.3690 | 0.0004 |
| **nq21** | **nq29** | 59 | 0.84221 | 0.08186 | 105.8632 | <.0001 | 27.4336 | <.0001 |
| **nq21** | **nq30** | 59 | 0.75092 | 0.10456 | 51.5765 | <.0001 | 20.4747 | <.0001 |
| **nq21** | **nq31** | 59 | 0.68184 | 0.11775 | 33.5335 | <.0001 | 18.6621 | <.0001 |
| **nq21** | **nq32** | 59 | 0.66061 | 0.11976 | 30.4278 | <.0001 | 17.5642 | <.0001 |
| **nq21** | **nq33** | 59 | 0.71293 | 0.11599 | 37.7780 | <.0001 | 22.3728 | <.0001 |
| **nq21** | **nq34** | 59 | 0.80940 | 0.08860 | 83.4521 | <.0001 | 26.6116 | <.0001 |
| **nq21** | **nq35** | 59 | 0.86960 | 0.06791 | 163.9657 | <.0001 | 35.4310 | <.0001 |
| **nq21** | **nq36** | 59 | 0.65702 | 0.13647 | 23.1769 | <.0001 | 14.1169 | 0.0002 |
| **nq21** | **nq38** | 59 | 0.94683 | 0.04277 | 490.0466 | <.0001 | 42.7773 | <.0001 |
| **nq21** | **nq39** | 59 | 0.74872 | 0.11395 | 43.1759 | <.0001 | 17.9666 | <.0001 |
| **nq21** | **nq40** | 59 | 0.66190 | 0.12621 | 27.5022 | <.0001 | 17.2402 | <.0001 |
| **nq21** | **nq42** | 59 | 0.85319 | 0.09052 | 88.8486 | <.0001 | 23.1676 | <.0001 |
| **nq21** | **nq44** | 59 | 0.58601 | 0.14230 | 16.9592 | <.0001 | 10.4028 | 0.0013 |
| **nq21** | **nq45** | 59 | 0.61474 | 0.12878 | 22.7857 | <.0001 | 14.4529 | 0.0001 |
| **nq21** | **nq46** | 59 | 0.77579 | 0.09978 | 60.4500 | <.0001 | 22.7872 | <.0001 |
| **nq21** | **nq47** | 58 | 0.61751 | 0.13674 | 20.3941 | <.0001 | 13.4163 | 0.0002 |
| **nq21** | **nq48** | 58 | 0.50187 | 0.15145 | 10.9808 | 0.0009 | 7.7226 | 0.0055 |
| **nq21** | **nq49** | 58 | 0.67301 | 0.12521 | 28.8895 | <.0001 | 16.7957 | <.0001 |
| **nq21** | **nq50** | 58 | 0.56899 | 0.13865 | 16.8402 | <.0001 | 11.0368 | 0.0009 |
| **nq22** | **nq23** | 58 | 0.81014 | 0.08765 | 85.4243 | <.0001 | 26.2723 | <.0001 |
| **nq22** | **nq24** | 58 | 0.61354 | 0.11963 | 26.3013 | <.0001 | 15.4089 | <.0001 |
| **nq22** | **nq25** | 58 | 0.68696 | 0.10616 | 41.8745 | <.0001 | 20.6637 | <.0001 |
| **nq22** | **nq26** | 58 | 0.77718 | 0.09347 | 69.1327 | <.0001 | 24.0646 | <.0001 |
| **nq22** | **nq27** | 58 | 0.74104 | 0.10270 | 52.0666 | <.0001 | 21.0983 | <.0001 |
| **nq22** | **nq28** | 58 | 0.52274 | 0.13781 | 14.3886 | 0.0001 | 9.6619 | 0.0019 |
| **nq22** | **nq29** | 58 | 0.78996 | 0.08862 | 79.4610 | <.0001 | 26.3342 | <.0001 |
| **nq22** | **nq30** | 58 | 0.67091 | 0.11098 | 36.5467 | <.0001 | 18.5396 | <.0001 |
| **nq22** | **nq31** | 58 | 0.69258 | 0.10730 | 41.6647 | <.0001 | 18.9905 | <.0001 |
| **nq22** | **nq32** | 58 | 0.70542 | 0.10275 | 47.1352 | <.0001 | 20.5927 | <.0001 |
| **nq22** | **nq33** | 58 | 0.67401 | 0.11756 | 32.8702 | <.0001 | 15.8322 | <.0001 |
| **nq22** | **nq34** | 58 | 0.81454 | 0.07737 | 110.8472 | <.0001 | 31.0960 | <.0001 |
| **nq22** | **nq35** | 58 | 0.57508 | 0.12056 | 22.7549 | <.0001 | 13.8437 | 0.0002 |
| **nq22** | **nq36** | 58 | 0.79638 | 0.09532 | 69.8009 | <.0001 | 23.4494 | <.0001 |
| **nq22** | **nq38** | 58 | 0.67507 | 0.10995 | 37.6969 | <.0001 | 18.1154 | <.0001 |
| **nq22** | **nq39** | 58 | 0.62766 | 0.12444 | 25.4394 | <.0001 | 15.9907 | <.0001 |
| **nq22** | **nq40** | 58 | 0.66207 | 0.11860 | 31.1622 | <.0001 | 15.6489 | <.0001 |
| **nq22** | **nq42** | 58 | 0.73742 | 0.11293 | 42.6357 | <.0001 | 18.1255 | <.0001 |
| **nq22** | **nq44** | 58 | 0.42513 | 0.15367 | 7.6535 | 0.0057 | 6.0112 | 0.0142 |
| **nq22** | **nq45** | 58 | 0.65482 | 0.11321 | 33.4541 | <.0001 | 16.9457 | <.0001 |
| **nq22** | **nq46** | 58 | 0.67387 | 0.11294 | 35.5997 | <.0001 | 17.2345 | <.0001 |
| **nq22** | **nq47** | 57 | 0.67205 | 0.11907 | 31.8550 | <.0001 | 15.8654 | <.0001 |
| **nq22** | **nq48** | 57 | 0.48112 | 0.14498 | 11.0121 | 0.0009 | 8.0528 | 0.0045 |
| **nq22** | **nq49** | 57 | 0.60558 | 0.12872 | 22.1346 | <.0001 | 13.4696 | 0.0002 |
| **nq22** | **nq50** | 57 | 0.72568 | 0.10127 | 51.3478 | <.0001 | 21.2994 | <.0001 |
| **nq23** | **nq24** | 59 | 0.85340 | 0.07250 | 138.5429 | <.0001 | 32.3425 | <.0001 |
| **nq23** | **nq25** | 59 | 0.53205 | 0.14056 | 14.3287 | 0.0002 | 9.6465 | 0.0019 |
| **nq23** | **nq26** | 59 | 0.70502 | 0.11536 | 37.3496 | <.0001 | 17.5170 | <.0001 |
| **nq23** | **nq27** | 59 | 0.86203 | 0.07521 | 131.3577 | <.0001 | 30.1618 | <.0001 |
| **nq23** | **nq28** | 59 | 0.37768 | 0.16315 | 5.3589 | 0.0206 | 4.2644 | 0.0389 |
| **nq23** | **nq29** | 59 | 0.68434 | 0.11729 | 34.0396 | <.0001 | 16.5665 | <.0001 |
| **nq23** | **nq30** | 59 | 0.58300 | 0.13228 | 19.4258 | <.0001 | 12.9776 | 0.0003 |
| **nq23** | **nq31** | 59 | 0.77000 | 0.09853 | 61.0721 | <.0001 | 23.1276 | <.0001 |
| **nq23** | **nq32** | 59 | 0.76510 | 0.09678 | 62.5022 | <.0001 | 23.6841 | <.0001 |
| **nq23** | **nq33** | 59 | 0.70912 | 0.11744 | 36.4583 | <.0001 | 16.9840 | <.0001 |
| **nq23** | **nq34** | 59 | 0.80973 | 0.08719 | 86.2382 | <.0001 | 26.0536 | <.0001 |
| **nq23** | **nq35** | 59 | 0.44416 | 0.14492 | 9.3931 | 0.0022 | 7.1671 | 0.0074 |
| **nq23** | **nq36** | 59 | 0.75669 | 0.11074 | 46.6931 | <.0001 | 18.7996 | <.0001 |
| **nq23** | **nq38** | 59 | 0.56114 | 0.13551 | 17.1469 | <.0001 | 11.2275 | 0.0008 |
| **nq23** | **nq39** | 59 | 0.53947 | 0.14615 | 13.6254 | 0.0002 | 9.7499 | 0.0018 |
| **nq23** | **nq40** | 59 | 0.48513 | 0.15306 | 10.0459 | 0.0015 | 7.1006 | 0.0077 |
| **nq23** | **nq42** | 59 | 0.66044 | 0.13564 | 23.7086 | <.0001 | 12.8307 | 0.0003 |
| **nq23** | **nq44** | 59 | 0.38709 | 0.16539 | 5.4779 | 0.0193 | 4.6236 | 0.0315 |
| **nq23** | **nq45** | 59 | 0.58299 | 0.13170 | 19.5951 | <.0001 | 11.8670 | 0.0006 |
| **nq23** | **nq46** | 59 | 0.47136 | 0.15018 | 9.8513 | 0.0017 | 7.7338 | 0.0054 |
| **nq23** | **nq47** | 58 | 0.58832 | 0.14030 | 17.5827 | <.0001 | 10.6717 | 0.0011 |
| **nq23** | **nq48** | 58 | 0.42994 | 0.15885 | 7.3256 | 0.0068 | 5.9463 | 0.0147 |
| **nq23** | **nq49** | 58 | 0.55804 | 0.14401 | 15.0165 | 0.0001 | 9.5910 | 0.0020 |
| **nq23** | **nq50** | 58 | 0.63577 | 0.12609 | 25.4242 | <.0001 | 14.0287 | 0.0002 |
| **nq24** | **nq25** | 59 | 0.62536 | 0.11719 | 28.4752 | <.0001 | 16.2765 | <.0001 |
| **nq24** | **nq26** | 59 | 0.77113 | 0.09316 | 68.5229 | <.0001 | 25.8386 | <.0001 |
| **nq24** | **nq27** | 59 | 0.70811 | 0.10777 | 43.1697 | <.0001 | 18.6192 | <.0001 |
| **nq24** | **nq28** | 59 | 0.60363 | 0.12317 | 24.0162 | <.0001 | 13.9148 | 0.0002 |
| **nq24** | **nq29** | 59 | 0.78535 | 0.08811 | 79.4425 | <.0001 | 27.4995 | <.0001 |
| **nq24** | **nq30** | 59 | 0.80267 | 0.08207 | 95.6495 | <.0001 | 29.7082 | <.0001 |
| **nq24** | **nq31** | 59 | 0.71817 | 0.10092 | 50.6445 | <.0001 | 22.0470 | <.0001 |
| **nq24** | **nq32** | 59 | 0.78285 | 0.08548 | 83.8824 | <.0001 | 29.1631 | <.0001 |
| **nq24** | **nq33** | 59 | 0.72195 | 0.10610 | 46.2984 | <.0001 | 20.5019 | <.0001 |
| **nq24** | **nq34** | 59 | 0.74878 | 0.09166 | 66.7302 | <.0001 | 26.4934 | <.0001 |
| **nq24** | **nq35** | 59 | 0.78639 | 0.07928 | 98.3887 | <.0001 | 33.0796 | <.0001 |
| **nq24** | **nq36** | 59 | 0.62081 | 0.13017 | 22.7458 | <.0001 | 13.7900 | 0.0002 |
| **nq24** | **nq38** | 59 | 0.75706 | 0.09172 | 68.1352 | <.0001 | 27.0231 | <.0001 |
| **nq24** | **nq39** | 59 | 0.70367 | 0.10975 | 41.1055 | <.0001 | 18.5319 | <.0001 |
| **nq24** | **nq40** | 59 | 0.63568 | 0.12105 | 27.5764 | <.0001 | 14.9867 | 0.0001 |
| **nq24** | **nq42** | 59 | 0.65273 | 0.12858 | 25.7705 | <.0001 | 15.6476 | <.0001 |
| **nq24** | **nq44** | 59 | 0.37708 | 0.15614 | 5.8327 | 0.0157 | 4.8325 | 0.0279 |
| **nq24** | **nq45** | 59 | 0.79043 | 0.08489 | 86.7075 | <.0001 | 29.8201 | <.0001 |
| **nq24** | **nq46** | 59 | 0.64834 | 0.11623 | 31.1153 | <.0001 | 16.7753 | <.0001 |
| **nq24** | **nq47** | 58 | 0.60558 | 0.12841 | 22.2426 | <.0001 | 14.0071 | 0.0002 |
| **nq24** | **nq48** | 58 | 0.38914 | 0.15418 | 6.3701 | 0.0116 | 5.1152 | 0.0237 |
| **nq24** | **nq49** | 58 | 0.83238 | 0.07985 | 108.6681 | <.0001 | 29.9081 | <.0001 |
| **nq24** | **nq50** | 58 | 0.61343 | 0.12160 | 25.4487 | <.0001 | 14.1022 | 0.0002 |
| **nq25** | **nq26** | 59 | 0.93233 | 0.05188 | 322.9531 | <.0001 | 39.8631 | <.0001 |
| **nq25** | **nq27** | 59 | 0.71761 | 0.10795 | 44.1872 | <.0001 | 19.5633 | <.0001 |
| **nq25** | **nq28** | 59 | 0.65810 | 0.11301 | 33.9129 | <.0001 | 17.4503 | <.0001 |
| **nq25** | **nq29** | 59 | 0.85345 | 0.07230 | 139.3436 | <.0001 | 32.8988 | <.0001 |
| **nq25** | **nq30** | 59 | 0.63126 | 0.11720 | 29.0124 | <.0001 | 16.1886 | <.0001 |
| **nq25** | **nq31** | 59 | 0.81885 | 0.07970 | 105.5696 | <.0001 | 29.7072 | <.0001 |
| **nq25** | **nq32** | 59 | 0.67788 | 0.10722 | 39.9752 | <.0001 | 18.9150 | <.0001 |
| **nq25** | **nq33** | 59 | 0.73364 | 0.10592 | 47.9727 | <.0001 | 18.8445 | <.0001 |
| **nq25** | **nq34** | 59 | 0.77916 | 0.08472 | 84.5832 | <.0001 | 27.5687 | <.0001 |
| **nq25** | **nq35** | 59 | 0.63864 | 0.10953 | 33.9968 | <.0001 | 18.4164 | <.0001 |
| **nq25** | **nq36** | 59 | 0.64894 | 0.12840 | 25.5425 | <.0001 | 13.7046 | 0.0002 |
| **nq25** | **nq38** | 59 | 0.67711 | 0.10889 | 38.6650 | <.0001 | 18.3898 | <.0001 |
| **nq25** | **nq39** | 59 | 0.76823 | 0.09551 | 64.7009 | <.0001 | 23.5533 | <.0001 |
| **nq25** | **nq40** | 59 | 0.83489 | 0.08170 | 104.4283 | <.0001 | 27.4041 | <.0001 |
| **nq25** | **nq42** | 59 | 0.62371 | 0.13691 | 20.7553 | <.0001 | 13.4955 | 0.0002 |
| **nq25** | **nq44** | 59 | 0.59682 | 0.12737 | 21.9571 | <.0001 | 13.3023 | 0.0003 |
| **nq25** | **nq45** | 59 | 0.79160 | 0.08480 | 87.1395 | <.0001 | 27.4608 | <.0001 |
| **nq25** | **nq46** | 59 | 0.74272 | 0.09829 | 57.1049 | <.0001 | 23.3612 | <.0001 |
| **nq25** | **nq47** | 58 | 0.52781 | 0.14327 | 13.5728 | 0.0002 | 9.7174 | 0.0018 |
| **nq25** | **nq48** | 58 | 0.43903 | 0.15017 | 8.5465 | 0.0035 | 6.7085 | 0.0096 |
| **nq25** | **nq49** | 58 | 0.62967 | 0.12541 | 25.2090 | <.0001 | 14.4362 | 0.0001 |
| **nq25** | **nq50** | 58 | 0.74198 | 0.09873 | 56.4801 | <.0001 | 22.3838 | <.0001 |
| **nq26** | **nq27** | 59 | 0.99900 | 0 | . | . | 41.4646 | <.0001 |
| **nq26** | **nq28** | 59 | 0.52283 | 0.14139 | 13.6731 | 0.0002 | 9.2833 | 0.0023 |
| **nq26** | **nq29** | 59 | 0.87654 | 0.06550 | 179.0595 | <.0001 | 35.8066 | <.0001 |
| **nq26** | **nq30** | 59 | 0.69915 | 0.10795 | 41.9497 | <.0001 | 21.6327 | <.0001 |
| **nq26** | **nq31** | 59 | 0.80703 | 0.08513 | 89.8662 | <.0001 | 28.2812 | <.0001 |
| **nq26** | **nq32** | 59 | 0.78344 | 0.08936 | 76.8634 | <.0001 | 26.7180 | <.0001 |
| **nq26** | **nq33** | 59 | 0.85715 | 0.07395 | 134.3561 | <.0001 | 31.5492 | <.0001 |
| **nq26** | **nq34** | 59 | 0.89137 | 0.06188 | 207.4792 | <.0001 | 37.4068 | <.0001 |
| **nq26** | **nq35** | 59 | 0.72846 | 0.09645 | 57.0389 | <.0001 | 25.5066 | <.0001 |
| **nq26** | **nq36** | 59 | 0.81042 | 0.09614 | 71.0645 | <.0001 | 23.3288 | <.0001 |
| **nq26** | **nq38** | 59 | 0.69547 | 0.10822 | 41.3019 | <.0001 | 20.7952 | <.0001 |
| **nq26** | **nq39** | 59 | 0.73667 | 0.10865 | 45.9749 | <.0001 | 19.3965 | <.0001 |
| **nq26** | **nq40** | 59 | 0.82777 | 0.08256 | 100.5310 | <.0001 | 28.7238 | <.0001 |
| **nq26** | **nq42** | 59 | 0.69059 | 0.12421 | 30.9096 | <.0001 | 17.8277 | <.0001 |
| **nq26** | **nq44** | 59 | 0.64879 | 0.12369 | 27.5117 | <.0001 | 14.5865 | 0.0001 |
| **nq26** | **nq45** | 59 | 0.79589 | 0.08709 | 83.5185 | <.0001 | 27.6814 | <.0001 |
| **nq26** | **nq46** | 59 | 0.72121 | 0.10476 | 47.3927 | <.0001 | 24.2054 | <.0001 |
| **nq26** | **nq47** | 58 | 0.70441 | 0.11357 | 38.4695 | <.0001 | 20.7780 | <.0001 |
| **nq26** | **nq48** | 58 | 0.71833 | 0.10800 | 44.2411 | <.0001 | 19.9612 | <.0001 |
| **nq26** | **nq49** | 58 | 0.87171 | 0.06973 | 156.2963 | <.0001 | 33.0173 | <.0001 |
| **nq26** | **nq50** | 58 | 0.89640 | 0.05862 | 233.8528 | <.0001 | 38.8510 | <.0001 |
| **nq27** | **nq28** | 59 | 0.66603 | 0.12015 | 30.7298 | <.0001 | 15.4083 | <.0001 |
| **nq27** | **nq29** | 59 | 0.80690 | 0.08889 | 82.4071 | <.0001 | 25.6034 | <.0001 |
| **nq27** | **nq30** | 59 | 0.57639 | 0.13129 | 19.2746 | <.0001 | 13.0464 | 0.0003 |
| **nq27** | **nq31** | 59 | 0.73307 | 0.10418 | 49.5135 | <.0001 | 22.4668 | <.0001 |
| **nq27** | **nq32** | 59 | 0.72120 | 0.10475 | 47.4065 | <.0001 | 21.4132 | <.0001 |
| **nq27** | **nq33** | 59 | 0.64780 | 0.12730 | 25.8956 | <.0001 | 14.3530 | 0.0002 |
| **nq27** | **nq34** | 59 | 0.86096 | 0.07204 | 142.8191 | <.0001 | 33.0429 | <.0001 |
| **nq27** | **nq35** | 59 | 0.55330 | 0.12959 | 18.2286 | <.0001 | 11.9541 | 0.0005 |
| **nq27** | **nq36** | 59 | 0.88402 | 0.06768 | 170.6135 | <.0001 | 31.0877 | <.0001 |
| **nq27** | **nq38** | 59 | 0.57621 | 0.13186 | 19.0956 | <.0001 | 12.0136 | 0.0005 |
| **nq27** | **nq39** | 59 | 0.83625 | 0.08138 | 105.5897 | <.0001 | 27.8212 | <.0001 |
| **nq27** | **nq40** | 59 | 0.62455 | 0.13006 | 23.0596 | <.0001 | 13.6511 | 0.0002 |
| **nq27** | **nq42** | 59 | 0.89867 | 0.06342 | 200.8216 | <.0001 | 31.3514 | <.0001 |
| **nq27** | **nq44** | 59 | 0.53461 | 0.14469 | 13.6524 | 0.0002 | 9.3889 | 0.0022 |
| **nq27** | **nq45** | 59 | 0.73972 | 0.10183 | 52.7739 | <.0001 | 21.2399 | <.0001 |
| **nq27** | **nq46** | 59 | 0.50739 | 0.14399 | 12.4164 | 0.0004 | 9.1647 | 0.0025 |
| **nq27** | **nq47** | 58 | 0.73169 | 0.11201 | 42.6732 | <.0001 | 18.0542 | <.0001 |
| **nq27** | **nq48** | 58 | 0.71405 | 0.11278 | 40.0840 | <.0001 | 18.5134 | <.0001 |
| **nq27** | **nq49** | 58 | 0.82625 | 0.08627 | 91.7359 | <.0001 | 25.6684 | <.0001 |
| **nq27** | **nq50** | 58 | 0.78946 | 0.09213 | 73.4330 | <.0001 | 29.1775 | <.0001 |
| **nq28** | **nq29** | 59 | 0.68398 | 0.11262 | 36.8837 | <.0001 | 18.0994 | <.0001 |
| **nq28** | **nq30** | 59 | 0.50778 | 0.13943 | 13.2637 | 0.0003 | 9.0964 | 0.0026 |
| **nq28** | **nq31** | 59 | 0.62396 | 0.12117 | 26.5163 | <.0001 | 14.6218 | 0.0001 |
| **nq28** | **nq32** | 59 | 0.68486 | 0.10796 | 40.2392 | <.0001 | 18.7112 | <.0001 |
| **nq28** | **nq33** | 59 | 0.20533 | 0.17492 | 1.3779 | 0.2405 | 1.1844 | 0.2765 |
| **nq28** | **nq34** | 59 | 0.63149 | 0.11684 | 29.2130 | <.0001 | 14.7407 | 0.0001 |
| **nq28** | **nq35** | 59 | 0.69384 | 0.10181 | 46.4494 | <.0001 | 20.3986 | <.0001 |
| **nq28** | **nq36** | 59 | 0.60765 | 0.13967 | 18.9292 | <.0001 | 11.0607 | 0.0009 |
| **nq28** | **nq38** | 59 | 0.68671 | 0.10987 | 39.0626 | <.0001 | 17.6975 | <.0001 |
| **nq28** | **nq39** | 59 | 0.64449 | 0.12308 | 27.4184 | <.0001 | 14.8638 | 0.0001 |
| **nq28** | **nq40** | 59 | 0.51436 | 0.14410 | 12.7420 | 0.0004 | 8.6521 | 0.0033 |
| **nq28** | **nq42** | 59 | 0.64610 | 0.13834 | 21.8117 | <.0001 | 12.2340 | 0.0005 |
| **nq28** | **nq44** | 59 | 0.41310 | 0.15573 | 7.0370 | 0.0080 | 5.6250 | 0.0177 |
| **nq28** | **nq45** | 59 | 0.61380 | 0.12168 | 25.4467 | <.0001 | 14.3715 | 0.0002 |
| **nq28** | **nq46** | 59 | 0.39396 | 0.15512 | 6.4499 | 0.0111 | 5.1173 | 0.0237 |
| **nq28** | **nq47** | 58 | 0.41154 | 0.16154 | 6.4904 | 0.0108 | 4.9922 | 0.0255 |
| **nq28** | **nq48** | 58 | 0.64036 | 0.12279 | 27.1956 | <.0001 | 14.5040 | 0.0001 |
| **nq28** | **nq49** | 58 | 0.68359 | 0.11963 | 32.6506 | <.0001 | 15.2414 | <.0001 |
| **nq28** | **nq50** | 58 | 0.45048 | 0.14958 | 9.0694 | 0.0026 | 6.6864 | 0.0097 |
| **nq29** | **nq30** | 59 | 0.85979 | 0.06898 | 155.3587 | <.0001 | 35.2883 | <.0001 |
| **nq29** | **nq31** | 59 | 0.81560 | 0.08216 | 98.5515 | <.0001 | 29.8105 | <.0001 |
| **nq29** | **nq32** | 59 | 0.75671 | 0.09422 | 64.5077 | <.0001 | 24.5561 | <.0001 |
| **nq29** | **nq33** | 59 | 0.77936 | 0.09625 | 65.5627 | <.0001 | 23.5499 | <.0001 |
| **nq29** | **nq34** | 59 | 0.81484 | 0.07916 | 105.9633 | <.0001 | 30.6328 | <.0001 |
| **nq29** | **nq35** | 59 | 0.87310 | 0.06173 | 200.0757 | <.0001 | 40.8747 | <.0001 |
| **nq29** | **nq36** | 59 | 0.88330 | 0.06896 | 164.0627 | <.0001 | 32.4249 | <.0001 |
| **nq29** | **nq38** | 59 | 0.90534 | 0.05790 | 244.4685 | <.0001 | 39.6813 | <.0001 |
| **nq29** | **nq39** | 59 | 0.81206 | 0.08859 | 84.0288 | <.0001 | 26.2743 | <.0001 |
| **nq29** | **nq40** | 59 | 0.84397 | 0.07726 | 119.3181 | <.0001 | 30.9462 | <.0001 |
| **nq29** | **nq42** | 59 | 0.94893 | 0.04270 | 493.9749 | <.0001 | 40.2806 | <.0001 |
| **nq29** | **nq44** | 59 | 0.70353 | 0.11226 | 39.2735 | <.0001 | 17.8490 | <.0001 |
| **nq29** | **nq45** | 59 | 0.90484 | 0.05385 | 282.3029 | <.0001 | 42.7547 | <.0001 |
| **nq29** | **nq46** | 59 | 0.92097 | 0.04900 | 353.3268 | <.0001 | 43.8661 | <.0001 |
| **nq29** | **nq47** | 58 | 0.84724 | 0.07870 | 115.8932 | <.0001 | 30.1901 | <.0001 |
| **nq29** | **nq48** | 58 | 0.62774 | 0.12587 | 24.8715 | <.0001 | 13.5579 | 0.0002 |
| **nq29** | **nq49** | 58 | 0.76206 | 0.10116 | 56.7499 | <.0001 | 21.9182 | <.0001 |
| **nq29** | **nq50** | 58 | 0.74436 | 0.10100 | 54.3133 | <.0001 | 22.0422 | <.0001 |
| **nq30** | **nq31** | 59 | 0.70134 | 0.10453 | 45.0198 | <.0001 | 22.4034 | <.0001 |
| **nq30** | **nq32** | 59 | 0.69376 | 0.10395 | 44.5398 | <.0001 | 21.7479 | <.0001 |
| **nq30** | **nq33** | 59 | 0.75180 | 0.10103 | 55.3711 | <.0001 | 22.1808 | <.0001 |
| **nq30** | **nq34** | 59 | 0.78362 | 0.08359 | 87.8741 | <.0001 | 29.8600 | <.0001 |
| **nq30** | **nq35** | 59 | 0.83862 | 0.06966 | 144.9116 | <.0001 | 36.0484 | <.0001 |
| **nq30** | **nq36** | 59 | 0.67484 | 0.12177 | 30.7118 | <.0001 | 17.1846 | <.0001 |
| **nq30** | **nq38** | 59 | 0.84144 | 0.07377 | 130.1179 | <.0001 | 33.3059 | <.0001 |
| **nq30** | **nq39** | 59 | 0.55072 | 0.13697 | 16.1660 | <.0001 | 11.1863 | 0.0008 |
| **nq30** | **nq40** | 59 | 0.65574 | 0.11910 | 30.3134 | <.0001 | 15.8744 | <.0001 |
| **nq30** | **nq42** | 59 | 0.76669 | 0.10619 | 52.1261 | <.0001 | 24.7338 | <.0001 |
| **nq30** | **nq44** | 59 | 0.42406 | 0.15271 | 7.7113 | 0.0055 | 5.9861 | 0.0144 |
| **nq30** | **nq45** | 59 | 0.68510 | 0.10732 | 40.7510 | <.0001 | 19.3405 | <.0001 |
| **nq30** | **nq46** | 59 | 0.79712 | 0.08651 | 84.9099 | <.0001 | 27.8561 | <.0001 |
| **nq30** | **nq47** | 58 | 0.66825 | 0.11910 | 31.4815 | <.0001 | 18.0594 | <.0001 |
| **nq30** | **nq48** | 58 | 0.36929 | 0.15756 | 5.4930 | 0.0191 | 4.6692 | 0.0307 |
| **nq30** | **nq49** | 58 | 0.74732 | 0.10178 | 53.9140 | <.0001 | 25.5599 | <.0001 |
| **nq30** | **nq50** | 58 | 0.57726 | 0.12786 | 20.3837 | <.0001 | 13.5617 | 0.0002 |
| **nq31** | **nq32** | 59 | 0.81927 | 0.07773 | 111.0898 | <.0001 | 31.9577 | <.0001 |
| **nq31** | **nq33** | 59 | 0.81051 | 0.08657 | 87.6500 | <.0001 | 27.3117 | <.0001 |
| **nq31** | **nq34** | 59 | 0.84988 | 0.06862 | 153.4122 | <.0001 | 35.8078 | <.0001 |
| **nq31** | **nq35** | 59 | 0.64763 | 0.10834 | 35.7361 | <.0001 | 18.8868 | <.0001 |
| **nq31** | **nq36** | 59 | 0.55643 | 0.14291 | 15.1608 | <.0001 | 10.4164 | 0.0012 |
| **nq31** | **nq38** | 59 | 0.75457 | 0.09314 | 65.6327 | <.0001 | 26.6956 | <.0001 |
| **nq31** | **nq39** | 59 | 0.46506 | 0.14778 | 9.9035 | 0.0016 | 7.7811 | 0.0053 |
| **nq31** | **nq40** | 59 | 0.82783 | 0.08075 | 105.0867 | <.0001 | 29.8537 | <.0001 |
| **nq31** | **nq42** | 59 | 0.87150 | 0.07872 | 122.5685 | <.0001 | 28.5230 | <.0001 |
| **nq31** | **nq44** | 59 | 0.61676 | 0.12573 | 24.0640 | <.0001 | 13.9376 | 0.0002 |
| **nq31** | **nq45** | 59 | 0.78529 | 0.08659 | 82.2565 | <.0001 | 27.8905 | <.0001 |
| **nq31** | **nq46** | 59 | 0.57766 | 0.12735 | 20.5750 | <.0001 | 13.9946 | 0.0002 |
| **nq31** | **nq47** | 58 | 0.78533 | 0.09488 | 68.5063 | <.0001 | 24.3050 | <.0001 |
| **nq31** | **nq48** | 58 | 0.44552 | 0.14977 | 8.8482 | 0.0029 | 6.8628 | 0.0088 |
| **nq31** | **nq49** | 58 | 0.59633 | 0.13010 | 21.0103 | <.0001 | 13.2406 | 0.0003 |
| **nq31** | **nq50** | 58 | 0.59966 | 0.12497 | 23.0261 | <.0001 | 14.0837 | 0.0002 |
| **nq32** | **nq33** | 59 | 0.77863 | 0.09300 | 70.0946 | <.0001 | 25.1822 | <.0001 |
| **nq32** | **nq34** | 59 | 0.93949 | 0.03904 | 579.1851 | <.0001 | 52.2928 | <.0001 |
| **nq32** | **nq35** | 59 | 0.59245 | 0.11540 | 26.3560 | <.0001 | 16.0502 | <.0001 |
| **nq32** | **nq36** | 59 | 0.60039 | 0.13336 | 20.2690 | <.0001 | 12.7108 | 0.0004 |
| **nq32** | **nq38** | 59 | 0.77758 | 0.08573 | 82.2593 | <.0001 | 30.5996 | <.0001 |
| **nq32** | **nq39** | 59 | 0.55351 | 0.13481 | 16.8574 | <.0001 | 11.0414 | 0.0009 |
| **nq32** | **nq40** | 59 | 0.75969 | 0.09661 | 61.8298 | <.0001 | 23.7991 | <.0001 |
| **nq32** | **nq42** | 59 | 0.83983 | 0.08920 | 88.6385 | <.0001 | 25.5589 | <.0001 |
| **nq32** | **nq44** | 59 | 0.32220 | 0.16066 | 4.0221 | 0.0449 | 3.4851 | 0.0619 |
| **nq32** | **nq45** | 59 | 0.87918 | 0.05981 | 216.1016 | <.0001 | 41.2891 | <.0001 |
| **nq32** | **nq46** | 59 | 0.47058 | 0.14057 | 11.2070 | 0.0008 | 8.3235 | 0.0039 |
| **nq32** | **nq47** | 58 | 0.77815 | 0.09458 | 67.6838 | <.0001 | 24.4538 | <.0001 |
| **nq32** | **nq48** | 58 | 0.49958 | 0.14016 | 12.7042 | 0.0004 | 9.0386 | 0.0026 |
| **nq32** | **nq49** | 58 | 0.66239 | 0.11618 | 32.5071 | <.0001 | 17.7200 | <.0001 |
| **nq32** | **nq50** | 58 | 0.60719 | 0.12131 | 25.0511 | <.0001 | 14.7633 | 0.0001 |
| **nq33** | **nq34** | 59 | 0.92999 | 0.05080 | 335.1100 | <.0001 | 41.2787 | <.0001 |
| **nq33** | **nq35** | 59 | 0.67572 | 0.10907 | 38.3841 | <.0001 | 20.0271 | <.0001 |
| **nq33** | **nq36** | 59 | 0.51569 | 0.15498 | 11.0716 | 0.0009 | 8.6887 | 0.0032 |
| **nq33** | **nq38** | 59 | 0.79614 | 0.08874 | 80.4898 | <.0001 | 31.6863 | <.0001 |
| **nq33** | **nq39** | 59 | 0.57457 | 0.14047 | 16.7312 | <.0001 | 11.0265 | 0.0009 |
| **nq33** | **nq40** | 59 | 0.91881 | 0.05118 | 322.3382 | <.0001 | 40.9797 | <.0001 |
| **nq33** | **nq42** | 59 | 0.78572 | 0.10769 | 53.2358 | <.0001 | 19.8662 | <.0001 |
| **nq33** | **nq44** | 59 | 0.60584 | 0.13439 | 20.3230 | <.0001 | 12.1728 | 0.0005 |
| **nq33** | **nq45** | 59 | 0.84477 | 0.07595 | 123.7101 | <.0001 | 31.8748 | <.0001 |
| **nq33** | **nq46** | 59 | 0.78382 | 0.09454 | 68.7392 | <.0001 | 24.7049 | <.0001 |
| **nq33** | **nq47** | 58 | 0.89789 | 0.06252 | 206.2736 | <.0001 | 34.8797 | <.0001 |
| **nq33** | **nq48** | 58 | 0.45708 | 0.15284 | 8.9436 | 0.0028 | 6.7018 | 0.0096 |
| **nq33** | **nq49** | 58 | 0.69452 | 0.11701 | 35.2302 | <.0001 | 18.9824 | <.0001 |
| **nq33** | **nq50** | 58 | 0.69981 | 0.11169 | 39.2596 | <.0001 | 20.0559 | <.0001 |
| **nq34** | **nq35** | 59 | 0.78904 | 0.07805 | 102.2106 | <.0001 | 33.9319 | <.0001 |
| **nq34** | **nq36** | 59 | 0.57601 | 0.13468 | 18.2919 | <.0001 | 12.1523 | 0.0005 |
| **nq34** | **nq38** | 59 | 0.91155 | 0.04806 | 359.7100 | <.0001 | 47.9597 | <.0001 |
| **nq34** | **nq39** | 59 | 0.60702 | 0.12402 | 23.9550 | <.0001 | 14.3623 | 0.0002 |
| **nq34** | **nq40** | 59 | 0.88512 | 0.06591 | 180.3201 | <.0001 | 35.2267 | <.0001 |
| **nq34** | **nq42** | 59 | 0.85890 | 0.07864 | 119.2994 | <.0001 | 31.4898 | <.0001 |
| **nq34** | **nq44** | 59 | 0.46624 | 0.14431 | 10.4379 | 0.0012 | 7.3768 | 0.0066 |
| **nq34** | **nq45** | 59 | 0.93455 | 0.04218 | 490.8775 | <.0001 | 49.6861 | <.0001 |
| **nq34** | **nq46** | 59 | 0.64606 | 0.11239 | 33.0411 | <.0001 | 17.5980 | <.0001 |
| **nq34** | **nq47** | 58 | 0.72253 | 0.10385 | 48.4060 | <.0001 | 21.6908 | <.0001 |
| **nq34** | **nq48** | 58 | 0.52618 | 0.13434 | 15.3414 | <.0001 | 10.3714 | 0.0013 |
| **nq34** | **nq49** | 58 | 0.69793 | 0.10700 | 42.5472 | <.0001 | 20.4675 | <.0001 |
| **nq34** | **nq50** | 58 | 0.74157 | 0.09385 | 62.4413 | <.0001 | 24.5628 | <.0001 |
| **nq35** | **nq36** | 59 | 0.53804 | 0.13789 | 15.2252 | <.0001 | 10.7077 | 0.0011 |
| **nq35** | **nq38** | 59 | 0.92328 | 0.04416 | 437.0629 | <.0001 | 50.3783 | <.0001 |
| **nq35** | **nq39** | 59 | 0.61563 | 0.12010 | 26.2758 | <.0001 | 14.8061 | 0.0001 |
| **nq35** | **nq40** | 59 | 0.75266 | 0.09313 | 65.3161 | <.0001 | 27.5100 | <.0001 |
| **nq35** | **nq42** | 59 | 0.76001 | 0.10123 | 56.3701 | <.0001 | 23.3269 | <.0001 |
| **nq35** | **nq44** | 59 | 0.50266 | 0.13587 | 13.6872 | 0.0002 | 9.4483 | 0.0021 |
| **nq35** | **nq45** | 59 | 0.69632 | 0.09849 | 49.9848 | <.0001 | 23.5937 | <.0001 |
| **nq35** | **nq46** | 59 | 0.73226 | 0.09499 | 59.4298 | <.0001 | 24.2555 | <.0001 |
| **nq35** | **nq47** | 58 | 0.63738 | 0.11681 | 29.7742 | <.0001 | 17.2888 | <.0001 |
| **nq35** | **nq48** | 58 | 0.56804 | 0.12500 | 20.6511 | <.0001 | 12.7828 | 0.0003 |
| **nq35** | **nq49** | 58 | 0.71251 | 0.10191 | 48.8780 | <.0001 | 23.6678 | <.0001 |
| **nq35** | **nq50** | 58 | 0.57060 | 0.12233 | 21.7579 | <.0001 | 13.6415 | 0.0002 |
| **nq36** | **nq38** | 59 | 0.60985 | 0.13273 | 21.1111 | <.0001 | 13.2508 | 0.0003 |
| **nq36** | **nq39** | 59 | 0.82752 | 0.08826 | 87.9151 | <.0001 | 24.7847 | <.0001 |
| **nq36** | **nq40** | 59 | 0.43791 | 0.16432 | 7.1024 | 0.0077 | 6.0940 | 0.0136 |
| **nq36** | **nq42** | 59 | 0.84987 | 0.08417 | 101.9567 | <.0001 | 24.9305 | <.0001 |
| **nq36** | **nq44** | 59 | 0.54986 | 0.15202 | 13.0822 | 0.0003 | 8.6318 | 0.0033 |
| **nq36** | **nq45** | 59 | 0.59579 | 0.13505 | 19.4627 | <.0001 | 12.3802 | 0.0004 |
| **nq36** | **nq46** | 59 | 0.70300 | 0.11979 | 34.4409 | <.0001 | 16.3348 | <.0001 |
| **nq36** | **nq47** | 58 | 0.66743 | 0.13203 | 25.5558 | <.0001 | 13.4377 | 0.0002 |
| **nq36** | **nq48** | 58 | 0.71337 | 0.12068 | 34.9416 | <.0001 | 16.8283 | <.0001 |
| **nq36** | **nq49** | 58 | 0.91794 | 0.05716 | 257.9406 | <.0001 | 34.9526 | <.0001 |
| **nq36** | **nq50** | 58 | 0.76703 | 0.10348 | 54.9394 | <.0001 | 21.1447 | <.0001 |
| **nq38** | **nq39** | 59 | 0.72033 | 0.10701 | 45.3087 | <.0001 | 20.0772 | <.0001 |
| **nq38** | **nq40** | 59 | 0.81613 | 0.08383 | 94.7774 | <.0001 | 33.1009 | <.0001 |
| **nq38** | **nq42** | 59 | 0.99996 | 0 | . | . | 35.7899 | <.0001 |
| **nq38** | **nq44** | 59 | 0.49984 | 0.14297 | 12.2226 | 0.0005 | 8.4545 | 0.0036 |
| **nq38** | **nq45** | 59 | 0.82772 | 0.07452 | 123.3655 | <.0001 | 37.8487 | <.0001 |
| **nq38** | **nq46** | 59 | 0.79489 | 0.08644 | 84.5693 | <.0001 | 28.0992 | <.0001 |
| **nq38** | **nq47** | 58 | 0.77051 | 0.09718 | 62.8664 | <.0001 | 25.9496 | <.0001 |
| **nq38** | **nq48** | 58 | 0.35412 | 0.15791 | 5.0294 | 0.0249 | 4.1982 | 0.0405 |
| **nq38** | **nq49** | 58 | 0.63809 | 0.12182 | 27.4354 | <.0001 | 16.1690 | <.0001 |
| **nq38** | **nq50** | 58 | 0.47405 | 0.14172 | 11.1894 | 0.0008 | 8.2423 | 0.0041 |
| **nq39** | **nq40** | 59 | 0.55654 | 0.14139 | 15.4938 | <.0001 | 10.3321 | 0.0013 |
| **nq39** | **nq42** | 59 | 0.76803 | 0.10861 | 50.0086 | <.0001 | 19.0692 | <.0001 |
| **nq39** | **nq44** | 59 | 0.55803 | 0.14218 | 15.4050 | <.0001 | 9.8924 | 0.0017 |
| **nq39** | **nq45** | 59 | 0.75089 | 0.10042 | 55.9139 | <.0001 | 21.9522 | <.0001 |
| **nq39** | **nq46** | 59 | 0.79379 | 0.09605 | 68.2938 | <.0001 | 23.4482 | <.0001 |
| **nq39** | **nq47** | 58 | 0.66056 | 0.12803 | 26.6198 | <.0001 | 14.3029 | 0.0002 |
| **nq39** | **nq48** | 58 | 0.57465 | 0.13776 | 17.4016 | <.0001 | 10.8086 | 0.0010 |
| **nq39** | **nq49** | 58 | 0.76207 | 0.10474 | 52.9395 | <.0001 | 20.9107 | <.0001 |
| **nq39** | **nq50** | 58 | 0.64317 | 0.12287 | 27.4007 | <.0001 | 15.8317 | <.0001 |
| **nq40** | **nq42** | 59 | 0.77938 | 0.10688 | 53.1783 | <.0001 | 20.0797 | <.0001 |
| **nq40** | **nq44** | 59 | 0.63800 | 0.12754 | 25.0237 | <.0001 | 13.7685 | 0.0002 |
| **nq40** | **nq45** | 59 | 0.94570 | 0.03734 | 641.5492 | <.0001 | 50.7406 | <.0001 |
| **nq40** | **nq46** | 59 | 0.76420 | 0.09842 | 60.2893 | <.0001 | 23.2022 | <.0001 |
| **nq40** | **nq47** | 58 | 0.84803 | 0.07893 | 115.4486 | <.0001 | 29.3636 | <.0001 |
| **nq40** | **nq48** | 58 | 0.51185 | 0.14463 | 12.5247 | 0.0004 | 8.7846 | 0.0030 |
| **nq40** | **nq49** | 58 | 0.58688 | 0.13545 | 18.7729 | <.0001 | 12.2762 | 0.0005 |
| **nq40** | **nq50** | 58 | 0.60001 | 0.12846 | 21.8162 | <.0001 | 13.4630 | 0.0002 |
| **nq42** | **nq44** | 59 | 0.77305 | 0.11099 | 48.5119 | <.0001 | 17.9053 | <.0001 |
| **nq42** | **nq45** | 59 | 0.90335 | 0.06804 | 176.2831 | <.0001 | 31.7777 | <.0001 |
| **nq42** | **nq46** | 59 | 0.69584 | 0.12429 | 31.3448 | <.0001 | 17.4746 | <.0001 |
| **nq42** | **nq47** | 58 | 0.92583 | 0.05753 | 258.9760 | <.0001 | 30.8344 | <.0001 |
| **nq42** | **nq48** | 58 | 0.76585 | 0.11797 | 42.1443 | <.0001 | 16.9152 | <.0001 |
| **nq42** | **nq49** | 58 | 0.68958 | 0.13771 | 25.0764 | <.0001 | 16.9631 | <.0001 |
| **nq42** | **nq50** | 58 | 0.84040 | 0.09323 | 81.2649 | <.0001 | 22.8469 | <.0001 |
| **nq44** | **nq45** | 59 | 0.50210 | 0.14161 | 12.5719 | 0.0004 | 8.7264 | 0.0031 |
| **nq44** | **nq46** | 59 | 0.72344 | 0.10815 | 44.7488 | <.0001 | 19.3052 | <.0001 |
| **nq44** | **nq47** | 58 | 0.65973 | 0.12657 | 27.1701 | <.0001 | 14.6439 | 0.0001 |
| **nq44** | **nq48** | 58 | 0.51303 | 0.14447 | 12.6108 | 0.0004 | 9.1394 | 0.0025 |
| **nq44** | **nq49** | 58 | 0.45431 | 0.15636 | 8.4426 | 0.0037 | 6.2974 | 0.0121 |
| **nq44** | **nq50** | 58 | 0.52735 | 0.14050 | 14.0883 | 0.0002 | 9.6261 | 0.0019 |
| **nq45** | **nq46** | 59 | 0.72410 | 0.10139 | 51.0057 | <.0001 | 21.8190 | <.0001 |
| **nq45** | **nq47** | 58 | 0.84818 | 0.07692 | 121.5949 | <.0001 | 31.0336 | <.0001 |
| **nq45** | **nq48** | 58 | 0.49570 | 0.14163 | 12.2496 | 0.0005 | 8.6454 | 0.0033 |
| **nq45** | **nq49** | 58 | 0.70576 | 0.10983 | 41.2938 | <.0001 | 18.8535 | <.0001 |
| **nq45** | **nq50** | 58 | 0.68749 | 0.10868 | 40.0159 | <.0001 | 18.8701 | <.0001 |
| **nq46** | **nq47** | 58 | 0.67760 | 0.11949 | 32.1561 | <.0001 | 18.3495 | <.0001 |
| **nq46** | **nq48** | 58 | 0.41005 | 0.15487 | 7.0100 | 0.0081 | 5.7347 | 0.0166 |
| **nq46** | **nq49** | 58 | 0.71662 | 0.11153 | 41.2827 | <.0001 | 18.6676 | <.0001 |
| **nq46** | **nq50** | 58 | 0.54392 | 0.13518 | 16.1902 | <.0001 | 11.1276 | 0.0009 |
| **nq47** | **nq48** | 58 | 0.64045 | 0.12597 | 25.8477 | <.0001 | 14.5647 | 0.0001 |
| **nq47** | **nq49** | 58 | 0.70657 | 0.11430 | 38.2107 | <.0001 | 21.2629 | <.0001 |
| **nq47** | **nq50** | 58 | 0.79315 | 0.09236 | 73.7540 | <.0001 | 25.1231 | <.0001 |
| **nq48** | **nq49** | 58 | 0.71518 | 0.11031 | 42.0304 | <.0001 | 20.5107 | <.0001 |
| **nq48** | **nq50** | 58 | 0.70345 | 0.10745 | 42.8618 | <.0001 | 20.5346 | <.0001 |
| **nq49** | **nq50** | 58 | 0.81777 | 0.08407 | 94.6105 | <.0001 | 27.8691 | <.0001 |

Appendix H

**Eigenvalues of the Correlation Matrix**

Total = 32 Average = 1

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | Eigenvalue | Difference | Proportion | Cumulative |
| 1 | 22.6043537 | 20.7142511 | 0.7064 | 0.7064 |
| 2 | 1.8901026 | 0.2269133 | 0.0591 | 0.7655 |
| 3 | 1.6631893 | 0.3326536 | 0.0520 | 0.8174 |
| 4 | 1.3305357 | 0.1623564 | 0.0416 | 0.8590 |
| 5 | 1.1681792 | 0.1149319 | 0.0365 | 0.8955 |
| 6 | 1.0532473 | 0.1604657 | 0.0329 | 0.9284 |
| 7 | 0.8927816 | 0.2020035 | 0.0279 | 0.9563 |
| 8 | 0.6907781 | 0.0893133 | 0.0216 | 0.9779 |
| 9 | 0.6014648 | 0.0874157 | 0.0188 | 0.9967 |
| 10 | 0.5140491 | 0.0581660 | 0.0161 | 1.0128 |
| 11 | 0.4558831 | 0.0698280 | 0.0142 | 1.0270 |
| 12 | 0.3860551 | 0.1277450 | 0.0121 | 1.0391 |
| 13 | 0.2583101 | 0.0223523 | 0.0081 | 1.0472 |
| 14 | 0.2359577 | 0.0426532 | 0.0074 | 1.0545 |
| 15 | 0.1933045 | 0.0823649 | 0.0060 | 1.0606 |
| 16 | 0.1109396 | 0.0399705 | 0.0035 | 1.0640 |
| 17 | 0.0709691 | 0.0192114 | 0.0022 | 1.0663 |
| 18 | 0.0517577 | 0.0097183 | 0.0016 | 1.0679 |
| 19 | 0.0420394 | 0.0614017 | 0.0013 | 1.0692 |
| 20 | -0.0193623 | 0.0146471 | -0.0006 | 1.0686 |
| 21 | -0.0340094 | 0.0025643 | -0.0011 | 1.0675 |
| 22 | -0.0365737 | 0.0383084 | -0.0011 | 1.0664 |

Appendix I

Inter-Factor Correlations

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Factor1 | Factor2 | Factor3 | Factor4 | Factor5 | Factor6 |
| Factor1 | 1.00000 | 0.36762 | 0.38495 | 0.43589 | 0.29995 | 0.36305 |
| Factor2 | 0.36762 | 1.00000 | 0.30074 | 0.31596 | 0.37111 | 0.28862 |
| Factor3 | 0.38495 | 0.30074 | 1.00000 | 0.41252 | 0.36283 | 0.37219 |
| Factor4 | 0.43589 | 0.31596 | 0.41252 | 1.00000 | 0.35039 | 0.38823 |
| Factor5 | 0.29995 | 0.37111 | 0.36283 | 0.35039 | 1.00000 | 0.31568 |
| Factor6 | 0.36305 | 0.28862 | 0.37219 | 0.38823 | 0.31568 | 1.00000 |

Appendix J

Factor Structure (Correlations)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|   | Factor1 | Factor2 | Factor3 | Factor4 | Factor5 | Factor6 |
| nq13 | 0.55102 | 0.38804 | 0.83400 | 0.70414 | 0.48312 | 0.70940 |
| nq17 | 0.45119 | 0.18587 | 0.74163 | 0.55961 | 0.62744 | 0.68703 |
| nq18 | 0.55284 | 0.39210 | 0.89227 | 0.68669 | 0.43950 | 0.35385 |
| nq19 | 0.62799 | 0.54860 | 0.84887 | 0.51458 | 0.57004 | 0.57397 |
| nq20 | 0.44529 | 0.53832 | 0.80148 | 0.42524 | 0.77983 | 0.40401 |
| nq21 | 0.43906 | 0.40197 | 0.71781 | 0.69178 | 0.75921 | 0.57889 |
| nq22 | 0.75426 | 0.53015 | 0.50441 | 0.52799 | 0.53808 | 0.45886 |
| nq23 | 0.89032 | 0.54932 | 0.45469 | 0.41356 | 0.41163 | 0.28650 |
| nq24 | 0.70705 | 0.55535 | 0.46008 | 0.63882 | 0.69403 | 0.29208 |
| nq25 | 0.62085 | 0.64552 | 0.13657 | 0.62131 | 0.57528 | 0.68432 |
| nq26 | 0.84469 | 0.62875 | 0.47014 | 0.62934 | 0.50017 | 0.68101 |
| nq27 | 0.88732 | 0.47819 | 0.61352 | 0.71113 | 0.30783 | 0.56822 |
| nq28 | 0.38595 | 0.32250 | 0.39062 | 1.01033 | 0.34053 | 0.35527 |
| nq29 | 0.63514 | 0.60842 | 0.56529 | 0.70573 | 0.71170 | 0.73936 |
| nq30 | 0.53629 | 0.53709 | 0.53522 | 0.53065 | 0.84944 | 0.37351 |
| nq31 | 0.57755 | 0.83517 | 0.45548 | 0.59566 | 0.47983 | 0.48066 |
| nq32 | 0.64003 | 0.79264 | 0.55553 | 0.66126 | 0.46769 | 0.28033 |
| nq33 | 0.59603 | 0.83931 | 0.59761 | 0.29987 | 0.63476 | 0.57038 |
| nq34 | 0.66736 | 0.82634 | 0.57292 | 0.64328 | 0.60937 | 0.43888 |
| nq35 | 0.36917 | 0.51974 | 0.52591 | 0.73010 | 0.73518 | 0.51197 |
| nq36 | 0.84074 | 0.21032 | 0.62790 | 0.62902 | 0.47320 | 0.62021 |
| nq38 | 0.36763 | 0.65597 | 0.69710 | 0.66326 | 0.84184 | 0.47569 |
| nq39 | 0.62025 | 0.25499 | 0.52148 | 0.65958 | 0.58021 | 0.72785 |
| nq40 | 0.41688 | 0.90729 | 0.45039 | 0.50117 | 0.56704 | 0.61132 |
| nq42 | 0.56988 | 0.63927 | 0.78533 | 0.70880 | 0.49145 | 0.70344 |
| nq44 | 0.30457 | 0.38861 | 0.40285 | 0.38381 | 0.33320 | 0.90247 |
| nq45 | 0.55286 | 0.82213 | 0.54576 | 0.63217 | 0.55584 | 0.53445 |
| nq46 | 0.45644 | 0.43179 | 0.44471 | 0.41631 | 0.84124 | 0.75589 |
| nq47 | 0.54274 | 0.70742 | 0.80991 | 0.42830 | 0.43063 | 0.64303 |
| nq48 | 0.55310 | 0.25638 | 0.53056 | 0.67442 | 0.02694 | 0.66034 |
| nq49 | 0.76454 | 0.35366 | 0.62483 | 0.68398 | 0.54818 | 0.50170 |
| nq50 | 0.80545 | 0.48921 | 0.54129 | 0.50239 | 0.29128 | 0.64065 |

Appendix K

Comments

Competencies needed by teachers from your educational program?

Knowledge and EXPERIENCES of how to develop a learning environment that is conducive for ALL students. Our LSU graduates are not immune from struggling with the challenges of managing classroom behavior. We are a high poverty/high performing high school. Our students enter school with deficits both academically and socially beyond the norm.

I believe that Ms. W\*\*\*\*\* was more prepared than most new teachers I've hired in the past. She still has some areas that need improvement. However, classroom management and differentiation at a high level are things that teachers need to master on their own and it's difficult to master during college.

There should be another option - \*needs work or \*improving
Questions about professionalism or anything else that we must teach about being a good teacher - not just instruction.

We feel like we found a gem in the teaching candidate we hired this year from LSU. She has been a wonderful addition to our staff!

Our new teachers know the theory behind classroom management, but struggle in implementing a management plan with consistency. If their plan isn't working with a student, they are unsure what to do next. Overall, LSU students are well equipped to handle the classroom. They are very knowledgeable with content and lesson planning. We work with them on time management and the paperwork that goes along with teaching.

I find it difficult to differentiate between what are just 'new teacher" behaviors from which to grow or if it those areas are something that could be improved pre-service on the University level. So where I may have marked "no," it might just be because they have to grow in that area and aren't YET able to perform it consistently.

Appendix L

What Question Should Be Asked?

1. Classroom management and parent/teacher relationships are valuable skills that I see most new teachers struggle with.
2. Demonstrate a willingness to put in the time to improve ..... (whatever) Shows compassion and true interest in the students' lives (who they are, how they live, obstacles they face) or maybe something about "makes an effort to establish good relationships with the students and their parents”
3. I would like the opportunity to provide feedback when I selected disagree. even if the survey were grouped into sections where I could provide overall feedback. A continued issue that I see both with new hires and student teachers is the process of using a pacing guide or the like that is provided by the hiring district and adjusting that type of planning based on the needs of the student. Understanding that if take 2 weeks to teach one concept you may run out of time on another. I would also like to see more common practice of students annotating in the margins of their lesson plans to place some of those HOT questions.
4. I think all were covered.
5. Are our students prepared to implement a class behavior management plan?
6. These questions should be asked of someone who knows about who is who. If you want my input, you could ask these questions about my student teacher.
7. You've done it all.
8. Ex. "Are learner outcomes determined with the needs of all students in mind?" (differentiation) Do student activities have a clearly identifiable structure that include problem solving, higher-level thinking, and multiple correct choices? (student engagement)
9. The questions are appropriate.