

**Cycle 4 Advance Questionnaire - Certificated Faculty**  
**Frequency Distribution Report**  
**OSCEOLA School District**

| <b>School Guidance Counselor</b> |                  |                |
|----------------------------------|------------------|----------------|
| <b>fac1a</b>                     | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>                        | 41               | 95.35          |
| <b>YES</b>                       | 2                | 4.65           |

| <b>Library Media Specialist</b> |                  |                |
|---------------------------------|------------------|----------------|
| <b>fac1b</b>                    | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>                       | 41               | 95.35          |
| <b>YES</b>                      | 2                | 4.65           |

| <b>Special Education Teacher</b> |                  |                |
|----------------------------------|------------------|----------------|
| <b>fac1c</b>                     | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>                        | 38               | 88.37          |
| <b>YES</b>                       | 5                | 11.63          |

| <b>Classroom Teacher</b> |                  |                |
|--------------------------|------------------|----------------|
| <b>fac1d</b>             | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>                | 13               | 30.23          |
| <b>YES</b>               | 30               | 69.77          |

| <b>Administrator</b> |                  |                |
|----------------------|------------------|----------------|
| <b>fac1e</b>         | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>            | 39               | 90.70          |
| <b>YES</b>           | 4                | 9.30           |

| <b>Other Certificated Faculty</b> |                  |                |
|-----------------------------------|------------------|----------------|
| <b>fac1f</b>                      | <b>Frequency</b> | <b>Percent</b> |
| <b>NO</b>                         | 41               | 95.35          |
| <b>YES</b>                        | 2                | 4.65           |

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| Question   | Strongly Agree |      | Agree |      | Neutral |      | Disagree |      | Strongly Disagree |      | Number Missing |
|--|----------------|------|-------|------|---------|------|----------|------|-------------------|------|----------------|
|  | N              | Pct. | N     | Pct. | N       | Pct. | N        | Pct. | N                 | Pct. |                |
| 2 - My school collaborates with community agencies to meet the needs of students   | 15             | 34.9 | 22    | 51.2 | 4       | 9.3  | 1        | 2.3  | 1                 | 2.3  | 0              |
| 3 - There are effective supports in place to assist students who are in jeopardy of academic failure   | 13             | 30.2 | 20    | 46.5 | 6       | 14.0 | 4        | 9.3  | 0                 | 0.0  | 0              |
| 4 - I emphasize the importance of effort with students   | 38             | 88.4 | 5     | 11.6 | 0       | 0.0  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 5 - In our school, there is adequate support for classroom teachers to address special education students' IEP goals                             | 9              | 20.9 | 26    | 60.5 | 4       | 9.3  | 4        | 9.3  | 0                 | 0.0  | 0              |
| 6 - There is adequate collaboration between special education staff and classroom teachers in our school   | 10             | 23.3 | 25    | 58.1 | 6       | 14.0 | 2        | 4.7  | 0                 | 0.0  | 0              |
| 7 - There is adequate professional development for teachers working with special education students in our school                                | 10             | 23.3 | 23    | 53.5 | 7       | 16.3 | 3        | 7.0  | 0                 | 0.0  | 0              |
| 8 - My school's administration protects instructional time available to teachers from interruptions.   | 16             | 37.2 | 18    | 41.9 | 6       | 14.0 | 3        | 7.0  | 0                 | 0.0  | 0              |
| 9 - Our principal uses classroom management as part of our evaluation  | 31             | 72.1 | 11    | 25.6 | 1       | 2.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 10 - Clear rules that promote good behavior are enforced in our school   | 24             | 55.8 | 18    | 41.9 | 1       | 2.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 11 - Clear rules regarding behavior have been established in my classroom  | 29             | 70.7 | 11    | 26.8 | 1       | 2.4  | 0        | 0.0  | 0                 | 0.0  | 2              |
| 12 - Educators in our school use effective practices to promote positive behavior  | 23             | 53.5 | 20    | 46.5 | 0       | 0.0  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 13 - Teachers in our school use effective practices to keep all students actively engaged in learning  | 22             | 51.2 | 20    | 46.5 | 1       | 2.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 14 - Educators in our school respond to inappropriate behaviors quickly and effectively  | 21             | 48.8 | 21    | 48.8 | 1       | 2.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 15 - Norms for conduct that foster collegiality and professionalism among professional staff and administrators are clear and routinely followed | 19             | 44.2 | 20    | 46.5 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 16 - Teachers in my school are routinely involved in formulating schoolwide decisions and policies   | 18             | 41.9 | 17    | 39.5 | 6       | 14.0 | 2        | 4.7  | 0                 | 0.0  | 0              |
| 17 - Teachers are routinely engaged in collaborative problem solving around instructional issues   | 19             | 44.2 | 21    | 48.8 | 1       | 2.3  | 2        | 4.7  | 0                 | 0.0  | 0              |
| 18 - Effective vehicles are in place for parents and community to communicate with the school  | 20             | 46.5 | 19    | 44.2 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 19 - In our school we communicate effectively to parents and the community   | 19             | 44.2 | 21    | 48.8 | 2       | 4.7  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 20 - Parents are encouraged to discuss their child's educational needs with the school   | 22             | 51.2 | 18    | 41.9 | 2       | 4.7  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 21 - I routinely analyze disaggregated student data and use it to plan my instruction  | 8              | 19.5 | 21    | 51.2 | 8       | 19.5 | 4        | 9.8  | 0                 | 0.0  | 2              |

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| Question   | Strongly Agree |      | Agree |      | Neutral |      | Disagree |      | Strongly Disagree |      | Number Missing |
|--|----------------|------|-------|------|---------|------|----------|------|-------------------|------|----------------|
|  | N              | Pct. | N     | Pct. | N       | Pct. | N        | Pct. | N                 | Pct. |                |
| 22 - An assessment system is used that provides timely feedback on specific knowledge and skills for individual students                             | 17             | 41.5 | 20    | 48.8 | 2       | 4.9  | 2        | 4.9  | 0                 | 0.0  | 2              |
| 23 - My school administers assessments throughout the school year that are used to guide instruction   | 16             | 38.1 | 18    | 42.9 | 4       | 9.5  | 4        | 9.5  | 0                 | 0.0  | 1              |
| 24 - My school uses assessment data to evaluate and align the curriculum   | 23             | 53.5 | 16    | 37.2 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 25 - Emphasis is placed on valuing and respecting differences among students and their families in our school  | 21             | 48.8 | 19    | 44.2 | 3       | 7.0  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 26 - Student opinions are valued by teachers and administrators  | 19             | 44.2 | 20    | 46.5 | 4       | 9.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 27 - Faculty and staff solicit input from diverse student groups regarding the improvement of our school   | 8              | 20.0 | 23    | 57.5 | 7       | 17.5 | 2        | 5.0  | 0                 | 0.0  | 3              |
| 28 - I feel comfortable having discussions regarding racial / ethnic issues with my colleagues   | 17             | 39.5 | 22    | 51.2 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 29 - Individual student differences are appreciated at our school  | 21             | 48.8 | 16    | 37.2 | 5       | 11.6 | 1        | 2.3  | 0                 | 0.0  | 0              |
| 30 - Students are provided with opportunities to construct and work on long-term projects of their own design  | 6              | 14.6 | 26    | 63.4 | 6       | 14.6 | 3        | 7.3  | 0                 | 0.0  | 2              |
| 31 - In our school teachers are encouraged to be instructional leaders   | 26             | 60.5 | 15    | 34.9 | 2       | 4.7  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 32 - My school's principal fosters shared beliefs and a sense of community and cooperation   | 28             | 68.3 | 9     | 22.0 | 4       | 9.8  | 0        | 0.0  | 0                 | 0.0  | 2              |
| 33 - My school's principal monitors the effectiveness of school practices and their impact on student learning                                       | 23             | 56.1 | 13    | 31.7 | 4       | 9.8  | 1        | 2.4  | 0                 | 0.0  | 2              |
| 34 - Our principal identifies issues in the school that could potentially become problems  | 25             | 59.5 | 13    | 31.0 | 4       | 9.5  | 0        | 0.0  | 0                 | 0.0  | 1              |
| 35 - My school's principal systematically engages faculty and staff in discussions about current research on teaching and learning                   | 23             | 54.8 | 12    | 28.6 | 4       | 9.5  | 3        | 7.1  | 0                 | 0.0  | 1              |
| 36 - Our school teaches and reinforces student self-discipline and responsibility  | 21             | 48.8 | 19    | 44.2 | 1       | 2.3  | 2        | 4.7  | 0                 | 0.0  | 0              |
| 37 - Students who are prone to violence are systematically identified  | 16             | 41.0 | 20    | 51.3 | 2       | 5.1  | 1        | 2.6  | 0                 | 0.0  | 4              |
| 38 - Our school promotes an environment of mutual respect among students   | 23             | 53.5 | 17    | 39.5 | 3       | 7.0  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 39 - The content considered essential for all students to learn versus that considered supplemental has been identified and communicated to teachers | 15             | 35.7 | 21    | 50.0 | 4       | 9.5  | 2        | 4.8  | 0                 | 0.0  | 1              |
| 40 - My school systematically ensures that teachers address essential content  | 21             | 50.0 | 17    | 40.5 | 4       | 9.5  | 0        | 0.0  | 0                 | 0.0  | 1              |

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| Question   | Strongly Agree |      | Agree |      | Neutral |      | Disagree |      | Strongly Disagree |      | Number Missing |
|--|----------------|------|-------|------|---------|------|----------|------|-------------------|------|----------------|
|  | N              | Pct. | N     | Pct. | N       | Pct. | N        | Pct. | N                 | Pct. |                |
| 41 - The amount of essential content that has been identified can be addressed in the instructional time available to teachers | 9              | 22.5 | 21    | 52.5 | 7       | 17.5 | 3        | 7.5  | 0                 | 0.0  | 3              |
| 42 - The essential content is organized and sequenced in a way that students have ample opportunity to learn it                | 10             | 24.4 | 27    | 65.9 | 3       | 7.3  | 1        | 2.4  | 0                 | 0.0  | 2              |
| 43 - Our principal promotes innovation   | 23             | 54.8 | 14    | 33.3 | 5       | 11.9 | 0        | 0.0  | 0                 | 0.0  | 1              |
| 44 - I have the skills necessary to meet the needs of all learners in my classroom   | 9              | 22.5 | 26    | 65.0 | 4       | 10.0 | 1        | 2.5  | 0                 | 0.0  | 3              |
| 45 - I believe that I can positively impact student performance  | 31             | 73.8 | 11    | 26.2 | 0       | 0.0  | 0        | 0.0  | 0                 | 0.0  | 1              |
| 46 - I have received violence prevention training  | 7              | 17.5 | 15    | 37.5 | 5       | 12.5 | 10       | 25.0 | 3                 | 7.5  | 3              |
| 47 - Our professional development improves student achievement   | 15             | 35.7 | 22    | 52.4 | 4       | 9.5  | 1        | 2.4  | 0                 | 0.0  | 1              |
| 48 - I have received adequate training in using computers and other technology to support my work with students                | 17             | 41.5 | 20    | 48.8 | 2       | 4.9  | 2        | 4.9  | 0                 | 0.0  | 2              |
| 49 - The professional development activities I attend are related to my district's Comprehensive School Improvement Plan       | 26             | 61.9 | 15    | 35.7 | 1       | 2.4  | 0        | 0.0  | 0                 | 0.0  | 1              |
| 50 - I have received professional development on differentiating instruction for learners                                      | 16             | 39.0 | 18    | 43.9 | 5       | 12.2 | 2        | 4.9  | 0                 | 0.0  | 2              |
| 51 - My school adequately prepares all students for post-secondary education, and/or successful entry into the workforce       | 13             | 33.3 | 20    | 51.3 | 4       | 10.3 | 2        | 5.1  | 0                 | 0.0  | 4              |
| 52 - Students are held accountable for doing quality work  | 11             | 25.6 | 31    | 72.1 | 1       | 2.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 53 - The mission of this school is clearly defined   | 22             | 52.4 | 17    | 40.5 | 3       | 7.1  | 0        | 0.0  | 0                 | 0.0  | 1              |
| 54 - All staff in our school hold high expectations for student learning   | 14             | 32.6 | 23    | 53.5 | 5       | 11.6 | 1        | 2.3  | 0                 | 0.0  | 0              |
| 55 - There are open channels of communication among students, staff and administrators   | 22             | 51.2 | 15    | 34.9 | 3       | 7.0  | 3        | 7.0  | 0                 | 0.0  | 0              |
| 56 - There are avenues for recognizing and rewarding the accomplishments of all students                                       | 27             | 62.8 | 14    | 32.6 | 1       | 2.3  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 57 - There are sufficient library media materials to support my program  | 7              | 16.3 | 19    | 44.2 | 6       | 14.0 | 7        | 16.3 | 4                 | 9.3  | 0              |
| 58 - Career-Technical education is an essential part of the district's program of studies                                      | 15             | 38.5 | 20    | 51.3 | 3       | 7.7  | 1        | 2.6  | 0                 | 0.0  | 4              |
| 59 - I feel safe at this school  | 28             | 65.1 | 15    | 34.9 | 0       | 0.0  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 60 - The library media center materials are current and in good condition  | 10             | 23.3 | 21    | 48.8 | 5       | 11.6 | 6        | 14.0 | 1                 | 2.3  | 0              |
| 61 - In our community, people tend to trust each other   | 8              | 19.5 | 28    | 68.3 | 3       | 7.3  | 2        | 4.9  | 0                 | 0.0  | 2              |
| 62 - My professional development has improved the way I teach  | 21             | 51.2 | 18    | 43.9 | 2       | 4.9  | 0        | 0.0  | 0                 | 0.0  | 2              |

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| Question  | Strongly Agree |      | Agree |      | Neutral |      | Disagree |      | Strongly Disagree |      | Number Missing |
|---|----------------|------|-------|------|---------|------|----------|------|-------------------|------|----------------|
|   | N              | Pct. | N     | Pct. | N       | Pct. | N        | Pct. | N                 | Pct. |                |
| 63 - My school provides suggestions to parents on ways to assist at home with their child's learning                                  | 17             | 39.5 | 19    | 44.2 | 5       | 11.6 | 2        | 4.7  | 0                 | 0.0  | 0              |
| 64 - My school views parents as partners in the educational process   | 20             | 46.5 | 19    | 44.2 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 65 - My school has created specific strategies to better involve parents in the education of their child                              | 16             | 39.0 | 19    | 46.3 | 4       | 9.8  | 2        | 4.9  | 0                 | 0.0  | 2              |
| 66 - The board has high expectations for student achievement  | 21             | 48.8 | 19    | 44.2 | 2       | 4.7  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 67 - Students are treated fairly in this school   | 17             | 39.5 | 20    | 46.5 | 5       | 11.6 | 1        | 2.3  | 0                 | 0.0  | 0              |
| 68 - The community is proud of this school  | 23             | 53.5 | 16    | 37.2 | 4       | 9.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 69 - This school makes students feel they belong  | 21             | 48.8 | 18    | 41.9 | 4       | 9.3  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 70 - If students in this school have a problem, teachers will listen and help   | 28             | 65.1 | 13    | 30.2 | 2       | 4.7  | 0        | 0.0  | 0                 | 0.0  | 0              |
| 71 - I usually look forward to each working day as a teacher  | 28             | 68.3 | 13    | 31.7 | 0       | 0.0  | 0        | 0.0  | 0                 | 0.0  | 2              |
| 72 - Discipline is handled fairly in this school  | 22             | 51.2 | 16    | 37.2 | 5       | 11.6 | 0        | 0.0  | 0                 | 0.0  | 0              |
| 73 - Collaboration with classroom teachers to integrate library and media resources and skills into classroom instruction is adequate | 15             | 35.7 | 17    | 40.5 | 7       | 16.7 | 2        | 4.8  | 1                 | 2.4  | 1              |
| 74 - The librarian/media specialist requests my input into the selection of resources   | 19             | 45.2 | 15    | 35.7 | 6       | 14.3 | 1        | 2.4  | 1                 | 2.4  | 1              |
| 75 - There is adequate instruction in the use of library and media resources for classes and individual students                      | 10             | 25.0 | 22    | 55.0 | 4       | 10.0 | 2        | 5.0  | 2                 | 5.0  | 3              |
| 76 - There is systematic collaboration across subject areas in our building   | 9              | 23.1 | 21    | 53.8 | 5       | 12.8 | 4        | 10.3 | 0                 | 0.0  | 4              |
| 77 - Individual counseling services are available to students   | 23             | 53.5 | 16    | 37.2 | 3       | 7.0  | 1        | 2.3  | 0                 | 0.0  | 0              |
| 78 - The board establishes policies and permits administrators to implement these policies on a day to day basis                      | 18             | 43.9 | 22    | 53.7 | 1       | 2.4  | 0        | 0.0  | 0                 | 0.0  | 2              |
| 79 - The community provides enough money to adequately provide quality educational programs to children                               | 12             | 27.9 | 17    | 39.5 | 7       | 16.3 | 7        | 16.3 | 0                 | 0.0  | 0              |
| 80 - Overall, my school building is in good condition   | 8              | 18.6 | 29    | 67.4 | 6       | 14.0 | 0        | 0.0  | 0                 | 0.0  | 0              |
| 81 - If I had a chance to choose all over again, I would still choose teaching as a career  | 23             | 54.8 | 16    | 38.1 | 2       | 4.8  | 1        | 2.4  | 0                 | 0.0  | 1              |
| 82 - There is systematic collaboration between the academic and career education programs in our district.                            | 11             | 28.9 | 18    | 47.4 | 5       | 13.2 | 4        | 10.5 | 0                 | 0.0  | 5              |

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| <b>How much homework time do you assign your students each day</b> |                  |                |
|--|------------------|----------------|
| <b>fac83</b>   | <b>Frequency</b> | <b>Percent</b> |
| <b>Do not assign</b>   | 7                | 18.42          |
| <b>1/2 hour or less</b>  | 28               | 73.68          |
| <b>1 hour</b>  | 3                | 7.89           |

*Frequency Missing = 5*

| <b>Question</b>  | <b>Regularly</b> |             | <b>Often</b> |             | <b>Occasionally</b> |             | <b>Rarely</b> |             | <b>Not at all</b> |             | <b>Number Missing</b> |
|--|------------------|-------------|--------------|-------------|---------------------|-------------|---------------|-------------|-------------------|-------------|-----------------------|
|  | <b>N</b>         | <b>Pct.</b> | <b>N</b>     | <b>Pct.</b> | <b>N</b>            | <b>Pct.</b> | <b>N</b>      | <b>Pct.</b> | <b>N</b>          | <b>Pct.</b> |                       |
| 84 - Students are taught effective note-taking skills.   | 5                | 13.2        | 16           | 42.1        | 10                  | 26.3        | 4             | 10.5        | 3                 | 7.9         | 5                     |
| 85 - I assess the level of prior knowledge of all students before initiating instruction.  | 21               | 53.8        | 14           | 35.9        | 4                   | 10.3        | 0             | 0.0         | 0                 | 0.0         | 4                     |
| 86 - Organize students into flexible groups based on their understanding of the content and skill level.   | 16               | 44.4        | 12           | 33.3        | 5                   | 13.9        | 2             | 5.6         | 1                 | 2.8         | 7                     |
| 87 - Begin instructional units by presenting students with clear learning goals.   | 18               | 46.2        | 16           | 41.0        | 5                   | 12.8        | 0             | 0.0         | 0                 | 0.0         | 4                     |
| 88 - Begin instructional units by having students identify personal learning goals that fit within the learning goals presented by the teacher.        | 11               | 28.9        | 11           | 28.9        | 11                  | 28.9        | 3             | 7.9         | 2                 | 5.3         | 5                     |
| 89 - Provide students with specific feedback on the extent to which they are accomplishing the learning goals.   | 20               | 52.6        | 10           | 26.3        | 5                   | 13.2        | 1             | 2.6         | 2                 | 5.3         | 5                     |
| 90 - Have students keep track of their own performance on the learning goals.  | 7                | 18.9        | 12           | 32.4        | 9                   | 24.3        | 6             | 16.2        | 3                 | 8.1         | 6                     |
| 91 - Have students assess themselves relative to their personal learning goals after completing a unit.  | 4                | 10.8        | 13           | 35.1        | 12                  | 32.4        | 5             | 13.5        | 3                 | 8.1         | 6                     |
| 92 - Make use of cooperative learning groups.  | 17               | 44.7        | 14           | 36.8        | 6                   | 15.8        | 1             | 2.6         | 0                 | 0.0         | 5                     |
| 93 - Have students construct verbal or written summaries of new content.   | 11               | 29.7        | 15           | 40.5        | 8                   | 21.6        | 1             | 2.7         | 2                 | 5.4         | 6                     |
| 94 - Have students represent new content in nonlinguistic ways (e.g. mental image, picture, pictograph, graphic organizer, physical model, enactment). | 19               | 47.5        | 12           | 30.0        | 7                   | 17.5        | 2             | 5.0         | 0                 | 0.0         | 3                     |
| 95 - Provide students with opportunities to practice important skills and procedures prior to assessment.  | 27               | 69.2        | 9            | 23.1        | 3                   | 7.7         | 0             | 0.0         | 0                 | 0.0         | 4                     |
| 96 - I alter instructional strategies when students are having difficulty learning the material.   | 28               | 70.0        | 11           | 27.5        | 1                   | 2.5         | 0             | 0.0         | 0                 | 0.0         | 3                     |
| 97 - Model or demonstrate important skills or procedures.  | 33               | 82.5        | 6            | 15.0        | 1                   | 2.5         | 0             | 0.0         | 0                 | 0.0         | 3                     |
| 98 - Incorporate contextual/real life learning in the classroom.   | 33               | 82.5        | 5            | 12.5        | 2                   | 5.0         | 0             | 0.0         | 0                 | 0.0         | 3                     |
| 99 - Incorporate problem solving instructional activities in the classroom.  | 26               | 65.0        | 10           | 25.0        | 3                   | 7.5         | 1             | 2.5         | 0                 | 0.0         | 3                     |

*Data Collected in Fall, 2007*  
*Tables Generated January 09, 2008*

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| Question  | Regularly |      | Often |      | Occasionally |      | Rarely |      | Not at all |      | Number Missing |
|---|-----------|------|-------|------|--------------|------|--------|------|------------|------|----------------|
|   | N         | Pct. | N     | Pct. | N            | Pct. | N      | Pct. | N          | Pct. |                |
| 100 - Have students revise and correct errors in their work as a way of reviewing and revising content. | 21        | 53.8 | 9     | 23.1 | 6            | 15.4 | 2      | 5.1  | 1          | 2.6  | 4              |
| 101 - Have students compare and classify content.   | 17        | 42.5 | 15    | 37.5 | 6            | 15.0 | 2      | 5.0  | 0          | 0.0  | 3              |
| 102 - Have students construct metaphors and analogies.  | 7         | 18.4 | 9     | 23.7 | 14           | 36.8 | 7      | 18.4 | 1          | 2.6  | 5              |
| 103 - Provide specific feedback on the homework assigned to students.                                   | 18        | 47.4 | 10    | 26.3 | 4            | 10.5 | 3      | 7.9  | 3          | 7.9  | 5              |
| 104 - Incorporate information about careers in my instruction.  | 14        | 36.8 | 11    | 28.9 | 10           | 26.3 | 3      | 7.9  | 0          | 0.0  | 5              |