

Thiel, B. L. (2020). Supplemental Documentation. SPSS Outputs

Initial Extraction EFA Career Readiness Instrument

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	14.262	43.219	43.219	13.766	41.715	41.715	12.013
2	1.870	5.666	48.885	1.407	4.264	45.979	5.611
3	1.527	4.628	53.513	1.061	3.216	49.195	11.390
4	1.192	3.612	57.125				
5	1.006	3.048	60.173				
6	.856	2.593	62.766				
7	.787	2.386	65.152				
8	.731	2.215	67.366				
9	.690	2.092	69.458				
10	.630	1.908	71.367				
11	.623	1.888	73.254				
12	.593	1.797	75.051				
13	.584	1.771	76.822				
14	.564	1.709	78.531				
15	.535	1.621	80.152				
16	.503	1.525	81.676				
17	.501	1.517	83.193				
18	.472	1.431	84.625				
19	.453	1.373	85.998				
20	.428	1.297	87.295				
21	.420	1.272	88.567				
22	.378	1.147	89.714				
23	.373	1.131	90.845				
24	.368	1.116	91.961				
25	.353	1.069	93.030				
26	.341	1.033	94.063				
27	.334	1.011	95.074				
28	.313	.950	96.024				
29	.295	.895	96.919				
30	.270	.820	97.738				
31	.266	.807	98.545				
32	.244	.740	99.285				
33	.236	.715	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

Pattern Matrix^a

	Factor		
	1	2	3
1-21_CRBX	.867		
1_20_CRIX	.771		
1_18_CRBX	.702		
1_12_CRIX	.688		
1_25_CRIX	.683		
1_24_CRBX	.679		
1_29_CRIX	.615		
1_27_CRBX	.605		
1_6_CRBX	.570		
1_4_CRIX	.511		
1_32_CRIX	.444	.404	
1_14_CRBX	.420		
1_23_CRI	.405		
1_8_CRIX	.366		
1_22_CRB	.351		
1-33_CRB	.347		.302
1_17_CRB		.794	
1_16_CRIX		.751	
1_10_CRBX		.395	
1_3_CRI			.928
1_7_CRI			.754
1_19_CRI			.621
1_9_CRB			.610
1_1_CRB			.579
1_28_CRI			.553
1_30_CRI			.532
1_5_CRB			.531
1_11_CRI			.486
1_13_CRB			.485
1_15_CRI		.349	.409
1_2_CRBX			.361
1_31_CRB			.344
1_26_CRB			.338

Extraction Method: Principal Axis Factoring.
 Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 13 iterations.

Factor Correlation Matrix

Factor	1	2	3
1	1.000	.408	.736
2	.408	1.000	.374
3	.736	.374	1.000

Extraction Method: Principal Axis Factoring.
 Rotation Method: Oblimin with Kaiser Normalization.

Final Factor Solution Perceptions of Career Readiness Instrument

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.961
Bartlett's Test of Sphericity	Approx. Chi-Square	17278.860
	df	351
	Sig.	.000

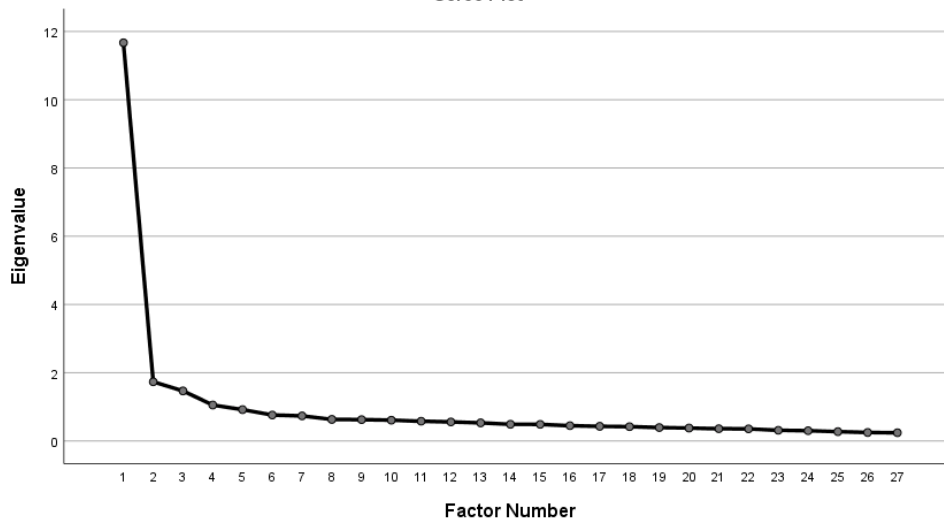
Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	11.670	43.223	43.223	11.182	41.415	41.415	9.799
2	1.733	6.418	49.641	1.321	4.892	46.307	4.249
3	1.467	5.432	55.073	1.012	3.748	50.055	9.384
4	1.053	3.901	58.974				
5	.918	3.401	62.375				
6	.759	2.812	65.187				
7	.734	2.718	67.905				
8	.632	2.341	70.246				
9	.625	2.316	72.562				
10	.610	2.259	74.821				
11	.578	2.140	76.961				
12	.557	2.065	79.025				
13	.530	1.964	80.989				
14	.489	1.811	82.800				
15	.486	1.801	84.601				
16	.447	1.656	86.256				
17	.429	1.590	87.847				
18	.419	1.552	89.399				
19	.395	1.462	90.861				
20	.379	1.403	92.263				
21	.359	1.329	93.592				
22	.354	1.312	94.904				
23	.313	1.160	96.064				
24	.300	1.112	97.176				
25	.273	1.012	98.188				
26	.248	.918	99.106				
27	.242	.894	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

Scree Plot



Communalities

	Initial	Extraction
1_1_CRB	.341	.318
1_3_CRI	.576	.634
1_4_CRIX	.407	.371
1_5_CRB	.431	.372
1_6_CRBX	.452	.421
1_7_CRI	.639	.639
1_8_CRIX	.369	.353
1_9_CRB	.463	.460
1_10_CRBX	.409	.382
1_11_CRI	.468	.460
1_12_CRIX	.550	.568
1_13_CRB	.512	.503
1_14_CRBX	.309	.300
1_16_CRIX	.593	.647
1_17_CRB	.592	.719
1_18_CRBX	.432	.448
1_19_CRI	.610	.604
1_20_CRIX	.590	.573
1-21_CRBX	.599	.611
1_24_CRBX	.543	.536
1_25_CRIX	.582	.574
1_26_CRB	.461	.380
1_27_CRBX	.487	.480
1_28_CRI	.610	.590
1_29_CRIX	.575	.556
1_30_CRI	.527	.498
1_31_CRB	.557	.516

Extraction Method: Principal Axis Factoring.

Pattern Matrix^a

	Factor		
	1	2	3
1-21_CRBX	.860		
1_20_CRIX	.756		
1_18_CRBX	.720		
1_12_CRIX	.679		
1_25_CRIX	.674		
1_24_CRBX	.668		
1_27_CRBX	.597		
1_29_CRIX	.582		
1_6_CRBX	.580		
1_4_CRIX	.516		
1_14_CRBX	.424		
1_8_CRIX	.376		
1_17_CRB		.835	
1_16_CRIX		.770	
1_10_CRBX		.408	
1_3_CRI			-.933
1_7_CRI			-.791
1_19_CRI			-.638
1_28_CRI			-.592
1_9_CRB			-.578
1_30_CRI			-.558
1_11_CRI			-.538
1_1_CRB			-.512
1_5_CRB			-.481
1_13_CRB			-.467
1_31_CRB			-.365
1_26_CRB			-.300

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Factor Correlation Matrix

Factor	1	2	3
1	1.000	.381	-.733
2	.381	1.000	-.367
3	-.733	-.367	1.000

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.

Career Readiness Instrument Reliabilities

Total PCR Instrument Reliability

Case Processing Summary

		N	%
Cases	Valid	1177	85.7
	Excluded ^a	196	14.3
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.944	.948	27

Factor 1 PCR Instrument Reliability

Case Processing Summary

		N	%
Cases	Valid	1238	90.2
	Excluded ^a	135	9.8
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.911	.911	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
1_18_CRBX	48.19	22.892	.627	.400	.905
1_20_CRIX	48.30	21.827	.707	.572	.901
1-21_CRBX	48.27	22.008	.722	.587	.900
1_12_CRIX	48.27	22.246	.722	.530	.900
1_24_CRBX	48.47	21.788	.672	.483	.902
1_25_CRIX	48.40	21.783	.717	.552	.900
1_27_CRBX	48.45	22.030	.648	.441	.904
1_4_CRIX	48.03	23.370	.551	.344	.908
1_6_CRBX	48.10	22.739	.614	.415	.905
1_14_CRBX	48.12	23.266	.519	.287	.909
1_8_CRIX	48.17	22.975	.544	.308	.908
1_29_CRIX	48.36	21.987	.700	.512	.901

Factor 2 PCR Instrument Reliability

Case Processing Summary

		N	%
Cases	Valid	1266	92.2
	Excluded ^a	107	7.8
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.789	.789	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
1_10_CRBX	6.46	3.719	.507	.257	.840
1_16_CRIX	6.98	3.162	.705	.553	.630
1_17_CRB	7.33	3.256	.688	.541	.650

Factor 3 PCR Instrument Reliabilities

Case Processing Summary

		N	%
Cases	Valid	1235	89.9
	Excluded ^a	138	10.1
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

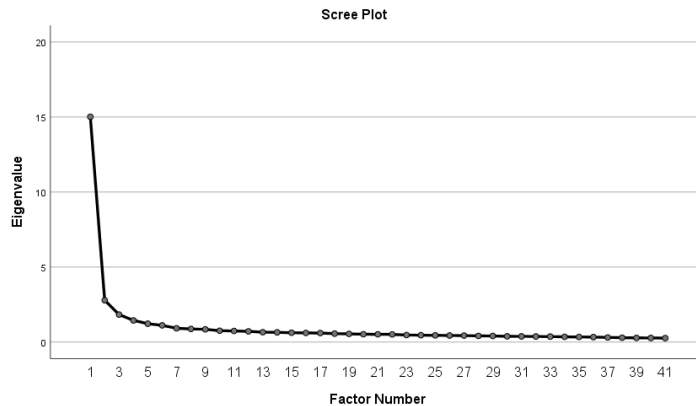
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.913	.915	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
1_3_CRI	45.90	34.838	.683	.551	.905
1_7_CRI	45.97	34.242	.733	.619	.902
1_19_CRI	46.05	33.960	.745	.588	.902
1_9_CRB	46.09	34.167	.654	.441	.906
1_28_CRI	46.06	33.879	.746	.597	.901
1_30_CRI	46.13	33.721	.695	.521	.904
1_11_CRI	46.20	33.612	.624	.416	.908
1_1_CRB	45.54	37.521	.512	.313	.912
1_5_CRB	45.63	36.570	.558	.373	.910
1_13_CRB	45.91	34.970	.680	.477	.905
1_31_CRB	46.11	34.630	.663	.480	.905
1_26_CRB	46.16	34.547	.567	.380	.911

Instructional Intentions Instrument

Initial Extraction EFA Instructional Intentions Instrument



Factor Correlation Matrix

Factor	1	2	3	4
1	1.000	-.572	.497	.518
2	-.572	1.000	-.450	-.269
3	.497	-.450	1.000	.271
4	.518	-.269	.271	1.000

Extraction Method: Principal Axis Factoring.

Rotation Method: Oblimin with Kaiser Normalization.

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	15.015	36.621	36.621	14.501	35.368	35.368	11.484
2	2.786	6.796	43.418	2.285	5.574	40.942	10.442
3	1.827	4.457	47.874	1.279	3.119	44.060	7.641
4	1.443	3.521	51.395	.902	2.200	46.260	6.386
5	1.221	2.978	54.373				
6	1.111	2.710	57.083				
7	.917	2.236	59.319				
8	.873	2.130	61.448				
9	.848	2.068	63.516				
10	.755	1.841	65.357				
11	.740	1.804	67.161				
12	.714	1.741	68.902				
13	.655	1.596	70.498				
14	.645	1.573	72.071				
15	.622	1.516	73.588				
16	.608	1.483	75.070				
17	.598	1.459	76.530				
18	.562	1.370	77.900				
19	.544	1.326	79.226				
20	.521	1.271	80.496				
21	.517	1.262	81.758				
22	.509	1.242	83.000				
23	.466	1.137	84.137				
24	.455	1.109	85.246				
25	.447	1.091	86.337				
26	.436	1.062	87.399				
27	.431	1.051	88.450				
28	.412	1.004	89.454				
29	.405	.989	90.443				
30	.380	.928	91.371				
31	.379	.923	92.294				
32	.372	.907	93.201				
33	.364	.887	94.088				
34	.348	.848	94.936				
35	.339	.826	95.763				
36	.330	.805	96.567				
37	.307	.748	97.316				
38	.291	.709	98.025				
39	.276	.673	98.698				
40	.272	.663	99.361				
41	.262	.639	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.

Pattern Matrix^a

	Factor			
	1	2	3	4
2_31_Prof1	.685			
2_36_Prof3	.619			
2_16_Prof1	.591			
2_21_Prof2	.591			
2_8_Prof1	.588			
2_27_Team3	.564			
2_25_Prof3	.556			
2_15_Com3	.555			
2_10_Com1	.468	-.338		
2_28_Com2	.441		.426	
2_24_Team1	.410	-.356		
2_41_Prof2	.361			
2_4_Prof1	.340			
2_11_CT2				
2_18_Team2		-.838		
2_9_Team3		-.753		
2_5_Team3		-.745		
2_1_Team1		-.743		
2_20_Team3		-.708		
2_14_Team2		-.558		
2_23_Team2		-.552		
2_29_Team1		-.502		
2_32_Team2		-.491		
2_2_Com3		-.441	.352	
2_3_CT2		-.426		
2_38_Team1		-.393		
2_6_Com1			.600	
2_37_Com2			.581	
2_40_CT3			.529	.477
2_34_Com2			.507	
2_19_Com1		-.335	.413	
2_7_CT2			.389	
2_39_Com2	.383		.386	
2_13_CT1				.635
2_22_CT1				.612
2_30_CT3				.534
2_26_CT1				.519
2_17_CT3			.373	.389
2_33_Prof3				.375
2_12_Prof3				.368
2_35_CT1				.356

Extraction Method: Principal Axis Factoring.
 Rotation Method: Oblimin with Kaiser Normalization.
 a. Rotation converged in 17 iterations.

Final Factor Solution Instructional Intentions Instrument

KMO and Bartlett's Test

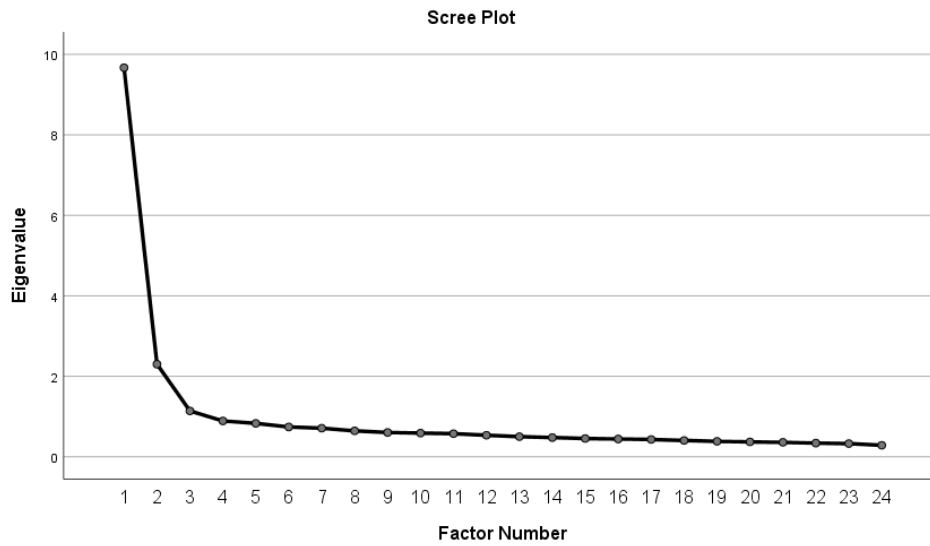
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.957
Bartlett's Test of Sphericity	Approx. Chi-Square	13956.368
	df	276
	Sig.	.000

Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings ^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	
1	9.669	40.290	40.290	9.165	38.186	38.186	7.742
2	2.300	9.583	49.873	1.824	7.601	45.787	7.069
3	1.140	4.752	54.624	.622	2.590	48.377	5.850
4	.891	3.711	58.335				
5	.829	3.456	61.791				
6	.741	3.087	64.879				
7	.710	2.959	67.837				
8	.644	2.685	70.522				
9	.604	2.517	73.039				
10	.589	2.453	75.491				
11	.575	2.395	77.886				
12	.535	2.228	80.114				
13	.500	2.085	82.199				
14	.477	1.989	84.188				
15	.454	1.890	86.078				
16	.442	1.840	87.918				
17	.431	1.794	89.712				
18	.404	1.685	91.397				
19	.383	1.596	92.993				
20	.370	1.540	94.533				
21	.358	1.493	96.026				
22	.341	1.420	97.446				
23	.327	1.362	98.808				
24	.286	1.192	100.000				

Extraction Method: Principal Axis Factoring.

a. When factors are correlated, sums of squared loadings cannot be added to obtain a total variance.



Pattern Matrix^a

Communalities

	Initial	Extraction
2_1_Team1	.461	.461
2_4_Prof1	.286	.262
2_5_Team3	.532	.555
2_8_Prof1	.450	.427
2_9_Team3	.536	.574
2_13_CT1	.369	.398
2_14_Team2	.581	.592
2_15_Com3	.443	.419
2_16_Prof1	.527	.528
2_18_Team2	.612	.663
2_20_Team3	.552	.574
2_21_Prof2	.459	.461
2_22_CT1	.475	.569
2_25_Prof3	.365	.378
2_26_CT1	.493	.551
2_27_Team3	.391	.383
2_29_Team1	.542	.543
2_30_CT3	.489	.550
2_31_Prof1	.508	.551
2_32_Team2	.504	.486
2_35_CT1	.400	.428
2_36_Prof3	.419	.445
2_38_Team1	.407	.393
2_41_Prof2	.414	.421

Extraction Method: Principal Axis Factoring.

	Factor		
	1	2	3
2_31_Prof1	.788		
2_8_Prof1	.665		
2_36_Prof3	.645		
2_16_Prof1	.601		
2_21_Prof2	.584		
2_25_Prof3	.571		
2_27_Team3	.567		
2_15_Com3	.455		
2_41_Prof2	.426		
2_4_Prof1	.394		
2_18_Team2		-.831	
2_5_Team3		-.763	
2_9_Team3		-.751	
2_20_Team3		-.730	
2_1_Team1		-.729	
2_14_Team2		-.598	
2_29_Team1		-.557	
2_32_Team2		-.549	
2_38_Team1		-.450	
2_22_CT1			.774
2_30_CT3			.660
2_13_CT1			.655
2_26_CT1			.604
2_35_CT1			.430

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 8 iterations.

Factor Correlation Matrix

Factor	1	2	3
1	1.000	-.593	.700
2	-.593	1.000	-.411
3	.700	-.411	1.000

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.

Instructional Intentions Instrument Reliabilities

Total Instrument Reliabilities

Case Processing Summary

		N	%
Cases	Valid	1215	88.5
	Excluded ^a	158	11.5
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.935	.935	24

Factor 1 Professionalism Reliabilities

Case Processing Summary

		N	%
Cases	Valid	1239	90.2
	Excluded ^a	134	9.8
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.873	.875	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
2_31_Prof1	34.19	29.740	.673	.485	.856
2_8_Prof1	34.50	29.258	.607	.424	.860
2_16_Prof1	34.64	28.864	.676	.490	.855
2_21_Prof2	34.30	29.341	.638	.433	.858
2_36_Prof3	34.20	30.483	.604	.391	.861
2_25_Prof3	34.38	30.657	.542	.324	.865
2_27_Team3	34.15	30.712	.575	.368	.863
2_41_Prof2	34.47	29.724	.585	.360	.862
2_15_Com3	34.44	28.965	.585	.382	.863
2_4_Prof1	34.29	31.041	.471	.241	.870

Factor 2 Teamwork Reliabilities

Case Processing Summary

		N	%
Cases	Valid	1241	90.4
	Excluded ^a	132	9.6
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.906	.906	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
2_5_Team3	28.78	28.110	.667	.497	.896
2_9_Team3	28.75	27.802	.710	.520	.893
2_18_Team2	28.73	27.196	.757	.602	.889
2_20_Team3	28.82	27.401	.721	.545	.892
2_14_Team2	28.68	27.418	.709	.505	.893
2_1_Team1	28.54	29.518	.620	.438	.900
2_29_Team1	29.01	27.076	.694	.494	.894
2_32_Team2	28.93	27.409	.661	.473	.897
2_38_Team1	28.56	28.536	.594	.373	.901

Factor 3 Critical Thinking Reliabilities

Case Processing Summary

		N	%
Cases	Valid	1245	90.7
	Excluded ^a	128	9.3
	Total	1373	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.820	.823	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
2_22_CT1	15.69	5.665	.663	.452	.770
2_30_CT3	15.81	5.614	.654	.432	.772
2_26_CT1	15.75	5.760	.646	.421	.775
2_13_CT1	15.24	6.497	.559	.322	.802
2_35_CT1	15.83	5.652	.561	.319	.804

Removed Factor: Communication Reliability Analysis

Reliability Statistics

Cronbach's Alpha	N of Items
.698	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
2_6_Com1	6.65	3.070	.427	.714
2_34_Com2	6.73	3.077	.538	.582
2_37_Com2	6.93	2.499	.589	.502

Regression and ANOVA Descriptive Statistics

Statistics

		Focus on Skills	Career > Academics	Focus on Career Readiness	Professionalism	Teamwork	Critical Thinking
N	Valid	1204	1204	1204	1204	1204	1204
	Missing	0	0	0	0	0	0
Mean		4.3864	3.4619	4.1888	3.8072	3.5795	3.9172
Median		4.3333	3.3333	4.1667	3.8000	3.6667	4.0000
Mode		5.00	3.00	5.00	3.80	4.00	4.00

Professionalism Regression

Correlations

		Professionalism	Focus on Skills	Career > Academics	Focus on Career Readiness
Pearson Correlation	Professionalism	1.000	.333	.295	.363
	Focus on Skills	.333	1.000	.495	.782
	Career > Academics	.295	.495	1.000	.547
	Focus on Career Readiness	.363	.782	.547	1.000
Sig. (1-tailed)	Professionalism	.	.000	.000	.000
	Focus on Skills	.000	.	.000	.000
	Career > Academics	.000	.000	.	.000
	Focus on Career Readiness	.000	.000	.000	.
N	Professionalism	1209	1209	1209	1209
	Focus on Skills	1209	1209	1209	1209
	Career > Academics	1209	1209	1209	1209
	Focus on Career Readiness	1209	1209	1209	1209

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.386 ^a	.149	.147	.55936	.149	70.468	3	1205	.000	1.926

a. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

b. Dependent Variable: Professionalism

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	66.145	3	22.048	70.468	.000 ^b
	Residual	377.027	1205	.313		
	Total	443.172	1208			

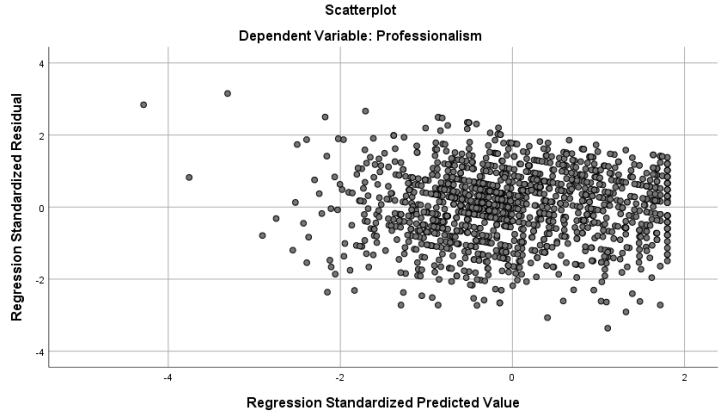
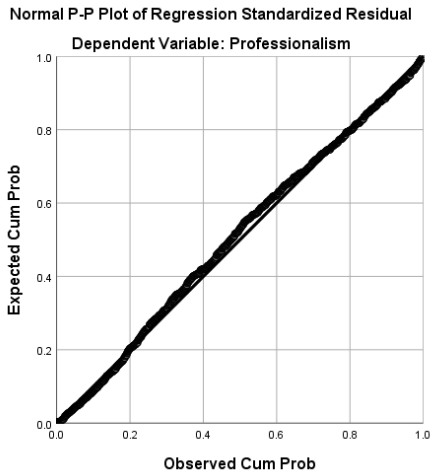
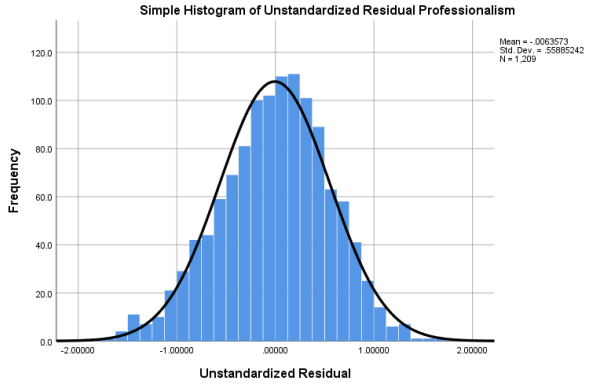
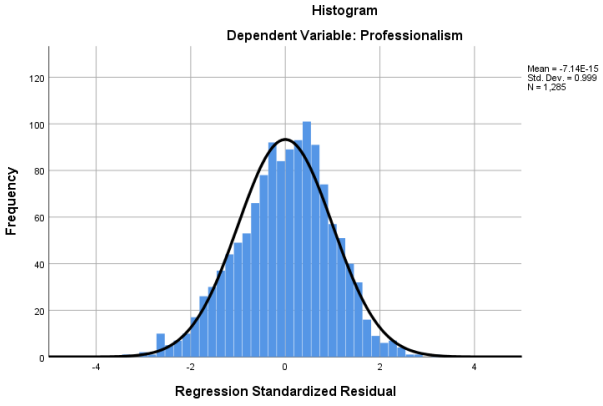
a. Dependent Variable: Professionalism

b. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

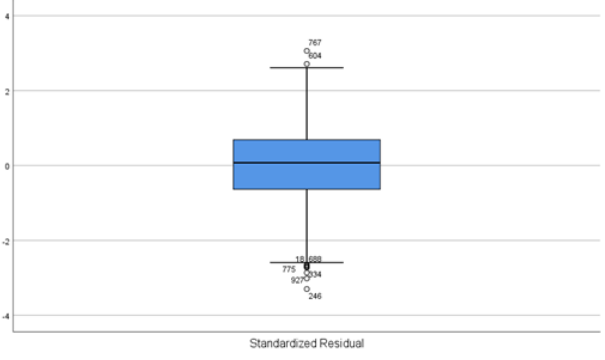
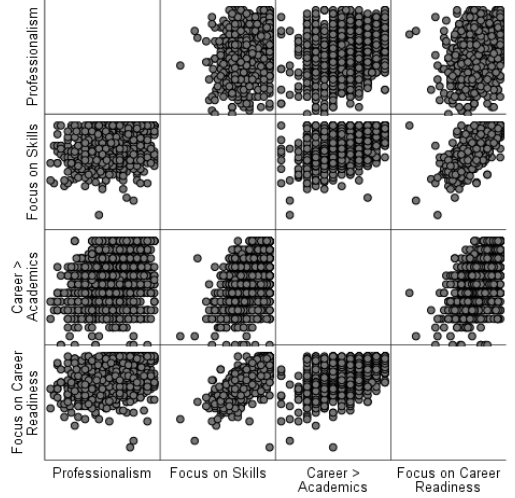
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.859	.166		11.207	.000	1.533	2.184					
	Focus on Skills	.147	.061	.105	2.435	.015	.029	.266	.333	.070	.065	.381	2.623
	Career > Academics	.088	.022	.128	4.009	.000	.045	.132	.295	.115	.107	.689	1.451
	Focus on Career Readiness	.239	.051	.211	4.718	.000	.139	.338	.363	.135	.125	.354	2.824

a. Dependent Variable: Professionalism



Scatterplot Matrix Professionalism,Focus on Skills,Career > Academics...



Tests of Normality

Licensure	Kolmogorov-Smirnov ^a			Shapiro-Wilk			
	Statistic	df	Sig.	Statistic	df	Sig.	
Professionalism	1 Traditional Licensure	.059	1168	.000	.987	1168	.000
	2 Alternative Licensure	.094	77	.090	.975	77	.129

a. Lilliefors Significance Correction

Test of Homogeneity of Variance

		Levene Statistic	df1	df2	Sig.
Professionalism	Based on Mean	.444	1	1243	.505
	Based on Median	.644	1	1243	.422
	Based on Median and with adjusted df	.644	1	1242.999	.422
	Based on trimmed mean	.517	1	1243	.472

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.8118	4.2307	3.8080	.23400	1209
Std. Predicted Value	-4.257	1.807	.000	1.000	1209
Standard Error of Predicted Value	.016	.163	.031	.010	1209
Adjusted Predicted Value	2.7828	4.2335	3.8078	.23438	1209
Residual	-1.86280	1.76499	.00000	.55867	1209
Std. Residual	-3.330	3.155	.000	.999	1209
Stud. Residual	-3.335	3.172	.000	1.001	1209
Deleted Residual	-1.86770	1.78355	.00019	.56080	1209
Stud. Deleted Residual	-3.349	3.184	.000	1.001	1209
Mahal. Distance	.038	101.520	2.998	3.872	1209
Cook's Distance	.000	.095	.001	.003	1209
Centered Leverage Value	.000	.084	.002	.003	1209

a. Dependent Variable: Professionalism

Teamwork Regression Analysis

Correlations

		Teamwork	Focus on Skills	Career > Academics	Focus on Career Readiness
Pearson Correlation	Teamwork	1.000	.364	.364	.338
	Focus on Skills	.364	1.000	.495	.782
	Career > Academics	.364	.495	1.000	.547
	Focus on Career Readiness	.338	.782	.547	1.000
Sig. (1-tailed)	Teamwork	.	.000	.000	.000
	Focus on Skills	.000	.	.000	.000
	Career > Academics	.000	.000	.	.000
	Focus on Career Readiness	.000	.000	.000	.
N	Teamwork	1209	1209	1209	1209
	Focus on Skills	1209	1209	1209	1209
	Career > Academics	1209	1209	1209	1209
	Focus on Career Readiness	1209	1209	1209	1209

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.422 ^a	.178	.176	.60034	.178	86.944	3	1205	.000	1.943

a. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

b. Dependent Variable: Teamwork

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	94.005	3	31.335	86.944	.000 ^b
	Residual	434.286	1205	.360		
	Total	528.291	1208			

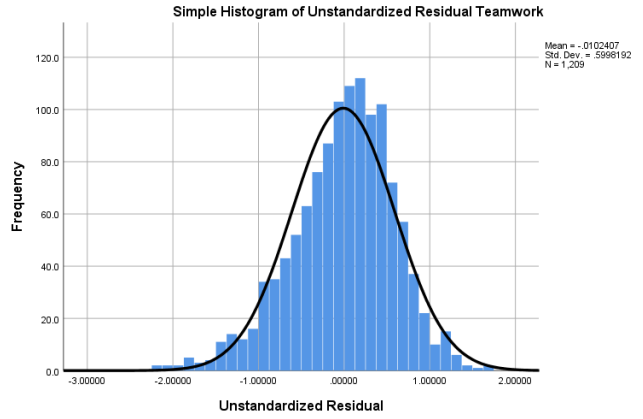
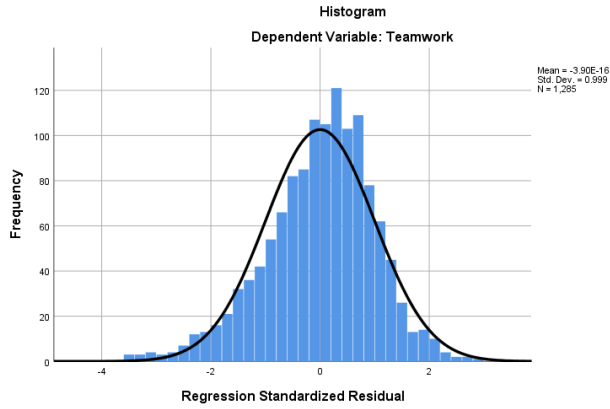
a. Dependent Variable: Teamwork

b. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

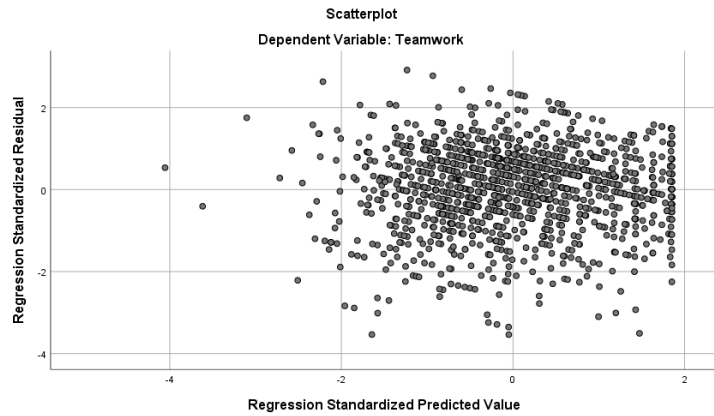
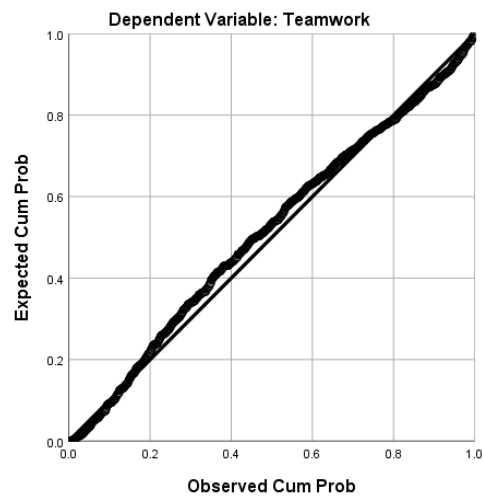
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.302	.178		7.314	.000	.953	1.651					
	Focus on Skills	.335	.065	.218	5.151	.000	.207	.462	.364	.147	.135	.381	2.623
	Career > Academics	.177	.024	.235	7.472	.000	.130	.223	.364	.210	.195	.689	1.451
	Focus on Career Readiness	.048	.054	.039	.877	.380	-.059	.154	.338	.025	.023	.354	2.824

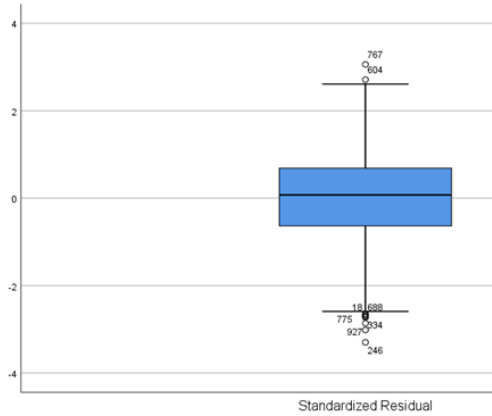
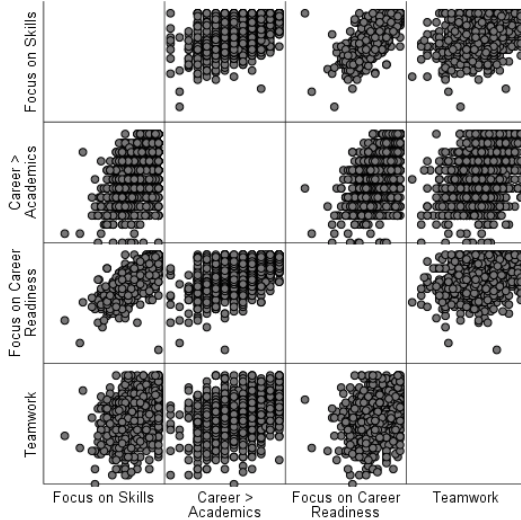
a. Dependent Variable: Teamwork



Normal P-P Plot of Regression Standardized Residual



Scatterplot Matrix Focus on Skills, Career > Academics, Focus on Career Readiness...



Tests of Normality

	Licensure	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Standardized Residual	1 Traditional Licensure	.035	1167	.002	.995	1167	.001
	2 Alternative Licensure	.049	77	.200*	.992	77	.897
Unstandardized Residual	1 Traditional Licensure	.035	1167	.002	.995	1167	.001
	2 Alternative Licensure	.049	77	.200*	.992	77	.897

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Test of Homogeneity of Variance

		Levene	df1	df2	Sig.
		Statistic			
Standardized Residual	Based on Mean	.017	1	1242	.897
	Based on Median	.018	1	1242	.893
	Based on Median and with adjusted df	.018	1	1241.039	.893
	Based on trimmed mean	.018	1	1242	.893
Unstandardized Residual	Based on Mean	.017	1	1242	.897
	Based on Median	.018	1	1242	.893
	Based on Median and with adjusted df	.018	1	1241.039	.893
	Based on trimmed mean	.018	1	1242	.893

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4694	4.0971	3.5788	.27896	1209
Std. Predicted Value	-3.977	1.858	.000	1.000	1209
Standard Error of Predicted Value	.018	.175	.033	.010	1209
Adjusted Predicted Value	2.4634	4.1023	3.5788	.27899	1209
Residual	-2.13358	1.75342	.00000	.59959	1209
Std. Residual	-3.554	2.921	.000	.999	1209
Stud. Residual	-3.568	2.926	.000	1.001	1209
Deleted Residual	-2.15088	1.75949	.00006	.60170	1209
Stud. Deleted Residual	-3.586	2.935	.000	1.002	1209
Mahal. Distance	.038	101.520	2.998	3.872	1209
Cook's Distance	.000	.026	.001	.002	1209
Centered Leverage Value	.000	.084	.002	.003	1209

a. Dependent Variable: Teamwork

Critical Thinking Regression Analysis

Correlations

		Critical Thinking	Focus on Skills	Career > Academics	Focus on Career Readiness
Pearson Correlation	Critical Thinking	1.000	.313	.208	.275
	Focus on Skills	.313	1.000	.495	.782
	Career > Academics	.208	.495	1.000	.547
	Focus on Career Readiness	.275	.782	.547	1.000
Sig. (1-tailed)	Critical Thinking	.	.000	.000	.000
	Focus on Skills	.000	.	.000	.000
	Career > Academics	.000	.000	.	.000
	Focus on Career Readiness	.000	.000	.000	.
N	Critical Thinking	1209	1209	1209	1209
	Focus on Skills	1209	1209	1209	1209
	Career > Academics	1209	1209	1209	1209
	Focus on Career Readiness	1209	1209	1209	1209

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	.321 ^a	.103	.101	.56542	.103	46.033	3	1205	.000	1.906

a. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

b. Dependent Variable: Critical Thinking

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.150	3	14.717	46.033	.000 ^b
	Residual	385.235	1205	.320		
	Total	429.385	1208			

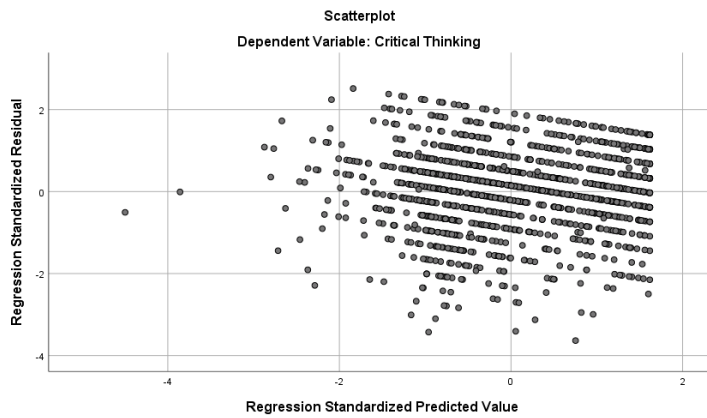
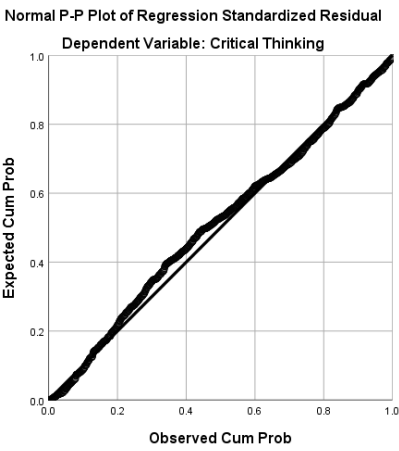
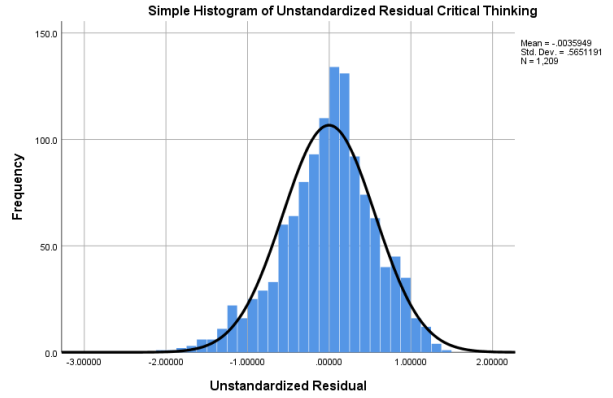
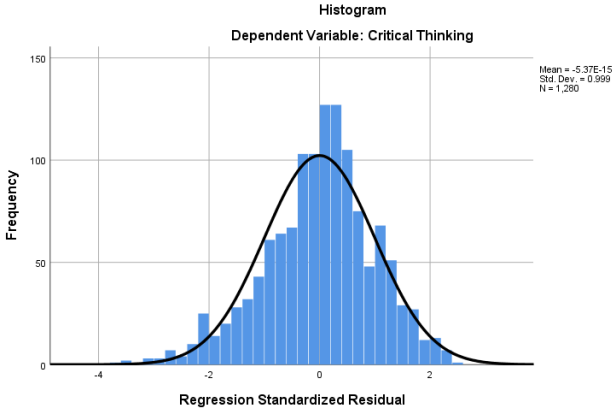
a. Dependent Variable: Critical Thinking

b. Predictors: (Constant), Focus on Career Readiness, Career > Academics, Focus on Skills

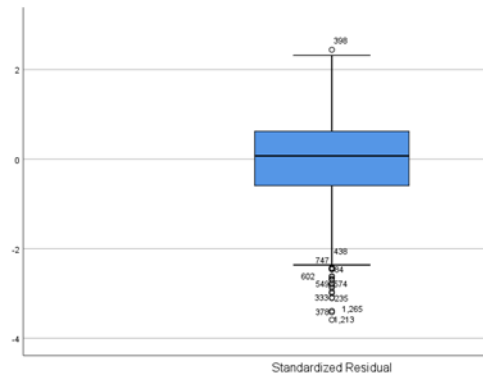
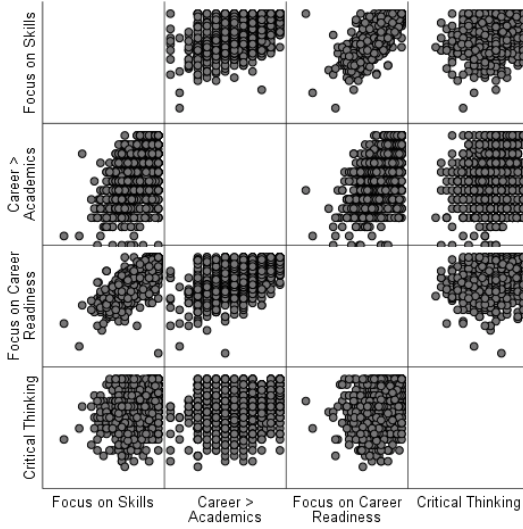
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	2.058	.168		12.274	.000	1.729	2.387					
	Focus on Skills	.337	.061	.244	5.513	.000	.217	.457	.313	.157	.150	.381	2.623
	Career > Academics	.040	.022	.059	1.792	.073	-.004	.084	.208	.052	.049	.689	1.451
	Focus on Career Readiness	.058	.051	.052	1.131	.258	-.042	.158	.275	.033	.031	.354	2.824

a. Dependent Variable: Critical Thinking



Scatterplot Matrix Focus on Skills,Career > Academics,Focus on Career Readiness...



Tests of Normality

	Licensure	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	1 Traditional Licensure	.054	1167	.000	.988	1167	.000
	2 Alternative Licensure	.060	77	.200*	.987	77	.654
Standardized Residual	1 Traditional Licensure	.054	1167	.000	.988	1167	.000
	2 Alternative Licensure	.060	77	.200*	.987	77	.654

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Test of Homogeneity of Variance

		Levene Statistic	df1	df2	Sig.
Unstandardized Residual	Based on Mean	1.829	1	1242	.176
	Based on Median	1.821	1	1242	.177
	Based on Median and with adjusted df	1.821	1	1231.752	.177
	Based on trimmed mean	1.805	1	1242	.179
Standardized Residual	Based on Mean	1.829	1	1242	.176
	Based on Median	1.821	1	1242	.177
	Based on Median and with adjusted df	1.821	1	1231.752	.177
	Based on trimmed mean	1.805	1	1242	.179

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.0756	4.2330	3.9159	.19117	1209
Std. Predicted Value	-4.395	1.659	.000	1.000	1209
Standard Error of Predicted Value	.017	.165	.031	.010	1209
Adjusted Predicted Value	3.0809	4.2354	3.9158	.19122	1209
Residual	-2.05209	1.44360	.00000	.56472	1209
Std. Residual	-3.629	2.553	.000	.999	1209
Stud. Residual	-3.633	2.560	.000	1.000	1209
Deleted Residual	-2.05631	1.45163	.00006	.56661	1209
Stud. Deleted Residual	-3.652	2.566	.000	1.001	1209
Mahal. Distance	.038	101.520	2.998	3.872	1209
Cook's Distance	.000	.035	.001	.002	1209
Centered Leverage Value	.000	.084	.002	.003	1209

a. Dependent Variable: Critical Thinking

ANOVA Years of Experience

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	2.788	6	.465	2.523	.020
	Within Groups	221.194	1201	.184		
	Total	223.981	1207			
Career > Academics	Between Groups	25.056	6	4.176	5.526	.000
	Within Groups	907.635	1201	.756		
	Total	932.691	1207			
Focus on Career Readiness	Between Groups	3.567	6	.594	2.088	.052
	Within Groups	341.952	1201	.285		
	Total	345.519	1207			

ANOVA Content Area Taught

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	3.670	3	1.223	6.690	.000
	Within Groups	220.358	1205	.183		
	Total	224.028	1208			
Career > Academics	Between Groups	42.077	3	14.026	18.960	.000
	Within Groups	891.382	1205	.740		
	Total	933.459	1208			
Focus on Career Readiness	Between Groups	31.489	3	10.496	40.268	.000
	Within Groups	314.100	1205	.261		
	Total	345.589	1208			

ANOVA Age

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	1.745	4	.436	2.370	.051
	Within Groups	220.398	1197	.184		
	Total	222.143	1201			
Career > Academics	Between Groups	9.292	4	2.323	3.041	.017
	Within Groups	914.351	1197	.764		
	Total	923.642	1201			
Focus on Career Readiness	Between Groups	.419	4	.105	.367	.833
	Within Groups	342.239	1197	.286		
	Total	342.658	1201			

ANOVA School Size (Student enrollment 6-12)

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	.678	4	.169	.916	.454
	Within Groups	222.000	1200	.185		
	Total	222.678	1204			
Career > Academics	Between Groups	4.237	4	1.059	1.378	.239
	Within Groups	922.209	1200	.769		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	1.086	4	.272	.952	.433
	Within Groups	342.328	1200	.285		
	Total	343.415	1204			

ANOVA Socioeconomic Status (free and reduced-price lunch)

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	1.670	4	.417	2.267	.060
	Within Groups	221.008	1200	.184		
	Total	222.678	1204			
Career > Academics	Between Groups	6.269	4	1.567	2.044	.086
	Within Groups	920.177	1200	.767		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	2.875	4	.719	2.533	.039
	Within Groups	340.540	1200	.284		
	Total	343.415	1204			

ANOVA School Policy (All teachers expected to teach employability skills)

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	1.364	3	.455	2.467	.061
	Within Groups	221.314	1201	.184		
	Total	222.678	1204			
Career > Academics	Between Groups	2.940	3	.980	1.275	.282
	Within Groups	923.506	1201	.769		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	3.754	3	1.251	4.424	.004
	Within Groups	339.661	1201	.283		
	Total	343.415	1204			

ANOVA Some teachers are expected to teach employability skills

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	2.144	3	.715	3.893	.009
	Within Groups	220.533	1201	.184		
	Total	222.678	1204			
Career > Academics	Between Groups	.088	3	.029	.038	.990
	Within Groups	926.359	1201	.771		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	2.613	3	.871	3.069	.027
	Within Groups	340.802	1201	.284		
	Total	343.415	1204			

ANOVA Skill Development is Assessed

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	1.331	3	.444	2.408	.066
	Within Groups	221.347	1201	.184		
	Total	222.678	1204			
Career > Academics	Between Groups	8.039	3	2.680	3.504	.015
	Within Groups	918.408	1201	.765		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	4.654	3	1.551	5.500	.001
	Within Groups	338.761	1201	.282		
	Total	343.415	1204			

ANOVA Evidence of Skill Development Required for Graduation

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	.648	3	.216	1.169	.320
	Within Groups	222.029	1201	.185		
	Total	222.678	1204			
Career > Academics	Between Groups	13.651	3	4.550	5.987	.000
	Within Groups	912.796	1201	.760		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	2.458	3	.819	2.886	.035
	Within Groups	340.957	1201	.284		
	Total	343.415	1204			

ANOVA Workshop Attendance

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	5.499	3	1.833	10.137	.000
	Within Groups	217.178	1201	.181		
	Total	222.678	1204			
Career > Academics	Between Groups	19.229	3	6.410	8.485	.000
	Within Groups	907.217	1201	.755		
	Total	926.446	1204			
Focus on Career Readiness	Between Groups	8.236	3	2.745	9.837	.000
	Within Groups	335.178	1201	.279		
	Total	343.415	1204			

ANOVA Reason for Attending Workshop

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Focus on Skills	Between Groups	2.211	3	.737	4.120	.006
	Within Groups	167.595	937	.179		
	Total	169.806	940			
Career > Academics	Between Groups	8.015	3	2.672	3.544	.014
	Within Groups	706.455	937	.754		
	Total	714.471	940			
Focus on Career Readiness	Between Groups	6.054	3	2.018	7.416	.000
	Within Groups	254.973	937	.272		
	Total	261.027	940			