

Appendix A

Table A1

Descriptive Statistics for Indicator (n=1,824)

Variable	Min	Max	Mean	SD	TALIS 2013 variable
<i>Teacher feedback has led to a positive change in...</i>					
Your public recognition from the principal and/or your colleagues	0	1	0.42	0.49	TT2G30A= 3 or 4
The likelihood of career advancement	0	1	0.27	0.44	TT2G30C= 3 or 4
Your salary and/or financial bonus	0	1	0.12	0.33	TT2G30G= 3 or 4
Your role in school development initiatives	0	1	0.42	0.49	TT2G30B= 3 or 4
The amount of professional development you undertake	0	1	0.32	0.47	TT2G30D= 3 or 4
Your job responsibilities at this school	0	1	0.40	0.49	TT2G30E= 3 or 4
Your classroom management practices	0	1	0.42	0.49	TT2G30H= 3 or 4
Your knowledge and understanding of your main subject field(s)	0	1	0.37	0.48	TT2G30I= 3 or 4
Your teaching practices	0	1	0.54	0.50	TT2G30J= 3 or 4
Your methods for teaching of students with special needs	0	1	0.35	0.48	TT2G30K= 3 or 4
Your use of student assessments to improve student learning	0	1	0.50	0.50	TT2G30L= 3 or 4
Your confidence as a teacher	0	1	0.60	0.49	TT2G30F= 3 or 4
Your job satisfaction	0	1	0.48	0.50	TT2G30M= 3 or 4
Your motivation	0	1	0.52	0.50	TT2G30N= 3 or 4

Table A2*Descriptive Statistics for Covariates and Distal Outcomes (n = 1395)*

Variable	Min	Max	Mean	SD	TALIS 2013 variable
Teacher-Level					
<i>Demographic</i>					
Female	0	1	0.670	0.47	TT2G01=1
Years of Teaching	0	47	13.95	9.63	TT2G05B
Tenure	0	1	0.69	0.46	TT2G06=1
<i>Feedback Sources</i>					
Student Survey	0	1	0.26	0.44	TT2G28B6=2
Content Knowledge	0	1	0.48	0.50	TT2G28C6=2
Test Score	0	1	0.67	0.47	TT2G28D6=2
Self-Assessment	0	1	0.52	0.50	TT2G28E6=2
Feedback from Parents	0	1	0.41	0.49	TT2G28F6=2
<i>Purpose of the evaluation</i>					
...Administrative requirement	0	1	0.61	0.49	TT2G31C=3 or 4
...Development or training plan	0	1	0.59	0.49	TT2G31D=3 or 4
...Dismissal	0	1	0.46	0.50	TT2G31F=3 or 4
...Remedy any weaknesses in teaching	0	1	0.72	0.45	TT2G31G=3 or 4
<i>Distal Outcome</i>					
Intention to change school	0	1	0.22	0.42	TT2G46C=3 or 4
School-level					
Urbanicity	0	1	0.36	0.48	TC2G09=5 or 6
% Non-primary Language					
None	0	1	0.11	0.32	TC2G15A=1
1% to 10%	0	1	0.62	0.49	TC2G15A=2
10% to 30%	0	1	0.12	0.33	TC2G15A=3
30% to 60%	0	1	0.06	0.24	TC2G15A=4
More than 60%	0	1	0.09	0.28	TC2G15A=5
% Special Education					
None to 10%	0	1	0.37	0.48	TC2G15B=1 or 2
10% to 30%	0	1	0.60	0.49	TC2G15B=3
30% to 60%	0	1	0.03	0.17	TC2G15B=4
% Disadvantaged Students					
None to 10%	0	1	0.11	0.31	TC2G15C=1 or 2
10% to 30%	0	1	0.22	0.41	TC2G15C=3
30% to 60%	0	1	0.37	0.48	TC2G15C=4
More than 60%	0	1	0.30	0.46	TC2G15C=5

Table A3*LCA Results and Fit Statistics for Teachers Reporting Positive Impact of Feedback*

Class	-2 Log Likelihood	AIC	BIC	LMR <i>p</i> -value	Entropy
2	-12329.032	24716.064	24875.819	0.000	0.910
3	-11450.707	22989.415	23231.801	0.000	0.890
4	-11193.841	22505.682	22830.700	0.0018	0.884
5	-11014.478	22176.955	22584.606	0.7120	0.855
6	-10884.577	21947.153	22437.435	0.4056	0.860
7	-10793.211	21794.422	22367.336	0.7710	0.850
8	-10732.976	21703.952	22359.498	0.6449	0.850
9	-10681.663	21631.326	22369.504	0.7701	0.837

Note: AIC = Akaike Information Criteria; BIC = Bayesian Information Criteria; LMR = Lo-Mendell-Rubin Adjusted Likelihood Ratio Test.

Table A4*Average Latent Class Probabilities for Most Likely Class Membership (Row) by Latent Class (Column)*

Teacher Group	Compliant	Indifferent	Receptive	Motivated
Compliant	0.854	0.084	0.009	0.053
Indifferent	0.032	0.962	0.000	0.005
Receptive	0.002	0.000	0.965	0.033
Motivated	0.019	0.013	0.043	0.925

Appendix B

Mplus code

Title: TALIS 2013 Teacher Feedback LCA analysis.

Data: File is FINAL_v5.dat;

variable:

```
names = IDTEACH TCHWGT TT2G30A TT2G30C TT2G30G
TT2G30B TT2G30D TT2G30E TT2G30H TT2G30I TT2G30J
TT2G30K TT2G30L TT2G30F TT2G30M TT2G30N TT2G01
TT2G05B TT2G06 TT2G28B6 TT2G28C6 TT2G28D6 TT2G28E6
TT2G28F6 TC2G09 LANG_2 LANG_3 LANG_4 LANG_5
SPED_3 SPED_4 DISAD_3 DISAD_4 DISAD_5 TT2G31C
TT2G31D TT2G31F TT2G31G TT2G46C;
missing = ALL(99999);
IDVARIABLE = IDTEACH;
weight = TCHWGT;
usevariables = TT2G30A TT2G30C TT2G30G
TT2G30B TT2G30D TT2G30E TT2G30H TT2G30I TT2G30J
TT2G30K TT2G30L TT2G30F TT2G30M TT2G30N;
categorical = TT2G30A TT2G30C TT2G30G
TT2G30B TT2G30D TT2G30E TT2G30H TT2G30I TT2G30J
TT2G30K TT2G30L TT2G30F TT2G30M TT2G30N;
classes = c(4);
AUXILIARY = (R3STEP) TT2G01
TT2G05B TT2G06 TT2G28B6 TT2G28C6 TT2G28D6 TT2G28E6
TT2G28F6 TC2G09 LANG_2 LANG_3 LANG_4 LANG_5
SPED_3 SPED_4 DISAD_3 DISAD_4 DISAD_5
TT2G31C TT2G31D TT2G31F TT2G31G;

!AUXILIARY=TT2G46C (BCH)
```

Analysis:

```
type=mixture;
processors = 8 (STARTS);
MITERATION = 5000;
starts=10000 1000;
STITERATION = 100;
```

Plot:

```
type is plot3;
series is TT2G30A (1) TT2G30C (2) TT2G30G (3)
TT2G30B (4) TT2G30D (5) TT2G30E (6) TT2G30H (7) TT2G30I (8) TT2G30J
(9)
TT2G30K (10) TT2G30L (11) TT2G30F (12) TT2G30M (13) TT2G30N (14);
```

savedata:

```
file is c4_cprobs_final_v5.txt;
save is cprob;
format is free;
ESTIMATES = 4 class MIXEST_final_v5.dat;
```

output:

```
sampstat tech10 tech11;
```