

Table 1. Number of items determined to match Para Skills reading subtest.

Para Skills Reading subtest specifications	# of final form items match (items can match more than one item)
Describe key developments in reading instruction	3
Describe important terms used in reading instruction	13
Demonstrate skills in reading aloud to students	2
Demonstrate strategies to help children read unfamiliar words	4
Help students read smoothly without pauses and hesitation	3
Identify methods for helping students understand what they read	5

Table 2. Number of items determined to match Para Skills writing subtest.

Para Skills Writing subtest specifications	# of final form items match (items can match more than one item)
Identify the components of a trait-based writing program	9
Discuss the development of written language skills including spelling and handwriting and their relationship and importance in written expression	12
Describe how a paraeducator might use strategies, assistive devices, and aids to reinforce teacher instruction in written expression	8

Table 3. Number of items determined to match Para Skills math subtest

Para Skills Math subtest specifications	# of final form items match (items can match more than one item)
State the role of the teacher and para-educator in facilitating mathematics development.	3
Describe the stages of mathematics development	2
Demonstrate a basic understanding of frequently used mathematics terms, concepts, and symbols	10
Explain the levels of instruction in mathematics learning	
Demonstrate the ability to reinforce the math instruction presented by the teacher in readiness, basic computation and problem solving skills, as well as in advanced mathematical skills	7
Demonstrate the ability to analyze, provide feedback, and assist in correcting student math errors	3
Explain appropriate use of math aids such as calculators	4

Table 4. Pilot examinee occupation by years of school

<u>Years of School</u>			
	N	Mean	Std. Deviation
Non-educators	99	15.26	2.30
Para	110	14.55	2.02
Teachers	21	18.14	2.20
Total	232	15.18	2.31

Table 5. Pilot examinee occupation by ethnicity

Count	<u>Ethnicity</u>					Total
	Asian	Black	Hispanic	White	Other	
Non-educators		3	1	95		99
Para	1	1	3	102	3	110
Teachers		1	1	20	1	23
Total	1	5	5	217	4	232

Table 6. Item difficulty by Academic Reading subtest score quartile.

	test score quartile	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest quartile	57	.91	.29	.04
	highest quartile	60	1.00	.00	.00
ITEM02	lowest quartile	57	.91	.29	.04
	highest quartile	60	1.00	.00	.00
ITEM03	lowest quartile	57	.39	.49	.07
	highest quartile	60	.98	.13	.02
ITEM04	lowest quartile	57	.65	.48	.06
	highest quartile	60	.97	.18	.02
ITEM05	lowest quartile	57	.93	.26	.03
	highest quartile	60	1.00	.00	.00
ITEM06	lowest quartile	57	.67	.48	.06
	highest quartile	60	.95	.22	.03
ITEM07	lowest quartile	57	.82	.38	.05
	highest quartile	60	.97	.18	.02
ITEM08	lowest quartile	57	.54	.50	.07
	highest quartile	60	.83	.38	.05
ITEM09	lowest quartile	57	.84	.37	.05
	highest quartile	60	1.00	.00	.00
ITEM10	lowest quartile	57	.58	.50	.07
	highest quartile	60	.92	.28	.04
ITEM11	lowest quartile	57	.70	.46	.06
	highest quartile	60	.98	.13	.02
ITEM12	lowest quartile	57	.35	.48	.06
	highest quartile	60	.90	.30	.04
ITEM13	lowest quartile	57	.26	.44	.06
	highest quartile	60	.97	.18	.02
ITEM14	lowest quartile	57	.89	.31	.04
	highest quartile	60	1.00	.00	.00
ITEM15	lowest quartile	57	.77	.42	.06
	highest quartile	60	.98	.13	.02
ITEM16	lowest quartile	57	.26	.44	.06
	highest quartile	60	.93	.25	.03
ITEM17	lowest quartile	57	.81	.40	.05
	highest quartile	60	.95	.22	.03
ITEM18	lowest quartile	57	.30	.46	.06
	highest quartile	60	.75	.44	.06
ITEM19	lowest quartile	57	.53	.50	.07
	highest quartile	60	.97	.18	.02
ITEM20	lowest quartile	57	.25	.43	.06
	highest quartile	60	.87	.34	.04
ITEM21	lowest quartile	57	.88	.33	.04
	highest quartile	60	1.00	.00	.00
ITEM22	lowest quartile	57	.84	.37	.05
	highest quartile	60	1.00	.00	.00
ITEM23	lowest quartile	57	.65	.48	.06
	highest quartile	60	1.00	.00	.00
ITEM24	lowest quartile	57	.58	.50	.07
	highest quartile	60	.98	.13	.02
ITEM25	lowest quartile	57	.84	.37	.05
	highest quartile	60	1.00	.00	.00
ITEM26	lowest quartile	57	.35	.48	.06
	highest quartile	60	.85	.36	.05
ITEM27	lowest quartile	57	.37	.49	.06
	highest quartile	60	.83	.38	.05
ITEM28	lowest quartile	57	.51	.50	.07
	highest quartile	60	.95	.22	.03

Table 7. Item difficulty: Comparison of item difficulty for highest and lowest performers on Academic Writing subtest.

	test score performance level	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest performing	45.00	.93	.25	.04
	highest performing	76.00	1.00	.00	.00
ITEM02	lowest performing	45.00	.76	.43	.06
	highest performing	76.00	.96	.20	.02
ITEM03	lowest performing	45.00	.76	.43	.06
	highest performing	76.00	.99	.11	.01
ITEM04	lowest performing	45.00	.84	.37	.05
	highest performing	76.00	.99	.11	.01
ITEM05	lowest performing	45.00	.53	.50	.08
	highest performing	76.00	.96	.20	.02
ITEM06	lowest performing	45.00	.76	.43	.06
	highest performing	76.00	1.00	.00	.00
ITEM07	lowest performing	45.00	.98	.15	.02
	highest performing	76.00	.99	.11	.01
ITEM08	lowest performing	45.00	.62	.49	.07
	highest performing	76.00	.88	.33	.04
ITEM09	lowest performing	45.00	.80	.40	.06
	highest performing	76.00	.99	.11	.01
ITEM10	lowest performing	45.00	.87	.34	.05
	highest performing	76.00	1.00	.00	.00
ITEM11	lowest performing	45.00	.20	.40	.06
	highest performing	75.00	.71	.46	.05
ITEM12	lowest performing	45.00	.78	.42	.06
	highest performing	76.00	1.00	.00	.00
ITEM13	lowest performing	45.00	.36	.48	.07
	highest performing	76.00	.88	.33	.04
ITEM14	lowest performing	45.00	.40	.50	.07
	highest performing	76.00	.71	.46	.05
ITEM15	lowest performing	45.00	.71	.46	.07
	highest performing	76.00	.96	.20	.02
ITEM16	lowest performing	45.00	.64	.48	.07
	highest performing	76.00	.96	.20	.02
ITEM17	lowest performing	45.00	.27	.45	.07
	highest performing	76.00	.96	.20	.02
ITEM18	lowest performing	45.00	.20	.40	.06
	highest performing	76.00	.74	.44	.05
ITEM19	lowest performing	45.00	.36	.48	.07
	highest performing	69.00	.75	.43	.05
ITEM20	lowest performing	45.00	.44	.50	.07
	highest performing	76.00	.92	.27	.03
ITEM21	lowest performing	44.00	.82	.39	.06
	highest performing	76.00	.99	.11	.01
ITEM22	lowest performing	44.00	.45	.50	.08
	highest performing	76.00	.82	.39	.04
ITEM23	lowest performing	44.00	.50	.51	.08
	highest performing	76.00	.95	.22	.03
ITEM24	lowest performing	43.00	.37	.49	.07
	highest performing	76.00	.97	.16	.02
ITEM25	lowest performing	43.00	.23	.43	.07
	highest performing	76.00	.76	.43	.05

Table 8. Item discrimination: Comparison of item difficulty by level of Academic Math subtest performance

	Test performance level	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest performers	52.00	.63	.49	.07
	highest performers	48.00	.85	.36	.05
ITEM02	lowest performers	53.00	.36	.48	.07
	highest performers	48.00	.98	.14	.02
ITEM03	lowest performers	53.00	.60	.49	.07
	highest performers	48.00	1.00	.00	.00
ITEM04	lowest performers	53.00	.66	.48	.07
	highest performers	48.00	.96	.20	.03
ITEM05	lowest performers	53.00	.55	.50	.07
	highest performers	48.00	1.00	.00	.00
ITEM06	lowest performers	53.00	.62	.49	.07
	highest performers	48.00	1.00	.00	.00
ITEM07	lowest performers	53.00	.40	.49	.07
	highest performers	48.00	1.00	.00	.00
ITEM08	lowest performers	53.00	.79	.41	.06
	highest performers	48.00	1.00	.00	.00
ITEM09	lowest performers	53.00	.70	.46	.06
	highest performers	48.00	.98	.14	.02
ITEM10	lowest performers	53.00	.53	.50	.07
	highest performers	48.00	.94	.24	.04
ITEM11	lowest performers	53.00	.72	.45	.06
	highest performers	48.00	.94	.24	.04
ITEM12	lowest performers	53.00	.57	.50	.07
	highest performers	48.00	.96	.20	.03
ITEM13	lowest performers	53.00	.66	.48	.07
	highest performers	48.00	.94	.24	.04
ITEM14	lowest performers	53.00	.70	.46	.06
	highest performers	48.00	1.00	.00	.00
ITEM15	lowest performers	53.00	.53	.50	.07
	highest performers	48.00	.96	.20	.03
ITEM16	lowest performers	53.00	.17	.38	.05
	highest performers	48.00	.46	.50	.07
ITEM17	lowest performers	53.00	.75	.43	.06
	highest performers	48.00	1.00	.00	.00
ITEM18	lowest performers	53.00	.43	.50	.07
	highest performers	48.00	.96	.20	.03
ITEM19	lowest performers	53.00	.28	.45	.06
	highest performers	48.00	.98	.14	.02
ITEM20	lowest performers	53.00	.26	.45	.06
	highest performers	48.00	.96	.20	.03
ITEM21	lowest performers	53.00	.19	.39	.05
	highest performers	48.00	.81	.39	.06
ITEM22	lowest performers	53.00	.45	.50	.07
	highest performers	48.00	.85	.36	.05
ITEM23	lowest performers	53.00	.64	.48	.07
	highest performers	47.00	1.00	.00	.00
ITEM24	lowest performers	53.00	.60	.49	.07
	highest performers	48.00	.92	.28	.04
ITEM25	lowest performers	52.00	.31	.47	.06
	highest performers	48.00	.88	.33	.05
ITEM26	lowest performers	53.00	.34	.48	.07
	highest performers	48.00	.92	.28	.04
ITEM27	lowest performers	53.00	.55	.50	.07
	highest performers	48.00	1.00	.00	.00
ITEM28	lowest performers	53.00	.68	.47	.06
	highest performers	48.00	.98	.14	.02
ITEM29	lowest performers	47.00	.72	.45	.07
	highest performers	48.00	1.00	.00	.00
ITEM30	lowest performers	47.00	.26	.44	.06
	highest performers	48.00	.67	.48	.07
ITEM31	lowest performers	47.00	.40	.50	.07
	highest performers	48.00	1.00	.00	.00
ITEM32	lowest performers	47.00	.30	.46	.07
	highest performers	48.00	.96	.20	.03

Table 9. Item discrimination: Comparison of item difficulty by levels of Para Skills Reading subtest performance

	Test performance level	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest performers	53.00	.75	.43	.06
	highest performers	67.00	.94	.24	.03
ITEM02	lowest performers	53.00	.45	.50	.07
	highest performers	67.00	.99	.12	.01
ITEM03	lowest performers	53.00	.26	.45	.06
	highest performers	67.00	.73	.45	.05
ITEM04	lowest performers	53.00	.75	.43	.06
	highest performers	67.00	.97	.17	.02
ITEM05	lowest performers	53.00	.13	.34	.05
	highest performers	67.00	.55	.50	.06
ITEM06	lowest performers	53.00	.72	.45	.06
	highest performers	67.00	.99	.12	.01
ITEM07	lowest performers	53.00	.32	.47	.06
	highest performers	67.00	.91	.29	.04
ITEM08	lowest performers	53.00	.17	.38	.05
	highest performers	67.00	.78	.42	.05
ITEM09	lowest performers	53.00	.42	.50	.07
	highest performers	67.00	.94	.24	.03
ITEM10	lowest performers	53.00	.45	.50	.07
	highest performers	67.00	.84	.37	.05
ITEM11	lowest performers	53.00	.89	.32	.04
	highest performers	67.00	1.00	.00	.00
ITEM12	lowest performers	53.00	.68	.47	.06
	highest performers	67.00	.99	.12	.01
ITEM13	lowest performers	53.00	.68	.47	.06
	highest performers	67.00	.99	.12	.01
ITEM14	lowest performers	53.00	.42	.50	.07
	highest performers	67.00	.85	.36	.04
ITEM15	lowest performers	53.00	.25	.43	.06
	highest performers	67.00	.70	.46	.06
ITEM16	lowest performers	53.00	.75	.43	.06
	highest performers	67.00	.97	.17	.02
ITEM17	lowest performers	53.00	.06	.23	.03
	highest performers	67.00	.34	.48	.06
ITEM18	lowest performers	53.00	.55	.50	.07
	highest performers	67.00	.97	.17	.02
ITEM19	lowest performers	53.00	.28	.45	.06
	highest performers	67.00	.97	.17	.02
ITEM20	lowest performers	53.00	.55	.50	.07
	highest performers	67.00	.99	.12	.01
ITEM21	lowest performers	53.00	.23	.42	.06
	highest performers	66.00	.64	.48	.06
ITEM22	lowest performers	53.00	.30	.46	.06
	highest performers	66.00	.77	.42	.05
ITEM23	lowest performers	53.00	.85	.36	.05
	highest performers	67.00	.96	.21	.03
ITEM24	lowest performers	52.00	.58	.50	.07
	highest performers	67.00	.96	.21	.03
ITEM25	lowest performers	51.00	.57	.50	.07
	highest performers	67.00	.97	.17	.02
ITEM26	lowest performers	52.00	.52	.50	.07
	highest performers	67.00	.88	.33	.04
ITEM27	lowest performers	52.00	.31	.47	.06
	highest performers	67.00	.79	.41	.05
ITEM28	lowest performers	52.00	.58	.50	.07
	highest performers	67.00	.99	.12	.01
ITEM29	lowest performers	51.00	.24	.43	.06
	highest performers	67.00	.90	.31	.04

Table 10. Item discrimination: Comparison of item difficulty by Para Skills Writing subtest performance level.

	Test performance level	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest performers	62.00	.76	.43	.05
	highest performers	49.00	.98	.14	.02
ITEM02	lowest performers	62.00	.29	.46	.06
	highest performers	49.00	.80	.41	.06
ITEM03	lowest performers	62.00	.76	.43	.05
	highest performers	49.00	1.00	.00	.00
ITEM04	lowest performers	62.00	.11	.32	.04
	highest performers	49.00	.80	.41	.06
ITEM05	lowest performers	62.00	.11	.32	.04
	highest performers	49.00	.53	.50	.07
ITEM06	lowest performers	62.00	.24	.43	.05
	highest performers	49.00	.92	.28	.04
ITEM07	lowest performers	62.00	.42	.50	.06
	highest performers	49.00	.82	.39	.06
ITEM08	lowest performers	62.00	.31	.46	.06
	highest performers	49.00	.86	.35	.05
ITEM09	lowest performers	62.00	.69	.46	.06
	highest performers	49.00	.96	.20	.03
ITEM10	lowest performers	62.00	.50	.50	.06
	highest performers	49.00	.86	.35	.05
ITEM11	lowest performers	61.00	.18	.39	.05
	highest performers	49.00	.78	.42	.06
ITEM12	lowest performers	62.00	.52	.50	.06
	highest performers	49.00	.86	.35	.05
ITEM13	lowest performers	62.00	.69	.46	.06
	highest performers	49.00	.98	.14	.02
ITEM14	lowest performers	61.00	.74	.44	.06
	highest performers	49.00	.96	.20	.03
ITEM15	lowest performers	62.00	.90	.30	.04
	highest performers	49.00	1.00	.00	.00
ITEM16	lowest performers	62.00	.56	.50	.06
	highest performers	49.00	.92	.28	.04
ITEM17	lowest performers	62.00	.71	.46	.06
	highest performers	49.00	.94	.24	.03
ITEM18	lowest performers	62.00	.11	.32	.04
	highest performers	49.00	.61	.49	.07
ITEM19	lowest performers	62.00	.52	.50	.06
	highest performers	49.00	.82	.39	.06
ITEM20	lowest performers	62.00	.26	.44	.06
	highest performers	49.00	.82	.39	.06
ITEM21	lowest performers	62.00	.55	.50	.06
	highest performers	49.00	.98	.14	.02
ITEM22	lowest performers	62.00	.77	.42	.05
	highest performers	49.00	1.00	.00	.00
ITEM23	lowest performers	62.00	.47	.50	.06
	highest performers	49.00	.94	.24	.03
ITEM24	lowest performers	62.00	.48	.50	.06
	highest performers	49.00	.78	.42	.06
ITEM25	lowest performers	62.00	.15	.36	.05
	highest performers	49.00	.55	.50	.07
ITEM26	lowest performers	62.00	.34	.48	.06
	highest performers	49.00	.73	.45	.06
ITEM27	lowest performers	61.00	.41	.50	.06
	highest performers	49.00	.86	.35	.05

Table 11. Item discrimination: Comparison of item difficulty by Para Skills Math subtest performance level.

	Test performance level	N	Mean	Std. Deviation	Std. Error Mean
ITEM01	lowest performers	58.00	.88	.33	.04
	highest performers	44.00	1.00	.00	.00
ITEM02	lowest performers	58.00	.86	.35	.05
	highest performers	44.00	1.00	.00	.00
ITEM03	lowest performers	57.00	.74	.44	.06
	highest performers	44.00	.95	.21	.03
ITEM04	lowest performers	58.00	.16	.37	.05
	highest performers	44.00	.59	.50	.07
ITEM05	lowest performers	58.00	.40	.49	.06
	highest performers	44.00	1.00	.00	.00
ITEM06	lowest performers	58.00	.45	.50	.07
	highest performers	44.00	.91	.29	.04
ITEM07	lowest performers	58.00	.86	.35	.05
	highest performers	44.00	1.00	.00	.00
ITEM08	lowest performers	58.00	.71	.46	.06
	highest performers	44.00	1.00	.00	.00
ITEM09	lowest performers	58.00	.48	.50	.07
	highest performers	44.00	.84	.37	.06
ITEM10	lowest performers	58.00	.64	.48	.06
	highest performers	44.00	.98	.15	.02
ITEM11	lowest performers	58.00	.76	.43	.06
	highest performers	44.00	.98	.15	.02
ITEM12	lowest performers	58.00	.81	.40	.05
	highest performers	44.00	1.00	.00	.00
ITEM13	lowest performers	58.00	.72	.45	.06
	highest performers	44.00	.95	.21	.03
ITEM14	lowest performers	58.00	.81	.40	.05
	highest performers	44.00	.98	.15	.02
ITEM15	lowest performers	58.00	.71	.46	.06
	highest performers	44.00	.95	.21	.03
ITEM16	lowest performers	58.00	.60	.49	.06
	highest performers	44.00	1.00	.00	.00
ITEM17	lowest performers	58.00	.64	.48	.06
	highest performers	44.00	.98	.15	.02
ITEM18	lowest performers	58.00	.55	.50	.07
	highest performers	44.00	.91	.29	.04
ITEM19	lowest performers	56.00	.36	.48	.06
	highest performers	44.00	.95	.21	.03
ITEM20	lowest performers	58.00	.60	.49	.06
	highest performers	44.00	.95	.21	.03
ITEM21	lowest performers	58.00	.74	.44	.06
	highest performers	44.00	.98	.15	.02
ITEM22	lowest performers	58.00	.59	.50	.07
	highest performers	44.00	.89	.32	.05
ITEM23	lowest performers	57.00	.30	.46	.06
	highest performers	44.00	.70	.46	.07
ITEM24	lowest performers	57.00	.75	.43	.06
	highest performers	44.00	.98	.15	.02
ITEM25	lowest performers	57.00	.91	.29	.04
	highest performers	44.00	1.00	.00	.00
ITEM26	lowest performers	57.00	.47	.50	.07
	highest performers	44.00	.89	.32	.05
ITEM27	lowest performers	57.00	.84	.37	.05
	highest performers	44.00	1.00	.00	.00
ITEM28	lowest performers	57.00	.68	.47	.06
	highest performers	44.00	1.00	.00	.00

Table 12. Correlations among subtest scores

	Academic Reading	Academic Writing	Academic Math	Para Skills Reading	Para Skills Writing
Academic Writing	.626				
Academic Math	.560	.567			
Para Skills Reading	.562	.591	.545		
Para Skills Writing	.604	.491	.526	.693	
Para Skills Math	.559	.601	.517	.691	.623

Table 13. Pattern matrix for Project Para subtests

	Component	
	1	2
Academic Math	-.067	.896
Academic Reading	.156	.719
Academic Writing	.008	.861
Para Skills Writing	.931	-.062
Para Skills Reading	.881	.024
Para Skills Math	.792	.093

Extraction Method: Principal Component Analysis.

Rotation Method: Oblimin with Kaiser Normalization

^a. Rotation converged in 7 iterations.

Table 14. Comparison of Academic subtest scores by occupation and level of education.

Occupation	Level of education		Academic Reading	Academic Writing	Academic Math
Non-educators	12 years +	Mean	19.58	17.21	21.29
		Std. Deviation	5.51	4.86	6.58
	14 years +	Mean	22.00	19.23	23.00
		Std. Deviation	4.55	3.35	5.99
	15 years +	Mean	23.28	20.33	24.31
		Std. Deviation	3.01	2.39	5.37
	17 years +	Mean	24.73	21.09	26.55
		Std. Deviation	1.98	2.04	2.69
	Total	Mean	22.53	19.59	23.90
		Std. Deviation	4.20	3.51	5.57
Para	12 years +	Mean	21.70	18.73	23.50
		Std. Deviation	3.76	3.44	4.99
	14 years +	Mean	22.32	20.37	25.84
		Std. Deviation	3.27	2.01	4.23
	15 years +	Mean	23.50	20.06	24.31
		Std. Deviation	3.63	3.42	5.76
	17 years +	Mean	23.43	20.24	24.05
		Std. Deviation	3.71	2.32	6.05
	Total	Mean	22.64	19.67	24.23
		Std. Deviation	3.68	3.09	5.30
Teachers	15 years +	Mean	24.83	19.00	24.14
		Std. Deviation	1.47	5.60	6.62
	17 years +	Mean	23.43	20.57	26.29
		Std. Deviation	2.87	2.56	4.18
	Total	Mean	23.85	20.05	25.57
		Std. Deviation	2.58	3.77	5.06
Total	12 years +	Mean	20.91	18.16	22.67
		Std. Deviation	4.57	4.06	5.69
	14 years +	Mean	22.19	19.91	24.69
		Std. Deviation	3.77	2.64	5.13
	15 years +	Mean	23.49	20.10	24.29
		Std. Deviation	3.19	3.18	5.56
	17 years +	Mean	23.93	20.65	25.56
		Std. Deviation	2.95	2.27	4.60
	Total	Mean	22.70	19.67	24.21
		Std. Deviation	3.84	3.32	5.39

Table 15. Comparison of Para Skills subtest scores by occupation and level of education.

Occupation	Level of education		Para Skills Reading	Para Skills Writing	Para Skills Math
Non-educators	12 years +	Mean	15.58	13.37	19.08
		Std. Deviation	5.36	4.30	6.67
	14 years +	Mean	20.69	18.38	23.00
		Std. Deviation	4.94	4.15	2.45
	15 years +	Mean	20.00	18.82	22.95
		Std. Deviation	4.62	2.81	2.75
	17 years +	Mean	23.18	19.77	24.50
		Std. Deviation	3.36	2.93	1.82
	Total	Mean	19.72	17.64	22.36
		Std. Deviation	5.27	4.20	4.34
Para	12 years +	Mean	19.27	16.40	22.08
		Std. Deviation	4.06	4.07	3.57
	14 years +	Mean	20.11	17.58	23.11
		Std. Deviation	3.14	3.27	1.88
	15 years +	Mean	21.44	18.37	22.84
		Std. Deviation	4.70	3.98	4.28
	17 years +	Mean	21.52	17.52	23.95
		Std. Deviation	2.98	4.19	2.40
	Total	Mean	20.46	17.38	22.82
		Std. Deviation	4.02	3.97	3.41
Teachers	15 years +	Mean	22.43	22.14	24.14
		Std. Deviation	6.97	2.19	2.34
	17 years +	Mean	24.86	21.86	24.57
		Std. Deviation	2.11	2.98	1.28
	Total	Mean	24.05	21.95	24.43
		Std. Deviation	4.34	2.69	1.66
Total	12 years +	Mean	17.89	15.27	20.95
		Std. Deviation	4.89	4.38	5.12
	14 years +	Mean	20.34	17.91	23.06
		Std. Deviation	3.91	3.61	2.09
	15 years +	Mean	20.81	18.94	23.01
		Std. Deviation	4.89	3.42	3.42
	17 years +	Mean	22.98	19.46	24.32
		Std. Deviation	3.18	3.80	1.94
	Total	Mean	20.47	17.90	22.77
		Std. Deviation	4.75	4.17	3.76

Table 16. Comparison of total scores by occupation and level of education.

Occupation	Level of education		Academic Total	Para Skills Total	Project Para Total Score
Non-educators	12 years +	Mean	58.08	48.04	106.13
		Std. Deviation	15.18	15.43	27.77
	14 years +	Mean	64.23	62.08	126.31
		Std. Deviation	11.61	10.10	20.77
	15 years +	Mean	67.92	61.77	129.69
		Std. Deviation	8.93	8.40	15.56
	17 years +	Mean	72.36	67.45	139.82
		Std. Deviation	4.76	5.85	8.17
	Total	Mean	66.02	59.72	125.74
		Std. Deviation	11.58	12.41	22.18
Para	12 years +	Mean	63.92	57.75	121.67
		Std. Deviation	9.76	10.12	18.98
	14 years +	Mean	68.53	60.79	129.32
		Std. Deviation	8.11	6.17	13.46
	15 years +	Mean	67.88	62.66	130.53
		Std. Deviation	11.94	11.86	22.69
	17 years +	Mean	67.71	63.00	130.71
		Std. Deviation	8.70	7.51	14.65
	Total	Mean	66.54	60.65	127.20
		Std. Deviation	10.07	9.84	18.86
Teachers	15 years +	Mean	64.43	68.71	133.14
		Std. Deviation	21.19	10.53	31.33
	17 years +	Mean	70.29	71.29	141.57
		Std. Deviation	7.60	5.38	10.62
	Total	Mean	68.33	70.43	138.76
		Std. Deviation	13.43	7.33	19.60
Total	12 years +	Mean	61.73	54.11	115.84
		Std. Deviation	12.30	13.15	23.71
	14 years +	Mean	66.78	61.31	128.09
		Std. Deviation	9.74	7.88	16.56
	15 years +	Mean	67.59	62.76	130.35
		Std. Deviation	11.52	10.19	20.10
	17 years +	Mean	70.14	66.75	136.89
		Std. Deviation	7.28	7.09	12.29
	Total	Mean	66.48	61.15	127.63
		Std. Deviation	11.03	11.19	20.63