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in the 1970s as an actions within a set range of firstengineer at Intel, where the legendary Andy Grove ("the greatest manager of his or any era") drove the best-run company Doerr had ever seen. Later, as a venture surface an capitalist, Doerr shared Grove's brainchild with more than fifty companies. Wherever the process was faithfully practiced, objectives across it worked. In this goal-setting system, objectives entire company. define what we seek to achieve: key results are how those toppriority goals will be attained with specific, measurable

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examination of "Praxis II" score trends was not meant to serve as an evaluation of "ESEA" or of any of the other policies instituted at the state or local levels: the study served simply as an effort reported; (2) Do to examine trends in a systemic these policies have aimed to influence--the content knowledge scores for those of prospective teachers. More specifically, this report answers the pass as well as following questions: (1) Have the demographic and/or performance characteristics of

individuals who took each test changed across the years included? Total sample size, proportions by gender and race, percent passing, and experience breakdowns are mean "Praxis" scores differ by outcome that all of gender, race, and experience? Additionally, do the mean passing who pass differ substantially from those who do not from the mean passing scores of all candidates considered together?; (3a) Across years, is there any

evidence of a trendwho do not; (3) It is gender because of in "Praxis" scores for those who pass? How do these trends compare with the trends of those who do not pass?; trends are and (3b) Does including the factors of gender. race, and experience variables in the analytic model help to explain any tests and the observed trends? Key findings include: (1) For the "Praxis" tests examined in this study, there is little without teaching change in mean test scores observed over time; (2) Those who pass "Praxis" tests have scores substantially higher than those

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sizes in some of Gender differences vary by test; (9) For most of the states examined in this study, passing standards are related to mean passing scores and passing rates in predictable ways; (10) Experience effects vary across tests; (11) Experience factors are relatively small except for the Middle School Mathematics test; and (12) The large, positive trends in SAT scores by "Praxis observed in prior

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Page 23/23 July, 27 2024