



## **'A TEACHING PROFESSION FOR THE 21<sup>ST</sup> CENTURY' – AUDIT SCOTLAND**

### **TEACHERS FINAL TOPLINE REPORT**

**The report provides the topline findings for the teachers survey.** Throughout the report this audience is referred to as teachers unless otherwise indicated.

Weighting has been applied. Base figures refer in all instances to the unweighted base (the number of people interviewed), although all the percentages shown are based on weighted data.

#### **Summary of Method**

The teacher survey was conducted via a telephone methodology.

Each Local Authority participating in the survey provided sample detailing the names and addresses of teachers at each school in their area. Letters were sent to each school letting them know that the survey would be commencing.

The telephone interviews amongst teachers took place between 19<sup>th</sup> September and 15<sup>th</sup> November 2005.

A total of 1411 interviews were achieved.

**CLASSIFICATION**

Base: Total sample	N=1411	Base: Total sample	N=1411
	%		%
<b>School size (from sample – write in)</b>		<b>What type of contract are you on? (circle one only)</b>	
Small	29	Permanent full-time	83
Medium	30	Permanent part-time	5
Large	41	Temporary full-time	11
		Temporary part-time	1
<b>Pupil roll (from sample – write in)</b>		<b>How long have you worked in the teaching profession? (circle one only)</b>	
1-100	5	Less than one year	13
101-200	12	1 – 2 years	4
201-300	13	3 – 4 years	8
301-400	10	5 – 10 years	19
401-450	6	11 – 20 years	20
451-500	3	21+ years	36
501-750	12		
751-1000	17	<b>How long have you worked in your current position? (circle one only)</b>	
1000+	23	Less than one year	23
		1 – 2 years	16
<b>Age (circle one only)</b>		3 – 4 years	11
15 – 19	*	5 – 10 years	22
20 – 24	8	11 – 20 years	20
25 – 34	25	21+ years	8
35 – 44	21	<b>What sector do you currently work in? (circle one only)</b>	
45 – 54	28	Primary	47
55 – 59	15	Secondary	53
60 – 64	2		
65+	0		
Refused	1		
<b>Gender (circle one only)</b>			
Male	25		
Female	75		
<b>Probationer (circle one only)</b>			
Yes	23		
No	77		

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**CLASSIFICATION cont.**

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Base: Total sample	N=1411 %	Base: Total sample	N=1411 %
<b>Which of the following categories best describes your job? (circle one only)</b>		<b>Local Authority</b>	
Classroom teacher – conserved salary	22	Aberdeenshire	9
Classroom teacher – unconserved salary	32	Angus	4
Principal teacher – subject – conserved salary	9	East Lothian	4
Principal teacher – subject – unconserved salary	6	East Renfrewshire	4
Principal teacher - faculty	3	Edinburgh	11
Chartered Teacher	0	Falkirk	6
Acting Principal Teacher - subject	0	Fife	12
Acting Principal Teacher - faculty	1	Glasgow	20
Assistant Principal Teacher	*	Renfrewshire	5
Senior Teacher	0	Inverclyde	3
Probationer	23	Stirling	3
Classroom teacher – salary unknown	2	West Dunbartonshire	3
Principal – salary unknown	1	North Lanarkshire	13
Principal – title unknown	0	Western Isles	2

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Good morning/afternoon, my name is ..... and I am calling on behalf of George Street Research, an independent market research agency based in Edinburgh. We are conducting a survey on behalf of Audit Scotland with teachers across Scotland about the impact of the Teachers Agreement (you may know it as McCrone) on your own working life.

Your Head teacher is fully supportive of the study and we would be very grateful if you were able to spare 15 minutes now or sometime in the next few weeks to take part in a telephone interview?

Please be assured that any answers that you give will be anonymous and confidential, and results will be reported in aggregate form only. We will not pass your details on to any third parties.

**ASK ALL**

Q1 Do you think that teaching has become a more or less attractive profession since the introduction of the Teachers Agreement in 2001?

	N=1411
	%
Much more attractive (2)	12
Slightly more attractive (1)	38
Same as before (0)	20
Slightly less attractive (-1)	16
Much less attractive (-2)	9
Don't know	5
<i>Total More Attractive</i>	<i>50</i>
<i>Total Less Attractive</i>	<i>25</i>
<i>Mean</i>	<i>0.30</i>

**ASK Q2a AND b ONLY IF CODED MORE (CODE 1 or 2) OR LESS (CODE 4 or 5) ATTRACTIVE AT Q1. OTHERS GO TO Q3.**

Q2a What reasons, if any, would you give for why teaching has become a **(READ OUT OPTION DEPENDING ON CODE AT Q1)** more/ less attractive profession since the introduction of the Teachers Agreement in 2001?

Q2b And what about.....?

**More Attractive**

	Q2a Unprompted	Q2a/b TOTAL Unprompted/ Prompted
Base: Teaching more attractive	N=741	N=741
	%	%
Pay*	57	88
Teacher Induction Scheme*	14	73
Training opportunities (CPD)*	10	70
Induction arrangements*	9	66
Working hours*	21	65
Job security*	3	61
Flexible working conditions*	13	58
Support*	6	57
Career progression*	11	52
Chartered Teacher Scheme*	6	51
Quality of teaching*	2	49
Employment benefits (e.g. leave, pension etc)*	3	46
Increased consultation with staff*	2	45
Resources*	1	42
School leadership/management*	1	40
Balance of CCT/NCCT	15	15
Pupil discipline*	-	11
Professional recognition/status	8	8
Teachers' responsibilities/ what is expected of teachers/ teacher's role	3	3
Workload	1	1
Job satisfaction/morale	1	1
Don't know	1	1
None	1	0

\*Included in prompted list

## Less Attractive

	Q2a Unprompted	Q2a/b TOTAL Unprompted/ Prompted
Base: Teaching less attractive	N=330	N=330
	%	%
Pupil discipline*	13	63
Career progression*	34	60
Working hours*	20	57
Chartered Teacher Scheme*	5	45
Flexible working conditions*	6	31
Support*	3	31
School leadership/management*	10	29
Resources*	1	29
Training opportunities (CPD)*	4	29
Quality of teaching*	4	28
Workload	27	27
Increased consultation with staff*	1	23
Pay*	4	19
Employment benefits (e.g. leave, pension etc)*	1	19
Amount of paperwork/regulations/bureaucracy	16	16
Job security*	1	12
Induction arrangements*	1	12
Teacher Induction Scheme*	2	10
Teachers' responsibilities/ what is expected of teachers/ teachers' role	7	7
Balance of CCT/NCCT	4	4
Admin duties	4	4
Introduction of collegiate/ faculty system	4	4
Professional recognition/status	2	2
New strategies/ initiatives	2	2
Job satisfaction/morale	1	1
Class size	1	1
Staff attitude	1	1
Management – teachers relations	1	1
Time management	1	1
Implementation of the Agreement	1	1
Changes in Guidance area	1	1
Pupil's learning experience	1	1
None	1	0

\*Included in prompted list

Q3 The Teacher's Agreement set out a number of changes to the teaching profession. What do you see as the main points of the Agreement?

	1 <sup>st</sup> mention <b>S.C.O.</b>	All mentions
Base: Total sample	N=1411	N=1411
	%	%
Changes to working hours	30	49
Increased pay	12	33
Changes to CPD (Continuing Professional Development)	11	30
Changes to career structure	10	23
Changes to CCN/NCCT balance	11	18
Changes to working conditions	4	17
Introduction of Chartered Teacher scheme	2	12
Introduction of Teacher Induction scheme	3	9
More support staff/less time on administration	1	6
Increased responsibility/accountability for teachers	2	4
Introduction of collegiate/ faculty system	1	4
Changes in management structures	1	3
Professional recognition/status	1	2
Greater professionalism/professional attitude	1	2
Changes in other specified department/area	1	2
Clearer definition of teachers' role/ duties	0	1
Better team working/cooperation	0	1
More flexible working conditions	0	1
Changes in quality of teaching	0	1
Better communication	0	1
Changes to workload	0	1
Paperwork/bureaucracy	0	1
Changes in pupils' learning experience	0	1
Decrease in class size	0	1
Changes in policy development	0	1
Other	2	2
Don't know	7	7

Q4 How satisfied or dissatisfied are you with the following?

<b>RANKED</b>	Base: Total sample		Very Satisfied (5)	Fairly Satisfied (4)	Neither Satisfied nor Dissatisfied (3)	Fairly Dissatisfied (2)	Very Dissatisfied (1)	<i>Total Satisfied</i>	<i>Total Dissatisfied</i>	<i>Mean Score</i>
Job security	N=1411	%	55	34	6	4	1	89	5	4.38
Your pay	N=1411	%	20	60	12	5	2	80	8	3.90
School Leadership	N=1411	%	30	42	14	10	3	72	13	3.85
Employment benefits (e.g. leave, pension)	N=1411	%	18	55	17	7	3	73	10	3.79
The resources (equipment, computers) you have to do your job	N=1411	%	16	44	16	19	6	59	25	3.44
Opportunities for career progression	N=1411	%	13	41	18	18	10	54	28	3.28
The amount of hours you work	N=1411	%	13	34	13	24	15	47	40	3.05

Q5 I am going to read out a number of aspects relating to the Teacher's Agreement. Thinking about the teaching profession as a whole, I would like you to tell me the extent to which you feel they are working well or not working well.

<b>RANKED</b>	Base: Total sample		Working very well (4)	Working well (3)	Not working well (2)	Not working at all (1)	No opinion	Don't know	<i>Total Working Well</i>	<i>Total Not working</i>	<i>Mean Score</i>
Teacher Induction Scheme	N=1411	%	24	49	6	2	9	10	73	8	3.18
Access to CPD	N=1411	%	18	58	19	3	2	1	76	21	2.94
Reduced CCT (Class Contact Time)	N=1411	%	14	47	19	11	5	4	61	30	2.71
Additional administration support	N=1411	%	5	40	30	16	4	5	45	46	2.37
Changes to career structure	N=1411	%	5	32	28	16	9	10	37	44	2.32
Chartered Teacher Programme	N=1411	%	2	26	25	12	14	21	28	37	2.28
Maximum 35hr week	N=1411	%	6	24	30	36	2	2	30	66	2.00
Reducing the amount of administration teachers undertake	N=1411	%	2	19	43	30	3	3	21	74	1.92

### 35 HOUR WEEK

Q6a Which of these best describes the number of class contact hours you currently work in a week?

Base: Total sample	N=1411
	%
Less than 23.5 hrs/ week	35
Around 23.5hrs/ week	55
More than 23.5hrs/ week	7
Don't know	3

**ASK Q6b IF CLASS CONTACT HOURS MORE OR LESS THAN 23.5hrs/ week (CODE 1 OR 3) AT Q6a. OTHERWISE CONTINUE TO Q7.**

Q6b Why are you spending **(READ OUT OPTION DEPENDING ON ANSWER AT Q6a)** more/ less than 23.5 hrs/ week teaching?

**More than 23.5 hrs/ week (only including those endorsed by more than 1%)...**

Base: More than 23.5hrs/ week	N=84
	%
Cover for staff absences	21
Not enough staff/small department	16
Necessity/to get the job done	14
Time-tabling	14
Other mention non-teaching duties	9
Managerial commitments	4
McCrone time/NCCT	4
Extra time/duties for advanced classes	4
Provide learning/behavioural support	3
Part-time work/job sharing	3
Work beyond allocated time	3
Class size	3
Teach groups rather than own class/ composite classes	2
Extra work with other school	2
Other mention provide cover	2
Other	5
Don't know	2

**Less than 23.5 hrs/ week (only those endorsed by more than 1% included)...**

Base: Less than 23.5hrs/ week	N=528
	%
Probationer	29
Managerial commitments	28
Part-time work/job-sharing	12
McCrone time/NCCT	7
Time-tabling	6
Pastoral commitments/ guidance teacher	4
Other mention non-teaching duties	4
Mentor for probationer	3
Probationers take some classes	3
Infant teacher	3
Providing learning/ behavioural support	3
Don't know	2

**ASK ALL**

Q7 What impact, if any, has the introduction of the 35 hour week had on extra-curricular activities in your school?

Base: Total sample	N=1411
	%
Reduction in after-schools clubs (not sport) e.g. computing clubs	6
Reduction in extra-curricular sports	5
Better organisation and planning of extra-curricular activities	4
Reduction in school concerts/shows	3
Increase in extra-curricular activities	3
Teachers reluctant to undertake extra-curricular activities	2
Fewer sports days	1
Reduction in parents evenings	1
Less extra-curricular activities	1
Teachers don't time to do them/ time for extra-curricular activities not included in the 35hr week	1
Increase in after school clubs	1
Teachers are prepared to do extra-curricular activities/ to voluntarily	1
Don't know	9
No impact	67

## NEW CAREER STRUCTURE

Q8 Has your current or previous posts been job-sized?

Q9a Was it your current or previous post?

Base: Total sample	N=1411
	%
Yes – Current post	17
Yes – Previous post	4
No	75
Currently underway	0
Don't know	4

Q9b Now, thinking about the job sizing you underwent in your... **(READ OUT “PREVIOUS POST” IF CODED (2) AT Q9A. OTHERWISE READ OUT “CURRENT POST” (1))** can you remember when this was?

Base: Job sized	N=306	N=306	N=306	N=306	N=306
	2001	2002	2003	2004	2005
January	*	0	1	0	0
February	0	0	1	0	*
March	*	*	1	1	1
April	1	1	3	1	1
May	1	2	4	1	*
June	*	1	7	2	2
July	*	*	0	0	*
August	0	1	3	1	0
September	1	3	2	1	N/A
October	*	1	2	0	N/A
November	*	1	2	1	N/A
December	*	*	2	1	N/A
Don't know (for year)	3	8	24	3	*
Don't know at all	9				

Q9c What was your job title before this job-sizing?

Base: Job sized	N=306
	%
Assistant principal teacher	10
Principal teacher	71
Senior teacher	11
Other	8

Q9d What was the outcome of the job-sizing?

Base: Job sized	N=306
	%
Increased salary	33
Conserved salary	50
Conserved salary – cash conservation*	3
Conserved salary – lifetime conservation*	13
Conserved salary – uncertain of which one*	10
Reduced salary	12
Unconserved salary	1
Don't know	4

\* Please note: Change to questionnaire 11/10 to include these extra codes

Q9e What was your job-title after job-sizing?

Base: Job sized	N=306
	%
Chartered teacher	1
Classroom teacher	13
Principal teacher – faculty	14
Principal teacher – subject	68
Other	5

Q9f Has this post undergone a subsequent review/ re-sizing?

Base: Job sized	N=306
	%
Yes	14
No	84
Don't know	2

**ASK ALL**

Q10a Do you think the new career structure has had any impact on opportunities for career progression in general?

Q10b And do you feel the impact has been primarily positive or negative?

Base: Total sample	N=1411
	%
Yes – positive	28
Yes - negative	40
Yes – Don't know	4
No	22
Don't know	5

**ASK Q10c IF SAID POSITIVE OR NEGATIVE (CODE 1 or 2) AT Q10b**

Q10c Why do you think the impact has been (READ OUT OPTION DEPENDING ON CODE AT Q10b) positive/ negative?

Base: Positive Impact	N=438
(only those more than 1% included)	%
Clearer promotional structure	42
Reward for teachers to remain in the classroom	27
More promoted posts/opportunities for progression	20
Better CPD/More CPD opportunities	6
Other mentioned Chartered Teacher scheme	5
Larger jump from classroom teacher to principal teacher	4
Opportunities for progression	4
Less promoted posts	2
Opportunities for progression for all teachers	2
Greater professional recognition/ status	2
More flexible career structure	2
Don't know	5

Base: Negative Impact	N=506
(only those more than 1% included)	%
Less promoted posts	77
Larger jump from classroom teacher to principal teacher	34
Negative impact of faculty model (demoralising etc)	5
Cost of Chartered Teacher Scheme	4
Other mention Chartered Teacher Scheme	4
Increased workload	3
Less people going into promoted posts or management (because of Chartered Teachers Scheme)/ promoted posts less attractive	3
Management structure/leadership not clear	2
Career progression opportunities not equal for everyone	2
Other negative impact on management/ leadership	2

### ASK ALL

Q11 I am going to read out some of the intended benefits of the new career structure for teachers. For each one I would like you to tell me if you feel this intended benefit has materialised. Firstly, does the new career structure...

RANKED			Yes	No	Don't Know	Can't say at moment
Reward teachers who wish to remain in the classroom/ Chartered Teacher scheme	N=1411	%	51	35	10	5
Provide better opportunities for career advancement	N=1411	%	38	49	9	4
Reduce hierarchy and create a flatter / less complex structure	N=1411	%	38	47	10	5
Address anomalies in pay versus management responsibilities	N=1411	%	34	35	25	5

**ASK Q12 ONLY IF SECONDARY TEACHER – CODE 2 AT RELEVANT CLASSIFICATION QUESTION. ALL OTHERS GO TO Q13a**

Q12 To what extent have faculty models been implemented in your school?

Base: Secondary sector	N=685
	%
Fully	20
Partially	34
Just starting	24
Not started yet	18
Don't know	3

**ASK ALL**

Q13a Are you participating or have you participated in the Chartered Teacher Scheme?

Base: Total sample	N=1411
	%
Yes	7
No	93

**ASK Q13b IF SAID NO or DK (CODE 2 or 3) AT Q13a. OTHERWISE CONTINUE TO Q14.**

Q13b How likely are you to participate in the Chartered Teacher Scheme in the future?

Base: Have not participated in Chartered Teacher Scheme	N=1331
	%
Very likely	8
Somewhat likely	18
Somewhat unlikely	13
Very unlikely	61
Don't know	1
<i>Total likely</i>	<i>26</i>
<i>Total unlikely</i>	<i>74</i>
<i>Mean Score</i>	<i>1.72</i>

**ASK Q13c IF SAID UNLIKELY (CODE 3 or 4) AT Q13b.**

Q13c Why are you unlikely to participate in the Chartered Teacher Scheme in the future?

Base: Those unlikely to participate in Chartered Teacher Scheme in the future	N=946
Only those more than 1% included	%
Too expensive	36
Time commitment	28
Too old/nearing retirement	27
Workload involved	14
Already a Principal Teacher	13
Questions over the usefulness of the qualification	9
Lack of immediate financial reward	6
Not interested	5
No benefits/ professional benefits	5
Prefer management route/ want to go into management/ don't want to stay in the classroom	4
Too academic	3
Family commitments	2
Prefer to stay in classroom/teach my subject	2
No further career ambitions/ happy with present position	2

**ASK Q13di IF SAID YES AT Q13A (CODE 1)**

Q13di. What were the reasons behind why you undertook the scheme?

**ASK Q13dii IF SAID LIKELY (CODE 1 or 2) AT Q13b.**

Q13dii Why are you likely to participate in the Chartered Teacher Scheme in the future/?

Base: Those who undertook/ likely to undertake Chartered Teacher Scheme	Q13di*	Q13dii
*Only statements mentioned by more than 1% included	<b>N=80</b>	<b>N=373</b>
	<b>%</b>	<b>%</b>
Additional salary	48	38
Further my career opportunities	29	39
Further develop teaching skills	20	38
Make me a better teacher	16	22
Opportunity to gain a qualification	16	11
Can stay in classroom	14	19
Already have postgraduate qualifications/ experience accredited	8	1
Allow me to study in-depth a particular area of interest	4	6
Interested	4	0
Rewards good practice/ hard work	3	1
Would only/have only completed part of course	3	0
Professional recognition/higher status	2	3
Improved employment benefits	2	1
Invited to participate/ likely to be invited to participate	2	0
Can work at own pace/ in own time/ flexible time-scale	2	0
More structured professional development	2	0

## SUPPORT STAFF

### ASK ALL

Q14 Which tasks that you previously undertook are now undertaken primarily by your school support staff?

Base: Total Sample	N=1411
Only those more than 1% included (unless precodes)	%
Filing/ photocopying*	33
Collating resources/ resource management/ ordering equipment*	9
Administration of money*	7
Displaying children's work	7
Administration and documentation relating to out-of school visits/ work experience/ visiting groups*	6
Administration of school meals service (e.g. collection of money)*	5
General administration/ clerical duties/ paperwork	5
Administration of after-school care*	4
Inputting of assessment data*	4
Supervision of pupils within school grounds (e.g. lunchtimes)*	4
Classroom support	4
Help with ICT problems/ ICT management*	2
Learning support	2
Preparing (materials) for lessons	2
Other mention supervision/ monitoring/ help	2
Documenting and maintaining pupil disciplinary records*	1
First aid and administration of drugs*	1
Transmission of recorded data to external bodies*	1
Organising and obtaining supply cover*	1
Reception and telephonist duties*	1
Recording of education broadcasts*	0
Don't know	5
None	44

\*Precodes

## CPD AND TRAINING OPPORTUNITIES

Q15. As part of your PRD, do you have a CPD plan?

Base: Total Sample	N=1411
	%
Yes	93
No	6
Don't know	0

Q16 Do you have an annual CPD review meeting?

Base: Total Sample	N=1411
	%
Yes	88
No	9
Don't know	3

Q17. Do you maintain an individual CPD record?

Base: Total Sample	N=1411
	%
Yes	96
No	4
Don't know	0

Q18. I am going to read out a list of possible benefits of the additional 35hrs per year of CPD. For each one can you tell me whether you feel this benefit has been realised?

Base: Total Sample RANKED			Yes	No	Don't know
Increased teacher skills	N=1411	%	83	13	4
Improvements in curriculum development	N=1411	%	75	19	5
Improved teacher motivation	N=1411	%	51	41	8
Improved promotion prospects	N=1411	%	40	46	14

Q19. Do you feel the overall amount of CPD you currently participate in is.....

	N=1411
	%
Too much (1)	24
About right (0)	66
Too little (-1)	8
Don't know	3
<i>Mean score</i>	<i>0.16</i>

Q20. Here are some statements about CPD. Thinking in relation to your current post, please say to what extent you agree or disagree with each statement?

Base: Total Sample RANKED			Strongly Agree	Tend to Agree	Neither Agree nor Disagree	Tend to Disagree	Strongly Disagree	Don't know	Total agree	Total disagree	Mean Score
I participate in CPD that is relevant to my current job.	N=1411	%	55	37	3	4	0	1	92	4	4.43
I am aware of the CPD opportunities open to me.	N=1411	%	51	40	4	4	1	0	91	4	4.37
I participate in CPD that is relevant to my future career development.	N=1411	%	38	37	10	11	3	1	74	15	3.94
There is a wide variety of CPD opportunities open to me.	N=1411	%	31	37	9	16	6	1	69	21	3.73
There are enough available places on CPD courses.	N=1411	%	20	37	9	20	9	5	56	29	3.40
CPD courses are held at convenient times for me.	N=1411	%	17	41	13	21	8	1	57	29	3.37
I have enough time to participate in courses that would be useful to me.	N=1411	%	15	37	11	25	11	0	53	36	3.21

## PROBATION ARRANGEMENTS

### Q21 ONLY TO BE ASKED OF BOTH CURRENT AND RECENT PROBATIONERS (CODE 1 or 2) AT QA. ALL OTHERS GO TO Q25

Q21. How adequate do you feel the formal mentoring and support provided by your school is/was?

Base: Probationers	N=396
	%
Very adequate (5)	68
Fairly adequate (4)	22
Neither (3)	2
Fairly inadequate (2)	4
Very inadequate (1)	3
<i>Total adequate</i>	<i>90</i>
<i>Total inadequate</i>	<i>7</i>
<i>Mean Score</i>	<i>4.48</i>

### Q22 AND Q23 ONLY TO BE ASKED OF RECENT PROBATIONERS (CODE 2) AT QA. ALL OTHERS GO TO Q24

Q22. How valuable, would you say, the teacher induction scheme was in preparing you for being a teacher?

Base: Recent Probationers	N=164
	%
Very valuable (5)	64
Fairly valuable (4)	24
Neither (3)	4
Not very valuable (2)	3
Not at all valuable (1)	4
Don't know	1
<i>Total valuable</i>	<i>88</i>
<i>Total Not valuable</i>	<i>7</i>
<i>Mean score</i>	<i>4.42</i>

Q23. Upon finishing your one-year probation contract, how long did it take you to secure a permanent position?

Base: Recent Probationers	N=164
	%
Under 1 month	61
Over 1 month up to 3 months	8
Over 3 months up to 6 months	6
Over 6 months	19
Can't remember	3
Don't have permanent position	4

**Q24 ONLY TO BE ASKED OF CURRENT PROBATIONERS (CODE 1) AT QA. ALL OTHERS GO TO Q25**

Q24. How confident are you that you will be able to secure a permanent position in a local authority of your choice upon completion of the one-year probation scheme?

Base: Current probationers	N=232
	%
Very confident (5)	9
Fairly confident (4)	38
Neither (3)	22
Fairly unconfident (2)	24
Very unconfident (1)	7
<i>Total confident</i>	<i>47</i>
<i>Total unconfident</i>	<i>30</i>
<i>Mean score</i>	<i>3.19</i>