p.10: -9.375 in Table 1.3 should be -9.38.

p. 39: (Paragraph beginning Figure 2.4) “The filled dot on the income” should be “The filled dot on the productivity rectangle…”

p. 39 On page 39, Figure 2.4 should be the following:

![Diagram]

Figure 2.4. Proposed two-level model examining a random intercept and slope.

p. 47: Equation 2.20 should be $F = (s - c)'W(s - c)$.

p. 79: For clarity, Equation 3.7 should read: $\beta_1$ through $\beta_3 = \gamma_{10}$ through $\gamma_{30}$.

p.107: (Under Model 2 Statements)

Given the previous grand-mean centered estimates in Table 4.3, if we instead used group-mean centering, for teacher effectiveness we would expect an aggregated level-3 coefficient of approximately 21.1 (i.e., 7.2 + 13.9) in Table 4.5.

p. 129 In the Model indirect, remove $z_{product}$ from each indirect statement.

p. 136 (line 6): In addition, the path from $orgI$ to $z_{product}$ is not significant (-0.113, $p > .05$).

p. 150 (paragraph 2, line 4): (loading = 0.684)

p. 168 (line 2): from 0.749 to 0.978 between groups.
p. 168 (line 2): 0.745 should be 0.749.

p. 174 (Paragraph 2, lines 2-3): First, we can see at the departmental level there is only about 3-5% variance in items 2-3 comprising DF1 and about 5-10% variance in items 4-6 comprising DF2.

p. 212 (Second Paragraph, line 2): We will concentrate on the between-group structural relationships in Model 6, which are not tabled.

Note: The table below was left out of the final text.

Table 6.X Model 6 Between-Group Structural Relationships

<table>
<thead>
<tr>
<th>MODEL RESULTS</th>
<th>Estimate</th>
<th>S.E.</th>
<th>Est./S.E.</th>
<th>Two-Tailed P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between OF1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OF1</td>
<td>ORGPRO</td>
<td>0.577</td>
<td>0.305</td>
<td>1.892</td>
</tr>
<tr>
<td>OF2</td>
<td>ORGPRO</td>
<td>0.876</td>
<td>0.274</td>
<td>3.194</td>
</tr>
<tr>
<td></td>
<td>OF1</td>
<td>1.548</td>
<td>0.168</td>
<td>9.213</td>
</tr>
<tr>
<td></td>
<td>ORGDEMOS</td>
<td>-2.413</td>
<td>0.182</td>
<td>-13.267</td>
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<tr>
<td></td>
<td>ORGDEMOS</td>
<td>-0.168</td>
<td>0.426</td>
<td>-0.394</td>
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<tr>
<td></td>
<td>ORGPRO</td>
<td>-0.136</td>
<td>0.060</td>
<td>-2.291</td>
</tr>
</tbody>
</table>

p. 214: Table 6.14 summarizes the Model 7 estimates (which refer to results discussed on p. 218).

p. 253: In Table 7.8, Model 2 has 3 degrees of freedom.

p. 256: (Third paragraph, line 4) RMSEA (0.062, p > .05).

p. 266: (line 3) M = 20.326

p. 345 (line 2) should be parameters 12 and 13.

p. 346: (line 2) parameters 12 and 13.