

Table A7

Comparison of means and correlations when grouped by level of individualism									
	All countries			High individualism countries		NOT high individualism countries		Comparison between groups	
	Number of tests in sample	Mean (sd)	Correlation with PISA scores	Mean (sd)	Correlation with PISA scores	Mean (sd)	Correlation with PISA scores	Difference in means Cohen's D (a)	Difference in correlations Z-score (b)
PISA scores	147	475.9 (44.6)	-	497.5 (15.9)	-	449.5 (53.5)	-	-1.273***	-
Cumulative expenditure on education (\$)	108	90,484 (34,108)	0.418***	96,429 (33,378)	0.156	72,651 (30,322)	0.906***	-0.728**	1.234
Student hours in classroom	135	26.8 (1.9)	0.025	26.4 (1.4)	-0.010	27.3 (2.4)	0.240	0.510*	-1.415
Class size in language of instruction class	147	27.3 (6.0)	-0.451***	23.8 (2.5)	-0.016	31.6 (6.3)	-0.185	1.678***	1.010
Public school enrolment rate (%)	141	83.4 (17.0)	0.075	83.0 (17.8)	-0.133	83.8 (16.1)	0.217	0.032	-2.046*
Private expenditure on primary and secondary education (% of total)	105	8.8 (6.1)	-0.444***	7.1 (5.2)	-0.003	13.6 (6.1)	-0.666***	1.182***	3.413***
Teacher salaries (\$)	102	36,621 (25,776)	0.567***	45,441 (26,523)	0.381**	22,373 (16,758)	0.787***	-0.990***	-3.141**
Qualified teachers (%)	138	89.5 (9.2)	0.483***	91.2 (5.9)	0.155	87.3 (11.9)	0.515***	-0.435*	-2.352*
Teacher professional development in previous 3 months (%)	147	50.6 (16.5)	0.237**	53.0 (17.0)	0.211	47.7 (15.5)	0.216	-0.324	-0.031
Average years of teacher experience	93	16.6 (2.7)	-0.106	16.6 (2.5)	-0.148	16.5 (3.2)	-0.127	-0.040	-0.095
Teachers that participated in an induction program (%)	93	47.2 (19.5)	0.037	41.2 (18.0)	-0.277*	58.3 (17.4)	0.632***	0.963***	-4.563***
Teachers that have a mentor (%)	93	11.4 (9.7)	0.095	8.6 (6.1)	0.216	16.5 (12.8)	0.305	0.870**	-1.424
Teacher non-contact hours (% of total)	87	48 (11)	0.508***	49 (7)	-0.095	46 (17)	0.658***	-0.240	-3.753***

\*\*\*  $p < .001$ ; \*\*  $p < .01$ ; \*  $p < .05$

## NOTES

(a) Cohen's D magnitude of the difference between means, Welch two sample t-test for significance of difference

(b) Fisher's r to z transformation, and comparison of z-scores for the magnitude and significance of difference between correlations