

Finding	Description
All	All
Most Common Negative Pattern	Code A (decreases intrinsic motivation)
Intrinsic Motivation Destruction	Financial incentives systems
Competition vs Collaboration Impact	Code B (decreases cooperation)
Accountability vs System Improvement	Code D (substitutes accountability)
Administrative Burden Escalation	Code E (administrative burden)
Most Problematic Policy Areas	Teacher Designation Systems
Local Control Erosion Pattern	Code F (decreases local control)
State Dependency Creation	Code C (increases state dependency)