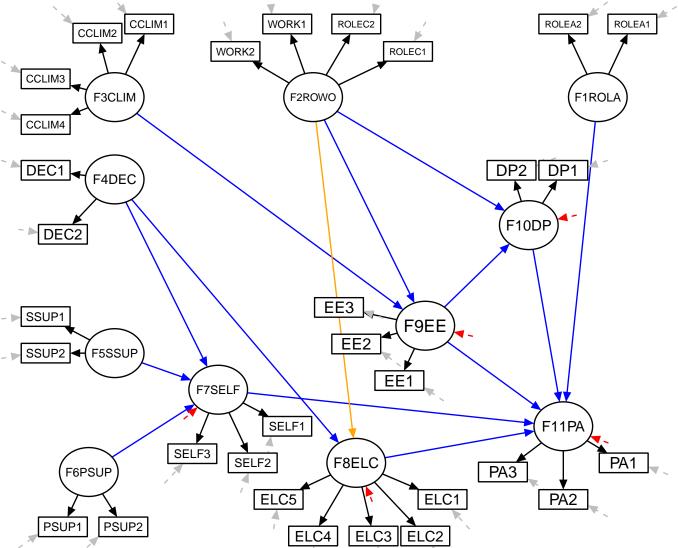
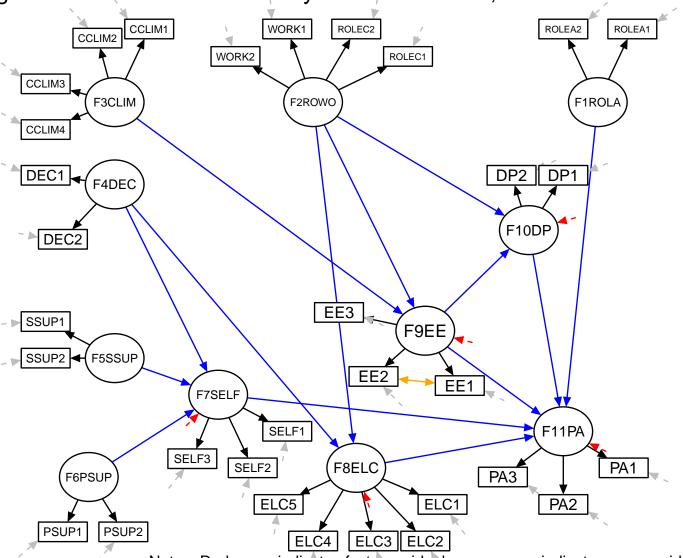
Figure 6. Model 3 of elementary teacher burnout, modified from model 2



Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals; Blue arrow indicates regression path; black arrow indicates factor loading; Newly incorporated parameter is highlighted in orange

Figure 7. Model 4 of elementary teacher burnout, modified from model 3



Notes: Red arrow indicates factor residuals; gray arrow indicates error residuals; blue arrow indicates regression path; black arrow indicates factor loading; Newly incorporated covariance is highlighted in orange