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ABSTRACT
        This report presents findings of the Pennsylvania
Child Care Training Needs Survey. The purpose of the survey was to
determine statewide needs for child care training. A random sample of
500 day care centers was selected from the 2,127 day care centers in
Pennsylvania. The sample was stratified in terms of the state's four
regions--northeast, southeast, western, and central--and by the major
urban centers of Philadelphia, Pittsburgh, and Harrisburg. A total of
214 questionnaires were returned. The majority of the respondents
were either head teachers, directors, or administrators who were at
the top of the career ladder in the early child care field.
Participants indicated a need for and interest in additional
training. Participants felt that working with a master caregiver or
other caregivers, and visiting other centers and homes would be the
most effective modes of training. Additional findings concerning
demographic characteristics, training needs, and selected
cross-tabulations are discussed. Appendix A provides the survey
instrument, and Appendix B lists respondent sites. All of the raw
data, frequency, and cross-tabulation tables are provided in Appendix
C. (RH)

PENNSYLVANIA CHILD CARE TRAINING NEEDS SURVEY

Richard Fiene, Ph.D.

Helena Williams, M.P.S.Sc.

Robert Lesniak, Ph.D.

Pennsylvania State University at Harrisburg

March 1989

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Early Childhood Education Program
Behavioral Science and Education Division
and Continuing Education
The Capital College
Pennsylvania State University at Harrisburg
Middletown, Pennsylvania 17057
717-948-6209

March 1989

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This report describes the Pennsylvania Child Care Training Needs Survey
undertaken as a joint effort between the Divisions of Behavioral Science and
Education, and Continuing Education at Penn State Harrisburg, with support
from the Pennsylvania Office of Children Youth and Families, Day Care
Division. Funding for this study was from the Continuing Education
Central Office, University Park, Pennsylvania.

The purpose of the study was to determine statewide needs for child
care training in Pennsylvania. A study of this scope had not been
undertaken in the state and was of critical need because of the many
training decisions to be made by the University. Continuing Education and
the Behavioral Science and Education Divisions are beginning to be
recognized as a primary source for child care training and education
regionally and state-wide. Several major initiatives in the early childhood
area have occurred at the Capital College over the past several years, for
example--application for several federal and state research early childhood
and child care projects have been made as well as the creation and
implementation of three certificate programs--Home Based Child Care
Certificate Program, Certificate Program for Child Care Personnel and the
Early Childhood Education Certificate Program for Child Care Professionals.

The results of this state-wide survey are crucial to the future
development of the last certificate program as it relates to the expansion
of this program into an upper division credit program. Also the results
will help to point out educational gaps in the child care field so that
additional training programs can be designed.

METHODOLOGY

A stratified random sample (N=500 day care centers) was selected from the 2127 day care centers in Pennsylvania. Survey forms (see Appendix A) and cover letters with self addressed postage free envelopes were sent to each center selected to participate in the study. The random sample was stratified by the four regions of the state (Northeast, Southeast, Western, and Central) and by the major urban centers of Philadelphia, Pittsburgh, and Harrisburg. From the 500 surveys sent, 214 were received proportionately distributed from the four regions and the urban centers. The following chart depicts the distribution of the population and samples selected statewide—(see Appendix B for a detailed listing of where respondents reside):

Area	Population	Sample	Received
Urban	717*	168*	65*
Northeast	398	94	43
Central	378	89	46
Southeast	380	89	33
Western	254	C0	27
TOTALS	2127	500	214

* Number of day care centers = Head Start and full day care programs. Group day care, family day care homes and private nursery school programs are not included in these figures.

RESULTS

This section will be divided into several sub-sections: the first section deals with basic demographic information regarding the study participants, followed by training needs and selected crosstabulations.

Demographics:

The study participants were predominantly female (95%) and white (85%) earning on the average of $12,500-15,000 per year. The majority of the participants (64%) have been a child care provider for five years or longer, and were not parents of children under three years of age (80%).

.The study participants who responded to the survey were predominantly teachers (42%) or directors (36%) and administrators (12%). The majority of the participants' child care training consisted of college course work (28%) and 35% had their bachelor's or master's degree.

Training Needs:

The study participants indicated that they needed additional training in the following areas: interactions among staff and children (discipline, self-esteem)--13.9%; curriculum (activities and lesson plans)--13.2%; staff and parent interactions (conferences and communication)--12.2%; evaluation (tools, child and staff evaluation, accreditation)--10.6%; and program

administration (budgeting, hiring, supervision, assessment)—9.9%.

The least desirable areas for training were nutrition (26.2%), interaction with staff and colleagues (17.3%), and physical environment (room arrangements, learning centers)—(12.6%).

The most effective way to accomplish the above training is through the following means as indicated by the survey participants: watching a master caregiver work (14.4%), planning and talking with fellow caregivers (13.7%), and visiting other centers and family day care homes (10.9%).

For the training to occur, a majority of study participants (72%) indicated they would be willing to pay up to $150 per course or workshop. The majority of study participants were interested in a degree program that led to a degree (53.8%) followed by a certificate program (16%). They wanted the program offered in the evening (46%) or half day on Saturdays (22%), and once a week (40%) or monthly (31%).

Crosstabs:

Crosstabulation analyses were performed to highlight other relationships both statewide and regionally. In these analyses, several expected results were supported, for example, directors and administrators selected program administration for additional training while teachers selected curriculum, staff-child interactions, and child development for additional training. Training on evaluation, health and safety, learning

about infants were equally divided between teachers and directors/administrators.

The least likely selected training needs areas for teachers were nutrition, program administration and staff-colleague interaction. For directors, the least likely selected training needs areas were training on the physical environment, nutrition and staff-colleague interaction.

In answering the question "which type of approach have you found most useful in helping you learn to care for children?", teachers preferred observing children and course work while directors did not have any particular approach they preferred.

There was a strong relationship between child care training completed and current employment as a teacher or director/administrator. Directors on the average had completed more course work and had more advanced degree training than teachers. This would be expected given the educational requirements in the day care regulations being more stringent for directors than teachers.

There was also a very strong relationship between annual salaries and current employment as a teacher or director/administrator. Director/Administrator annual salaries were significantly higher than teachers salaries ($20-25,000 for directors versus $10-12,500 for teachers). Interestingly, there was no relationship between how long the individuals were caregivers and their annual salary.

In questions regarding affordability of training and future training programs, a significant relationship appears. Individuals who were interested in certificate programs were willing to pay more for the course work than those individuals who were interested in pursuing degree programs, and there is a significant positive relationship between annual salary and what people were willing to pay for training. (Those respondents who made between $20,000-30,000 were more willing to pay $200+ per course or workshop).

In questions regarding convenient time and frequency of training, it appears that individuals interested in degree programs preferred evening or 1/2 day Saturday classes, while those individuals interested in just taking credit courses but no degree were interested in day classes. Individuals pursuing a degree program were interested in at least once a week or twice a week classes. A very significant result occurred when convenient time for training and how often training should occur were compared—individuals interested in evening classes preferred them once or twice a week, but those individuals who preferred Saturday classes wanted these classes once a month.

The last series of analyses dealt with regional variations. All of the above analyses dealt with statewide results. The first set of results deals with the number one priority for training needs. Northeast Region providers selected staff child interactions and health and safety. Southeast Region providers selected evaluation, staff-child interactions, and health and

safety. Western region providers selected child development and infant

training. Central Region providers selected administration and curriculum.

The least desired topic for training for all regions was nutrition

training. The last crosstab analysis dealt with annual salaries in the four

regions. Southeast region on the average has the highest annual salaries of

the four regions and Western Region has the lowest.

All the raw data, frequency and cross tabulation tables are in Appendix

C of this report for the interested reader.

DISCUSSION

The majority of the respondents are either head teachers, directors or administrators who are at the top of the career ladder in the early childhood/child care field. The study participants ar relatively homogeneous in that they are predominantly white, females who have been in the field of child care for a long period of time, are very experienced, highly educated, and do not make a great deal of money given their experience and education.

However, the study participants did indicate a need and interest in additional training: interactions among staff and children or with parents, evaluation and administration, and curriculum led the list. They were not interested in learning more about nutrition, the physical environment or interaction amongst staff and colleagues.

In order to accomplish the training the study participants felt that working with a master caregiver or other caregivers and visiting other centers and homes would be the most effective modes of training. Even though the salaries are relatively low, study participants were willing to spend up to $150 per course or workshop and they were interested in pursuing a college degree program or a certificate program. The respondents indicated that they preferred the programs to be offered in the evenings (once a week) or on Saturdays (once a month).

For future planning at the University or state level, child care training should be offered in the above stated areas at a lower cost (not more than $150 per course or workshop), probably in the evenings or 1/2 days on Saturdays. The Early Childhood Education Certificate Program for Child Care Professionals and the Certificate Program for Child Care Center Personnel meet many of these needs. They are offered on Saturdays (but for a full day), and are low cost ($125 per course (non credit) or $35 per workshop). Courses and workshops in all of the above mentioned training needs areas are offered. It would appear that these certificate programs could continue to run as is.

However, there are several improvements to consider: 1) Change the hours from full day Saturday to 1/2 day; 2) Possibly offer the programs during the evening hours either as a separate section or in conjunction with the 1/2 day Saturday format; and 3) Offer the program for credit, probably as one credit courses.

PENNSTATE

Harrisburg The Capital College | Office of the Director Continuing Education

(717) 948-3535/1-800-346-0319

Route 230
Middletown. PA 17057

Dear Child Care Center Director:

Enclosed is a questionnaire we are asking you to fill out. We are undertaking a statewide child care training needs survey in order to plan more effectively for child care/early childhood training programs. Your participation in this endeavor is critical. You and your colleagues have a unique opportunity to let us know what your specific training needs are in the area of early childhood education.

You have been randomly selected as a representative of your region and your responses to the questionnaire are critical in that they will be used for determining statewide training needs and the allocation of resources.

You can complete the questionnaire yourself, or you can give it to a teacher, an assistant group supervisor, etc. However, just one person at your center should be designated to fill it out and send it in.

Please take the time to have the questionniare completed by someone at your center. It should take only about 15 minutes to do. Then, return it by February 6, 1989 in the pre-addressed, stamped envelope to:

> Richard Fiene, Ph.D.
> Behavioral Science & Education Division
> W-357 Olmsted Building
> Penn State Harrisburg
> Middletown, PA 17057

Thank you for your time and consideration in this important training needs endeavor.

Sincerely,

Richard Fiene
Research Director
Office of Children
Youth & Families and
Adjunct Faculty
Early Childhood Ed.
Penn State Harrisburg

Robert J. Lasniak
Acting Division Head
Behavioral Science & Ed.
Penn State Harrisburg

Helena A. Williams
Consultant to
Special Programs
Continuing Education
Penn State Harrisburg

/pw

An Equal Opportunity University

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Child Care/Early Childhood Training Needs Assessment Questionnaire

This Child Care/Early Childhood Training Needs Assessment study is a Continuing Education service of Penn State Harrisburg, The Capital College, Division of Behavioral Science and Education and the Day Care Division, Department of Public Welfare.

We are studying the training needs of early childhood/child care staff. You have been randomly selected as a representative of your region. Your participation will help us define and clarify training needs, so that appropriate training experiences can be planned.

Would you please participate in this needs assessment by answering all of the questions in this survey, and returning the completed questionnaire, by February 6, 1989, in the enclosed self addressed stamped envelope to:

>   Richard Fiene, Ph.D
>   Behavioral Science & Education
>   W-357 Olmsted Building
>   Penn State Harrisburg
>   Middletown, PA 17057

***

I. From the list of topic areas below, please rank the top 5 areas which you think caregivers with a background similar to yours would choose for more training. Rank the areas with 1 being the most desirable.

Rank (Indicate letter of topic)

1. ___
2. ___
3. ___
4. ___
5. ___

A. Program Administration (e.g. budgeting, hiring, supervision, assessment)
B. Evaluation (e.g. tools, accreditation, child & staff evaluation)
C. Curriculum (e.g. activities, lesson plans)
D. Staff & Parent Interactions (e.g. conferences, communication)
E. Interactions Among Staff & Children (e.g. discipline, self-esteem)
F. Physical Environment (e.g. room arrangements, learning centers)
G. Health & Safety (e.g. First aid, childhood diseases, classroom limits)
H. Nutrition (e.g. snacks, parent education, menu planning)
I. Child Development (e.g. developmental milestones)
J. Infants & Toddlers (e.g. special considerations of this age group)
K. Observation of Children (e.g. techniques)
L. Interaction with Staff and Colleagues.

II. From the topics listed in the above question, please select the one area that you feel caregivers with a background similar to yours would least likely choose for more training.

Least likely choose _____
(indicate letter of topic)

III. Which type of approach have you found most useful in helping you learn to care for children? Please select the top 5 approaches and rank them with 1 being the most useful approach.

Rank (Indicate Letter of Topic)

1. ___
2. ___
3. ___
4. ___
5. ___

A. Watching a master caregiver work.
B. Having a supervisor or trainer watch you work & comment later.
C. Visiting other centers or family day care homes.
D. Taking a Workshop with an expert on-site.
E. Taking a Workshop with an expert off-site.
F. Reading
G. Talking with your supervisors.
H. Planning & talking with fellow caregivers.
I. Talking with parents.
J. Observing children.
K. Course work.
L. Experimenting with children and deciding what works.
M. Network meetings.
N. Attending talk/presentation.
O. Watching a video tape.
P. Listening to a audio tape.

IV. What is your current employment? (circle as many as apply)

1. Child Care/Early Childhood Teacher/Group Supervisor
2. Child Care/Early Childhood Director
3. Child Care/Early Childhood Administrator
4. Child Care/Early Childhood Aide
5. Child Care/Early Childhood Assistant Group Supervisor
6. Head Start
7. Trainer of Caregivers
8. Resource and Referral Staff Member
9. School District Staff Member
10. County Agency Staff Member
11. Intermediate Unit/Special Needs
12. Other (please specify)_____

V. What type of child care/early childhood training have you completed? (circle as many as apply)

1. Vocational training as part of high school education
2. Community College course work
3. Two-year certificate from community college in child care/early childhood
4. Course work at four-year college or university
5. Bachelor's degree in child care/early childhood
6. Master's degree in child care/early childhood
7. Participation in training workshops
8. Networking with colleagues
9. Other (please specify)_____

VI. How long have you been a child care/early childhood provider?

1. 0-1 years   4. 5-10 years
2. 1-3 years   5. More than 10 years
3. 3-5 years

VII. What is your sex? (circle one)

1. Female
2. Male

VIII. Where is your center located? (circle both the region and the county within the region)

1. Northeast Region (Bradford, Tioga, Susquehana, Luzerne, Wyoming, Lackwawana, Berks, Schuykill, Carbon, Lehigh, Monroe, Northampton, Pike, Wayne, Sullivan)

2. Southeast Region (Bucks, Philadelphia, Chester, Delaware, Montgomery)

3. Western Region (Erie, Crawford, Mercer, Lawrence, Beaver, Washington, Gree٢٥, Warren, McKean, Potter, Venango, Forest, Elk, Cameron, Butler, Clarion, Armstrong, Jefferson, Clearfield, Indiana, Allegheny, Westmoreland, Fayette)

4. Central Region (Somerset, Bedford, Fulton, Franklin, Adams, York, Lancaster, Cumberland, Cambria, Blair, Huntingdon, Mifflin, Juniata, Perry, Lebanon, Dauphin, Northumberland, Montour, Columbia, Lycoming, Clinton, Center, Union, Snyder)

IX. Are you a parent of a child(ren) under 3? (circle one)

1. Yes
2. No

X. Are there other training needs or areas of interest not listed in this survey that you would be interested in learning about?

Please identify:_____

_____

_____

XI. Training delivery costs for one course or workshop can range from $35.00 per person to $800.00 or more per person. At what level would you no longer be able to afford to pay for training.

1. $35-50   5. $201-250
2. $51-100   6. $251-300
3. $101-150   7. $301-400
4. $151-200   8. $401-500

XII. In addition to training are you also interested in earning any of the following. Please check those items which interest you.

____a program leading to a certificate
____academic credit
____academic degree
          ____associate
          ____bachelors
          ____graduate
____continuing education units (C.E.U.'s)
____none of the above
____other _____

XIII. When would be the most convenient time for training?

1. Evenings

2. Saturdays 1/2 day

3. Saturdays full day

4. During a weekday 1/2 day

5. During a weekday full day

6. Other, please specify_____

XIV. How often would you want the training to occur?

1. Twice a week
2. Once a week
3. Monthly

   Other, please specify _____

XV.   What is your annual salary? (Optional)

Is it?

1. less than 5,000
2. 5,001 – 7,500
3. 5,701 – 10,000
4. 10,001 – 12,500
5. 12,501 – 15,000

6. 15,001 – 17,500
7. 17,501 – 20,000
8. 20,001 – 25,000
9. 25,001 – 30,000
10. 30,001 +

XVI.   What is your racial/ethnic identity? (circle one) (optional)

1.   Black/Afro-American
2.   Chinese
3.   Hispanic
4.   Indo-chinese
5.   Japanese
6.   Native American
7.   White/Caucasian
8.   Other

_____
                    Center

_____
                    Signature (optional)

Thank you for your time in filling out this questionnaire

February 7, 1989

Dear Child Care Center Director:

Approximately two weeks ago you received a questionnaire from the University regarding a Child Care Training Needs Survey we are conducting. As of this date, we have not received your survey. It is extremely important for us to receive your survey so that we will have a representative sample from across the state. Many important training issues and decisions will be influenced by this survey. Please take the time to fill out the survey and return it in the postage free return envelope included in the original mailing. You can play an important role in influencing child care training in the state for yourself and your colleagues.

Thank you.

Sincerely,

Richard Fiene, Ph.D.
Research Director
Office of Children Youth and Families
        and
Adjunct Professor
Early Childhood Education Program

/pw

Where Respondents Reside

QUES008   WHERE RESPONDENT RESIDES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
N EAST	100	17	7.9	7.9	7.9
BRADFORD	101	1	.5	.5	8.4
SUSQUEHA	103	1	.5	.5	8.9
LUZERNE	104	4	1.9	1.9	10.7
LAKAWA	106	4	1.9	1.9	12.6
BERKS	107	5	2.3	2.3	15.0
SCHUYKIL	108	1	.5	.5	15.4
CARBON	109	1	.5	.5	15.9
LEHIGH	110	7	3.3	3.3	19.2
MONROE	111	2	.9	.9	20.1
NORTHAMP	112	4	1.9	1.9	22.0
PIKE	113	1	.5	.5	22.4
S EAST	200	20	9.3	9.3	31.8
BUCKS	201	10	4.7	4.7	36.4
PHILA	202	11	5.1	5.1	41.6
CHESTER	203	3	1.4	1.4	43.0
DELAWARE	204	6.	2.8	2.8	45.8
MONTGOME	205	4	1.9	1.9	47.7
WESTERN	300	22	10.3	10.3	57.9
ERIE	301	2	.9	.9	58.9
CRAWFORD	302	2	.9	.9	59.8
LAWRENCE	304	1	.5	.5	60.3
BEAVER	305	1	.5	.5	60.7
WASHINGT	306	3	1.4	1.4	62.1
WARREN	308	1	.5	.5	62.6
MCKEAN	309	1	.5	.5	63.1
ELK	313	1	.5	.5	63.6
BUTLER	315	3	1.4	1.4	65.0
CLARION	316	1	.5	.5	65.4
ARMSTRG	317	2	.9	.9	66.4
ALLEGHE	321	15	7.0	7.0	73.4
WESTMORE	322	1	.5	.5	73.8
CENTRAL	400	22	10.3	10.3	84.1
SOMERSET	401	1	.5	.5	84.6
BEDFORD	402	1	.5	.5	85.0
FRANKLIN	404	3	1.4	1.4	86.4
ADAMS	405	2	.9	.9	87.4
YORK	406	2	.9	.9	88.3
LANCASTR	407	5	2.3	2.3	90.7
CUMBERLD	408	1	.5	.5	91.1
CAMBRIA	409	3	1.4	1.4	92.5
BLAIR	410	2	.9	.9	93.5
HUNTINGT	411	1	.5	.5	93.9
MIFFLIN	412	1	.5	.5	94.4
DAUPHIN	416	7	3.3	3.3	97.7
N.HUMBER	417	1	.5	.5	98.1
LYCOMING	420	1	.5	.5	98.6
CENTER	422	1	.5	.5	99.1
UNION	423	2	.9	.9	100.0
TOTAL		214	100.0	100.0	

APPENDIX C

Frequencies and Crosstabulations

Frequencies

GROUPED DATA ANALYSES

GROUP Q1   QUESTION 1 GROUPED

CATEGORY LABEL	CODE	COUNT	PCT OF RESPONSES	PCT OF CASES
PGM ADMN	1	105	9.9	49.1
EVALUAT	2	113	10.6	52.8
CURRICUL	3	140	13.2	65.4
STAF-PAR	4	130	12.2	60.7
STAF-CHD	5	148	13.9	69.2
PHY ENVR	6	68	6.4	31.8
HEAL SAF	7	67	6.3	31.3
NUTRITN	8	19	1.8	8.9
CHD DEVL	9	85	8.0	39.7
INFANTS	10	71	6.7	33.2
OBSERVAT	11	59	5.6	27.6
STAF-COL	12	58	5.5	27.1
TOTAL RESPONSES		1063	100.0	496.7

0 MISSING CASES;   214 VALID CASES

GROUP Q3   QUESTION 3 GROUPED

CATEGORY LABEL	CODE	COUNT	PCT OF RESPONSES	PCT OF CASES
WATCH	1	147	14.4	69.3
BE WATCH	2	84	8.2	39.6
VISIT	3	111	10.9	52.4
ON-SITE	4	71	6.9	33.5
OFF-SITE	5	67	6.6	31.6
READING	6	55	5.4	25.9
SUPERVIS	7	21	2.1	9.9
CAREGIVE	8	140	13.7	66.0
PARENTS	9	37	3.6	17.5
CHILDREN	10	96	9.4	45.3
COURSES	11	61	6.0	28.8
EXPERIMT	12	107	10.5	50.5
NETWORK	13	25	2.4	11.8
TOTAL RESPONSES		1022	100.0	482.1

2 MISSING CASES;   212 VALID CASES

TRAINING NEEDS

QUES1.1   ADVANCED TRAINING THAT IS RANKED # 1

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	63	29.4	29.4	29.4
EVALUAT	2	12	5.6	5.6	35.0
CURRICUL	3	33	15.4	15.4	50.5
STAF-PAR	4	12	5.6	5.6	56.1
STAF-CHD	5	42	19.6	19.6	75.7
PHY ENVR	6	1	.5	.5	76.2
HEAL SAF	7	8	3.7	3.7	79.9
NUTRITN	8	1	.5	.5	80.4
CHD DEVL	9	19	8.9	8.9	89.3
INFANTS	10	13	6.1	6.1	95.3
OBSERVAT	11	7	3.3	3.3	98.6
STAF-COL	12	3	1.4	1.4	100.0
	TOTAL	214	100.0	100.0	

```
   COUNT      VALUE    ONE SYMBOL EQUALS APPROXIMATELY  1.50 OCCURRENCES

      63       1.00    *************************************************
      12       2.00    ********
      33       3.00    *************************
      12       4.00    ********
      42       5.00    *******************************
       1       6.00    *
       8       7.00    *****
       1       8.00    *
      19       9.00    *************
      13      10.00    *********
       7      11.00    *****
       3      12.00    **
                       I.........I.........I.........I.........I.........I
                       0        15        30        45        60        75
                               HISTOGRAM FREQUENCY
```
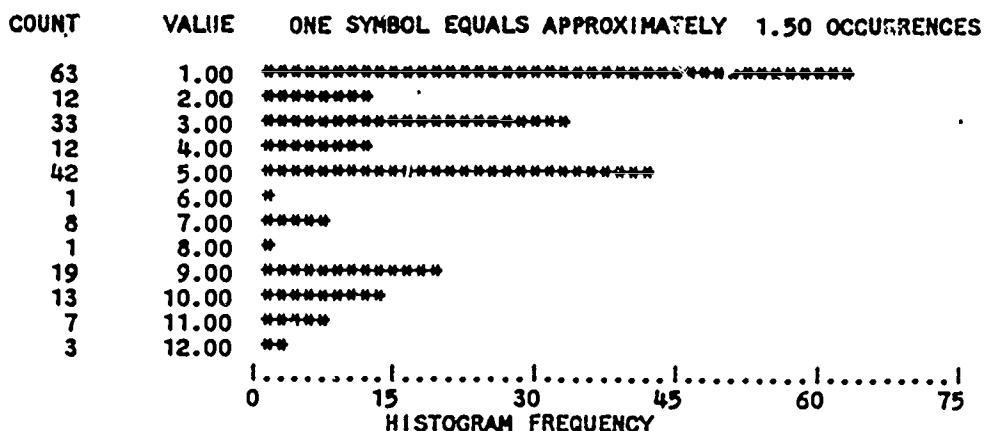
QUES1.2   ADVANCED TRAINING THAT IS RANKED # 2

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	11	5.1	5.1	5.1
EVALUAT	2	34	15.9	15.9	21.0
CURRICUL	3	41	19.2	19.2	40.2
STAF-PAR	4	29	13.6	13.6	53.7
STAF-CHD	5	33	15.4	15.4	69.2
PHY ENVR	6	13	6.1	6.1	75.2
HEAL SAF	7	9	4.2	4.2	79.4
NUTRITN	8	3	1.4	1.4	80.8
CHD DEVL	9	17	7.9	7.9	88.8
INFANTS	10	11	5.1	5.1	93.9
OBSERVAT	11	3	1.4	1.4	95.3
STAF-COL	12	10	4.7	4.7	100.0
TOTAL		214	100.0	100.0	

```
COUNT      VALUE    ONE SYMBOL EQUALS APPROXIMATELY  1.00 OCCURRENCE

  11        1.00    ************
  34        2.00    **********************************
  41        3.00    *****************************************
  29        4.00    *****************************
  33        5.00    *********************************
  13        6.00    *************
   9        7.00    *********
   3        8.00    ***
  17        9.00    *****************
  11       10.00    ***********
   3       11.00    ***
  10       12.00    **********
                    I.........I.........I.........I.........I.........I
                    0        10        20        30        40        50
                              HISTOGRAM FREQUENCY
```
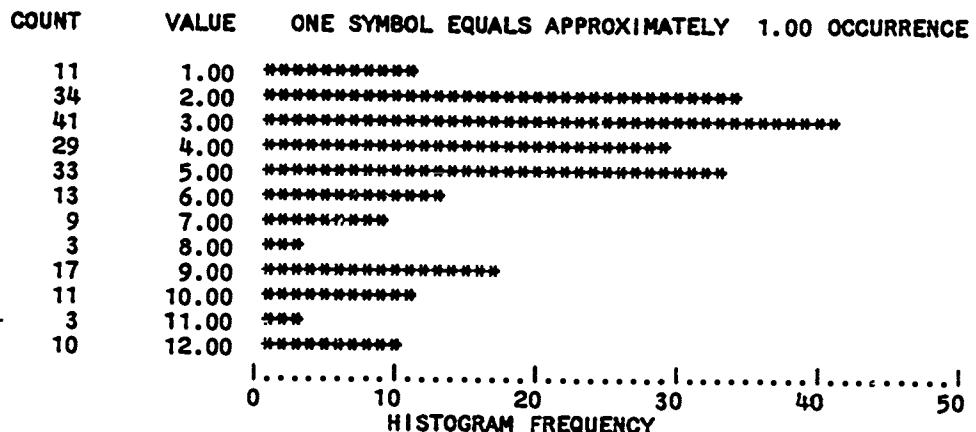
QUES1.3   ADVANCED TRAINING THAT IS RANKED # 3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	8	3.7	3.8	3.8
EVALUAT	2	23	10.7	10.8	14.6
CURRICUL	3	30	14.0	14.1	28.6
STAF-PAR	4	33	15.4	15.5	44.1
STAF-CHD	5	33	15.4	15.5	59.6
PHY ENVR	6	11	5.1	5.2	64.8
HEAL SAF	7	11	5.1	5.2	70.0
NUTRITN	8	3	1.4	1.4	71.4
CHD DEVL	9	21	9.8	9.9	81.2
INFANTS	10	11	5.1	5.2	86.4
OBSERVAT	11	14	6.5	6.6	93.0
STAF-COL	12	15	7.0	7.0	100.0
NO RESP	0	1	.5	MISSING	
	TOTAL	214	100.0	100.0	

```
COUNT     VALUE    ONE SYMBOL EQUALS APPROXIMATELY   .80 OCCURRENCES

    8      1.00    ***********
   23      2.00    ******************************
   30      3.00    **************************************
   33      4.00    *****************************************
   33      5.00    *****************************************
   11      6.00    **************
   11      7.00    **************
    3      8.00    ****
   21      9.00    **************************
   11     10.00    **************
   14     11.00    ******************
   15     12.00    *******************
                   I.........I.........I.........I.........I.........I
                   0         8        16        24        32        40
                            HISTOGRAM FREQUENCY
```
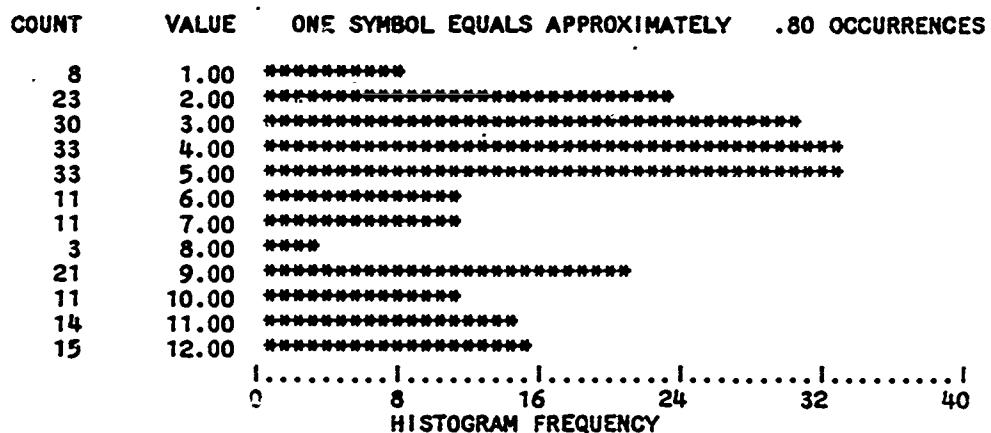
QUES1.4   ADVANCED TRAINING THAT IS RANKED # 4

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	9	4.2	4.2	4.2
EVALUAT	2	23	10.7	10.8	15.1
CURRICUL	3	21	9.8	9.9	25.0
STAF-PAR	4	38	17.8	17.9	42.9
STAF-CHD	5	19	8.9	9.0	51.9
PHY ENVR	6	16	7.5	7.5	59.4
HEAL SAF	7	14	6.5	6.6	66.0
NUTRITN	8	4	1.9	1.9	67.9
CHD DEVL	9	12	5.6	5.7	73.6
INFANTS	10	19	8.9	9.0	82.5
OBSERVAT	11	20	9.3	9.4	92.0
STAF-COL	12	17	7.9	8.0	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

```
COUNT    VALUE    ONE SYMBOL EQUALS APPROXIMATELY    .80 OCCURRENCES

   9      1.00    ************
  23      2.00    *****************************
  21      3.00    **************************
  38      4.00    ************************************************
  19      5.00    ************************
  16      6.00    ********************
  14      7.00    *****************
   4      8.00    *****
  12      9.00    ***************
  19     10.00    ***********************
  20     11.00    ************************
  17     12.00    *********************
                  I.........I.........I.........I.........I.........I
                  0         8        16        24        32        40
                            HISTOGRAM FREQUENCY
```
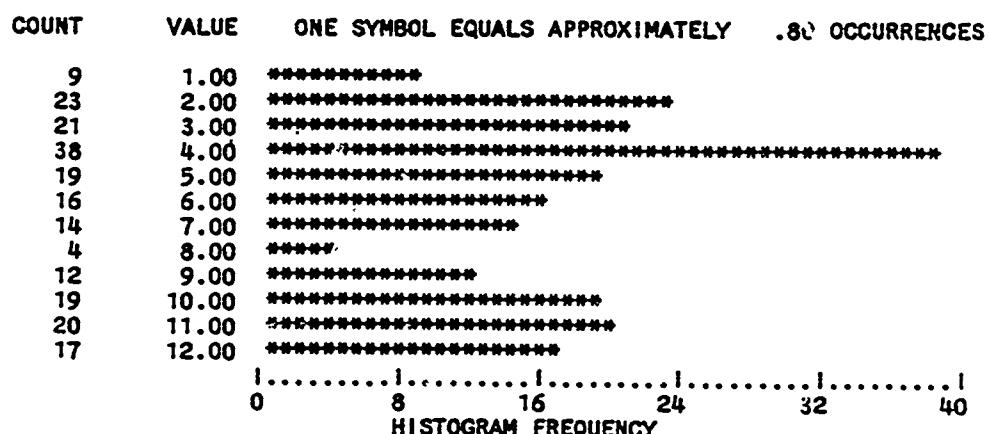
QUES1.5   ADVANCED TRAINING THAT IS RANKED # 5

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	14	6.5	6.7	6.7
EVALUAT	2	21	9.8	10.0	16.7
CURRICUL	3	15	7.0	7.1	23.8
STAF-PAR	4	18	8.4	8.6	32.4
STAF-CHD	5	21	9.8	10.0	42.4
PHY ENVR	6	27	12.6	12.9	55.2
HEAL SAF	7	25	11.7	11.9	67.1
NUTRITN	8	8	3.7	3.8	71.0
CHD DEVL	9	16	7.5	7.6	78.6
INFANTS	10	17	7.9	8.1	86.7
OBSERVAT	11	15	7.0	7.1	93.8
STAF-COL	12	13	6.1	6.2	100.0
NO RESP	0	4	1.9	MISSING	
TOTAL		214	100.0	100.0	

COUNT   VALUE   ONE SYMBOL EQUALS APPROXIMATELY   .60 OCCURRENCES

```
14    1.00  ********************************
21    2.00  ***********************************
15    3.00  *************************
18    4.00  ******************************
21    5.00  ***********************************
27    6.00  *********************************************
25    7.00  *****************************************
 8    8.00  *************
16    9.00  **************************
17   10.00  ****************************
15   11.00  *************************
13   12.00  *********************
          I.........I.........I.........I.........I.........I
          0         6        12        18        24        30
                    HISTOGRAM FREQUENCY
```
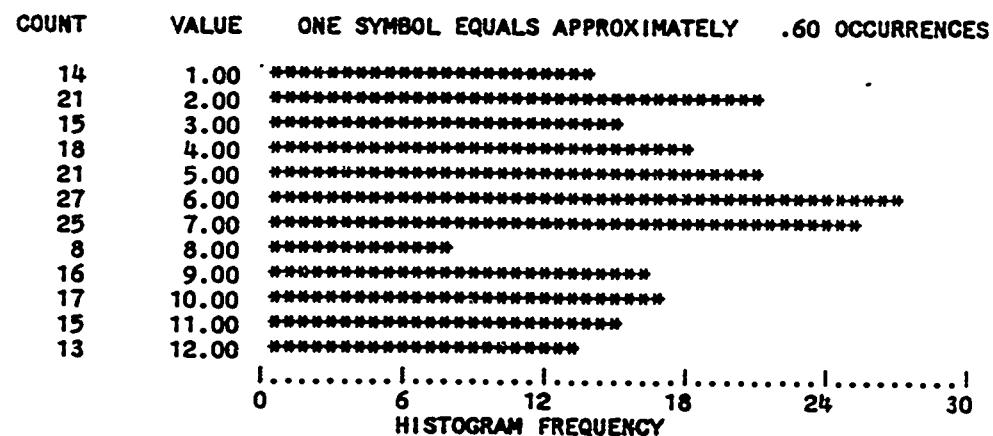
QUES002   ADVANCED TRAINING THAT IS LEAT DESIRABLE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
PGM ADMN	1	22	10.3	10.5	10.5
EVALUAT	2	8	3.7	3.8	14.4
CURRICUL	3	11	5.1	5.3	19.6
STAF-PAR	4	3	1.4	1.4	21.1
PHY ENVR	6	27	12.6	12.9	34.0
HEAL SAF	7	6	2.8	2.9	36.8
NUTRITN	8	56	26.2	26.8	63.6
CHD DEVL	9	15	7.0	7.2	70.8
INFANTS	10	12	5.6	5.7	76.6
OBSERVAT	11	12	5.6	5.7	82.3
STAF-COL	12	37	17.3	17.7	100.0
NO RESP	0	5	2.3	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.20 OCCURRENCES
22	1.00	*****************
8	2.00	*******
11	3.00	*********
3	4.00	***
0	5.00	
27	6.00	************************
6	7.00	*****
56	8.00	***
15	9.00	*************
12	10.00	**********
12	11.00	**********
37	12.00	*******************************

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        I.........I.........I.........I.........I.........I
        0        12        24        36        48        60
                      HISTOGRAM FREQUENCY
```
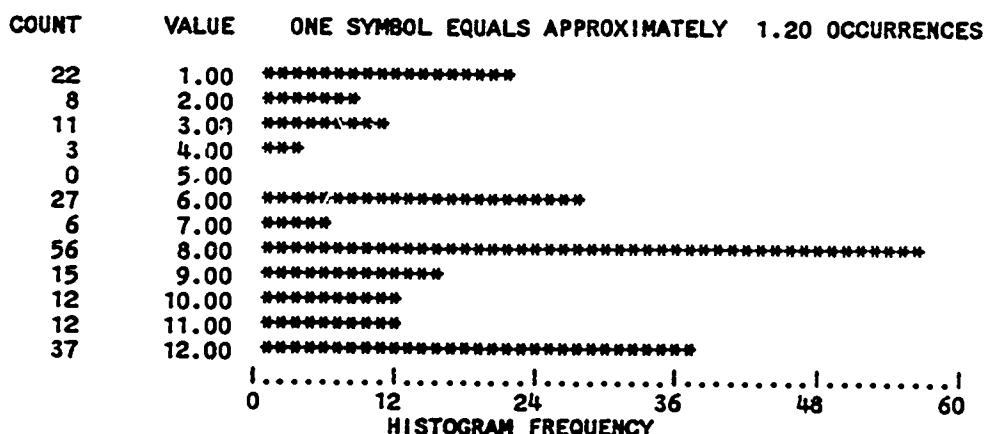
APPROACHES TO TRAINING

QUES3.1   APPROACH IN LEARNING CHILD CARE RANK #1

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	85	39.7	40.1	40.1
BE WATCH	2	8	3.7	3.8	43.9
VISIT	3	11	5.1	5.2	49.1
ON-SITE	4	6	2.8	2.8	51.9
OFF-SITE	5	10	4.7	4.7	56.6
READING	6	4	1.9	1.9	58.5
CAREGIVE	8	20	9.3	9.4	67.9
CHILDREN	10	18	8.4	8.5	76.4
COURSES	11	19	8.9	9.0	85.4
EXPERIMT	12	25	11.7	11.8	97.2
NETWORK	13	3	1.4	1.4	98.6
PRESENT	14	2	.9	.9	99.5
VIDEO	15	1	.5	.5	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
85	1.00	**
8	2.00	****
11	3.00	******
6	4.00	***
10	5.00	*****
4	6.00	**
0	7.00	
20	8.00	**********
0	9.00	
18	10.00	*********
19	11.00	**********
25	12.00	*************
3	13.00	**
2	14.00	*
1	15.00	*

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        I.........I.........I.........I.........I.........I
        0        20        40        60        80       100
                   HISTOGRAM FREQUENCY
```
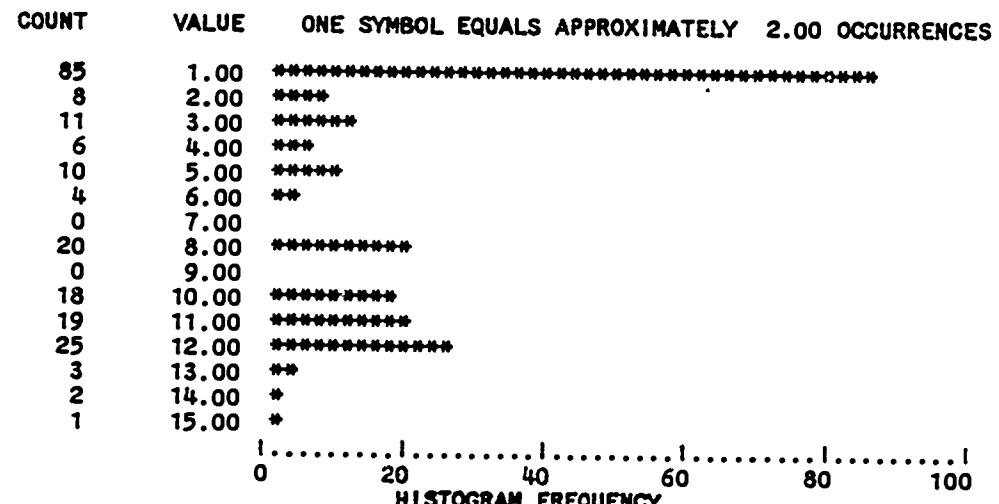
QUES3.2   APPROACH IN LEARNING CHILD CARE RANK #2

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	23	10.7	10.8	10.8
BE WATCH	2	21	9.8	9.9	20.8
VISIT	3	26	12.1	12.3	33.0
ON-SITE	4	24	11.2	11.3	44.3
OFF-SITE	5	15	7.0	7.1	51.4
READING	6	6	2.8	2.8	54.2
SUPERVIS	7	4	1.9	1.9	56.1
CAREGIVE	8	29	13.6	13.7	69.8
PARENTS	9	6	2.8	2.8	72.6
CHILDREN	10	17	7.9	8.0	80.7
COURSES	11	10	4.7	4.7	85.4
EXPERIMT	12	23	10.7	10.8	96.2
NETWORK	13	5	2.3	2.4	98.6
VIDEO	15	3	1.4	1.4	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
23	1.00	**************************************
21	2.00	***********************************
26	3.00	***
24	4.00	**
15	5.00	*************************
6	6.00	**********
4	7.00	*******
29	8.00	**
6	9.00	**********
17	10.00	****************************
10	11.00	*****************
23	12.00	**************************************
5	13.00	********
0	14.00	
3	15.00	*****

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       I.........I.........I.........I.........I.........I
       0         6        12        18        24        30
                     HISTOGRAM FREQUENCY
```
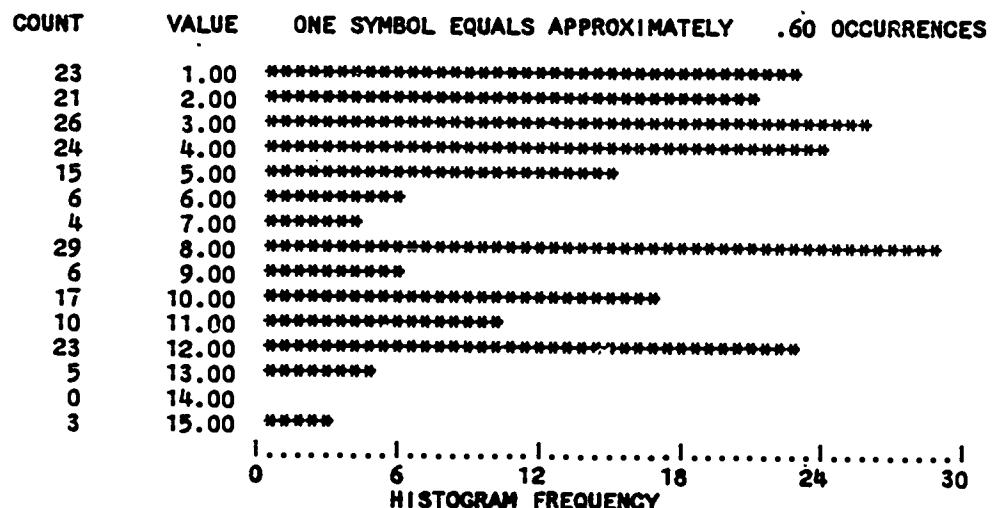
QUES3.3   APPROACH IN LEARNING CHILD CARE RANK #3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	20	9.3	9.4	9.4
BE WATCH	2	24	11.2	11.3	20.8
VISIT	3	27	12.6	12.7	33.5
ON-SITE	4	18	8.4	8.5	42.0
OFF-SITE	5	15	7.0	7.1	49.1
READING	6	12	5.6	5.7	54.7
SUPERVIS	7	5	2.3	2.4	57.1
CAREGIVE	8	39	18.2	18.4	75.5
PARENTS	9	10	4.7	4.7	80.2
CHILDREN	10	14	6.5	6.6	86.8
COURSES	11	6	2.8	2.8	89.6
EXPERIMT	12	18	8.4	8.5	98.1
NETWORK	13	1	.5	.5	98.6
PRESENT	14	3	1.4	1.4	100.0
NO RESP	0	2	.9	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .80 OCCURRENCES
20	1.00	******************************
24	2.00	***********************************
27	3.00	*************************************
18	4.00	***************************
15	5.00	**********************
12	6.00	*****************
5	7.00	*******
39	8.00	***
10	9.00	**************
14	10.00	*******************
6	11.00	********
18	12.00	***************************
1	13.00	*
3	14.00	****

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I........I........I........I........I........I........I
0        8       16       24       32       40
            HISTOGRAM FREQUENCY
```
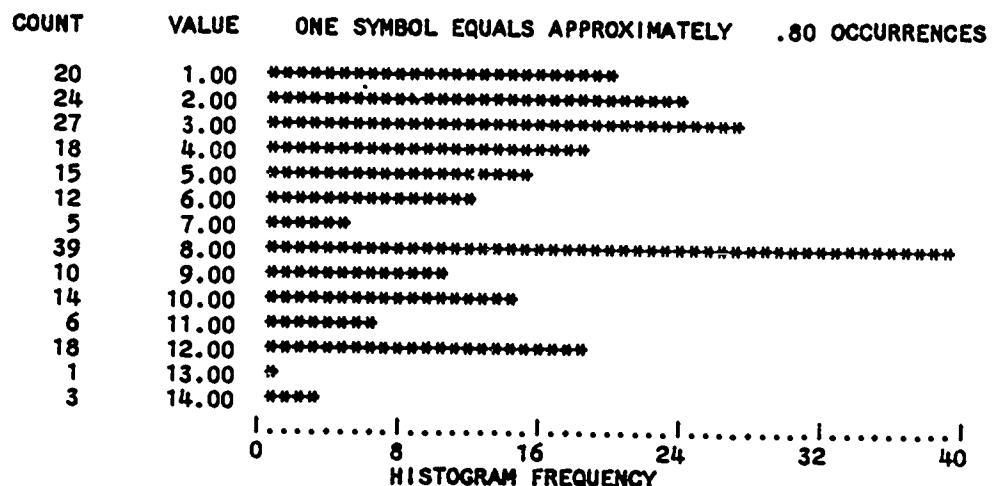
QUES3.4   APPROACH IN LEARNING CHILD CARE RANK #4

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	11	5.1	5.2	5.2
BE WATCH	2	19	8.9	9.0	14.2
VISIT	3	24	11.2	11.4	25.6
ON-SITE	4	11	5.1	5.2	30.8
OFF-SITE	5	12	5.6	5.7	36.5
READING	6	17	7.9	8.1	44.5
SUPERVIS	7	4	1.9	1.9	46.4
CAREGIVE	8	30	14.0	14.2	60.7
PARENTS	9	12	5.6	5.7	66.4
CHILDREN	10	20	9 3	9.5	75.8
COURSES	11	15	7.0	7.1	82.9
EXPERIMT	12	25	11.7	11.8	94.8
NETWORK	13	4	1.9	1.9	96.7
PRESENT	14	5	2.3	2.4	99.1
VIDEO	15	2	.9	.9	100.0
NO RESP	0	3	1.4	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY .60 OCCURRENCES
11	1.00	*********************
19	2.00	**********************************
24	3.00	***
11	4.00	********************
12	5.00	**********************
17	6.00	******************************
4	7.00	*******
30	8.00	***
12	9.00	**********************
20	10.00	***********************************
15	11.00	**************************
25	12.00	**
4	13.00	*******
5	14.00	*********
2	15.00	****

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   I.........I.........I.........I.........I.........I
   0         6        12        18        24        30
                 HISTOGRAM FREQUENCY
```
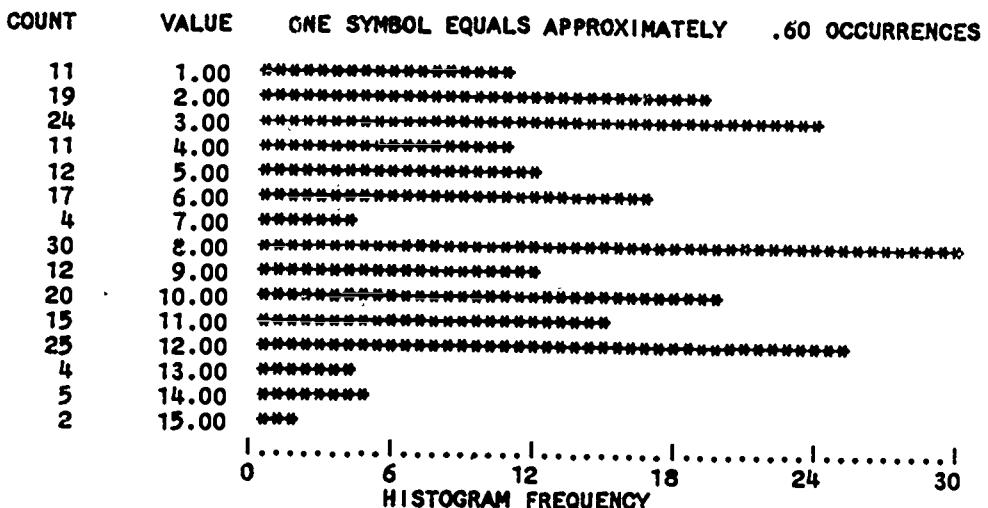
QUES3.5   APPROACH IN LEARNING CHILD CARE RANK #5

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
WATCH	1	8	3.7	3.9	3.9
BE WATCH	2	12	5.6	5.8	9.7
VISIT	3	23	10.7	11.1	20.8
ON-SITE	4	12	5.6	5.8	26.6
OFF-SITE	5	15	7.0	7.2	33.8
READING	6	16	7.5	7.7	41.5
SUPERVIS	7	8	3.7	3.9	45.4
.CAREGIVE	8	22	10.3	10.6	56.0
PARENTS	9	9	4.2	4.3	60.4
CHILDREN	10	27	12.6	13.0	73.4
COURSES	11	11	5.1	5.3	78.7
EXPERIM	12	16	7.5	7.7	86.5
NETWORK	13	12	5.6	5.8	92.3
PRESENT	14	9	4.2	4.3	96.6
VIDEO	15	7	3.3	3.4	100.0
NO RESP	0	7	3.3	MISSING	
	TOTAL	214	100.0	100.0	

```
   COUNT     VALUE    ONE SYMBOL EQUALS APPROXIMATELY   .60 OCCURRENCES

      8       1.00    *************
     12       2.00    ********************
     23       3.00    ***************************************
     12       4.00    ********************
     15       5.00    *************************
     16       6.00    **************************
      8       7.00    *************
     22       8.00    *************************************
      9       9.00    ***************
     27      10.00    ******************************************
     11      11.00    ******************
     16      12.00    **************************
     12      13.00    ********************
      9      14.00    ***************
      7      15.00    ***********
             !.........I.........I.........I.........I.........I.........I
             0         6        12        18        24        30
                          HISTOGRAM FREQUENCY
```
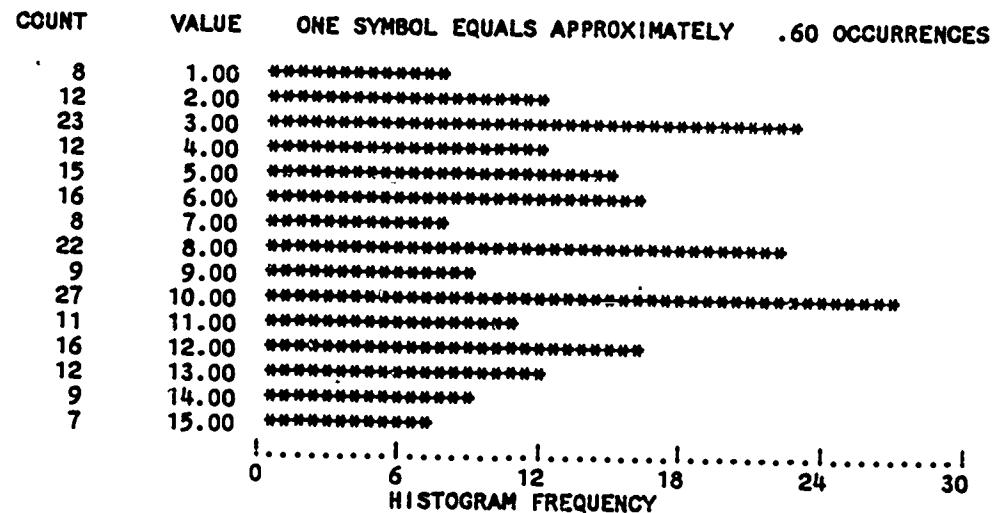
CURRENT EMPLOYMENT STATUS

QUES04A   RESPONDENTS CURRENT EMPLOYMENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
TEACHER	1	90	42.1	42.1	42.1
DIRECTOR	2	77	36.0	36.0	78.0
ADIMIN	3	26	12.1	12.1	90.2
AIDE	4	2	.9	.9	91.1
SUPERVIS	5	4	1.9	1.9	93.0
PROVIDER	6	5	2.3	2.3	95.3
TRAINER	7	1	.5	.5	95.8
SCHOOL	9	1	.5	.5	96.3
OTHER	12	8	3.7	3.7	100.0
	TOTAL	214	100.0	100.0	

```
   COUNT     VALUE     ONE SYMBOL EQUALS APPROXIMATELY  2.00 OCCURRENCES

      90      1.00     ****************************************************
      77      2.00     *********************************************
      26      3.00     ****************
       2      4.00     *
       4      5.00     **
       5      6.00     ***
       1      7.00     *
       0      8.00
       1      9.00     *
       0     10.00
       0     11.00
       8     12.00     ****
                       I.........I.........I.........I.........I.........I
                       0        20        40        60        80       100
                            HISTOGRAM FREQUENCY
```
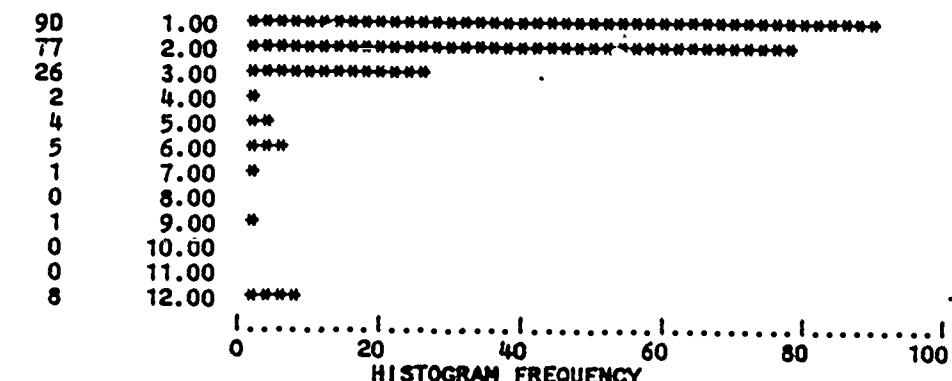
RESPONDENTS CHILD CARE TRAINING

QUES05A   CHILD CARE TRAINING THAT YOU COMPLETED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
VOCATNAL	1	12	5.6	5.6	5.6
COMM COL	2	12	5.6	5.6	11.3
CERTIF	3	14	6.5	6.6	17.8
COURSES	4	60	28.0	28.2	46.0
BACHELOR	5	58	27.1	27.2	73.2
MASTER	6	16	7.5	7.5	80.8
WORKSHOP	7	18	8.4	8.5	89.2
NETWORK	8	2	.9	.9	90.1
OTHER	9	21	9.9	9.9	100.0
NO RESP	0	1	.5	MISSING	
	TOTAL	214	100.0	100.0	

```
    COUNT      VALUE    ONE SYMBOL EQUALS APPROXIMATELY  1.20 OCCURRENCES

     12        1.00     **********
     12        2.00     **********
     14        3.00     *************
     60        4.00     ********************************************************
     58        5.00     *******************************************************
     16        6.00     *************
     18        7.00     ****************
      2        8.00     **
     21        9.00     *******************
                        I.........I.........I.........I.........I.........I
                        0        12        24        36        48        60
                                       HISTOGRAM FREQUENCY
```
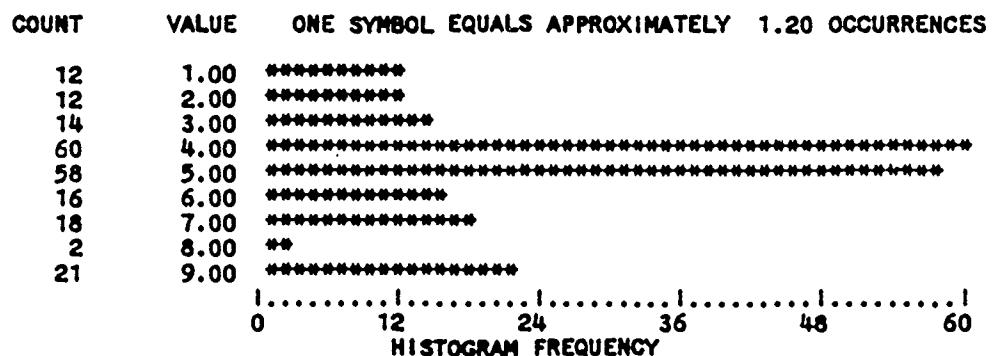
DEMOGRAPHICS

QUES006   HOW LONG HAVE U BEEN CHILD CARE PROVIDER

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
0-1 YRS	1	8	3.7	3.7	3.7
1-3 YRS	2	20	9.3	9.3	13.1
3-5 YRS	3	50	23.4	23.4	36.4
5-10 YRS	4	67	31.3	31.3	67.8
MORE 10	5	69	32.2	32.2	100.0
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 1.50 OCCURRENCES
8	1.00	*****
20	2.00	*****************
50	3.00	**********************************
67	4.00	**
69	5.00	**

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        I.........I.........I.........I.........I.........I
        0        15        30        45        60        75
                    HISTOGRAM FREQUENCY
```
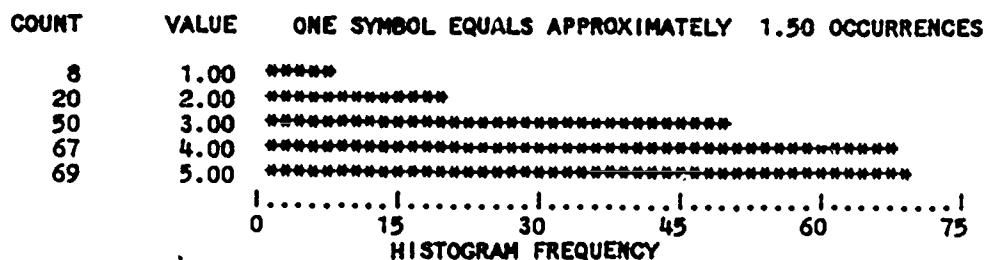
MEAN	3.790	STD ERR	.076	MEDIAN	4.000
MODE	5.000	STD DEV	1.108	VARIANCE	1.228
KURTOSIS	-.297	S E KURT	.331	SKEWNESS	-.662
S E SKEW	.166	RANGE	4.000	MINIMUM	1.000
MAXIMUM	5.000	SUM	811.000		

VALID CASES   214   MISSING CASES   0

QUES007   SEX OF RESPONDENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
FEMALE	1	204	95.3	95.8	95.8
MALE	2	9	4.2	4.2	100.0
NO RESP	0	1	.5	MISSING	
TOTAL		214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 8.00 OCCURRENCES
204	1.00	******************************
9	2.00	*

```
I.........I.........I.........I.........I.........I
0       80      150      240      320      400
           HISTOGRAM FREQUENCY
```
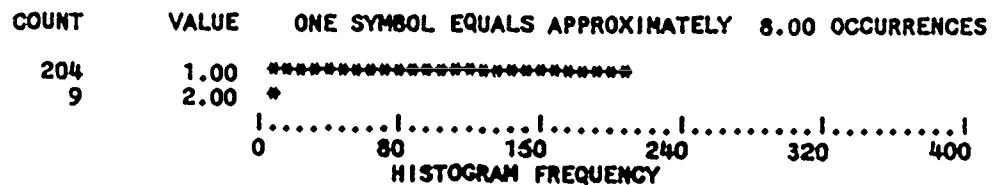
QUES009   PARENT OF A CHILD UNDER 3

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
YES	1	43	20.1	20.1	20.1
NO	2	171	79.9	79.9	100.0
TOTAL		214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 4.00 OCCURRENCES
43	1.00	***********
171	2.00	**

```
I.........I.........I.........I.........I.........I
0       40      80      120      160      200
           HISTOGRAM FREQUENCY
```
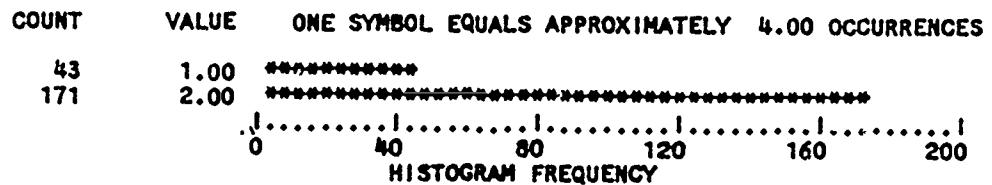
TRAINING RELATED ANALYSES

QUES011   LEVEL THAT YOU CAN NO LONGER AFFORD TRAI

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
35-50	1	48	22.4	23.6	23.6
51-100	2	59	27.6	29.1	52.7
101-150	3	40	18.7	19.7	72.4
151-200	4	22	10.3	10.8	83.3
201-250	5	20	9.3	9.9	93.1
251-300	6	8	3.7	3.9	97.0
301-400	7	4	1.9	2.0	99.0
401-500	8	2	.9	1.0	100.0
NO RESP	0	11	5.1	MISSING	
	TOTAL	214	100.0	100.0	

```
    COUNT    VALUE    ONE SYMBOL EQUALS APPROXIMATELY  1.20 OCCURRENCES

      48      1.00    ******************************(****)***************
      59      2.00    **********************************************************
      40      3.00    ***************************************
      22      4.00    ********************
      20      5.00    ******************
       8      6.00    *******
       4      7.00    ***
       2      8.00    **
                      I.........I.........I.........I.........I.........I
                      0        12        24        36        48        60
                                    HISTOGRAM FREQUENCY
```
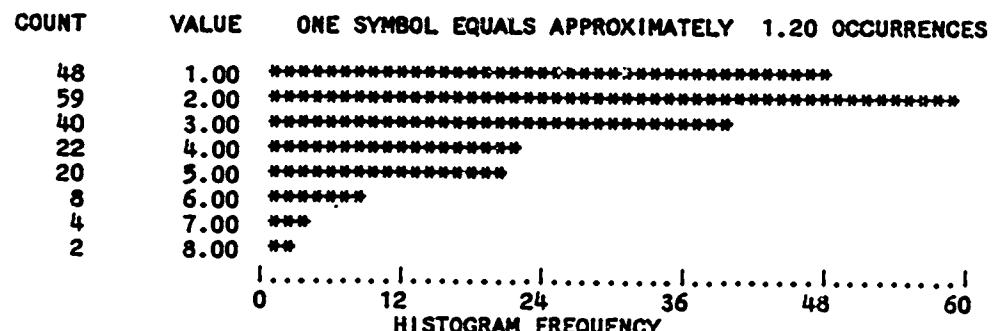
MEAN	2.788	STD ERR	.114	MEDIAN	2.000
MODE	2.000	STD DEV	1.620	VARIANCE	2.623
KURTOSIS	.383	S E KURT	.340	SKEWNESS	.941
S E SKEW	.171	RANGE	7.000	MINIMUM	1.000
MAXIMUM	8.000	SUM	566.000		

VALID CASES   203   MISSING CASES   11

QUES012   FUTHUR EDUCATIONS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
CERTIF	1	35	16.4	17.3	17.3
CREDIT	2	18	8.4	8.9	26.2
DEGREE	3	65	30.4	32.2	58.4
ASSOC	4	34	15.9	16.8	75.2
BACHELOR	5	44	20.6	21.8	97.0
GRADUATE	6	6	2.8	3.0	100.0
NO RESP	0	12	5.6	MISSING	
	TOTAL	214	100.0	100.0	

```
   COUNT     VALUE     ONE SYMBOL EQUALS APPROXIMATELY  1.50 OCCURRENCES

     35       1.00     ***********************
     18       2.00     ************
     65       3.00     *******************************************
     34       4.00     **********************
     44       5.00     *****************************
      6       6.00     ****
                       I.........I.........I.........I.........I.........I.........I
                       0        15        30        45        60        75
                                        HISTOGRAM FREQUENCY
```
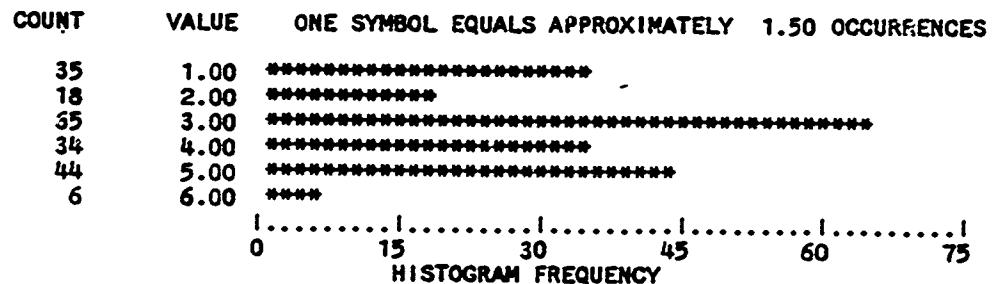
QUES013   CONVENIENT TIME FOR TRAINING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
EVENING	1	98	45.8	48.0	48.0
SAT 1/2	2	47	22.0	23.0	71.1
SAT FULL	3	12	5.6	5.9	77.0
WEEK 1/2	4	31	14.5	15.2	92.2
WEEK FUL	5	9	4.2	4.4	96.6
OTHER	6	7	3.3	3.4	100.0
NO RESP	0	10	4.7	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
98	1.00	**
47	2.00	*************************
12	3.00	******
31	4.00	****************
9	5.00	*****
7	6.00	****

```
       I.........I.........I.........I.........I.........I
       0        20        40        60        80       100
                     HISTOGRAM FREQUENCY
```
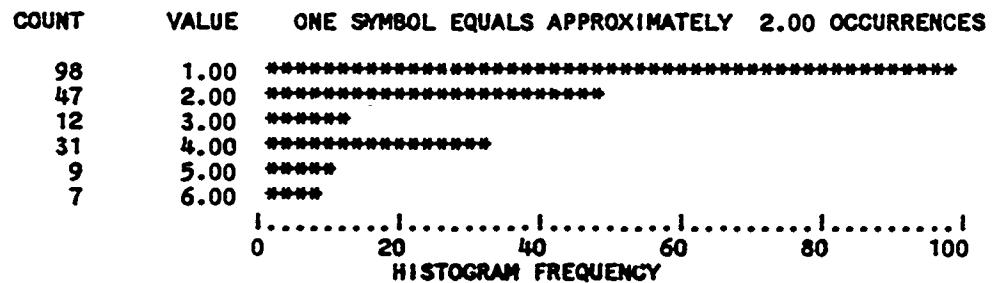
QUES014   HOW OFTEN WOULD YOU LIKE THE TRAING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
TWICE WK	1	32	15.0	15.9	15.9
ONCE WK	2	86	40.2	42.8	58.7
MONTHLY	3	67	31.3	33.3	92.0
OTHER	4	16	7.5	8.0	100.0
NO RESP	0	13	6.1	MISSING	
	TOTAL	214	100.0	100.0	

COUNT	VALUE	ONE SYMBOL EQUALS APPROXIMATELY 2.00 OCCURRENCES
32	1.00	****************
86	2.00	***
67	3.00	**********************************
16	4.00	********

```
       I.........I.........I.........I.........I.........I
       0        20        40        60        80       100
                     HISTOGRAM FREQUENCY
```
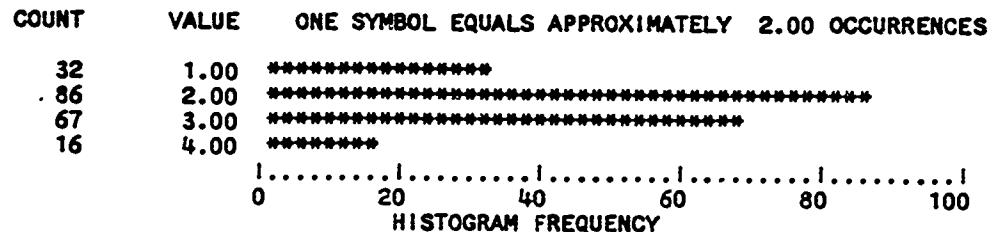
ANNUAL SALARY
AND RACIAL CHARACTERISTICS

QUES015   RESPONDENTS ANNUAL SALARY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
LESS 5K	1	11	5.1	6.2	6.2
5-7.5K	2	8	3.7	4.5	10.7
5.7-10K	3	14	6.5	7.9	18.5
10-12.5	4	35	16.4	19.7	38.2
12.5-15K	5	35	16.4	19.7	57.9
15-17.5K	6	23	10.7	12.9	70.8
17.5-20K	7	18	8.4	10.1	80.9
20-25K	8	22	10.3	12.4	93.3
25-30K	9	7	3.3	3.9	97.2
30K +	10	5	2.3	2.8	100.0
NO RESP	0	36	16.8	MISSING	
	TOTAL	214	100.0	100.0	

```
   COUNT     VALUE     ONE SYMBOL EQUALS APPROXIMATELY    .80 OCCURRENCES

      11      1.00   *****************
       8      2.00   **********
      14      3.00   ******************
      35      4.00   ************************************************
      35      5.00   ************************************************
      23      6.00   ******************************
      18      7.00   ***********************
      22      8.00   ****************************
       7      9.00   *********
       5     10.00   ******
               I.........I.........I.........I.........I.........I
               C         8        16        24        32        4G
                             HISTOGRAM FREQUENCY
```
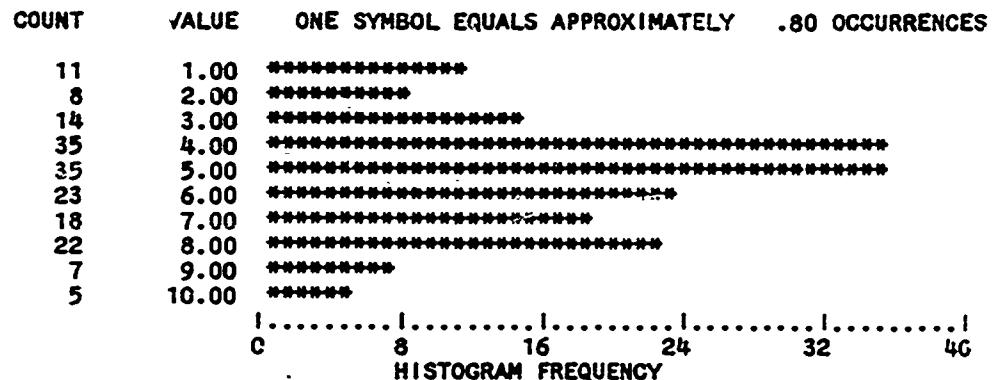
MEAN	5.264	STD ERR	.165	MEDIAN	5.000
MODE	4.000	STD DEV	2.200	VARIANCE	4.839
KURTOSIS	-.485	S E KURT	.362	SKEWNESS	.046
S E SKEW	.182	RANGE	9.000	MINIMUM	1.000
MAXIMUM	10.000	SUM	937.000		

VALID CASES   178   MISSING CASES   36

QUES016   RESPONDENTS RACIAL BACKGROUND

VALUE LABEL	VALUE	FREQUE.CY	PERCENT	VALID PERCENT	CUM PERCENT
BLACK	1	10	4.7	5.1	5.1
HISPANIC	3	2	.9	1.0	6.1
AMERICAN	6	2	.9	1.0	7.1
WHITE	7	182	85.0	92.4	99.5
OTHER	8	1	.5	.5	100.0
NO RESP	0	17	7.9	MISSING	
	TOTAL	214	100.0	100.0	

```
    COUNT      VALUE      ONE SYMBOL EQUALS APPROXIMATELY  4.00 OCCURRENCES

      10        1.00    ***
       0        2.00
       2        3.00    *
       0        4.00
       0        5.00
       2        6.00    *
     182        7.00    ***************************************************
       1        8.00
                        I.........I.........I.........I.........I.........I
                        0        40        80       120       160       200
                              HISTOGRAM FREQUENCY
```
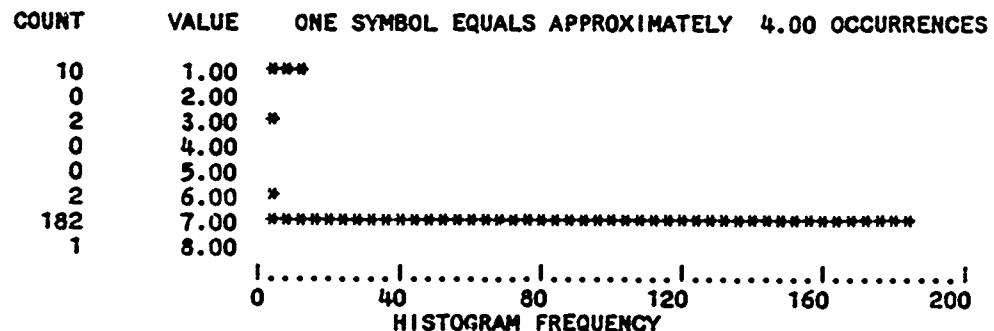
Crosstabulations

STATEWIDE ANALYSES

QUES04A   RESPONDENTS CURRENT EMPLOYMENT BY QUES1.1   ADVANCED TRAINING THAT IS RANKED # 1

QUES04A	COUNT COL PCT	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
TEACHER	1	20 / 31.7	4 / 33.3	15 / 45.5	6 / 50.0	19 / 45.2	1 / 100.0	3 / 37.5	1 / 100.0	10 / 52.6	5 / 38.5	5 / 71.4	90 / 42.1
DIRECTOR	2	29 / 46.0	4 / 33.3	11 / 33.3	3 / 25.0	14 / 33.3		3 / 37.5		5 / 26.3	6 / 46.2		77 / 36.0
ADIMIN	3	12 / 19.0	1 / 8.3	2 / 6.1	2 / 16.7	6 / 14.3				1 / 5.3	1 / 7.7	1 / 14.3	26 / 12.1
AIDE	4		1 / 8.3							1 / 5.3			2 / .9
SUPERVIS	5		1 / 8.3					2 / 25.0		1 / 5.3			4 / 1.9
PROVIDER	6			2 / 6.1	1 / 8.3	1 / 2.4				1 / 5.3			5 / 2.3
TRAINER	7										1 / 7.7		1 / .5
SCHOOL	9					1 / 2.4							1 / .5
OTHER	12	2 / 3.2	1 / 8.3	3 / 9.1		1 / 2.4						1 / 14.3	8 / 3.7
(CONTINUED)	COLUMN TOTAL	63 / 29.4	12 / 5.6	33 / 15.4	12 / 5.6	42 / 19.6	1 / .5	8 / 3.7	1 / .5	19 / 8.9	13 / 6.1	7 / 3.3	214 / 100.0

48

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.1 ADVANCED TRAINING THAT IS RANKED # 1

```
                       QUES1.1
              COUNT   |
              COL PCT |STAF-COL
                      |             ROW
                      |   12  |    TOTAL
                      |
   QUESO4A    --------+-------+
              1  |   1   |      90
   TEACHER       |  33.3 |     42.1
                 +-------+
              2  |   2   |      77
   DIRECTOR      |  66.7 |     36.0
                 +-------+
              3  |       |      26
   ADIMIN        |       |     12.1
                 +-------+
              4  |       |       2
   AIDE          |       |      .9
                 +-------+
              5  |       |       4
   SUPERVIS      |       |     1.9
                 +-------+
              6  |       |       5
   PROVIDER      |       |     2.3
                 +-------+
              7  |       |       1
   TRAINER       |       |      .5
                 +-------+
              9  |       |       1
   SCHOOL        |       |      .5
                 +-------+
             12  |       |       8
   OTHER         |       |     3.7
                 +-------+
              COLUMN       3       214
              TOTAL       1.4    100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	96.46307	88	.25193
LIKELIHOOD RATIO	71.91825	88	.89325
MANTEL-HAENSZEL	.26834	1	.60445

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 95 OF 108 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

50

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

COUNT COL PCT	QUES1.2 PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
QUES04A												
TEACHER 1	6 / 54.5	13 / 38.2	19 / 46.3	11 / 37.9	13 / 39.4	5 / 38.5	3 / 33.3	2 / 66.7	5 / 29.4	5 / 45.5	1 / 33.3	90 / 42.1
DIRECTOR 2	5 / 45.5	12 / 35.3	15 / 36.6	10 / 34.5	11 / 33.3	6 / 46.2	3 / 33.3		9 / 52.9	4 / 36.4		77 / 36.0
ADIMIN 3		7 / 20.6	5 / 12.2	4 / ˙.8	4 / 12.1	1 / 7.7			3 / 17.6	1 / 9.1		26 / 12.1
AIDE 4				1 / 3.4	1 / 3.0							2 / .9
SUPERVIS 5				1 / 3.4	2 / 6.1			1 / 11.1				4 / 1.9
PROVIDER 6			1 / 2.4		1 / 3.0	1 / 7.7		1 / 33.3			1 / 33.3	5 / 2.3
TRAINER 7											1 / 33.3	1 / .5
SCHOOL 9				1 / 3.4								1 / .5
OTHER 12		2 / 5.9	1 / 2.4	1 / 3.4	1 / 3.0			2 / 22.2		1 / 9.1		8 / 3.7
COLUMN TOTAL	11 / 5.1	34 / 15.9	41 / 19.2	29 / 13.6	33 / 15.4	13 / 6.1	9 / 4.2	3 / 1.4	17 / 7.9	11 / 5.1	3 / 1.4	214 / 100.0

(CONTINUED)

51   52

QUESO4A   RESPONDENTS CURRENT EMPLOYMENT   BY   QUES1.2   ADVANCED TRAINING THAT IS RANKED # 2

```
                        QUES1.2
               COUNT   |
               COL PCT |STAF-COL
                       |                ROW
                       |    12  |     TOTAL
QUESO4A        --------+--------+
               1   |      7   |       90
  TEACHER          |   70.0   |     42.1
                   +--------+
               2   |      2   |       77
  DIRECTOR         |   20.0   |     36.0
                   +--------+
               3   |      1   |       26
  ADIMIN           |   10.0   |     12.1
                   +--------+
               4   |          |        2
  AIDE             |          |       .9
                   +--------+
               5   |          |        4
  SUPERVIS         |          |      1.9
                   +--------+
               6   |          |        5
  PROVIDER         |          |      2.3
                   +--------+
               7   |          |        1
  TRAINER          |          |       .5
                   +--------+
               9   |          |        1
  SCHOOL           |          |       .5
                   +--------+
               12  |          |        8
  OTHER            |          |      3.7
                   +--------+
               COLUMN      10       214
               TOTAL      4.7     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	147.99826	88	.00007
LIKELIHOOD RATIO	69.51108	88	.92704
MANTEL-HAENSZEL	.18793	1	.66465

MINIMUM EXPECTED FREQUENCY -   .014
CELLS WITH EXPECTED FREQUENCY < 5 -   97 OF   108 (89.8%)

NUMBER OF MISSING OBSERVATIONS: 0

53

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES1.3

COUNT COL PCT	NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
QUESO4A												
1 TEACHER	1 100.0	3 37.5	11 47.8	13 43.3	12 36.4	9 27.3	7 63.6	4 36.4	1 33.3	10 47.6	6 54.5	90 42.1
2 DIRECTOR		5 62.5	9 39.1	9 30.0	12 36.4	17 51.5	2 18.2	4 36.4	1 33.3	7 33.3	4 36.4	77 36.0
3 ADIMIN			3 13.0	3 10.0	5 15.2	3 9.1		2 18.2		2 9.5	1 9.1	26 12.1
4 AIDE				1 3.3								2 .9
5 SUPERVIS				1 3.3	1 3.0		1 9.1					4 1.9
6 PROVIDER				1 3.3		2 6.1	1 9.1			1 4.8		5 2.3
7 TRAINER				1 3.3								1 .5
9 SCHOOL								1 9.1				1 .5
12 OTHER				1 3.3	3 9.1	2 6.1			1 33.3	1 4.8		8 3.7
COLUMN (CONTINUED) TOTAL	1 .5	8 3.7	23 10.7	30 14.0	33 15.4	33 15.4	11 5.1	11 5.1	3 1.4	21 9.8	11 5.1	214 100.0

54

55

64

```
                        QUES1.3
                COUNT   |
                COL PCT |OBSERVAT STAF-COL
                        |                      ROW
                        |   11   |   12   |  TOTAL
  QUESO4A       --------+--------+--------+
                    1   |    8   |    5   |    90
  TEACHER            | 57.1   | 33.3   |  42.1
                    --------+--------+--------+
                    2   |        |    7   |    77
  DIRECTOR           |        | 46.7   |  36.0
                    --------+--------+--------+
                    3   |    5   |    2   |    26
  ADIMIN             | 35.7   | 13.3   |  12.1
                    --------+--------+--------+
                    4   |        |    1   |     2
  AIDE               |        |  6.7   |    .9
                    --------+--------+--------+
                    5   |    1   |        |     4
  SUPERVIS           |  7.1   |        |   1.9
                    --------+--------+--------+
                    6   |        |        |     5
  PROVIDER           |        |        |   2.3
                    --------+--------+--------+
                    7   |        |        |     1
  TRAINER            |        |        |    .5
                    --------+--------+--------+
                    9   |        |        |     1
  SCHOOL             |        |        |    .5
                    --------+--------+--------+
                   12   |        |        |     8
  OTHER              |        |        |   3.7
                    --------+--------+--------+
                COLUMN      14       15       214
                TOTAL      6.5      7.0     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	89.89133	96	.65622
LIKELIHOOD RATIO	77.59586	96	.91545
MANTEL-HAENSZEL	.10407	1	.74700

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 103 OF 117 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

56

QUESO4A. RESPONDENTS CURRENT EMPLOYMENT BY QUES1 ` ADVANCED TRAINING THAT IS RANKED # 4

QUES1.4

COUNT COL PCT	NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
QUESO4A	0	1	2	3	4	5	6	7	8	9	10	
TEACHER 1	2 / 100.0	1 / 11.1	11 / 47.8	7 / 33.3	17 / 44.7	11 / 57.9	4 / 25.0	8 / 57.1	3 / 75.0	6 / 50.0	5 / 26.3	90 / 42.1
DIRECTOR 2		6 / 66.7	7 / 30.4	11 / 52.4	11 / 28.9	4 / 21.1	5 / 31.3	5 / 35.7		5 / 41.7	10 / 52.6	77 / 36.0
ADIMIN 3			2 / 8.7	2 / 9.5	5 / 13.2	3 / 15.8	4 / 25.0	1 / 7.1	1 / 25.0		4 / 21.1	26 / 12.1
AIDE 4						1 / 5.3	1 / 6.3					2 / .9
SUPERVIS 5			1 / 4.3	1 / 4.8			1 / 6.3					4 / 1.9
PROVIDER 6					4 / 10.5							5 / 2.3
TRAINER 7			1 / 4.3									1 / .5
SCHOOL 9		1 / 11.1										1 / .5
OTHER 12		1 / 11.1	1 / 4.3		1 / 2.6		1 / 6.3			1 / 8.3		8 / 3.7
(CONTINUED) COLUMN TOTAL	2 / .9	9 / 4.2	23 / 10.7	21 / 9.8	38 / 17.8	19 / 8.9	16 / 7.5	14 / 6.5	4 / 1.9	12 / 5.6	19 / 8.9	214 / 100.0

57

58

66

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.4 ADVANCED TRAINING THAT IS RANKED # 4

```
              ·QUES1.4·
        COUNT  |·
        COL PCT |OBSERVAT STAF-COL
                |                    ROW
                |   ·1.1  |·  12  | TOTAL
QUESO4A     ----+--------+--------+
            1 | |    8   |    7   |    90
 TEACHER      |   40.0  |  41.2  |  42.1
            --+--------+--------+
            2 |    7   |    6   |    77
 DIRECTOR     |   35.0  |  35.3  |  36.0
            --+--------+--------+
            3 |    1   |    3   |    26
 ADIMIN       |·   5.0  |  17.6  |  12.1
            --+--------+--------+
            4 |        |        |     2
 AIDE         |        |        |    .9
            --+--------+--------+
            5 |        |    1   |     4
 SUPERVIS     |        |   5.9  |   1.9
            --+--------+--------+
            6 |    1   |        |     5
 PROVIDER     |    5.0  |        |   2.3
            --+--------+--------+
            7 |        |        |     1
 TRAINER      |        |        |    .5
            --+--------+--------+
            9 |        |        |     1
 SCHOOL       |        |        |    .5
            --+--------+--------+
           12 |    3   |        |     8
 OTHER        |   15.0  |        |   3.7
            --+--------+--------+
         COLUMN    20       17      214
         TOTAL    9.3      7.9    100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	104.87842	96	.25150
LIKELIHOOD RATIO	84.93449	96	.78316
MANTEL-HAENSZEL	.00054	1	.98146

MINIMUM EXPECTED FREQUENCY -   .009
CELLS WITH EXPECTED FREQUENCY < 5 -   98 OF   117 (83.8%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES1.5

COUNT COL PCT	NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
QUES04A	0	1	2	3	4	5	6	7	8	9	10	
1 TEACHER	2 / 50.0	6 / 42.9	5 / 23.8	6 / 40.0	12 / 66.7	9 / 42.9	10 / 37.0	11 / 44.0	3 / 37.5	7 / 43.8	8 / 47.1	90 / 42.1
2 DIRECTOR	1 / 25.0	1 / 7.1	13 / 61.9	5 / 33.3	6 / 33.3	8 / 38.1	10 / 37.0	12 / 48.0	2 / 25.0	3 / 18.8	6 / 35.3	77 / 36.0
3 ADIMIN	1 / 25.0	5 / 35.7	2 / 9.5	1 / 6.7		2 / 9.5	3 / 11.1	2 / 8.0	1 / 12.5	2 / 12.5	2 / 11.8	26 / 12.1
4 AIDE										1 / 6.3		2 / .9
5 SUPERVIS		2 / 14.3					1 / 3.7			1 / 6.3		4 / 1.9
6 PROVIDER				1 / 6.7			1 / 3.7		1 / 12.5	1 / 6.3		5 / 2.3
7 TRAINER						1 / 4.8						1 / .5
9 SCHOOL				1 / 6.7								1 / .5
12 OTHER			1 / 4.8	1 / 6.7		1 / 4.8	2 / 7.4		1 / 12.5	1 / 6.3	1 / 5.9	8 / 3.7
COLUMN TOTAL	4 / 1.9	14 / 6.5	21 / 9.8	15 / 7.0	18 / 8.4	21 / 9.8	27 / 12.6	25 / 11.7	8 / 3.7	16 / 7.5	17 / 7.9	214 / 100.0

(CONTINUED)

61

60

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

```
                      QUES1.5
              COUNT  |
              COL PCT |OBSERVAT STAF-COL
                     |                        ROW
                     |    11   |    12   |   TOTAL
  QUES04A     -------+---------+---------+
              1      |    6    |    5    |    90
  TEACHER            |  40.0   |  38.5   |  42.1
                     +---------+---------+
              2      |    5    |    5    |    77
  DIRECTOR           |  33.3   |  38.5   |  36.0
                     +---------+---------+
              3      |    2    |    3    |    26
  ADIMIN             |  13.3   |  23.1   |  12.1
                     +---------+---------+
              4      |    1    |         |     2
  AIDE               |   6.7   |         |    .9
                     +---------+---------+
              5      |         |         |     4
  SUPERVIS           |         |         |   1.9
                     +---------+---------+
              6      |    1    |         |     5
  PROVIDER           |   6.7   |         |   2.3
                     +---------+---------+
              7      |         |         |     1
  TRAINER            |         |         |    .5
                     +---------+---------+
              9      |         |         |     1
  SCHOOL             |         |         |    .5
                     +---------+---------+
              12     |         |         |     8
  OTHER              |         |         |   3.7
                     +---------+---------+
              COLUMN      15        13       214
              TOTAL      7.0       6.1     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	94.26802	96	.53091
LIKELIHOOD RATIO	76.20604	96	.93208
MANTEL-HAENSZEL	.02365	1	.87779

MINIMUM EXPECTED FREQUENCY -   .019
CELLS WITH EXPECTED FREQUENCY < 5 -   96 OF   117 (82.1%)

NUMBER OF MISSING OBSERVATIONS: 0

62

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

COUNT COL PCT	QUES002 NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	OBSERVAT	ROW TOTAL
QUES04A	0	1	2	3	4	6	7	8	9	10	11	
TEACHER 1	3 / 60.0	11 / 50.0	3 / 37.5	3 / 27.3	1 / 33.3	12 / 44.4	3 / 50.0	21 / 37.5	3 / 20.0	6 / 50.0	5 / 41.7	90 / 42.1
DIRECTOR 2	2 / 40.0	5 / 22.7	1 / 12.5	5 / 45.5		12 / 44.4	3 / 50.0	24 / 42.9	6 / 40.0	2 / 16.7	5 / 41.7	77 / 36.0
ADIMIN 3		1 / 4.5	3 / 37.5	2 / 18.2	2 / 66.7	3 / 11.1		6 / 10.7	4 / 26.7	1 / 8.3	1 / 8.3	26 / 12.1
AIDE 4		1 / 4.5							1 / 6.7			2 / .9
SUPERVIS 5		1 / 4.5						2 / 3.6				4 / 1.9
PROVIDER 6		2 / 9.1							1 / 6.7	1 / 8.3		5 / 2.3
TRAINER 7								1 / 1.8				1 / .5
SCHOOL 9				1 / 9.1								1 / .5
OTHER 12		1 / 4.5	1 / 12.5					2 / 3.6		2 / 16.7	1 / 8.3	8 / 3.7
COLUMN TOTAL	5 / 2.3	22 / 10.3	8 / 3.7	11 / 5.1	3 / 1.4	27 / 12.6	6 / 2.8	56 / 26.2	15 / 7.0	12 / 5.6	12 / 5.6	214 / 100.0

(CONTINUED)

63

64

70

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

```
                        QUES002
              COUNT   |
              COL PCT |STAF-COL
                      |                ROW
                      |    12  |      TOTAL
QUES04A       --------+--------+
              1   |     19  |       90
  TEACHER      .  |    51.4 |      42.1
                  +---------+
              2   |     12  |       77
  DIRECTOR        |    32.4 |      36.0
                  +---------+
              3   |      3  |       26
  ADIMIN          |     8.1 |      12.1
                  +---------+
              4   |         |        2
  AIDE            |         |       .9
                  +---------+
              5   |      1  |        4
  SUPERVIS        |     2.7 |      1.9
                  +---------+
              6   |      1  |        5
  PROVIDER        |     2.7 |      2.3
                  +---------+
              7   |         |        1
  TRAINER         |         |       .5
                  +---------+
              9   |         |        1
  SCHOOL          |         |       .5
                  +---------+
             12   |      1  |        8
  OTHER           |     2.7 |      3.7
                  +---------+
              COLUMN      37         214
              TOTAL     17.3       100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	84.74221	88	.57857
LIKELIHOOD RATIO	67.76833	88	.94622
MANTEL-HAᴇNSZEL	.06009	1	.80636

MINIMUM EXPECTED FREQUENCY -   .014
CELLS WITH EXPECTED FREQUENCY < 5 -   95 OF   108 (88.0%)

NUMBER OF MISSING OBSERVATIONS: 0

65

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.1 APPROACH IN LEARNING CHILD CARE RANK #1

QUESO4A COUNT COL PCT	NO RESP 0	WATCH 1	BE WATCH 2	VISIT 3	ON-SITE 4	OFF-SITE 5	READING 6	CAREGIVE 8	CHILDREN 10	COURSES 11	EXPERIMT 12	ROW TOTAL
1 TEACHER	2 100.0	33 38.8	3 37.5	4 36.4	2 33.3	4 40.0	1 25.0	7 35.0	9 50.0	11 57.9	10 40.0	90 42.1
2 DIRECTOR		36 42.4	5 62.5	4 36.4	1 16.7	5 50.0	2 50.0	8 40.0	3 16.7	4 21.1	7 28.0	77 36.0
3 ADIMIN		11 12.9		2 18.2	3 50.0	1 10.0	1 25.0	1 5.0	2 11.1	1 5.3	4 16.0	26 12.1
4 AIDE		1 1.2									1 4.0	2 .9
5 SUPERVIS		1 1.2							2 11.1		1 4.0	4 1.9
6 PROVIDER		2 2.4		1 9.1				2 10.0				5 2.3
7 TRAINER										1 5.3		1 .5
9 SCHOOL											1 4.0	1 .5
12 OTHER		1 1.2						2 10.0	2 11.1	2 10.5	1 4.0	8 3.7
(CONTINUED) COLUMN TOTAL	2 .9	85 39.7	8 3.7	11 5.1	6 2.8	10 4.7	4 1.9	20 9.3	18 8.4	19 8.9	25 11.7	214 100.0

QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.1 APPROACH IN LEARNING CHILD CARE RANK #1

```
                   QUES3.1
         COUNT   |
         COL PCT |NETWORK  PRESENT  VIDEO
                 |                                ROW
                 |   13   |   14   |   15   |   TOTAL
QUES04A  --------+--------+--------+--------+
            1    |    2   |    1   |    1   |     90
TEACHER          |  66.7  |  50.0  | 100.0  |   42.1
                 +--------+--------+--------+
            2    |    1   |    1   |        |     77
DIRECTOR         |  33.3  |  50.0  |        |   36.0
                 +--------+--------+--------+
            3    |        |        |        |     26
ADIMIN           |        |        |        |   12.1
                 +--------+--------+--------+
            4    |        |        |        |      2
AIDE             |        |        |        |     .9
                 +--------+--------+--------+
            5    |        |        |        |      4
SUPERVIS         |        |        |        |    1.9
                 +--------+--------+--------+
            6    |        |        |        |      5
PROVIDER         |        |        |        |    2.3
                 +--------+--------+--------+
            7    |        |        |        |      1
TRAINER          |        |        |        |     .5
                 +--------+--------+--------+
            9    |        |        |        |      1
SCHOOL           |        |        |        |     .5
                 +--------+--------+--------+
           12    |        |        |        |      8
OTHER            |        |        |        |    3.7
                 +--------+--------+--------+
         COLUMN      3        2        1       214
         TOTAL      1.4       .9       .5     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	77.60711	104	.97532
LIKELIHOOD RATIO	64.64100	104	.99913
MANTEL-HAENSZEL	4.17022	1	.04114

MINIMUM EXPECTED FREQUENCY -   .005
CELLS WITH EXPECTED FREQUENCY < 5 -   115 OF   126 (91.3%)

NUMBER OF MISSING OBSERVATIONS: 0

68

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.2 APPROACH IN LEARNING CHILD CARE RANK #2

QUESO4A	COUNT COL PCT	NO RESP 0	WATCH 1	BE WATCH 2	VISIT 3	ON-SITE 4	OFF-SITE 5	READING 6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
TEACHER	1	2 / 100.0	8 / 34.8	5 / 23.8	11 / 42.3	8 / 33.3	7 / 46.7	5 / 83.3	2 / 50.0	15 / 51.7	3 / 50.0	7 / 41.2	90 / 42.1
DIRECTOR	2		8 / 34.8	6 / 28.6	11 / 42.3	12 / 50.0	5 / 33.3	1 / 16.7	1 / 25.0	10 / 34.5	1 / 16.7	6 / 35.3	77 / 36.0
ADIMIN	3		4 / 17.4	6 / 28.6	4 / 15.4	1 / 4.2	3 / 20.0			2 / 6.9		2 / 11.8	26 / 12.1
AIDE	4			1 / 4.8					1 / 25.0				2 / .9
SUPERVIS	5		1 / 4.3							1 / 3.4	1 / 16.7		4 / 1.9
PROVIDER	6		1 / 4.3	1 / 4.8		1 / 4.2				1 / 3.4			5 / 2.3
TRAINER	7		1 / 4.3										1 / .5
SCHOOL	9											1 / 5.9	1 / .5
OTHER	12			2 / 9.5		2 / 8.3					1 / 16.7	1 / 5.9	8 / 3.7
(CONTINUED) COLUMN TOTAL		2 / .9	23 / 10.7	21 / 9.8	26 / 12.1	24 / 11.2	15 / 7.0	6 / 2.8	4 / 1.9	29 / 13.6	6 / 2.8	17 / 7.9	214 / 100.0

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QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.2 APPROACH IN LEARNING CHILD CARE RANK #2

QUES3.2

COUNT COL PCT	COURSES 11	EXPERIMT 12	NETWORK 13	VIDEO 15	ROW TOTAL
QUES04A					
1 TEACHER	5 50.0	10 43.5		2 66.7	90 42.1
2 DIRECTOR	4 40.0	9 39.1	3 60.0		77 36.0
3 ADIMIN	1 10.0	2 8.7		1 33.3	26 12.1
4 AIDE					2 .9
5 SUPERVIS		1 4.3			4 1.9
6 PROVIDER		1 4.3			5 2.3
7 TRAINER					1 .5
9 SCHOOL					1 .5
12 OTHER			2 40.0		8 3.7
COLUMN TOTAL	10 4.7	23 10.7	5 2.3	3 1.4	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	122.45791	112	.23564
LIKELIHOOD RATIO	87.51566	112	.95798
MANTEL-HAENSZEL	.00876	1	.92545

MINIMUM EXPECTED FREQUENCY - .009
CELLS WITH EXPECTED FREQUENCY < 5 - 119 OF 135 (88.1%)

NUMBER OF MISSING OBSERVATIONS: 0

71

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.3   APPROACH IN LEARNING CHILD CARE RANK #3

QUES3.3

COUNT COL PCT	NO RESP	WATCH	BE WATCH	VISIT	ON-SITE	OFF-SITE	READING	SUPERVIS	CAREGIVE	PARENTS	CHILDREN	ROW TOTAL
	0	1	2	3	4	5	6	7	8	9	10	
QUESO4A												
1 TEACHER	2 / 100.0	6 / 30.0	9 / 37.5	10 / 37.0	5 / 27.8	3 / 20.0	7 / 58.3	2 / 40.0	17 / 43.6	5 / 50.0	11 / 78.6	90 / 42.1
2 DIRECTOR		8 / 40.0	12 / 50.0	11 / 40.7	8 / 44.4	8 / 53.3	4 / 33.3	2 / 40.0	10 / 25.6	2 / 20.0	2 / 14.3	77 / 36.0
3 ADIMIN		4 / 20.0	3 / 12.5	4 / 14.8	3 / 16.7	3 / 20.0	1 / 8.3		2 / 5.1	1 / 10.0	1 / 7.1	26 / 12.1
4 AIDE									2 / 5.1			2 / .9
5 SUPERVIS					1 / 5.6				2 / 5.1	1 / 10.0		4 / 1.9
6 PROVIDER		1 / 5.0		1 / 3.7				1 / 20.0	2 / 5.1			5 / 2.3
7 TRAINER							1 / 6.7					1 / .5
9 SCHOOL										1 / 10.0		1 / .5
12 OTHER		1 / 5.0		1 / 3.7	1 / 5.6				4 / 10.3			8 / 3.7
COLUMN TOTAL	2 / .9	20 / 9.3	24 / 11.2	27 / 12.6	18 / 8.4	15 / 7.0	12 / 5.6	5 / 2.3	39 / 18.2	10 / 4.7	14 / 6.5	214 / 100.0

(CONTINUED)

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QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.3 APPROACH IN LEARNING CHILD CARE RANK #3

```
                    QUES3.3
           COUNT  |
           COL PCT |COURSES  EXPERIMT  NETWORK   PRESENT
                   |                                        ROW
                   |   11  |   12   |   13   |    14  |   TOTAL
QUES04A    --------+-------+--------+--------+--------+
             1  |       |   11   |    1   |    1   |    90
  TEACHER      |       |  61.1  | 100.0  |  33.3  |   42.1
             --------+-------+--------+--------+--------+
             2  |    3  |    5   |        |    2   |    77
  DIRECTOR      |  50.0 |  27.8  |        |  66.7  |   36.0
             --------+-------+--------+--------+--------+
             3  |    2  |    2   |        |        |    26
  ADIMIN        |  33.3 |  11.1  |        |        |   12.1
             --------+-------+--------+--------+--------+
             4  |       |        |        |        |     2
  AIDE          |       |        |        |        |    .9
             --------+-------+--------+--------+--------+
             5  |       |        |        |        |     4
  SUPERVIS      |       |        |        |        |   1.9
             --------+-------+--------+--------+--------+
             6  |       |        |        |        |     5
  PROVIDER      |       |        |        |        |   2.3
             --------+-------+--------+--------+--------+
             7  |       |        |        |        |     1
  TRAINER       |       |        |        |        |    .5
             --------+-------+--------+--------+--------+
             9  |       |        |        |        |     1
  SCHOOL        |       |        |        |        |    .5
             --------+-------+--------+--------+--------+
            12  |    1  |        |        |        |     8
  OTHER         |  16.7 |        |        |        |   3.7
             --------+-------+--------+--------+--------+
          COLUMN      6      18       1        3       214
          TOTAL     2.8     8.4      .5      1.4     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	108.16841	112	.58484
LIKELIHOOD RATIO	86.38911	112	.96538
MANTEL-HAENSZEL	.02104	1	.88467

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 118 OF 135 (87.4%)

NUMBER OF MISSING OBSERVATIONS: 0

74

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.4 APPROACH IN LEARNING CHILD CARE RANK #4

		QUES3.4 NO RESP	WATCH	BE WATCH	VISIT	ON-SITE	OFF-SITE	READING	SUPERVIS	CAREGIVE	PARENTS	CHILDREN	ROW TOTAL
COUNT COL PCT		0	1	2	3	4	5	6	7	8	9	10	
QUESO4A													
TEACHER	1	2 / 66.7	6 / 54.5	9 / 47.4	14 / 58.3	5 / 45.5	6 / 50.0	5 / 29.4	1 / 25.0	11 / 36.7	1 / 8.3	8 / 40.0	90 / 42.1
DIRECTOR	2		4 / 36.4	5 / 26.3	7 / 29.2	3 / 27.3	4 / 33.3	5 / 29.4	2 / 50.0	12 / 40.0	6 / 50.0	8 / 40.0	77 / 36.0
ADIMIN	3	1 / 33.3	1 / 9.1	3 / 15.8		3 / 27.3		4 / 23.5		5 / 16.7	2 / 16.7	2 / 10.0	26 / 12.1
AIDE	4										2 / 10.0		2 / .9
SUPERVIS	5			1 / 5.3					1 / 25.0		1 / 8.3		4 / 1.9
PROVIDER	6			1 / 5.3	2 / 8.3			1 / 5.9					5 / 2.3
TRAINER	7							1 / 5.9					1 / .5
SCHOOL	9									1 / 3.3			1 / .5
OTHER	12				1 / 4.2		2 / 16.7	1 / 5.9		1 / 3.3	2 / 16.7		8 / 3.7
COLUMN TOTAL		3 / 1.4	11 / 5.1	19 / 8.9	24 / 11.2	11 / 5.1	12 / 5.6	17 / 7.9	4 / 1.9	30 / 14.0	12 / 5.6	20 / 9.3	214 / 100.0

(CONTINUED)

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QUES04A RESPONDENTS CURRENT EMPLOYMENT BY QUES3.4 APPROACH IN LEARNING CHILD CARE RANK #4

QUES3.4

COUNT COL PCT		COURSES	EXPERIMT	NETWORK	PRESENT	VIDEO	ROW TOTAL
QUES04A		11	12	13	14	15	
TEACHER	1	6	9	2	3	2	90
		40.0	36.0	50.0	60.0	100.0	42.1
DIRECTOR	2	7	11	2	1		77
		46.7	44.0	50.0	20.0		36.0
ADIMIN	3	2	2		1		26
		13.3	8.0		20.0		12.1
AIDE	4						2
							.9
SUPERVIS	5		1				4
			4.0				1.9
PROVIDER	6		1				5
			4.0				2.3
TRAINER	7						1
							.5
SCHOOL	9						1
							.5
OTHER	12		1				8
			4.0				3.7
COLUMN TOTAL		15	25	4	5	2	214
		7.0	11.7	1.9	2.3	.9	100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	106.30122	120	.80972
LIKELIHOOD RATIO	87.12746	120	.98956
MANTEL-HAENSZEL	.01263	1	.91053

MINIMUM EXPECTED FREQUENCY -   .009
CELLS WITH EXPECTED FREQUENCY < 5 -   128 OF   144 (88.9%)

NUMBER OF MISSING OBSERVATIONS: 0   77

QUESO4A   RESPONDENTS CURRENT EMPLOYMENT   BY   QUES3.5   APPROACH IN LEARNING CHILD CARE RANK #5

QUES3.5

QUESO4A COUNT COL PCT	NO RESP 0	WATCH 1	BE WATCH 2	VISIT 3	ON-SITE 4	OFF-SITE 5	READING 6	SUPERVIS 7	CAREGIVE 8	PARENTS 9	CHILDREN 10	ROW TOTAL
1 TEACHER	4 57.1	3 37.5	6 50.0	11 47.8	6 50.0	7 46.7	5 31.3	4 50.0	9 40.9	4 44.4	13 48.1	90 42.1
2 DIRECTOR	1 14.3	2 25.0	4 33.3	7 30.4	3 25.0	6 40.0	6 37.5	3 37.5	10 45.5	3 33.3	10 37.0	77 36.0
3 ADIMIN	1 14.3	3 37.5	2 16.7	1 4.3	1 8.3	1 6.7	2 12.5		2 9.1	1 11.1	2 7.4	26 12.1
4 AIDE				1 4.3								2 .9
5 SUPERVIS	1 14.3				1 8.3		1 6.3		1 4.5			4 1.9
6 PROVIDER					1 8.3		2 12.5					5 2.3
7 TRAINER				1 4.3								1 .5
9 SCHOOL				1 4.3								1 .5
12 OTHER				1 4.3		1 6.7		1 12.5		1 11.1	2 7.4	8 3.7
(CONTINUED) COLUMN TOTAL	7 3.3	8 3.7	12 5.6	23 10.7	12 5.6	15 7.0	16 7.5	8 3.7	22 10.3	9 4.2	27 12.6	214 100.0

QUES04A   RESPONDENTS CURRENT EMPLOYMENT BY QUES3.5 APPROACH IN LEARNING CHILD CARE RANK #5

	COUNT	QUES3.5					
	COL PCT	COURSES	EXPERIMT	NETWORK	PRESENT	VIDEO	ROW
QUES04A		11	12	13	14	15	TOTAL
TEACHER	1	4 36.4	7 43.8	3 25.0	3 33.3	1 14.3	90 42.1
DIRECTOR	2	5 45.5	4 25.0	7 58.3	3 33.3	3 42.9	77 36.0
ADIMIN	3	2 18.2	2 12.5	1 8.3	2 22.2	3 42.9	26 12.1
AIDE	4		1 6.3				2 .9
SUPERVIS	5						4 1.9
PROVIDER	6		2 12.5				5 2.3
TRAINER	7						1 .5
SCHOOL	9						1 .5
OTHER	12			1 8.3	1 11.1		8 3.7
COLUMN TOTAL		11 5.1	16 7.5	12 5.6	9 4.2	7 3.3	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	93.93510	120	.96235
LIKELIHOOD RATIO	77.59817	120	.99904
MANTEL-HAENSZEL	.44973	1	.50246

MINIMUM EXPECTED FREQUENCY -   .033
CELLS WITH EXPECTED FREQUENCY < 5 -   129 OF   144 (89.6%)

NUMBER OF MISSING OBSERVATIONS: ⌐

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUESO5A CHILD CARE TRAINING THAT YOU COMPLETED

COUNT COL PCT	QUES05A NO RESP	VOCATNAL	COMM COL	CERTIF	COURSES	BACHELOR	MASTER	WORKSHOP	NETWORK	OTHER	ROW TOTAL
QUESO4A	0	1	2	3	4	5	6	7	8	9	
1 TEACHER	1 100.0	7 58.3	5 41.7	8 57.1	26 43.3	24 41.4	2 12.5	6 33.3	2 100.0	9 42.9	90 42.1
2 DIRECTOR		4 33.3	2 16.7	4 28.6	26 43.3	23 39.7	8 50.0	6 33.3		4 19.0	77 36.0
3 ADIMIN			3 25.0		6 10.0	7 12.1	4 25.0	3 16.7		3 14.3	26 12.1
4 AIDE				2 14.3							2 .9
5 SUPERVIS		1 8.3						2 11.1		1 4.8	4 1.9
6 PROVIDER					1 1.7	2 3.4		1 5.6		1 4.8	5 2.3
7 TRAINER					1 1.7						1 .5
9 SCHOOL										1 4.8	1 .5
12 OTHER			2 16.7			2 3.4	2 12.5			2 9.5	8 3.7
COLUMN TOTAL	1 .5	12 5.6	12 5.6	14 6.5	60 28.0	58 27.1	16 7.5	18 8.4	2 .9	2i 9.8	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	94.64036	72	.03811
LIK.'LIHOOD RATIO	74.81494	72	.38705
MANTEL-HAENSZEL	4.25186	1	.03921

MINIMUM EXPECTED FREQUENCY - .005
CELLS WITH EXPECTED FREQUENCY < 5 - 74 OF 90 (82.2%)

NUMBER OF MISSING OBSERVATIONS: 0

82

QUESO4A RESPONDENTS CURRENT EMPLOYMENT BY QUESO15 RESPONDENTS ANNUAL SALARY

QUESO4A	COUNT COL PCT	NO RESP 0	LESS 5K 1	5-7.5K 2	5.7-10K 3	10-12.5 4	12.5-15K 5	15-17.5K 6	17.5-20K 7	20-25K 8	25-30K 9	30K + 10	ROW TOTAL
TEACHER	1	11 / 30.6	6 / 54.5	6 / 75.0	8 / 57.1	22 / 62.9	18 / 51.4	9 / 39.1	6 / 33.3	3 / 13.6		1 / 20.0	90 / 42.1
DIRECTOR	2	15 / 41.7	5 / 45.5	1 / 12.5	2 / 14.3	7 / 20.0	10 / 28.6	10 / 43.5	11 / 61.1	10 / 45.5	5 / 71.4	1 / 20.0	77 / 36.0
ADIMIN	3	6 / 16.7					5 / 14.3	3 / 13.0	1 / 5.6	7 / 31.8	2 / 28.6	2 / 40.0	26 / 12.1
AIDE	4					2 / 14.3							2 / .9
SUPERVIS	5						2 / 5.7	1 / 2.9	1 / 4.3				4 / 1.9
PROVIDER	6				1 / 12.5	1 / 7.1	3 / 8.6						5 / 2.3
TRAINER	7									1 / 4.5			1 / .5
SCHOOL	9											1 / 20.0	1 / .5
OTHER	12	4 / 11.1			1 / 7.1	1 / 2.9	1 / 2.9			1 / 4.5			8 / 3.7
COLUMN TOTAL		36 / 16.8	11 / 5.1	8 / 3.7	14 / 6.5	35 / 16.4	35 / 16.4	23 / 10.7	18 / 8.4	22 / 10.3	7 / 3.3	5 / 2.3	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	159.78672	80	.00000
LIKELIHOOD RATIO	113.05268	80	.00895
MANTEL-HAENSZEL	.17749	1	.67353

MINIMUM EXPECTED FREQUENCY - .023
CELLS WITH EXPECTED FREQUENCY < 5 - 85 OF 99 (85.9%)

NUMBER OF MISSING OBSERVATIONS: 0

83

84

85

CHILD CARE TRAINING
X
TRAINING NEEDS

QUES05A   CHILD CARE TRAINING THAT YOU COMPLETED   BY   QUES1.1   ADVANCED TRAINING THAT IS RANKED # 1

QUES05A	COUNT COL PCT	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	OBSERVAT 11	ROW TOTAL
NO RESP	0					1 / 2.4							1 / .5
VOCATNAL	1	3 / 4.8		1 / 3.0		2 / 4.8		2 / 25.0		1 / 5.3	2 / 15.4		12 / 5.6
COMM COL	2	1 / 1.6		4 / 12.1	2 / 16.7	1 / 2.4	1 / 100.0			1 / 5.3	1 / 7.7	1 / 14.3	12 / 5.6
CERTIF	3	2 / 3.2	1 / 8.3	2 / 6.1	1 / 8.3	3 / 7.1		1 / 12.5		1 / 5.3	2 / 15.4		14 / 6.5
COURSES	4	18 / 28.6	2 / 16.7	7 / 21.2	4 / 33.3	14 / 33.3		1 / 12.5		7 / 36.8	4 / 30.8	2 / 28.6	60 / 28.0
BACHELOR	5	22 / 34.9	5 / 41.7	11 / 33.3	2 / 16.7	7 / 16.7		1 / 12.5		5 / 26.3	2 / 15.4	3 / 42.9	58 / 27.1
MASTER	6	8 / 12.7	2 / 16.7		2 / 16.7	2 / 4.8		1 / 12.5			1 / 7.7		16 / 7.5
WORKSHOP	7	2 / 3.2	1 / 8.3	1 / 3.0	1 / 8.3	7 / 16.7			1 / 100.0	4 / 21.1		1 / 14.3	18 / 8.4
NETWORK	8			1 / 3.0				1 / 12.5					2 / .9
OTHER	9	7 / 11.1	1 / 8.3	6 / 18.2		5 / 11.9		1 / 12.5			1 / 7.7		21 / 9.8
(CONTINUED)	COLUMN TOTAL	63 / 29.4	12 / 5.6	33 / 15.4	12 / 5.6	42 / 19.6	1 / .5	8 / 3.7	1 / .5	19 / 8.9	13 / 6.1	7 / 3.3	214 / 100.0

85

87

86

QUES05A   CHILD CARE TRAINING THAT YOU COMPLETED   BY   QUES1.1   ADVANCED TRAINING THAT IS RANKED # 1

```
                        QUES1.1
              COUNT  |
              COL PCT |STAF-COL
                      |                ROW
                      |   12  |       TOTAL
QUES05A        -------+-------+
           0   |      |       |        1
NO RESP        |      |       |        .5
               +------+-------+
           1   |   1  |       |       12
VOCATNAL       |  33.3|       |       5.6
               +------+-------+
           2   |      |       |       12
COMM COL       |      |       |       5.6
               +------+-------+
           3   |   1  |       |       14
CERTIF         |  33.3|       |       6.5
               +------+-------+
           4   |   1  |       |       60
COURSES        |  33.3|       |       28.0
               +------+-------+
           5   |      |       |       58
BACHELOR       |      |       |       27.1
               +------+-------+
           6   |      |       |       16
MASTER         |      |       |       7.5
               +------+-------+
           7   |      |       |       18
WORKSHOP       |      |       |       8.4
               +------+-------+
           8   |      |       |        2
NETWORK        |      |       |        .9
               +------+-------+
           9   |      |       |       21
OTHER          |      |       |       9.8
               +------+-------+
           COLUMN        3           214
           TOTAL        1.4         100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	117.77563	99	.09596
LIKELIHOOD RATIO	97.69087	99	.51834
MANTEL-HAENSZEL	5.03035	1	.02499

MINIMUM EXPECTED FREQUENCY -   .005
CELLS WITH EXPECTED FREQUENCY < 5 -   110 OF   120 (91.7%)

87

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

QUES1.2

COUNT COL PCT		PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	OBSERVAT	ROW TOTAL
QUES05A		1	2	3	4	5	6	7	8	9	10	11	
NO RESP	0		1 2.9										1 .5
VOCATNAL	1	2 18.2		3 7.3	1 3.4	1 3.0	2 15.4	1 11.1		1 5.9			12 5.6
COMM COL	2	1 9.1	1 2.9	1 2.4	1 3.4	5 15.2		2 22.2		1 5.9			12 5.6
CERTIF	3	1 9.1	2 5.9	1 2.4	3 10.3	2 6.1		2 22.2	1 33.3		1 9.1		14 6.5
COURSES	4	4 36.4	6 17.6	14 34.1	8 27.6	10 30.3	5 38.5			5 29.4	4 36.4	1 33.3	60 28.0
BACHELOR	5	2 18.2	13 38.2	10 24.4	6 20.7	6 18.2	5 38.5	2 22.2	1 33.3	6 35.3	2 18.2	2 66.7	58 27.1
MASTER	6		6 17.6	4 9.8	3 10.3						2 18.2		16 7.5
WORKSHOP	7			7 17.1	2 6.9	2 6.1		1 11.1	1 33.3	3 17.6	2 18.2		13 8.4
NETWORK	8		1 2.9		1 3.4								2 .9
OTHER	9	1 9.1	4 11.8	1 2.4	4 13.8	7 21.2	1 7.7	1 11.1		1 5.9			21 9.8
COLUMN TOTAL		11 5.1	34. 15.9	41 19.2	29 13.6	33 15.4	13 6.1	9 4.2	3 1.4	17 7.9	11 5.1	3 1.4	214 100.0

(CONTINUED)

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

```
                    QUES1.2
           COUNT   |
           COL PCT |STAF-COL
                   |              ROW
                   |   12    |  TOTAL
QUES05A   ---------+---------+
            0  |        |        |     1
 NO RESP       |        |        |    .5
               +--------+--------+
            1  |     1  |        |    12
 VOCATNAL      |  10.0  |        |   5.6
               +--------+--------+
            2  |        |        |    12
 COMM COL      |        |        |   5.6
               +--------+--------+
            3  |     1  |        |    14
 CERTIF        |  10.0  |        |   6.5
               +--------+--------+
            4  |     3  |        |    60
 COURSES       |  30.0  |        |  28.0
               +--------+--------+
            5  |     3  |        |    58
 BACHELOR      |  30.0  |        |  27.1
               +--------+--------+
            6  |     1  |        |    16
 MASTER        |  10.0  |        |   7.5
               +--------+--------+
            7  |        |        |    18
 WORKSHOP      |        |        |   8.4
               +--------+--------+
            8  |        |        |     2
 NETWORK       |        |        |    .9
               +--------+--------+
            9  |     1  |        |    21
 OTHER         |  10.0  |        |   9.8
               +--------+--------+
          COLUMN      10           214
           TOTAL     4.7          100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	95.84616	99	.57104
LIKELIHOOD RATIO	106.17194	99	.29288
MANTEL-HAENSZEL	.07365	1	.78609

MINIMUM EXPECTED FREQUENCY - .014
CELLS WITH EXPECTED FREQUENCY < 5 - 112 OF 120 (93.3%)

90

QUES05A. CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES1.3

QUES05A COUNT COL PCT	NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
0 NO RESP	1 100.0											1 .5
1 VOCATNAL		2 25.0	1 4.3	2 6.7	1 3.0	2 6.1	1 9.1	1 9.1		1 4.8		12 5.6
2 COMM COL						3 9.1	1 3.0	2 18.2	1 33.3	2 9.5	2 18.2	12 5.6
3 CERTIF		1 12.5	3 13.0	2 6.7	1 3.0	2 6.1	1 9.1			1 4.8	1 9.1	14 6.5
4 COURSES		2 25.0	7 30.4	10 33.3	8 24.2	8 24.2	3 27.3	3 27.3		6 28.6	3 27.3	60 28.0
5 BACHELOR		2 25.0	5 21.7	10 33.3	11 33.3	13 39.4	2 18.2	2 18.2	2 66.7	4 19.0		58 27.1
6 MASTER			2 8.7	1 3.3	2 6.1	4 12.1				3 14.3		16 7.5
7 WORKSHOP		1 12.5	2 8.7	3 10.0	2 6.1	2 6.1	1 9.1	2 18.2		1 4.8	2 18.2	18 8.4
8 NETWORK			1 4.3			1 3.0						2 .9
9 OTHER			2 8.7	2 6.7	5 15.2		1 9.1	3 27.3		3 14.3	3 27.3	21 9.8
COLUMN TOTAL	1 .5	8 3.7	23 10.7	30 14.0	33 15.4	33 15.4	11 5.1	11 5.1	3 1.4	21 9.8	11 5.1	214 100.0

(CONTINUED)

91

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

```
                         QUES1.3
                 COUNT  |
                 COL PCT |OBSERVAT STAF-COL
                         |                    ROW
                         |  11    |   12   | TOTAL
QUES05A         ---------+--------+--------+
                0  |     |        |        |    1
   NO RESP         |     |        |        |    .5
                   +--------+--------+--------+
                1  |     1  |        |        |   12
   VOCATNAL        |   7.1  |        |        |   5.6
                   +--------+--------+--------+
                2  |     1  |        |        |   12
   COMM COL        |   7.1  |        |        |   5.6
                   +--------+--------+--------+
                3  |        |     2  |        |   14
   CERTIF          |        |  13.3  |        |   6.5
                   +--------+--------+--------+
                4  |     5  |     5  |        |   60
   COURSES         |  35.7  |  33.3  |        |  28.0
                   +--------+--------+--------+
                5  |     3  |     4  |        |   58
   BACHELOR        |  21.4  |  26.7  |        |  27.1
                   +--------+--------+--------+
                6  |     2  |     2  |        |   16
   MASTER          |  14.3  |  13.3  |        |   7.5
                   +--------+--------+--------+
                7  |     1  |     1  |        |   18
   WORKSHOP        |   7.1  |   6.7  |        |   8.4
                   +--------+--------+--------+
                8  |        |        |        |    2
   NETWORK         |        |        |        |    .9
                   +--------+--------+--------+
                9  |     1  |     1  |        |   21
   OTHER           |   7.1  |   6.7  |        |   9.8
                   +--------+--------+--------+
                COLUMN     14       15       214
                TOTAL     6.5      7.0     100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	286.60106	108	.00000
LIKELIHOOD RATIO	93.04808	108	.84674
MANTEL-HAENSZEL	.92874	1	.33519

MINIMUM EXPECTED FREQUENCY -   .005
CELLS WITH EXPECTED FREQUENCY < 5 -   120 OF   130 (.3%)

93

QUES05A   CHILD CARE TRAINING THAT YOU COMPLETED   BY   QUES1.4   ADVANCED TRAINING THAT IS RANKED # 4

QUES1.4

QUES05A	COUNT COL PCT	NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAP 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
NO RESP	0	1 50.0											1 .5
VOCATNAL	1		1 11.1	1 4.3	4 19.0	3 7.9		2 12.5	1 7.1				12 5.6
COMM COL	2			4 17.4	2 9.5	1 2.6	2 10.5					1 5.3	12 5.6
CERTIF	3		1 11.1	1 4.3	1 4.8		2 10.5	1 6.3	3 21.4			1 5.3	14 6.5
COURSES	4		1 11.1	7 30.4	4 19.0	16 42.1	4 21.1	3 18.8	4 28.6		6 50.0	4 21.1	60 28.0
BACHELOR	5	1 50.0	4 44.4	5 21.7	4 19.0	12 31.6	6 31.6	3 18.8	5 35.7	2 50.0	2 16.7	8 42.1	58 27.1
MASTER	6				3 14.3	2 5.3	1 5.3	1 6.3		1 25.0	1 8.3	3 15.8	16 7.5
WORKSHOP	7		1 11.1	2 8.7	1 4.8			4 25.0			2 16.7	1 5.3	18 8.4
NETWORK	8					1 2.6					1 8.3		2 .9
OTHER	9		1 11.1	3 13.0	2 9.5	3 7.9	4 21.1	2 12.5	1 7.1	1 25.0		1 5.3	21 9.8
(CONTINUED)	COLUMN TOTAL	2 .9	9 4.2	23 10.7	21 9.8	38 17.8	19 8.9	16 7.5	4 6.5	4 1.9	12 5.6	19 8.9	214 100.0

94

QUES05A   CHILD CARE TRAINING THAT YOU COMPLETED   BY   QUES1.4   ADVANCED TRAINING THAT IS RANKED # 4

```
                       QUES1.4
            COUNT   |
            COL PCT |OBSERVAT STAF-COL
                    |                      ROW
                    |   11  |    12  |   TOTAL
QUES05A     --------+-------+--------+
            0 |       |        |        1
  NO RESP      |       |        |       .5
            +-----------+--------+
            1 |       |        |       12
  VOCATNAL     |       |        |       5.6
            +-----------+--------+
            2 |   2   |        |       12
  COMM COL     | 10.0  |        |       5.6
            +-----------+--------+
            3 |   1   |    3   |       14
  CERTIF       |  5.0  |  17.6  |       6.5
            +-----------+--------+
            4 |   6   |    5   |       60
  COURSES      | 30.0  |  29.4  |      28.0
            +-----------+--------+
            5 |   2   |    4   |       58
  BACHELOR     | 10.0  |  23.5  |      27.1
            +-----------+--------+
            6 |   3   |    1   |       16
  MASTER       | 15.0  |   5.9  |       7.5
            +-----------+--------+
            7 |   3   |    4   |       18
  WORKSHOP     | 15.0  |  23.5  |       8.4
            +-----------+--------+
            8 |       |        |        2
  NETWORK      |       |        |       .9
            +-----------+--------+
            9 |   3   |        |       21
  OTHER        | 15.0  |        |       9.8
            +-----------+--------+
          COLUMN    20       17      214
          TOTAL    9.3      7.9    100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	210.18442	108	.00000
LIKELIHOOD RATIO	123.44360	108	.14700
MANTEL-HAENSZEL	2.87908	1	.08974

MINIMUM EXPECTED FREQUENCY -   .009
CELLS WITH EXPECTED FREQUENCY < 5 -   118 OF   130 (90.8%)

96

QUES05A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES05A	COUNT COL PCT	NO RESP 0	PGM ADMN 1	EVALUAT 2	CURRICUL 3	STAF-PAR 4	STAF-CHD 5	PHY ENVR 6	HEAL SAF 7	NUTRITN 8	CHD DEVL 9	INFANTS 10	ROW TOTAL
NO RESP	0	1 25.0											1 .5
VOCATNAL	1		2 14.3	2 9.5		1 5.6	1 4.8	2 7.4	2 8.0	1 12.5	1 6.3		12 5.6
COMM COL	2		1 7.1	3 14.3			1 4.8	3 11.1					12 5.6
CERTIF	3		1 7.1	1 4.8	2 13.3	1 5.6		3 11.1	1 4.0	2 25.0	1 6.3		14 6.5
COURSES	4		4 28.6	7 33.3	2 13.3	6 33.3	7 33.3	5 18.5	8 32.0	1 12.5	4 25.0	5 29.4	60 28.0
BACHELOR	5	1 25.0		6 28.6	5 33.3	3 16.7	7 33.3	6 22.2	8 32.0	1 12.5	2 12.5	9 52.9	58 27.1
MASTER	6	1 25.0	2 14.3		2 13.3	2 11.1	3 14.3	3 11.1	1 4.0		2 12.5		16 7.5
WORKSHOP	7	1 25.0	2 14.3	2 9.5	2 13.3	2 11.1		4 14.8	1 4.0		1 6.3	2 11.8	18 8.4
NETWORK	8						1 4.8		1 4.0				2 .9
OTHER	9		2 14.3		2 13.3	3 16.7	1 4.8	1 3.7	3 12.0	3 37.5	5 31.3	1 5.9	21 9.8
(CONTINUED)	COLUMN TOTAL	4 1.9	14 6.5	21 9.8	15 7.0	18 8.4	21 9.8	27 12.6	25 11.7	8 3.7	16 7.5	17 7.9	214 100.0

97

98

95

QUESO5A CHILD CARE TRAINING THAT YOU COMPLETED BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

```
                    QUES1.5
            COUNT   |
            COL PCT |OBSERVAT STAF-COL
                    |               ROW
                    |  11   |   12  | TOTAL
QUESO5A     --------+-------+-------+
            0   |       |       |      1
NO RESP         |       |       |     .5
                +-------+-------+
            1   |       |       |     12
VOCATNAL        |       |       |    5.6
                +-------+-------+
            2   |       |   3   |     12
COMM COL        |  6.7  | 23.1  |    5.6
                +-------+-------+
            3   |   2   |       |     14
CERTIF          | 13.3  |       |    6.5
                +-------+-------+
            4   |   5   |   6   |     60
COURSES         | 33.3  | 46.2  |   28.0
                +-------+-------+
            5   |   7   |   3   |     58
BACHELOR        | 46.7  | 23.1  |   27.1
                +-------+-------+
            6   |       |       |     16
MASTER          |       |       |    7.5
                +-------+-------+
            7   |       |   1   |     18
WORKSHOP        |       |  7.7  |    8.4
                +-------+-------+
            8   |       |       |      2
NETWORK         |       |       |     .9
                +-------+-------+
            9   |       |       |     21
OTHER           |       |       |    9.8
                +-------+-------+
         COLUMN     15      13     214
         TOTAL     7.0     6.1   100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	157.95894	108	.00124
LIKELIHOOD RATIO	129.29672	108	.07954
MANTEL-HAENSZEL	.01005	1	.92013

MINIMUM EXPECTED FREQUENCY - .019
CELLS WITH EXPECTED FREQUENCY < 5 - 121 OF 130 (93.1%)

LENGTH OF TIME AS A CHILD CARE PROVIDER
X
ANNUAL SALARY

QUES006   HOW LONG HAVE U BEEN CHILD CARE PROVIDER   BY   QUES015   RESPONDENTS ANNUAL SALARY

COUNT COL PCT	QUES015 NO RESP	LESS 5K	5-7.5K	5.7-10K	10-12.5	12.5-15K	15-17.5K	17.5-20K	20-25K	25-30K	30K +	ROW TOTAL
QUES006	0	1	2	3	4	5	6	7	8	9	10	
1 0-1 YRS				2 / 14.3	3 / 8.6	2 / 5.7		1 / 5.6				8 / 3.7
2 1-3 YRS	2 / 5.6	3 / 27.3		1 / 7.1	5 / 14.3	3 / 8.6	2 / 8.7	3 / 16.7		1 / 14.3		20 / 9.3
3 3-5 YRS	10 / 27.8	1 / 9.1	2 / 25.0	3 / 21.4	9 / 25.7	8 / 22.9	7 / 30.4	3 / 16.7	5 / 22.7	1 / 14.3	1 / 20.0	50 / 23.4
4 5-10 YRS	10 / 27.8	2 / 18.2	3 / 37.5	6 / 42.9	9 / 25.7	11 / 31.4	7 / 30.4	6 / 33.3	10 / 45.5	2 / 28.6	1 / 20.0	67 / 31.3
5 MORE 10	14 / 38.9	5 / 45.5	3 / 37.5	2 / 14.3	9 / 25.7	11 / 31.4	7 / 30.4	5 / 27.8	7 / 31.8	3 / 42.9	3 / 60.0	69 / 32.2
COLUMN TOTAL	36 / 16.8	11 / 5.1	8 / 3.7	14 / 6.5	35 / 16.4	35 / 16.4	23 / 10.7	18 / 8.4	22 / 10.3	7 / 3.3	5 / 2.3	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	31.44812	40	.83103
LIKELIHOOD RATIO	35.21542	40	.68527
MANTEL-HAENSZEL	.06992	1	.79145

MINIMUM EXPECTED FREQUENCY -   .187
CELLS WITH EXPECTED FREQUENCY < 5 -   38 OF   55 (69.1%)

NUMBER OF MISSING OBSERVATIONS: 0

100

QUES011 LEVEL THAT YOU CAN NO LONGER AFFORD TRAI BY QUES012 FUTHUR EDUCATIONS

		QUES012							
COUNT		NO RESP	CERTIF	CREDIT	DEGREE	ASSOC	BACHELOR	GRADUATE	ROW
COL PCT		0	1	2	3	4	5	6	TOTAL
QUES011									
0 NO RESP		4 / 33.3	2 / 5.7			1 / 2.9	3 / 6.8	1 / ·6.7	11 / 5.1
1 35-50		2 / 16.7	4 / 11.4	7 / 38.9	9 / 13.8	9 / 26.5	16 / 36.4	1 / 16.7	48 / 22.4
2 51-100		4 / 33.3	7 / 20.0	3 / 16.7	20 / 30.8	12 / 35.3	12 / 27.3	1 / 16.7	59 / 27.6
3 101-150		1 / 3.3	8 / 22.9	4 / 22.2	13 / 20.0	6 / 17.6	7 / 15.9	1 / 16.7	40 / 18.7
4 151-200			7 / 20.0	3 / 16.7	8 / 12.3	1 / 2.9	1 / 2.3	2 / 33.3	22 / 10.3
5 201-250		1 / 8.3	6 / 17.1	1 / 5.6	8 / 12.3	2 / 5.9	2 / 4.5		20 / 9.3
6 251-300					5 / 7.7	2 / 5.9	1 / 2.3		8 / 3.7
7 301-400			1 / 2.9		2 / 3.1		1 / 2.3		4 / 1.9
8 401-500						1 / 2.9	1 / 2.3		2 / .9
COLUMN TOTAL		12 / 5.6	35 / 16.4	18 / 8.4	65 / 30.4	34 / 15.9	44 / 20.6	6 / 2.8	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	69.74037	48	.02182
LIKELIHOOD RATIO	68.52333	48	.02744
MANTEL-HAENSZEL	.73179	1	.39230

MINIMUM EXPECTED FREQUENCY -   .056
CELLS WITH EXPECTED FREQUENCY < 5 -   49 OF   63 (77.8%)

NUMBER OF MISSING OBSERVATIONS: 0

QUES011 LEVEL THAT YOU CAN NO LONGER AFFORD TRAI   BY   QUES015   RESPONDENTS ANNUAL SALARY

QUES015

QUES011 COUNT / COL PCT	NO RESP 0	LESS 5K 1	5-7.5K 2	5.7-10K 3	10-12.5 4	12.5-15K 5	15-17.5K 6	17.5-20K 7	20-25K 8	25-30K 9	30K + 10	ROW TOTAL
0 NO RESP	2 / 5.6				1 / 2.9	1 / 2.9	1 / 4.3	2 / 11.1	1 / 4.5		3 / 60.0	11 / 5.1
1 35-50	9 / 25.0	5 / 45.5	2 / 25.0	3 / 21.4	10 / 28.6	7 / 20.0	6 / 26.1	3 / 16.7	2 / 9.1		1 / 20.0	48 / 22.4
2 51-100	10 / 27.8	3 / 27.3	4 / 50.0	4 / 28.6	9 / 25.7	9 / 25.7	5 / 21.7	5 / 27.8	7 / 31.8	2 / 28.6	1 / 20.0	59 / 27.6
3 101-150	7 / 19.4		1 / 12.5	4 / 28.6	12 / 34.3	6 / 17.1	3 / 13.0	2 / 11.1	4 / 18.2	1 / 14.3		40 / 18.7
4 151-200	5 / 13.9	2 / 18.2		3 / 21.4		7 / 20.0	2 / 8.7	2 / 11.1	1 / 4.5			22 / 10.3
5 201-250	3 / 8.3		1 / 12.5		2 / 5.7	3 / 8.6	1 / 4.3	4 / 22.2	4 / 18.2	2 / 28.6		20 / 9.3
6 251-300		1 / 9.1			1 / 2.9	2 / 5.7	2 / 8.7		1 / 4.5	1 / 14.3		8 / 3.7
7 301-400							3 / 13.0		1 / 4.5			4 / 1.9
8 401-500									1 / 4.5	1 / 14.3		2 / .9
COLUMN TOTAL	36 / 16.8	11 / 5.1	8 / 3.7	14 / 6.5	35 / 16.4	35 / 16.4	23 / 10.7	18 / 8.4	22 / 10.3	7 / 3.3	5 / 2.3	214 / 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	121.87495	80	.00178
LIKELIHOOD RATIO	98.36304	80	.07997
MANTEL-HAENSZEL	4.39239	1	.03610

MINIMUM EXPECTED FREQUENCY -   .047
CELLS WITH EXPECTED FREQUENCY < 5 -   87 OF   99 (87.9%)

NUMBER OF MISSING OBSERVATIONS: 0

QUESO12 FUTHUR EDUCATIONS BY QUESO13 CONVENIENT TIME FOR TRAINING

		QUESO13							
COUNT COL PCT		NO RESP	EVENING	SAT 1/2	SAT FULL	WEEK 1/2	WEEK FUL	OTHER	ROW TOTAL
		0	1	2	3	4	5	6	
QUESO12									
NO RESP	0	3 30.0	5 5.1	1 2.1		2 6.5		1 14.3	12 5.6
CERTIF	1		18 18.4	7 14.9	2 16.7	7 22.4		1 14.3	35 16.4
CREDIT	2		4 4.1	6 12.8		7 22.6	1 11.1		18 8.4
DEGREE	3		35 35.7	15 31.9	6 50.0	4 12.9	3 33.3	2 28.6	65 30.4
ASSOC	4		22 22.4	7 14.9	1 8.3	1 3.2	3 33.3		34 15.9
BACHELOR	5	7 70.0	12 12.2	10 21.3	3 25.0	8 25.8	2 22.2	2 28.6	44 20.6
GRADUATE	6		2 2.0	1 2.1		2 6.5		1 14.3	6 2.8
COLUMN TOTAL		10 4.7	98 45.8	47 22.0	12 5.6	31 14.5	9 4.2	7 3.3	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	72.35483	36	.00031
LIKELIHOOD RATIO	73.54405	36	.00022
MANTEL-HAENSZEL	.14996	1	.69858

MINIMUM EXPECTED FREQUENCY -   .196
CELLS WITH EXPECTED FREQUENCY < 5 -   36 OF   49 (73.5%)

NUMBER OF MISSING OBSERVATIONS: 0

106

QUESO12 FUTHUR EDUCATIONS BY QUESO14 HOW OFTEN WOULD YOU LIKE THE TRAING

		QUESO14					
COUNT COL PCT		NO RESP	TWICE WK	ONCE WK	MONTHLY	OTHER	ROW TOTAL
QUESO12		0	1	2	3	4	
NO RESP	0	3 23.1		3 3.5	5 7.5	1 6.3	12 5.6
CERTIF	1		8 25.0	12 14.0	11 16.4	4 25.0	35 16.4
CREDIT	2		2 6.3	5 5.8	11 16.4		18 8.4
DEGREE	3	1 7.7	16 50.0	31 36.0	14 20.9	3 18.8	65 30.4
ASSOC	4		4 12.5	18 20.9	9 13.4	3 18.8	34 15.9
BACHELOR	5	9 69.2	2 6.3	13 15.1	17 25.4	3 18.8	44 20.6
GRADUATE	6			4 4.7		2 12.5	6 2.8
COLUMN TOTAL		13 6.1	32 15.0	86 40.2	57 31.3	16 7.5	214 100.0

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	66.62820	24	.00001
LIKELIHOOD RATIO	67.15159	24	.00001
MANTEL-HAENSZEL	.12649	1	.72210

MINIMUM EXPECTED FREQUENCY -   .364
CELLS WITH EXPECTED FREQUENCY < 5 -   21 OF   35 (60.0%)

NUMBER OF MISSING OBSERVATIONS: 0

107

QUESO13 CONVENIENT TIME FOR TRAINING BY QUESO14 HOW OFTEN WOULD YOU LIKE THE TRAING

```
                 QUESO14
        COUNT   |
        COL PCT |NO RESP  TWICE WK ONCE WK  MONTHLY  OTHER
                |                                              ROW
                |   0   |    1   |    2   |    3   |    4   | TOTAL
QUESO13     ----+-------+--------+--------+--------+--------+
         0  |   10  |        |        |        |        |   10
NO RESP     |  76.9 |        |        |        |        |   4.7
            +-------+--------+--------+--------+--------+
         1  |    2  |   25   |   50   |   17   |    4   |   98
EVENING     |  15.4 |  78.1  |  58.1  |  25.4  |  25.0  |  45.8
            +-------+--------+--------+--------+--------+
         2  |    1  |    4   |   18   |   20   |    4   |   47
SAT 1/2     |   7.7 |  12.5  |  20.9  |  29.9  |  25.0  |  22.0
            +-------+--------+--------+--------+--------+
         3  |       |    2   |    5   |    5   |        |   12
SAT FULL    |       |   6.3  |   5.8  |   7.5  |        |   5.6
            +-------+--------+--------+--------+--------+
         4  |       |    1   |    8   |   17   |    5   |   31
WEEK 1/2    |       |   3.1  |   9.3  |  25.4  |  31.3  |  14.5
            +-------+--------+--------+--------+--------+
         5  |       |        |    2   |    6   |    1   |    9
WEEK FUL    |       |        |   2.3  |   9.0  |   6.3  |   4.2
            +-------+--------+--------+--------+--------+
         6  |       |        |    3   |    2   |    2   |    7
OTHER       |       |        |   3.5  |   3.0  |  12.5  |   3.3
            +-------+--------+--------+--------+--------+
       COLUMN     13      32       86       67      1<     214
       TOTAL     6.1     15.0     40.2     31.3     7.5   100.0
```

CHI-SQUARE	VALUE	DF	SIGNIFICANCE
PEARSON	208.55488	24	.00000
LIKELIHOOD RATIO	115.40556	24	.00000
MANTEL-HAENSZEL	46.28142	1	.00000

MINIMUM EXPECTED FREQUENCY -   .425
CELLS WITH EXPECTED FREQUENCY < 5 -   25 OF   35 (71.4%)

NUMBER OF MISSING OBSERVATIONS: 0

108

REGIONAL ANALYSES

QUES008   WHERE RESPONDENT RESIDES   BY   QUES1.1   ADVANCED TRAINING THAT IS RANKED #

COUNT COL PCT	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	OBSERVAT	ROW TOTAL
QUES008	1	2	3	4	5	6	7	8	9	10	11	
1 N EAST	11 17.5	3 25.0	3 9.1	3 25.0	13 31.0		4 50.0		6 31.6	2 15.4	1 14.3	48 22.4
2 S EAST	14 22.2	6 50.0	8 24.2	5 41.7	10 23.8		4 50.0		3 15.8	4 30.8		54 25.2
3 WESTERN	17 27.0	1 6.3	11 33.3	2 16.7	8 19.0				8 42.1	5 38.5	4 57.1	56 26.2
4 CENTRAL	21 33.3	2 16.7	11 33.3	2 16.7	11 26.2	1 100.0		1 100.0	2 10.5	2 15.4	2 28.6	56 26.2
COLUMN TOTAL	63 29.4	12 5.6	33 15.4	12 5.6	42 19.6	1 .5	8 3.7	1 .5	19 8.9	13 6.1	7 3.3	214 100.0

(CONTINUED)

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QUES008   WHERE RESPONDENT RESIDES   BY   QUES1.1   ADVANCED TRAINING THAT IS RANKED # 1

```
                      QUES1.1
              COUNT  |
              COL PCT |STAF-COL
                      |              ROW
                      |   12   |  TOTAL
QUES008       --------+--------+
                1  |    2   |     48
   N EAST          |  66.7  |   22.4
                   +--------+
                2  |        |     54
   3 EAST          |        |   25.2
                   +--------+
                3  |        |     56
   WESTERN         |        |   26.2
                   +--------+
                4  |    1   |     56
   CENTRAL         |  33.3  |   26.2
                   +--------+
              COLUMN     3       214
              TOTAL     1.4    100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES1.2 ADVANCED TRAINING THAT IS RANKED # 2

	COUNT COL PCT	QUES1.2 PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	OBSERVAT	ROW TOTAL
		1	2	3	4	5	6	7	8	9	10	11	
QUES008													
N EAST	1		5 / 14.7	10 / 24.4	8 / 27.6	6 / 18.2	3 / 23.1	5 / 55.6	2 / 66.7	2 / 11.8	3 / 27.3		48 / 22.4
S EAST	2	7 / 63.6	9 / 26.5	9 / 22.0	7 / 24.1	5 / 15.2	4 / 30.8			6 / 35.3	4 / 36.4	1 / 33.3	5' / 25..
WESTERN	3	2 / 18.2	10 / 29.4	12 / 29.3	7 / 24.1	12 / 36.4	2 / 15.4	2 / 22.2		2 / 11.8	3 / 27.3	1 / 33.3	56 / 26.2
CENTRAL	4	2 / 18.2	10 / 29.4	10 / 24.4	7 / 24.1	10 / 30.3	4 / 30.8	2 / 22.2	1 / 33.3	7 / 41.2	1 / 9.1	1 / 33.3	56 / 26.2
(CONTINUED)	COLUMN TOTAL	11 / 5.1	34 / 15.9	41 / 19.2	29 / 13.6	33 / 15.4	13 / 6.1	9 / 4.2	3 / 1.4	17 / 7.9	11 / 5.1	3 / 1.4	214 / 100.0

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QUES008   WHERE RESPONDENT RESIDES   BY   QUES1.2   ADVANCED TRAINING THAT IS RANKED # 2

```
                        QUES1.2
               COUNT   |
               COL PCT |STAF-COL
                       |              ROW
                       |    12  |   TOTAL
QUES008        --------+--------+
                 1     |    4   |    48
  N EAST               |  40.0  |  22.4
                       +--------+
                 2     |    2   |    54
  S EAST               |  20.0  |  25.2
                       +--------+
                 3     |    3   |    56
  WESTERN              |  30.0  |  26.2
                       +--------+
                 4     |    1   |    56
  CENTRAL              |  10.0  |  26.2
                       +--------+
               COLUMN      10      214
               TOTAL      4.7    100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

114

QUES008   WHERE RESPONDENT RESIDES BY QUES1.3 ADVANCED TRAINING THAT IS RANKED # 3

QUES1.3

COUNT COL PCT	NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
	0	1	2	3	4	5	6	7	8	9	10	
QUES008 1 N EAST		1 / 12.5	7 / 30.4	6 / 20.0	7 / 21.2	8 / 24.2	5 / 45.5	3 / 27.3	2 / 66.7	3 / 14.3	1 / 9.1	48 / 22.4
2 S EAST		1 / 12.5	8 / 34.8	7 / 23.3	7 / 21.2	6 / 18.2	2 / 18.2	1 / 9.1		7 / 33.3	2 / 18.2	54 / 25.2
3 WESTERN	1 / 100.0	4 / 50.0	2 / 8.7	8 / 26.7	11 / 33.3	9 / 27.3	2 / 18.2	3 / 27.3	1 / 33.3	7 / 33.3	4 / 36.4	56 / 26.2
4 CENTRAL		2 / 25.0	6 / 26.1	9 / 30.0	8 / 24.2	10 / 30.3	2 / 18.2	4 / 36.4		4 / 19.0	4 / 36.4	56 / 26.2
COLUMN TOTAL	1 / .5	8 / 3.7	23 / 10.7	30 / 14.0	33 / 15.4	33 / 15.4	11 / 5.1	11 / 5.1	3 / 1.4	21 / 9.8	11 / 5.1	214 / 100.0

(CONTINUED)

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QUES008   WHERE RESPONDENT RESIDES   BY   QUES1.3   ADVANCED TRAINING THAT IS RANKED # 3

```
                      QUES1.3
             COUNT   |
             COL PCT |OBSERVAT STAF-COL
                     |                        ROW
                     |   11   |    12   |   TOTAL
QUES008      --------+--------+---------+
                1    |    1   |    4    |    48
     N EAST         |   7.1  |  26.7   |   22.4
                     +--------+---------+
                2    |    6   |    7    |    54
     S EAST         |  42.9  |  46.7   |   25.2
                     +--------+---------+
                3    |    1   |    3    |    56
     WESTERN        |   7.1  |  20.0   |   26.2
                     +--------+---------+
                4    |    6   |    1    |    56
     CENTRAL        |  42.9  |   6.7   |   26.2
                     +--------+---------+
             COLUMN      14        15       214
             TOTAL       6.5       7.0     100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

117

QUES008   WHERE RESPONDENT RESIDES   BY   QUES1.4   ADVANCED TRAINING THAT IS RANKED # 4

		QUES1.4											
COUNT COL PCT		NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
		0	1	2	3	4	5	6	7	8	9	10	
QUES008													
N EAST	1	1 50.0	7 77.8	7 30.4	4 19.0	3 7.9	5 26.3		4 28.6	1 25.0	1 8.3	5 26.3	48 22.4
S EAST	2			3 13.0	7 33.3	12 31.6	6 31.6	4 25.0	5 35.7	2 50.0	4 33.3	6 31.6	54 25.2
WESTERN	3	1 50.0	1 11.1	10 43.5	6 28.6	11 28.9	3 15.8	4 25.0	3 21.4	1 25.0	1 8.3	4 21.1	56 26.2
CENTRAL	4		1 11.1	3 13.0	4 19.0	12 31.6	5 26.3	8 50.0	2 14.3		6 50.0	4 21.1	56 26.2
(CONTINUED)	COLUMN TOTAL	2 .9	9 4.2	23 10.7	21 9.8	38 17.8	19 8.9	16 7.5	14 6.5	4 1.9	12 5.6	19 8.9	214 100.0

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QUES008   WHERE RESPONDENT RESIDES BY   QUES1.4   ADVANCED TRAINING THAT IS RANKED # 4

```
                   QUES1.4
          COUNT  |
          COL PCT |OBSERVAT STAF-COL
                  |                      ROW
                  |   11   |    12   | TOTAL
QUES008   --------+--------+--------+
            1    |    5   |    5   |    48
  N EAST         |  25.0  |  29.4  |  22.4
          --------+--------+--------+
            2    |    2   |    3   |    54
  S EAST         |  10.0  |  17.6  |  25.2
          --------+--------+--------+
            3    |    7   |    4   |    56
  WESTERN        |  35.0  |  23.5  |  26.2
          --------+--------+--------+
            4    |    6   |    5   |    56
  CENTRAL        |  30.0  |  29.4  |  26.2
          --------+--------+--------+
          COLUMN      20       17       214
          TOTAL       9.3      7.9     100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

120

QUES008 WHERE RESPONDENT RESIDES BY QUES1.5 ADVANCED TRAINING THAT IS RANKED # 5

QUES1.5

COUNT COL PCT	NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	STAF-CHD	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	ROW TOTAL
QUES008	0	1	2	3	4	5	6	7	8	9	10	
1 N EAST	1 / 25.0	2 / 14.3	5 / 23.8	6 / 40.0	3 / 16.7	3 / 14.3	7 / 25.9	5 / 20.0	4 / 50.0	4 / 25.0	3 / 17.6	48 / 22.4
2 S EAST		2 / 14.3	4 / 19.0	2 / 13.3	6 / 33.3	9 / 42.9	7 / 25.9	8 / 32.0		4 / 25.0	4 / 23.5	54 / 25.2
3 WESTERN	3 / 5.0	6 / 42.9	6 / 28.6	5 / 33.3	4 / 22.2	5 / 23.8	7 / 25.9	7 / 28.0	2 / 25.0	5 / 31.3	1 / 5.9	56 / 26.2
4 CENTRAL		4 / 28.6	6 / 23.6	2 / 13.3	5 / 27.8	4 / 19.0	6 / 22.2	5 / 20.0	2 / 25.0	3 / 18.8	9 / 52.9	56 / 26.2
COLUMN TOTAL	4 / 1.9	14 / 6.5	21 / 9.8	15 / 7.0	18 / 8.4	21 / 9.8	27 / 12.6	25 / 11.7	8 / 3.7	16 / 7.5	17 / 7.9	214 / 100.0

(CONTINUED)

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QUESOO8   WHERE RESPONDENT RESIDES   BY   QUES1.5   ADVANCED TRAINING THAT IS RANKED # 5

```
                      QUES1.5
              COUNT  |
              COL PCT |OBSERVAT STAF-COL
                      |                       ROW
                      |   11   |   12   |   TOTAL
QUESOO8       --------+--------+--------+
              1  |      2  |     3  |     48
  N EAST         |   13.3  |  23.1  |   22.4
                 +--------+--------+
              2  |      7  |     1  |     54
  S EAST         |   46.7  |   7.7  |   25.2
                 +--------+--------+
              3  |      2  |     3  |     56
  WESTERN        |   13.3  |  23.1  |   26.2
                 +--------+--------+
              4  |      4  |     6  |     56
  CENTRAL        |   26.7  |  46.2  |   26.2
                 +--------+--------+
              COLUMN     15       13       214
              TOTAL     7.0      6.1     100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

123

QUES008 WHERE RESPONDENT RESIDES BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

COUNT COL PCT	QUES002 NO RESP	PGM ADMN	EVALUAT	CURRICUL	STAF-PAR	PHY ENVR	HEAL SAF	NUTRITN	CHD DEVL	INFANTS	OBSERVAT	ROW TOTAL
QUES008	0	1	2	3	4	6	7	8	9	10	11	
1 N EAST		5 / 22.7	3 / 37.5	4 / 36.4		9 / 33.3	1 / 16.7	12 / 21.4	3 / 20.0		4 / 33.3	48 / 22.4
2 S EAST	1 / 20.0	7 / 31.8			2 / 66.7	6 / 22.2	3 / 50.0	17 / 30.4	5 / 33.3	1 / 8.3	4 / 33.3	54 / 25.2
3 WESTERN	1 / 20.0	4 / 18.2	4 / 50.0	2 / 18.2	1 / 33.3	9 / 33.3		14 / 25.0	1 / 6.7	6 / 50.0	2 / 16.7	56 / 26.2
4 CENTRAL	3 / 6C.0	6 / 27.3	1 / 12.5	5 / 45.5		3 / 11.1	2 / 33.3	13 / 23.2	6 / 40.0	5 / 41.7	2 / 16.7	56 / 26.2
(CONTINUED) COLUMN TOTAL	5 / 2.3	22 / 10.3	8 / 3.7	11 / 5.1	3 / 1.4	27 / 12.6	6 / 2.8	56 / 26.2	15 / 7.0	12 / 5.6	12 / 5.6	214 / 100.0

QUES008 WHERE RESPONDENT RESIDES BY QUES002 ADVANCED TRAINING THAT IS LEAT DESIRABLE

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                        QUES002        PAGE 2 OF 2
                 COUNT  |
                 COL PCT |STAF-COL
                        |            ROW
                        |    12  | TOTAL
QUES008          --------+--------+
                  1  |     7  |    48
   N EAST            |  18.9  |  22.4
                     +--------+
                  2  |     8  |    54
   S EAST            |  21.6  |  25.2
                     +--------+
                  3  |    12  |    56
   WESTERN           |  32.4  |  26.2
                     +--------+
                  4  |    10  |    56
   CENTRAL           |  27.0  |  26.2
                     +--------+
                 COLUMN    37     214
                 TOTAL    17.3   100.0
```

NUMBER OF MISSING OBSERVATIONS: 0

QUES008 WHERE RESPONDENT RESIDES BY QUES015 RESPONDENTS ANNUAL SALARY

	COUNT COL PCT	QUES015 NO RESP	LESS 5K	5-7.5K	5.7-10K	10-12.5	12.5-15K	15-17.5K	17.5-20K	20-25K	25-30K	30K +	ROW TOTAL
QUES008		0	1	2	3	4	5	6	7	8	9	10	
N EAST	1	10	1	1	3	9	9	4	7	3		1	48
		27.8	9.1	12.5	21.4	25.7	25.7	17.4	38.9	13.6		20.0	22.4
S EAST	2	11	2	2		3	7	9	5	9	3	3	54
		30.6	18.2	25.0		8.6	20.0	39.1	27.8	40.9	42.9	60.0	25.2
WESTERN	3	8	3	4	6	13	8	3	2	6	2	1	56
		22.2	27.3	50.0	42.9	37.1	22.9	13.0	11.1	27.3	28.6	20.0	26.2
CENTRAL	4	7	5	1	5	10	11	7	4	4	2		56
		19.4	45.5	12.5	35.7	28.6	31.4	30.4	22.2	18.2	28.6		26.2
COLUMN TOTAL		36	11	8	14	35	35	23	18	22	7	5	214
		16.8	5.1	3.7	6.5	16.4	16.4	10.7	8.4	10.3	3.3	2.3	100.0

NUMBER OF MISSING OBSERVATIONS: 0

118

127

128