DOCUMENT RESUME

ED 418 936 SP 037 900

AUTHOR Ahmad, Mahassen

TITLE Evaluation of the Texas Nutrition Education and Training

Program for Federal Fiscal Year 1997.

INSTITUTION Texas State Dept. of Human Services, Austin.

PUB DATE 1997-12-00

NOTE 66p.
CONTRACT PL-85-188

PUB TYPE Reports - Research (143) EDRS PRICE MF01/PC03 Plus Postage.

DESCRIPTORS *Child Health; *Dietetics; Elementary Secondary Education;

Health Promotion; Higher Education; Hispanic Americans; Library Circulation; Library Materials; *Nutrition

Instruction; Program Evaluation; Workshops

IDENTIFIERS *Nutrition Education and Training Program; Texas

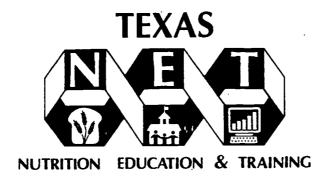
ABSTRACT

This report summarizes the results of the 1997 Texas Nutrition Education and Training (NET) program, one of the U.S. Department of Agriculture's Child Nutrition Programs. NET provides nutrition education and instructional resources for children and key individuals in their learning environment. NET's target population includes parents or guardians, caregivers, teachers, and food service personnel. Texas NET's outreach includes workshops, circulation of a NET library, development and distribution of instructional and promotional materials, presentations, exhibits, publications, and coordination with related programs. Continuous evaluation of NET workshops, resulted in revisions and improvements in their content, presentation, and materials. The performance of workshop participants was occasionally evaluated using knowledge tests and attitude scales. In some instances, the behavior of the participants is evaluated. Evaluation forms collected data on participant satisfaction. Observers examined the performance of contract trainers who delivered workshops. Trainers completed self-evaluation forms. At each workshop, a registration form collected data on number of participants and their functions, work facilities, ethnic background, and number of children or providers reached. A library feedback form collected data on library circulation. In 1997, 144 workshops were delivered to 2,433 people. Hispanics were the largest participating ethnic group. NET delivered relatively few training hours to food service personnel. Library circulation decreased in 1997. Two workshops were developed in 1997, and 88 instructional/promotional materials were distributed. Seven conference presentations were given, mainly to college students. NET coordinated with several related programs. An appendix contains 12 figures and 10 tables. (SM)



EVALUATION OF THE

TEXAS NUTRITION EDUCATION AND TRAINING PROGRAM FOR FEDERAL FISCAL YEAR 1997



Prepared By

Mahassen Ahmad, Ph.D.
Program Analyst
Special Nutrition Programs, Office of Programs
Texas Department of Human Services
P.O. Box 149030 MC Y-906
Austin, Texas 78714-9030

BEST COPY AVAILABLE

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

M. Ahmad

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

U.S. DEPARTMENT OF EDUCATION Office of Educational Research and Improvement EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

- This document has been reproduced as received from the person or organization originating it.
- ☐ Minor changes have been made to improve reproduction quality.
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.



EXECUTIVE SUMMARY

Introduction

The Nutrition Education and Training (NET) program is one of the Child Nutrition Programs (CNP) of the United States Department of Agriculture (USDA). The program was established in 1977 in an amendment to the Child Nutrition Act (Public Law 95-166). The goal of the NET program is to provide nutrition education and instructional resources for children and for key individuals in their learning environment. NET's target populations include parents or guardians, care givers and teachers, and food service personnel in schools and child care facilities.

Texas NET's outreach to its target populations is achieved through: (a) workshops developed by NET and delivered by contract trainers; (b) circulation of a NET library collection; (c) development and distribution of instructional and promotional materials; (d) presentations, exhibits, and publications; and (e) coordination with related publicly supported programs.

States granted NET program funds are required to submit an annual performance report on the numbers of children, educators, food service personnel, Summer Food Service Program (SFSP) sponsors and parents receiving nutrition education and training by NET during the Federal Fiscal Year (FFY) and the number of schools and child care facilities of these target populations. In addition, the states are required to conduct formal evaluations and needs assessments of program activities and use the results as a basis for program improvement and planning.

A reduction in the program budget for FFYs 1997 and 1998 resulted in reduction in program activities, especially activities planned for FFY 1998. This report summarizes the results of NET's efforts during FFY 1997.

Methods

Continuous evaluation of NET workshops resulted in revisions and improvements in their content, presentation, and materials. The performance of workshop participants is occasionally evaluated using knowledge tests and attitude scales. In some instances, the behavior of the participants is evaluated.



Data on participant satisfaction are collected using a standard workshop evaluation form. In addition, the performance of the contract trainers who deliver the workshops is observed and evaluated periodically by NET staff using a workshop instructor evaluation form. The same form is used as a self-evaluation tool by the trainers to guide the process of workshop development and delivery.

Data on the number of workshop participants and their functions, work facilities, ethnic backgrounds, and the number of children or providers they reach, are collected on each workshop to evaluate workshop participation. A registration form is used to collect these data.

Data on library circulation are accumulated using a library feedback form. The form consists of items that are intended to collect information on the borrower's function and work facility, how the item was used, and the borrower's evaluation of the item. The form is revised periodically to improve the accuracy of collected data.

Findings

Workshops

- Table 1 indicates that 144 workshops were delivered to 2,433 participants. The number of times a workshop was conducted ranged from 2 to 47 times. The average number of participants in a workshop ranged from 12 to 35. Some workshops were conducted with less than 10 participants.
- Figure 1 shows that Hispanics were the largest group participating in NET workshops. Both Hispanics and African Americans participated in numbers greater than their actual representation in Texas population (approximately 25% and 12% respectively). This indicates that workshop services were provided in accordance with the priorities set by a comprehensive needs assessment Texas NET conducted in 1993-1995.
- Figure 2 shows a general trend in the number of participants from different facilities in the past three years. The number of participants from public schools is declining.
- Figure 3 shows that educators were the only group that increased in 1997. The majority of educators worked in day care centers.



- Figure 4 shows that NET delivered relatively fewer training hours to food service personnel. The Texas School Food Service Association (TSFSA) and Texas Education Agency (TEA) provide continued education and certification to food service personnel in Texas. In 1997 NET coordinated efforts with both organizations.
- Table 2 indicates that NET workshops provide training mostly to participants in the federally funded feeding programs, especially the Child and Adult Care Food Program (CACFP).
- Figure 5 shows that the number of children reached by day care centers' educators, sponsors, and food service personnel far exceeded the number reached by all other participants. Day home sponsors, however, indicated that they reached 47,027 providers. Providers, in turn, reached children that are not indicated in the figure.

NET Lending Library

- Figure 6 shows that library circulation continued to decrease for the second consecutive year. The total circulation was 4,455 items in 1997, 5,625 in 1996, and 6,396 in 1995.
- Table 3 indicates that the main theme of the circulated library materials was food service management training. The library served as the clearinghouse for in service training courses provided by TEA and TSFSA to food service personnel.
- Table 4 indicates that videotapes, a relatively expensive type of materials, were circulated the most, providing valuable resources to NET's target population.
- Figure 7 supports the assumption that borrowed library items were used to educate children and adults in the children's learning environment.
- Figure 8 shows that the majority of the library borrowers were educators and food service personnel.
- Figure 9 shows that the most frequent borrowers from the library worked in public schools. Employees of other government entities came second.



- Figure 10 shows that the majority of borrowed library items were rated either excellent or good in its content, presentation, and usefulness.
- Figure 11 shows that sources of information about the library were the same for the past three years, with friends/co-workers and meetings/conferences being the most dominant sources.

Development and Distribution of Instructional Material

- Two workshops were developed/revised: "Guidelines for Selecting Creditable Foods and Beverages" and "Kitchen Math". A Healthy School Meals workbook was developed for use in training National School Lunch Program (NSLP) contractors.
- Information on the Texas NET program was developed for the Texas Special Nutrition Programs Web Page. NET received 2,569 calls on its Nutrition Hotline. Callers requested information on nutrition, NET services, and CACFP regulations.
- Table 5 indicates that NET distributed 88 different instructional/promotional materials. A variety of the material were designed to instruct children in nutrition and health. Recipe cards, menus, and food regulations were distributed to help food service personnel plan nutritious meals. Several brochures and information packets were distributed to promote the NET program services.

Presentations, Exhibits, and Publications

- Table 6 indicates that 7 presentations were given in conferences/meetings on USDA's regulations, Team Nutrition, and evaluation. Three of these presentations were given nationally.
- Table 7 indicates that 7 presentations were delivered, upon request, to adults. Presentation topics were USDA's feeding programs, nutrition and health, and nutrition education.
- Table 8 indicates that most of the presentation audience were college students, and about one quarter were educators and food service personnel.
- Table 9 indicates that NET provided one county and 9 statewide exhibits.



• Table 10 indicates that 5 publications were issued. "Nutrition on the Net" was a newsletter that contained articles and news extracted from the Internet.

Coordination With Related Publicly Supported Programs

- NET entered into a contract with Universal Health Communications, giving the distribution rights for two videos: "Feeding Children Well: A Pyramid for Preschoolers" (in English and Spanish), and "Hey What's Cooking?: Cooking for a New Generation".
- NET helped the National School Food Service Management Institute disseminate 208 copies of each of three guides the institute developed for NSLP contractors.
- Coordination with TEA resulted in NET participating in the promotion of Texas School Breakfast and School Lunch weeks, and the promotion of a Round-Up and Cook-Off recipe contest for public and private schools.
- NET was an active participant in the Texas Interagency Council on Nutrition and the State Agency Libraries of Texas.

Target Groups Participating in NET Interventions

• Figure 12 shows that educators were the largest group participating in NET's interventions. It may be noted that the percent of children cited in the figure represents children who were reached directly in classroom presentations and exhibits. There were 957,553 children reached indirectly by adults participating in NET interventions.

Recommendations

- Search possible sources of funding for projects that promote health and physical fitness to Hispanic and African American children, and decrease obesity among Hispanics.
- Continue to promote NET workshops to increase participation in the individual workshops and set a limit to the minimum number of participants.



- Promote the NET library in NET workshops, especially the Spanish collection including children's books and workshop curricula that Texas NET translated into Spanish.
- Develop training on menu analysis and the revised NSLP and School Breakfast Program (SBP) menu planning regulations based on the results of studying the implementation of these regulations in Texas private schools and RCCIs.
- Target food service personnel and parents when giving presentations to adult audiences.
- Continue coordination efforts with TEA and TSFSA to provide instructional materials and curricula for training food service personnel on sanitation and health and the Healthy School Meals Initiative.



APPENDIX

TABLES AND GRAPHS



Table 1

Number and Percent of Participants in NET Workshops Conducted in 1997

Workshop	Workshop Duration in Hours	Number of Times Conducted	Number of Participants	Percent of Participants
Guidelines for Selecting Creditable Foods and Beverages	5.0	47	838	34.4%
Kitchen Math	0.9	33	485	19.9%
Menu Planning - Part I	4.0	27	469	19.3%
Sanitation and Health	5.0	23	384	15.8%
Menu Planning - Part II	5.0	∞	139	5.7%
Nutrition and the Preschool Child	6.0	2	69	2.8%
Off to a Good Start for Family Day Homes	6.0	4	49	2.0%
Total	37.0	144	2,433	100:0%

∞

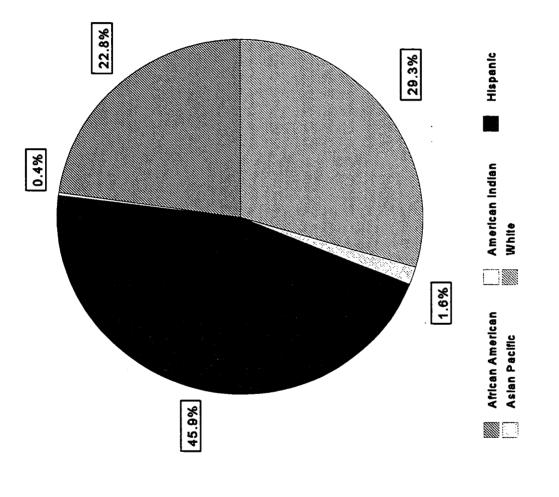
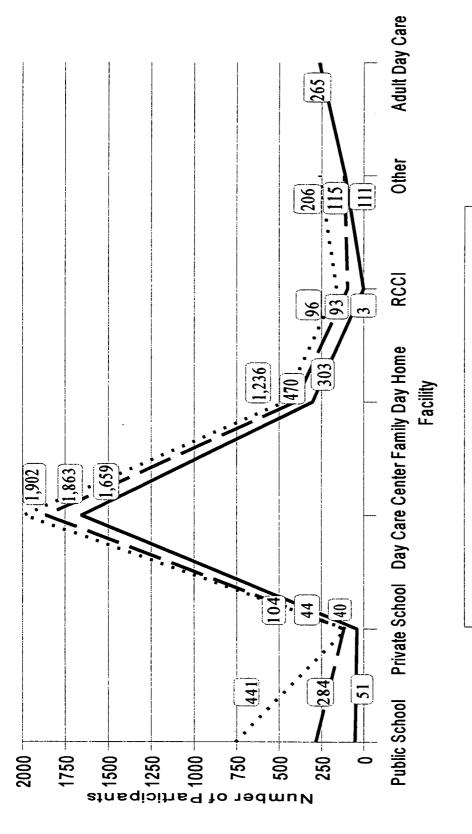


Figure 1. Workshop Participants' Ethnicity







ERIC

Full Text Provided by ERIC

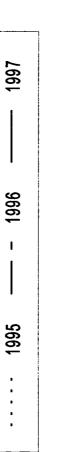


Figure 2. Facilities of Workshop Participants in the Past Three Years

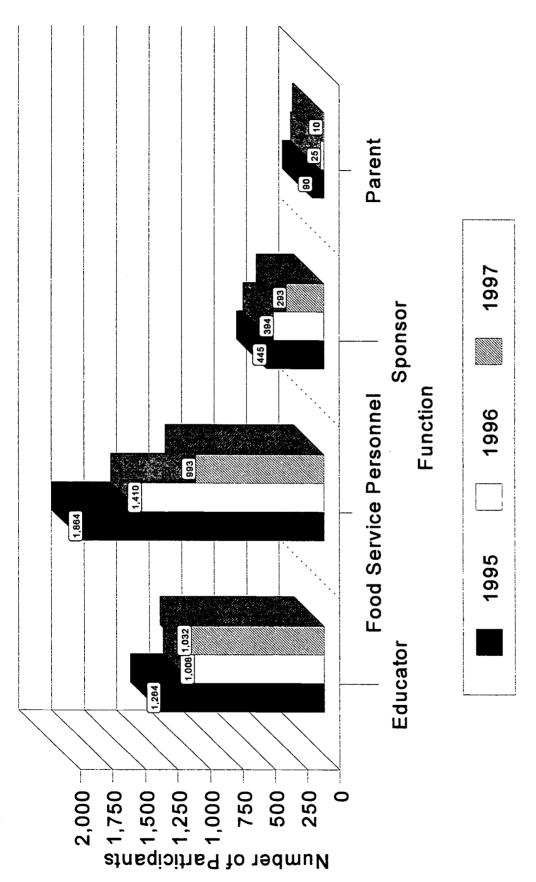


Figure 3. Function of Workshop Participants in the Past Three Years



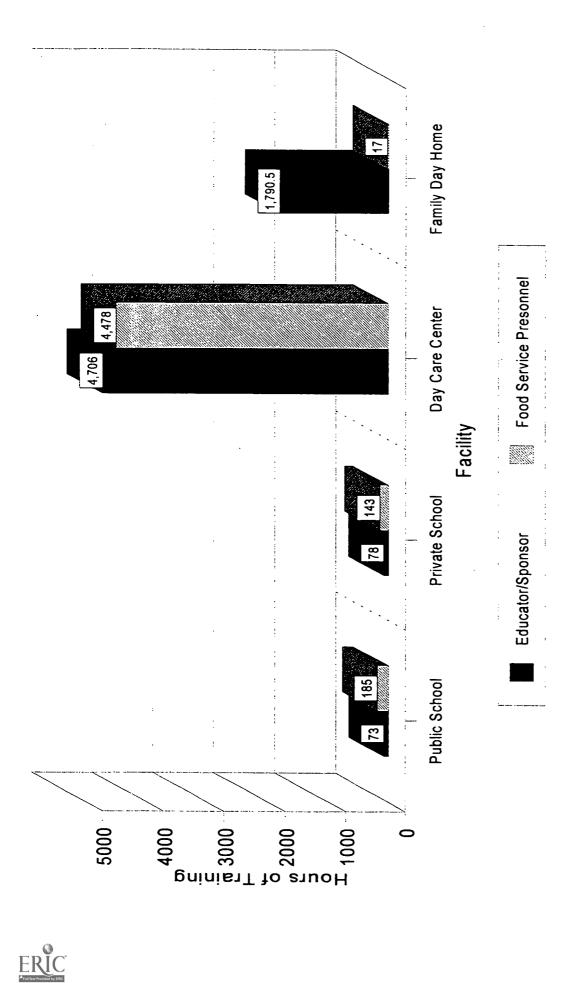


Figure 4. Training Hours Delivered to Educators and Food Service Personnel in 1997

Table 2. Workshop Participants' Food Programs

Food Program	Number of Participants	Percent of Participants
CACFP	2,122	89.3%
None	143	%0.9
NSLP/SBP	9	2.7%
More than 2 food Programs	42	1.8%
SFSP	æ	0.1%
SBP	2	0.1%
Total	2,377	100.0%



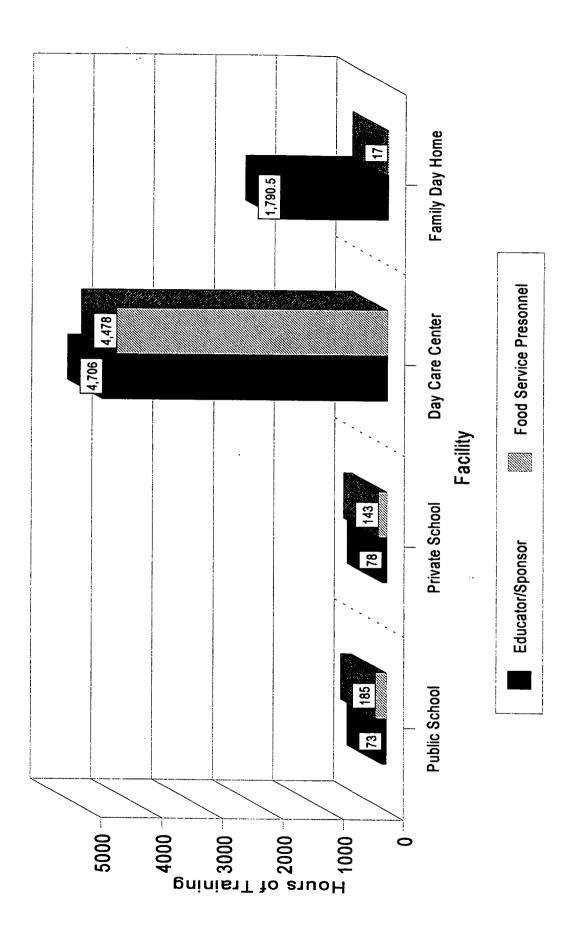


Figure 4. Training Hours Delivered to Educators and Food Service Personnel in 1997



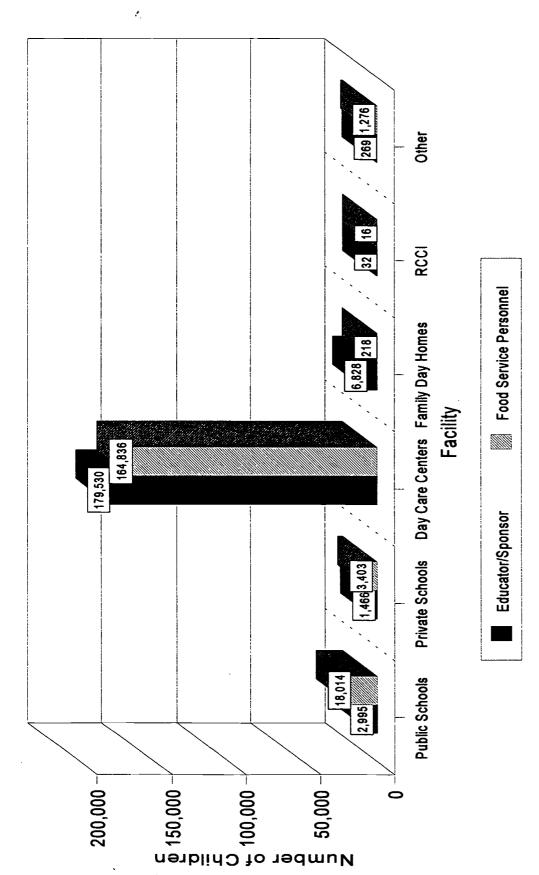


Figure 5. Number of Children Reached by Educators and Food Service Personnel





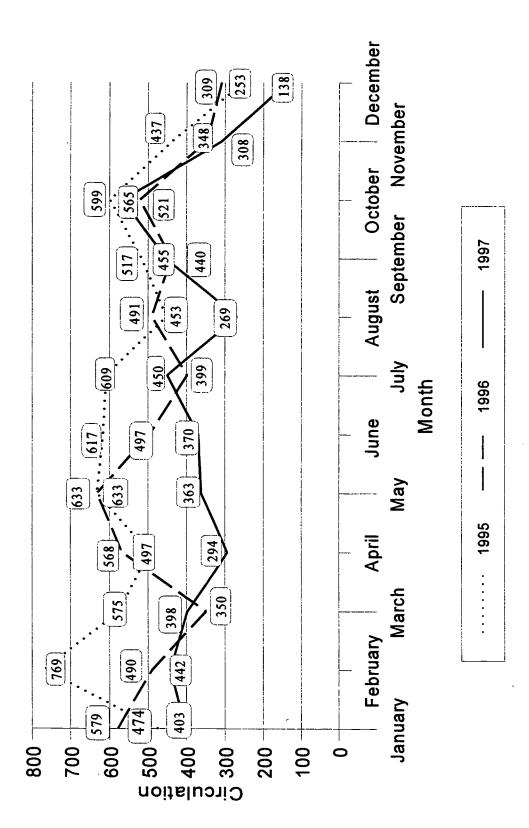


Figure 6. Monthly Circulation of Library Materials in the Past Three Years



Table 3

Themes of Materials Circulated in FFY 1997

Theme	Frequency	Percent
Food Service Management	808	42.6
General Nutrition	403	21.3
Preschool/Elementary	203	10.7
Child Care Health and Nutrition	172	9.1
Children's Materials	114	0.9
Secondary Health Education	88	4.6
General Cookery	78	4.1
Elderly Health Education	16	6.0
Physical Fitness/Sport	14	0.7
Total	1,896*	100:0

Note*. Total number of completed feedback forms



Table 4

Type of Library Materials Circulated in FFY 1997

Type Of Material Frequenc	Frequency of Circulation P	Percent
Videotape	1,431	75.5%
Book	290	15.3%
Children's Material	84	4.4%
Curriculum Guide	35	1.8%
Teaching Aid	29	1.5%
Slides	13	%L.
Audiotape	4	.2%
Film	2	.1%
Reference	1	.1%
Total	1,896	100.0%



Figure 7. Viewers/Readers of Circulated Library Materials

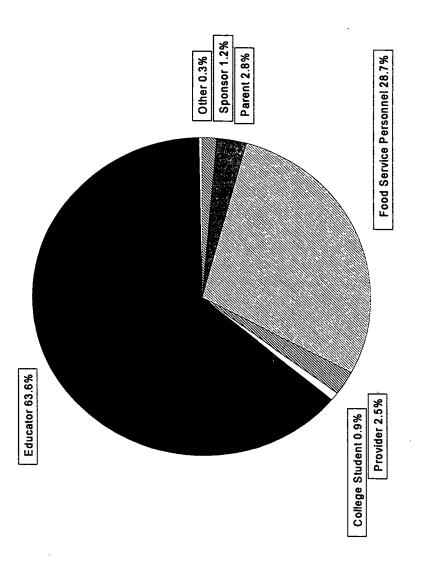


Figure 8. Functions of Library Borrowers in 1997

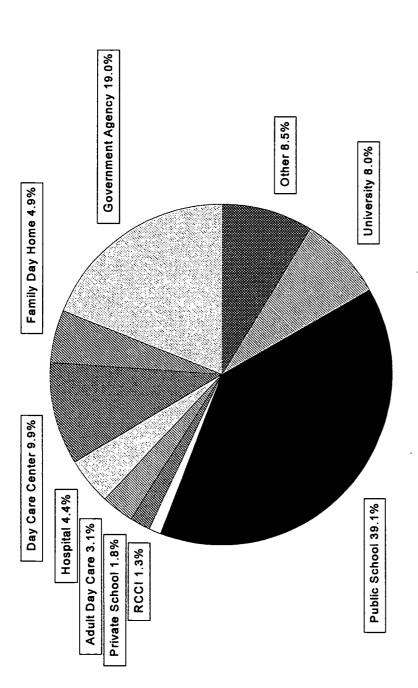


Figure 9. Facilities of Library Borrowers in FFY 1997

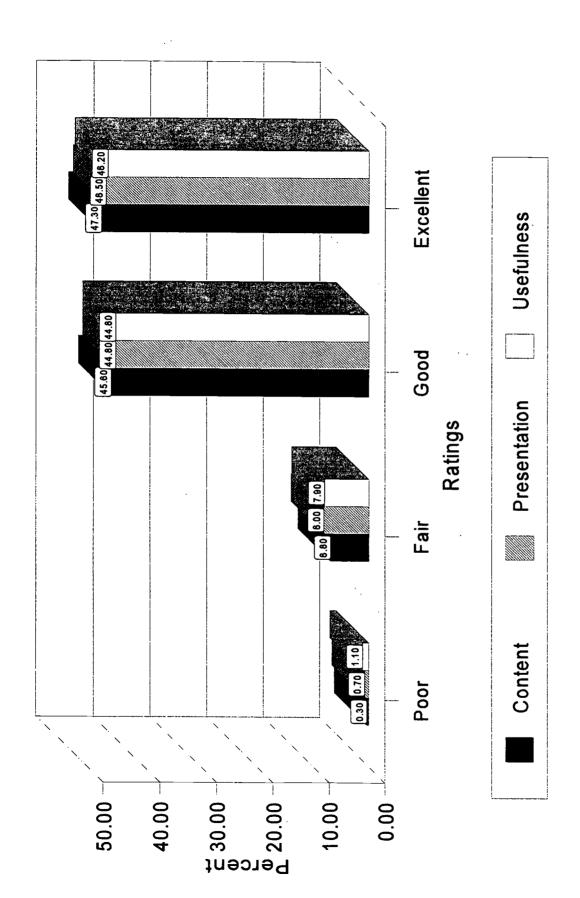
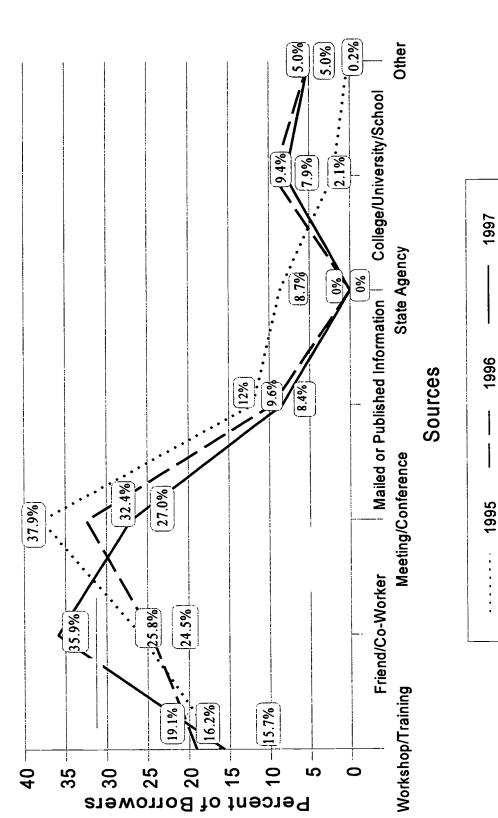


Figure 10. Borrower Evaluation of Library Materials in 1997







ERIC

Full Text Provided by ERIC

Figure 11. Sources of Information About the NET Library in the Past Three Years

22

တ္က

Table 5

Instructional/Promotional Materials Distributed During FFY 1997

Materials	Producer	Number
Brochures		
Texas NET Library	TX NET	4,002
Snack Smart	TX NET	3,181
Water	TX NET	2,564
Calcium	TX NET	2,310
NET	USDA	1,890
Dietary Guidelines for Americans	USDA	163
10 Tips to Healthy Eating for Kids	ADA	136
Healthy Eating Habits	ADA	115
Fat	TX NET	100
Texas NET Workshops	TX NET	99
Dietary Guidelines for Infants	Gerber Products	34
Food Guide Pyramid	TX NET	24
Feeding Kids Right	ADA	22
Growing Up Healthy	ADA	22
Right From the Start	ADA	19
Understanding Food Labels	ADA	16
What's to Eat	ADA	16
Healthy Eating for the Whole Family	ADA/Mosby	14
Healthy Eating on the Run	ADA/Mosby	6
Quick and Easy Low-Fat Meals	ADA/Mosby	9
Eating Right Today	Kraft	7
Economy in the Kitchen	TDHS	7
Enhancing Food Flavor with Herbs and Spices	ADA/Mosby	9
Healthy Eating for Healthy Weight	ADA/Mosby	9



Table 5 Continued

Materials	Producer	Number
Supermarket Nutrition	ADA/Mosby	9
Total Brochures	14	14,744
Books/Booklets		
Food Power: A Coach's Improving Performance National Dairy Council	National Dairy Council	544
Bounce Along with Big Bird	Golden Press	200
Very Hungry Caterpillar	Philomel Books	497
Food, Family, and Fun	USDA	200
Athlete's Kitchen	Bantam Books	171
Nutrition for Life	Lutheran Hospital	167
Off to a Good Start	Wildwood Resources, Inc.	9
More Than Graham Crackers	National Association for the	
	Education of Young Children	3
Total Books/Booklets	2	2,088
Catalogs & Bibliographies Print Catalog	TX NET	741



Table 5 Continued

Materials	Producer	Number
Catalog Supplement Audiovisual Catalog	TX NET TX NET	669 661
Total Catalogs		2,071
Guides Ruilding for the Future	LISDA	935
Making Healthy Food Choices ESR V Curriculum Guide	USDA/USDHHS TEA	332 152
Day Care Nutrition in a Nutshell Food Buying Guide for Child Nutrition Programs	TDHS FNS	62 22
Feeding Infants - A Guide for Use in the CCFE Nutrition Guidance for Centers	USDA USDA	3 6
Total Guides		1,212
Handouts Head Start Calendar Daily Food Guide Pyramid Team Nutrition Magnets	USDHHS TX NET USDA	15,364 4,136 1,700



Materials	Producer	
Healthy School Meals Flyer	USDA 1,068	o o
1-800 Number Stacker		
NET Rolodex Card	TX NET 451	
NET Pens		- `
Quantity Recipes for School Food Service	USDA 211	
Breakfast and Snack Basics	Department of Citrus	
Team Nutrition Enrollment Forms	USDA 129	
Ethnic Recipes for CCCs and FDHs		_
Cycle Menus for CCCs and FDHs		_
Grains/Breads Chaper in Guidlinesfor		
Selecting Creditable Foods and Beverages		
Making Bag Lunches, Snacks, and Desserts	FNS 29	•
Better Breakfast, Better Learning	California Dept. of Education	-
Nutrition Sticker		~ 1
Preparing Foods and Planning Menus	FNS 17	_
NET Library Materials in Spanish	TX NET 13	~
Snacks That Count	TX NET 5	.
Nutrition Guidance Activities		8
Total Handouts	24,677	<u> </u>
Information Packets	TY NET/TEA	v
JA Day		n



Table 5 Continued

Materials	Producer	Number
Food Early Choices	National Dairy Council	13
Total Information Packets		38
Posters		·
Devour for Power - Lion King Devour for Power - Food Pyramid	USDA Team Nutrition USDA Team Nutrition	1,647 1,330
Dietary Guidelines for Americans	USDA	501
Eat School Meals	USDA	58
5-A-Day Food Guide Pyramid	TX Dept. of Agriculture	23
Apples	Washington Apple Commission	21
Blast Off	USDA	4
Cherries	Cherry Marketing Institute	4
Texas Food Guide Pyramid	TX Dept. of Agriculture	2
Total Posters		3,615
Videos Good Nutrition Promotes Health	SHHSII	G
Feeding Children Well Hey, What's Cookin'? Recipes for a School FS Revolution	TX NET	2 2
Total Videos		164



© **₹**

Table 5 Continued

Materials	Producer	Number
Workshop Packets		
Guidelines for Selecting Creditable Foods And Beverages	Beverages	TX NET
)	•	838
Kitchen Math	TX NET	485
Menu Planning Part I	TX NET	469
Sanitation and Health	TX NET	384
Menu Planning Part II	TX NET	139
Planning Nutritions Snacks	TX NET	771
Nutrition and the Preschool Child	TX NET	69
Off to a Good Start for Family Day Homes	TX NET	49
Total Workshop Packets		2,433
Grand Total		51,042

C

Table 6

NET Conference/Meeting Presentations During FFY 1997

Presentation	Conference/Meeting	Duration	Location	Date	Audience
NET Update - New Grains/Breads Requirements	TX Special Nutrition Programs Annual Staff Meeting	2 hours	Austin, Texas	October 3, 1996	Program Managers and Staff
Food Practices of Preschool Children in Daycare Do Not Reflect Nutrition Knowledge and Attitudes	Annual Meeting of the American Dietetic Association	1.5 hours	San Antonio, Texas	October 23, 1996	Dietitians, SFS Managers, and Directors
Nutrition Knowledge, Attitudes, and Behavior of Individuals Responsible for Food Service in Texas	Annual Meeting of the American Dietetic Association	1.5 hours	San Antonio, Texas	October 23, 1996	Dietitians, SFS Managers, and Directors
Solving the Nutrition Puzzle - Building Strong Healthy Minds and Bodies	Meeting of the Performance Food Group	1 hour	Austin, Texas	April 4, 1997	FS and CCFS Staff

Table 6 Continued

Presentation	Conference/Meeting	Duration	Location	Date	Audience
Team Nutrition	Meeting of the American Cancer Society Nutrition Task Force	l hour	Austin, Texas	July 24, 1997	Nutrition Experts
Grains/Breads Requirements	TX Special Nutrition Programs Annual Staff Meeting	2.5 hours	Austin, Texas Atlanta,	July 28, 1997	Program Managers and Staff
Issues in Monitoring and Evaluating Program Outcomes	Annual Conference of the National Association for Welfare Research and Statistics	30 minutes	Georgia	July 28, 1997	Evaluators, University Professors, and Program Manager

17 1/

Table 7

Number and Percent of Participants in Presentations Delivered by NET Contract Trainers

Presentation	Number of Times Conducted	Number of Participants	Percent of Participants
Texas NET: Statewide Resources/ National Network		100	39.8%
Federally Funded Feeding Programs for Children	1	09	23.9%
Using Puppets in Childcare Settings	1	50	19.9%
Childhood Obesity	1	15	8.0%
ESR - IV Curriculum	1	15	8.0%
Healthy School Meals	1	9	2.4%
Nutrition 101	1	5	2.0%
Total	7	251	100%



5

Function and Facility of Adults Participating in Presentations

Table 8

Facility		Fui	Function			Total
	Educator	Food Service Personnel	Parent	Student	Other	
Public School	16	11	2		1	30 12.4 <i>%</i>
Private School	1					1 0.4%
Child Care Center	33	1	-			35 14.5 <i>%</i>
Day Home	4		9		9	16 6.6%
University	7			158		160 66.1%
Total	56 23.1%	12.0%	3.7%	158	7.2.9%	1.52

Table 9

NET Exhibits and Fairs During FFY 1997

Exhibit/Fair	Theme	Date
TX Agriculture Extension Service	NET Library Resources for Upper Elementary Teachers	October 11, 1996
TX Association for the Education of Young Children	Lending Library and Workshops	October 25-26, 1996
TX Licensed Child Care Association	NET Library Resources	November 8-9, 1996
TX Association of Gifted and Talented	NET Library Resources	November 20-22, 1996
TX PTA Conference	NET Library Resources	November 22, 1996
TX Association for Health, Physical Education and Dance (TAHPERD)	NET Library Resources	December 4-6, 1996
Fourth Annual Parenting Conference	NET Library Resources	March 1, 1997
Austin Travis County Rodeo	Growing Plants for Food	March 17, 1997
First Annual Child Care Conference	NET Outreach	March 22, 1997
TX School Food Service Association	NET Library Resources	June 16-18, 1997



Table 10

NET Publications and News Releases During 1997

Title	Publications	Date
Nutrition on the Net	Texas NET Program Vol, 1 No. 10 & No. 11 and Vol 2, No. 1	October 1996 - February, 1997
Eating Healthy: Diet and Exercise Can Help Ease the Holiday Blues	Parenting in the 90's Vol. 5, No. 8, pp. 18-19	November, 1996
Discovering Snack Time!	Early Childhood News Vol. 9, No. 1, pp. 18-19	January/February 1997
Nutrition Library Available Free to All Texans	Texas WIC News p. 25	February ,1997
Final Evaluation Report of Texas Nutrition Education and Training Program for Federal Fiscal Year 1996	ERIC Clearinghouse on Teaching and Teacher Education	In Press

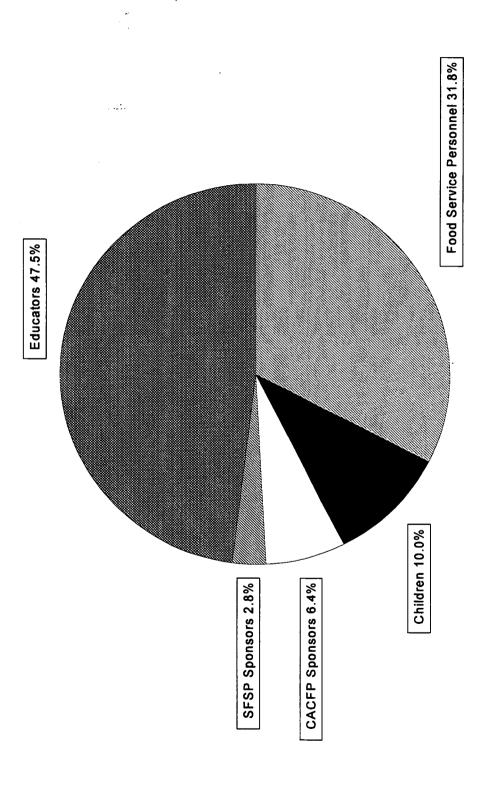
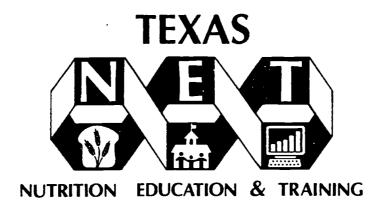


Figure 12. Target Groups Participating in NET Interventions



Funded by the Nutrition Education and Training Program PL 85-188

The Texas Department of Human Services NET Program is committed to assuring that program benefits are made available to all persons and provided to all eligible individuals without regard to race, color, national origin, age, sex, disability, political belief or religion. Any person who believes that he or she has been discriminated against in any NET Program activity should immediately contact the Administrator, Food and Nutrition Service, 3101 Park Center Drive, Alexandria, Virginia 22302.

TEXAS DEPARTMENT OF HUMAN SERVICES
1997





U.S. Department of Education

Office of Educational Research and Improvement (OERI) National Library of Education (NLE) Educational Resources Information Center (ERIC)



December 1997

REPRODUCTION RELEASE

(Specific Document)

Title:	Final Evaluation Report of Texas Nutrition, Federal Fiscal Year 1997	Education & Training Program for
Author	s): Mahassen Ahmad, Ph.D.	
Corpor	ate Source: Special Nutrition Programs Texas Department of Human Services	Publication Date:

II. REPRODUCTION RELEASE:

I. DOCUMENT IDENTIFICATION:

In order to disseminate as widely as possible timely and significant materials of interest to the educational community, documents announced in the monthly abstract journal of the ERIC system, Resources in Education (RIE), are usually made available to users in microfiche, reproduced paper copy, and electronic media, and sold through the ERIC Document Reproduction Service (EDRS). Credit is given to the source of each document, and, if reproduction release is granted, one of the following notices is affixed to the document.

If permission is granted to reproduce and disseminate the identified document, please CHECK ONE of the following three options and sign at the bottom of the page.

The sample sticker shown below will be effixed to all Lovel 1 decuments	The sample sticker shown below will be affixed to all Level 2A documents	The sample sticker shown below will be affixed to all Level 2B documents
PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY	PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL IN MICROFICHE, AND IN ELECTRONIC MEDIA FOR ERIC COLLECTION SUBSCRIBERS ONLY, HAS BEEN GRANTED BY	PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY
Sample	Sample	Sample
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)	TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)	TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
1	2A	2B
Lovel 1	Lovel 2A	Lavel 28
Check here for Level 1 release, permitting reproduction and dissemination in microfiche or other ERIC archival media (e.g., electronic) and paper copy.	Check here for Level 2A release, permitting reproduction and dissemination in microfiche and in electronic media for ERIC archivel collection subscribers only	Check here for Level 2B release, permitting reproduction and dissemination in microfiche only

Documents will be processed as indicated provided reproduction quality permits. If permission to reproduce is granted, but no box is checked, documents will be processed at Level 1.

	es indicated above. Reproduction from the ERIC microfiche or electronic	Reproduction from the ERIC microfiche or electronic media by persons other than ERIC employees and its system armission from the copyright holder. Exception is made for non-profit reproduction by libraries and other service agencies needs of aducators in response to discrete inquiries.		
Sign	Signature:	Printed Name/Position/Tule:		
here,→	Character stands and	Mahassen Ahmad, P	h.D., Program Analys	
piease	PO Box 149030, MC Y-906	512-467-5870	512-467-5808	

I hereby grant to the Educational Resources Information Center (ERIC) nonexclusive permission to reproduce and disseminate this document

