



TACCRRA

Infant/Toddler Licensing Standards Survey

April, 2009

SUMMARY OF FINDINGS: INFANT/TODDLER LICENSING STANDARDS SURVEY

**TACCRRRA
April 2009**

Infant/Toddler Licensing Standards Survey	Child Care Resource & Referral Agency															
	STATE TOTALS		Camp Fire Ft. Worth		Child Care Group Dallas		Children's Connections Lubbock		Collaborative for Children Houston		Family Connections Austin		Family Service Association San Antonio		YWCA El Paso	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Number of Surveys Submitted*	818	100%	77	9%	244	30%	44	5%	111	14%	199	24%	127	16%	16	2%
1. What is your overall operating capacity? (The maximum number of children you will enroll: may not be the same as the capacity on your license or registration)																
0-12 children	269	34%	27	38%	94	39%	37	88%	7	7%	58	30%	41	33%	5	31%
13-50 children	90	11%	6	8%	25	10%	1	2%	10	9%	29	15%	18	14%	1	6%
51-100 children	171	21%	17	24%	36	15%	1	2%	24	22%	55	28%	35	28%	3	19%
101-150 children	141	18%	13	18%	39	16%	2	5%	31	29%	29	15%	23	18%	4	25%
151-200 children	66	8%	5	7%	25	10%	1	2%	19	18%	11	6%	3	2%	2	13%
over 200 children	62	8%	3	4%	21	9%	1	2%	16	15%	14	7%	6	5%	1	6%
2. How many infants and toddlers from birth to age 36 months are you serving (as of 2/09)?]																
0-12 children	317	40%	30	43%	104	45%	35	88%	16	15%	76	39%	51	41%	5	31%
13-50 children	358	46%	34	49%	92	40%	2	5%	64	59%	97	49%	58	47%	11	69%
51-100 children	94	12%	4	6%	32	14%	2	5%	25	23%	19	10%	12	10%	0	0%
101-150 children	12	2%	2	3%	2	1%	1	3%	2	2%	4	2%	1	1%	0	0%
151-200 children	3	0%	0	0%	1	0%	0	0%	1	1%	0	0%	1	1%	0	0%
over 200 children	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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							#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
In your program, what are the ratios (number of children for each adult, for instance 5:1) and group sizes (maximum number of children in a group, for instance 10) for these age groups:																
3. 0-11 Months																
# of children for each adult																
1-4	441	89%	35	92%	123	88%	19	90%	73	94%	110	89%	69	86%	12	100%
5-10	48	10%	3	8%	14	10%	2	10%	5	6%	14	11%	10	13%	0	0%
11+	4	1%	0	0%	3	2%	0	0%	0	0%	0	0%	1	1%	0	0%
# of children in the classroom																
1-4	127	23%	8	15%	39	24%	6	32%	19	21%	33	22%	20	26%	2	14%
5-10	289	52%	26	49%	77	48%	6	32%	51	56%	74	50%	47	62%	8	57%
11+	18	3%	2	4%	6	4%	0	0%	3	3%	2	1%	4	5%	1	7%
Not Applicable	127	23%	17	32%	38	24%	7	37%	18	20%	39	26%	5	7%	3	21%
4. 12-17 Months																
# of children for each adult																
1-5	430	92%	32	91%	124	93%	18	95%	69	92%	112	93%	74	93%	1	25%
6-10	33	7%	3	9%	8	6%	1	5%	6	8%	7	6%	5	6%	3	75%
11+	4	1%	0	0%	2	1%	0	0%	0	0%	1	1%	1	1%	0	0%
# of children in the classroom																
1-5	187	33%	18	34%	49	31%	7	39%	26	29%	48	32%	36	41%	3	25%
6-13	237	42%	18	34%	66	42%	6	33%	46	51%	60	40%	34	39%	7	58%
14+	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Not Applicable	144	25%	17	32%	41	26%	5	28%	19	21%	42	28%	18	20%	2	17%

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5. 18-23 Months																
# of children for each adult																
1-5	276	50%	25	53%	69	47%	13	59%	48	55%	71	52%	47	47%	3	25%
6-9	256	47%	22	47%	73	50%	8	36%	36	41%	59	43%	50	50%	8	67%
10+	18	3%	0	0%	4	3%	1	5%	3	3%	6	4%	3	3%	1	8%
# of children in the classroom																
1-8	253	43%	30	61%	65	39%	13	68%	27	29%	58	39%	56	59%	4	31%
9-18	233	40%	15	31%	62	37%	2	11%	56	61%	61	41%	30	32%	7	54%
19+	5	1%	0	0%	2	1%	1	5%	2	2%	0	0%	0	0%	0	0%
Not Applicable	91	16%	4	8%	38	23%	3	16%	7	8%	28	19%	9	9%	2	15%
6. 24-36 Months																
# of children for each adult																
1-6	300	49%	26	51%	83	48%	18	64%	39	42%	86	55%	46	45%	2	17%
7-11	284	46%	24	47%	80	46%	10	36%	50	54%	59	38%	51	50%	10	83%
12+	30	5%	1	2%	10	6%	0	0%	3	3%	10	6%	6	6%	0	0%
# of children in the classroom																
1-11	313	52%	29	55%	82	48%	12	63%	36	37%	89	59%	60	59%	5	45%
12-22	221	37%	20	38%	62	36%	4	21%	51	53%	46	30%	33	32%	5	45%
23+	15	2%	1	2%	4	2%	1	5%	6	6%	2	1%	0	0%	1	9%
Not Applicable	54	9%	3	6%	22	13%	2	11%	4	4%	14	9%	9	9%	0	0%
7. Mixed Age Group																
# of children for each adult																
1-6	180	49%	15	45%	60	56%	17	53%	11	25%	44	51%	31	56%	2	22%
7-15	162	44%	17	52%	37	34%	14	44%	28	64%	40	46%	19	35%	7	78%
16+	26	7%	1	3%	11	10%	1	3%	5	11%	3	3%	5	9%	0	0%
# of children in the classroom																
1-10	161	32%	20	40%	50	35%	13	54%	11	14%	37	31%	28	37%	2	18%

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			Ft. Worth		Group Dallas		Connections		for Children		Connections		Association		El Paso	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
11-19	119	24%	10	20%	27	19%	8	33%	19	24%	30	25%	20	26%	5	45%
20+	32	6%	1	2%	10	7%	1	4%	11	14%	7	6%	2	3%	0	0%
Not Applicable	191	38%	19	38%	57	40%	2	8%	38	48%	45	38%	26	34%	4	36%
8. Is your program (check all that apply):																
A licensed child care center	524	40%	45	36%	144	40%	5	10%	99	50%	137	40%	83	40%	11	46%
A licensed family child care home	78	6%	7	6%	27	8%	19	38%	3	2%	13	4%	6	3%	3	23%
A registered family child care home	182	14%	22	17%	65	18%	18	36%	5	3%	34	10%	36	18%	2	20%
Faith Based	194	15%	22	17%	43	12%	2	4%	38	19%	57	17%	31	15%	1	10%
Regional/national chain	11	1%	0	0%	4	1%	0	0%	2	1%	4	1%	1	0%	0	0%
Not for profit	220	17%	25	20%	45	13%	0	0%	44	22%	63	18%	40	20%	3	13%
other for profit	96	7%	5	4%	30	8%	6	12%	9	5%	34	10%	8	4%	4	20%
9. Where is your program located?																
Rural Area	135	17%	13	17%	23	10%	13	30%	9	8%	46	23%	29	24%	2	13%
Suburb	423	52%	49	64%	167	69%	15	35%	59	55%	91	46%	39	32%	3	19%
Urban Area	249	31%	15	19%	51	21%	15	35%	40	37%	62	31%	55	45%	11	69%
10. What is your position?																
Owner or Owner Director	271	34%	14	28%	89	34%	27	63%	29	27%	67	34%	40	32%	5	31%
Director	360	45%	9	18%	121	46%	1	2%	69	65%	85	43%	65	52%	10	63%
Assistant Director	21	3%	0	0%	3	1%	0	0%	4	4%	11	6%	2	2%	1	6%
Family Child Care Provider	137	17%	19	38%	49	19%	14	33%	3	3%	33	17%	19	15%	0	0%
Classroom Teacher/Caregiver	13	2%	8	16%	1	0%	1	2%	1	1%	2	1%	0	0%	0	0%

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
11. How many adults (paid staff) work directly with infants and toddlers in your program? Include yourself if you directly provide care to infants and toddlers																
1-4 adults	386	51%	40	55%	120	58%	38	86%	24	23%	91	48%	61	49%	12	100%
5-10 adults	264	35%	20	27%	71	34%	3	7%	50	48%	75	39%	45	36%	0	0%
11-20 adults	85	11%	11	15%	13	6%	2	5%	25	24%	20	11%	14	11%	0	0%
20+	19	3%	2	3%	2	1%	1	2%	6	6%	4	2%	4	3%	0	0%
12. How many of your infant/toddler staff have the following as their highest qualification? (include yourself if you directly provide care to infants and toddlers):																
High School or GED	3033	55%	234	51%	822	52%	119	76%	582	58%	696	54%	504	56%	76	64%
Certificate (community college)	318	6%	25	5%	127	8%	8	5%	56	6%	49	4%	43	5%	10	8%
TAIMH Endorsed	2	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CDA	691	13%	57	13%	156	10%	1	1%	145	14%	145	11%	166	18%	21	18%
Two Year Degree (related field)	346	6%	24	5%	115	7%	3	2%	59	6%	59	5%	80	9%	6	5%
Two year degree (non related to ECE/CD))	236	4%	21	5%	89	6%	11	7%	44	4%	52	4%	18	2%	1	1%
Four year degree (related field)	395	7%	31	7%	143	9%	3	2%	48	5%	131	10%	37	4%	2	2%
Four year degree (not related to ECE/CD)	337	6%	50	11%	65	4%	4	3%	55	5%	124	10%	38	4%	1	1%
Other	149	3%	14	3%	52	3%	7	4%	23	2%	33	3%	18	2%	2	2%

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<i>MSW, Montessori Certification, some college, Master's degree, police academy, LVN, college students, medical assistant school, military training, Texas Rising Star, PAC, continuing ed. classes, SIDS, enrolled in college, 800 CEU's, Clock Hours, Ph.D., many years of experience, NAMA certifications, ECMI</i>																
13. Have you and the other infant/toddler caregivers in your program had training specific to infants and toddlers (other than CPR, SIDS, Brain Development and shaken baby syndrome)?																
Yes	730	91%	65	87%	221	92%	41	95%	98	91%	177	90%	113	90%	15	94%
No	74	9%	10	13%	18	8%	2	5%	10	9%	20	10%	13	10%	1	6%
14. If you and the other caregivers have received training specific to infants and toddlers, how prepared would you say that you and the other caregivers are to meet the social/emotional needs of infants and toddlers?																
Not At All	2	0%	1	2%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Somewhat	28	4%	0	0%	10	5%	0	0%	2	2%	9	5%	6	5%	1	7%
Adequately	118	16%	19	29%	27	12%	6	15%	15	15%	29	16%	19	17%	3	20%

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Well	233	32%	22	34%	75	34%	10	24%	37	38%	54	31%	29	26%	6	40%
Very Well	412	56%	32	49%	125	57%	26	63%	53	54%	101	57%	69	61%	6	40%
15. Where did you and your staff get the majority of your training in the past 12 months?																
Director/Owner	54	7%	1	1%	18	8%	2	5%	11	10%	15	8%	5	4%	2	13%
Other In-House Staff	53	7%	2	3%	23	10%	0	0%	10	9%	11	6%	7	6%	0	0%
On-line (web-based)	25	3%	4	5%	11	5%	0	0%	4	4%	2	1%	3	2%	1	6%
College Courses	47	6%	5	7%	17	7%	2	5%	2	2%	6	3%	14	11%	1	6%
Community Training	282	35%	31	42%	62	26%	20	47%	23	21%	84	43%	53	42%	9	56%
Conferences	292	36%	28	38%	85	36%	16	37%	53	49%	72	37%	35	28%	3	19%
Self-Study	50	6%	3	4%	22	9%	3	7%	5	5%	7	4%	10	8%	0	0%
16. What additional training would help your infant/toddler staff to meet the emotional needs of the children in their care? Please rate each on a scale from 1 - 5, where 1 is not very helpful and 5 is very helpful.																
Developmental stages of growth																
1	25	3%	4	5%	6	3%	3	7%	3	3%	7	4%	2	2%	0	0%
2	39	5%	4	5%	10	4%	4	9%	4	4%	13	7%	4	3%	0	0%
3	151	19%	15	19%	49	21%	9	20%	16	15%	41	21%	20	16%	1	6%
4	225	28%	16	21%	77	33%	8	18%	35	32%	45	23%	43	34%	1	6%
5	366	45%	38	49%	94	40%	20	45%	52	47%	91	46%	57	45%	14	88%
Emotional development and attachment																
1	19	2%	5	6%	3	1%	2	5%	4	4%	1	1%	4	3%	0	0%
2	26	3%	2	3%	10	4%	5	11%	2	2%	4	2%	3	2%	0	0%

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
3	113	14%	13	16%	42	18%	8	18%	11	10%	29	15%	10	8%	0	0%
4	230	29%	18	23%	68	29%	11	25%	26	24%	58	29%	49	38%	0	0%
5	418	52%	41	52%	110	47%	18	41%	66	61%	105	53%	62	48%	16	100%
Guidance and discipline																
1	29	4%	6	8%	7	3%	3	7%	4	4%	3	2%	6	5%	0	0%
2	28	4%	1	1%	10	4%	3	7%	5	5%	6	3%	3	2%	0	0%
3	125	16%	12	15%	40	17%	12	27%	18	18%	33	17%	10	8%	0	0%
4	224	28%	21	27%	73	31%	6	13%	25	25%	60	31%	36	29%	3	19%
5	391	49%	39	49%	105	45%	21	47%	49	49%	93	48%	71	56%	13	81%
Language and Literacy																
1	23	3%	2	3%	7	3%	2	5%	2	2%	7	4%	3	2%	0	0%
2	43	5%	3	4%	13	6%	4	9%	4	4%	16	8%	2	2%	1	6%
3	153	19%	17	22%	45	19%	10	23%	25	23%	36	18%	20	16%	0	0%
4	242	30%	24	31%	84	36%	10	23%	31	28%	59	30%	33	27%	1	6%
5	339	42%	31	40%	85	36%	18	41%	48	44%	77	39%	66	53%	14	88%
Relationships with parents																
1	28	4%	4	5%	12	5%	3	7%	2	2%	5	3%	2	2%	0	0%
2	27	3%	2	3%	11	5%	3	7%	3	3%	5	3%	3	2%	0	0%
3	161	20%	13	17%	51	22%	8	19%	26	24%	44	23%	17	14%	2	13%
4	229	29%	25	32%	63	28%	9	21%	27	25%	60	31%	42	34%	3	19%
5	348	44%	33	43%	92	40%	20	47%	51	47%	80	41%	61	49%	11	69%
Caring for children with special needs																
1	62	8%	3	4%	25	11%	5	11%	8	7%	16	8%	5	4%	0	0%
2	55	7%	2	3%	16	7%	4	9%	7	6%	21	11%	4	3%	1	6%
3	157	20%	17	23%	42	19%	14	31%	24	22%	40	20%	19	16%	1	6%
4	200	25%	19	25%	60	26%	6	13%	30	28%	44	22%	39	32%	2	13%
5	316	40%	34	45%	84	37%	16	36%	40	37%	76	39%	54	45%	12	75%
Information about community resources for families with young children																

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			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1	49	6%	3	4%	14	6%	4	9%	9	8%	17	9%	2	2%	0	0%
2	68	9%	6	8%	19	8%	5	11%	7	6%	22	11%	8	6%	1	7%
3	183	23%	20	26%	56	24%	10	22%	21	19%	53	27%	21	17%	2	13%
4	190	24%	17	22%	55	24%	9	20%	31	28%	38	19%	38	31%	2	13%
5	305	38%	30	39%	87	38%	17	38%	41	38%	65	33%	55	44%	10	67%
17. At a child's initial enrollment, do you assign a primary caretaker to each infant and toddler?																
Yes	466	59%	44	60%	140	60%	18	43%	54	51%	118	61%	79	64%	13	81%
No	325	41%	29	40%	95	40%	24	57%	52	49%	77	39%	45	36%	3	19%
18. In general, does the primary caregiver move with the child to the next age group whenever possible? (if you do not have more than one group of children under three years old, please mark N/A).																
Yes	120	26%	11	25%	32	23%	12	67%	11	20%	27	23%	26	33%	1	8%
No	421	90%	34	77%	120	86%	6	33%	79	146%	112	95%	61	77%	9	69%
Not Available	258	55%	30	68%	85	61%	25	139%	17	31%	57	48%	38	48%	6	46%
19. If and when you encounter infants and toddlers with special needs and/or challenging behaviors, which of the following resources have you used?																
Consults with parents	702	35%	67	36%	205	36%	32	34%	96	36%	183	34%	106	38%	13	33%

SUMMARY OF FINDINGS: INFANT/TODDLER LICENSING STANDARDS SURVEY

**TACCRRRA
April 2009**

Infant/Toddler Licensing Standards Survey	Child Care Resource & Referral Agency															
	STATE TOTALS		Camp Fire Ft. Worth		Child Care Group Dallas		Children's Connections Lubbock		Collaborative for Children Houston		Family Connections Austin		Family Service Association San Antonio		YWCA El Paso	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Referral to a health professional/pediatrician	373	19%	36	19%	109	19%	17	18%	51	19%	103	19%	51	18%	6	15%
Referral to a mental health consultant/community mental health clinic	94	5%	6	3%	29	5%	3	3%	8	3%	33	6%	12	4%	3	8%
Referral to ECI (Early Childhood Intervention)	502	25%	53	28%	143	25%	33	35%	71	27%	124	23%	63	22%	15	38%
Consult Positive Behavioral Support Specialist	115	6%	4	2%	26	5%	4	4%	12	4%	47	9%	20	7%	2	5%
Moved to another classroom/teacher	96	5%	9	5%	31	5%	1	1%	16	6%	23	4%	15	5%	1	3%
Removal from program	103	5%	12	6%	30	5%	3	3%	13	5%	30	6%	15	5%	0	0%
20. Do you support changes to the current Texas child care standards?																
Yes	375	49%	17	55%	115	48%	11	25%	51	49%	94	48%	78	61%	9	56%
No	45	6%	2	6%	12	5%	10	23%	2	2%	14	7%	4	3%	1	6%
Not sure	340	45%	12	39%	113	47%	23	52%	52	50%	88	45%	46	36%	6	38%
21. How would you rate the following potential changes to Texas child care standards as they apply to infants and toddlers? Please use a scale from 1 - 5, where 1 means do not support and 5 means strongly support.																
Smaller number of infants (birth to 12 months) per adult																
1	229	29%	25	31%	70	30%	27	57%	28	26%	49	25%	25	20%	5	33%
2	91	11%	10	13%	23	10%	6	13%	13	12%	24	12%	15	12%	0	0%
3	138	17%	9	11%	51	22%	6	13%	15	14%	32	16%	22	18%	3	20%

SUMMARY OF FINDINGS: INFANT/TODDLER LICENSING STANDARDS SURVEY

**TACCRRRA
April 2009**

Infant/Toddler Licensing Standards Survey	Child Care Resource & Referral Agency															
	STATE TOTALS		Camp Fire Ft. Worth		Child Care Group Dallas		Children's Connections Lubbock		Collaborative for Children Houston		Family Connections Austin		Family Service Association San Antonio		YWCA El Paso	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
4	108	13%	11	14%	26	11%	3	6%	13	12%	33	17%	21	17%	1	7%
5	236	29%	25	31%	61	26%	5	11%	40	37%	57	29%	42	34%	6	40%
Smaller number of toddlers (13-36 months) per adult																
1	241	30%	25	31%	75	32%	28	60%	30	28%	51	26%	28	22%	4	27%
2	91	11%	9	11%	25	11%	5	11%	9	8%	26	13%	15	12%	2	13%
3	158	20%	15	19%	44	19%	9	19%	25	23%	41	21%	22	17%	2	13%
4	112	14%	12	15%	34	15%	1	2%	11	10%	32	16%	21	17%	1	7%
5	204	25%	19	24%	54	23%	4	9%	34	31%	47	24%	40	32%	6	40%
Smaller group sizes for infants																
1	226	29%	24	32%	64	28%	25	56%	33	31%	49	26%	26	22%	5	33%
2	85	11%	11	15%	22	10%	7	16%	12	11%	21	11%	12	10%	0	0%
3	135	17%	5	7%	52	23%	7	16%	15	14%	29	15%	24	20%	3	20%
4	105	14%	13	17%	30	13%	1	2%	11	10%	31	16%	17	14%	2	13%
5	226	29%	22	29%	59	26%	5	11%	35	33%	59	31%	41	34%	5	33%
Smaller group sizes for toddlers																
1	236	30%	26	34%	67	29%	27	61%	31	29%	50	26%	30	24%	5	36%
2	94	12%	8	10%	25	11%	7	16%	9	8%	29	15%	15	12%	1	7%
3	152	19%	15	19%	51	22%	5	11%	22	21%	34	18%	23	19%	2	14%
4	112	14%	12	16%	34	15%	2	5%	12	11%	30	16%	21	17%	1	7%
5	190	24%	16	21%	52	23%	3	7%	32	30%	48	25%	34	28%	5	36%
Additional pre-service training related to infants and toddlers																
1	115	15%	8	11%	36	16%	14	33%	20	19%	27	14%	10	8%	0	0%
2	85	11%	7	9%	23	10%	10	24%	7	7%	22	11%	16	13%	0	0%
3	182	23%	14	19%	65	29%	10	24%	20	19%	45	23%	23	19%	5	31%

April 18, 2009

SUMMARY OF FINDINGS: INFANT/TODDLER LICENSING STANDARDS SURVEY

**TACCRRRA
April 2009**

Infant/Toddler Licensing Standards Survey	Child Care Resource & Referral Agency															
	STATE TOTALS		Camp Fire Ft. Worth		Child Care Group Dallas		Children's Connections Lubbock		Collaborative for Children Houston		Family Connections Austin		Family Service Association San Antonio		YWCA El Paso	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
4	145	19%	15	20%	34	15%	3	7%	21	20%	41	21%	30	25%	1	6%
5	253	32%	30	41%	70	31%	5	12%	38	36%	57	30%	43	35%	10	63%
Additional on-going training related to infants and toddlers																
1	87	11%	6	8%	26	11%	15	33%	13	13%	20	10%	7	6%	0	0%
2	68	9%	8	11%	22	10%	5	11%	7	7%	17	9%	9	7%	0	0%
3	183	23%	11	14%	67	29%	13	28%	23	22%	40	21%	25	20%	4	25%
4	152	19%	15	20%	37	16%	8	17%	15	14%	44	23%	30	24%	3	19%
5	296	38%	36	47%	77	34%	5	11%	46	44%	71	37%	52	42%	9	56%