

Educator Survey 2016

Detailed Results

q1_2016 I am competent

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	3 Agree	48	25.9	27.0	28.1
	4 Strongly Agree	128	69.2	71.9	100.0
	Total	178	96.2	100.0	
Missing	System	7	3.8		
Total		185	100.0		

q2_2016 I am capable

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	3 Agree	43	23.2	24.2	25.3
	4 Strongly Agree	133	71.9	74.7	100.0
	Total	178	96.2	100.0	
Missing	System	7	3.8		
Total		185	100.0		

q3_2016 I am curious

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	2 Disagree	2	1.1	1.1	2.3
	3 Agree	69	37.3	39.0	41.2
	4 Strongly Agree	104	56.2	58.8	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		

q3_2016 I am curious

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	2 Disagree	2	1.1	1.1	2.3
	3 Agree	69	37.3	39.0	41.2
	4 Strongly Agree	104	56.2	58.8	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q4_2016 I am rich in experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	2	1.1	1.1	1.7
	3 Agree	98	53.0	55.1	56.7
	4 Strongly Agree	77	41.6	43.3	100.0
	Total	178	96.2	100.0	
Missing	System	7	3.8		
Total		185	100.0		

q5_2016 I am knowledgeable

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	3 Agree	105	56.8	59.3	59.9
	4 Strongly Agree	71	38.4	40.1	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q6_2016 I am caring

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	3 Agree	20	10.8	11.4	12.5
	4 Strongly Agree	154	83.2	87.5	100.0
	Total	176	95.1	100.0	
Missing	System	9	4.9		
Total		185	100.0		

q7_2016 I am reflective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	2	1.1	1.1	1.7
	3 Agree	85	45.9	48.0	49.7
	4 Strongly Agree	89	48.1	50.3	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q8_2016 I am professional

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.1	1.1
	3 Agree	52	28.1	29.7	30.9
	4 Strongly Agree	121	65.4	69.1	100.0
	Total	175	94.6	100.0	
Missing	System	10	5.4		
Total		185	100.0		

q9_2016 I bring a diverse social perspective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	4	2.2	2.3	2.8
	3 Agree	89	48.1	50.6	53.4
	4 Strongly Agree	82	44.3	46.6	100.0
	Total	176	95.1	100.0	
Missing	System	9	4.9		
Total		185	100.0		

q10_2016 I bring a diverse linguistic perspective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	12	6.5	7.0	7.6
	3 Agree	95	51.4	55.2	62.8
	4 Strongly Agree	64	34.6	37.2	100.0
	Total	172	93.0	100.0	
Missing	System	13	7.0		
Total		185	100.0		

q11_2016 I bring a diverse linguistic perspective

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	3	1.6	1.7	1.7
	2 Disagree	24	13.0	13.8	15.5
	3 Agree	112	60.5	64.4	79.9
	4 Strongly Agree	35	18.9	20.1	100.0
	Total	174	94.1	100.0	
Missing	System	11	5.9		
Total		185	100.0		

q12_2016 I collaborate with others to create engaging environments and experiences

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	3 Agree	73	39.5	42.2	42.8
	4 Strongly Agree	99	53.5	57.2	100.0
	Total	173	93.5	100.0	
Missing	System	12	6.5		
Total		185	100.0		

q13_2016 I collaborate with other to foster childrens learning and development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	3 Agree	67	36.2	37.6	38.2
	4 Strongly Agree	110	59.5	61.8	100.0
	Total	178	96.2	100.0	
Missing	System	7	3.8		
Total		185	100.0		

q14_2016 I am a lifelong learner

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	3	1.6	1.7	1.7
	2 Disagree	1	.5	.6	2.3
	3 Agree	38	20.5	21.8	24.1
	4 Strongly Agree	132	71.4	75.9	100.0
	Total	174	94.1	100.0	
Missing	System	11	5.9		
Total		185	100.0		

q15_2016 I take personal responsibility for my own learning

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	3	1.6	1.7	1.7
	3 Agree	59	31.9	33.3	35.0
	4 Strongly Agree	115	62.2	65.0	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q16_2016 I make decisions about ways to integrate knowledge from theory to research into my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	4	2.2	2.3	2.8
	3 Agree	104	56.2	59.1	61.9
	4 Strongly Agree	67	36.2	38.1	100.0
	Total	176	95.1	100.0	
Missing	System	9	4.9		
Total		185	100.0		

q17_2016 I make decisions about ways to integrate my own experiences into my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	3	1.6	1.7	1.7
	2 Disagree	2	1.1	1.1	2.8
	3 Agree	94	50.8	53.1	55.9
	4 Strongly Agree	78	42.2	44.1	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q18_2016 I feel a sense a belonging

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	4	2.2	2.3	2.3
	2 Disagree	3	1.6	1.7	4.0
	3 Agree	92	49.7	52.0	55.9
	4 Strongly Agree	78	42.2	44.1	100.0
	Total	177	95.7	100.0	
Missing	System	8	4.3		
Total		185	100.0		

q19_2016 I feel I am a valuable contributor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	1	.5	.6	1.1
	3 Agree	83	44.9	47.2	48.3
	4 Strongly Agree	91	49.2	51.7	100.0
	Total	176	95.1	100.0	
Missing	System	9	4.9		
Total		185	100.0		

q20_2016 I have opportunities to engage in resourceful work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.6	.6
	2 Disagree	3	1.6	1.7	2.2
	3 Agree	108	58.4	60.7	62.9
	4 Strongly Agree	66	35.7	37.1	100.0
	Total	178	96.2	100.0	
Missing	System	7	3.8		
Total		185	100.0		

q1 The work I do is stimulating

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Occasionally	10	5.4	6.4	6.4
	4 Most of the Time	102	55.1	65.4	71.8
	5 Always	44	23.8	28.2	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q2 The work I do is rewarding

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	1	.5	.6	.6
	2 Rarely	1	.5	.6	1.3
	3 Occasionally	5	2.7	3.2	4.5
	4 Most of the Time	69	37.3	43.9	48.4
	5 Always	81	43.8	51.6	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q3 Doing my job well gives me a sense of personal satisfaction

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Occasionally	4	2.2	2.6	2.6
	4 Most of the Time	32	17.3	20.5	23.1
	5 Always	120	64.9	76.9	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q4 My work gives me a sense of accomplishment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Rarely	1	.5	.6	.6
	3 Occasionally	4	2.2	2.6	3.2
	4 Most of the Time	69	37.3	44.2	47.4
	5 Always	82	44.3	52.6	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q5 I feel supported by my manager in my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Rarely	4	2.2	2.6	2.6
	3 Occasionally	25	13.5	16.1	18.7
	4 Most of the Time	57	30.8	36.8	55.5
	5 Always	69	37.3	44.5	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q6 I feel exhausted at the end of the work day

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	2	1.1	1.3	1.3
	2 Rarely	11	5.9	7.1	8.3
	3 Occasionally	78	42.2	50.0	58.3
	4 Most of the Time	44	23.8	28.2	86.5
	5 Always	21	11.4	13.5	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q7 I feel emotionally drained at the end of the work day

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	10	5.4	6.4	6.4
	2 Rarely	41	22.2	26.1	32.5
	3 Occasionally	77	41.6	49.0	81.5
	4 Most of the Time	19	10.3	12.1	93.6
	5 Always	10	5.4	6.4	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q8 I feel frustrated by this job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	17	9.2	10.8	10.8
	2 Rarely	55	29.7	35.0	45.9
	3 Occasionally	77	41.6	49.0	94.9
	4 Most of the Time	6	3.2	3.8	98.7
	5 Always	2	1.1	1.3	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q9 I have reasonable control over most things that affect my satisfaction with my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Never	2	1.1	1.3	1.3
	2 Rarely	9	4.9	5.8	7.1
	3 Occasionally	38	20.5	24.4	31.4
	4 Most of the Time	98	53.0	62.8	94.2
	5 Always	9	4.9	5.8	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q10 I feel my job makes good use of my skills and abilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Rarely	1	.5	.6	.6
	3 Occasionally	14	7.6	9.0	9.6
	4 Most of the Time	86	46.5	55.1	64.7
	5 Always	55	29.7	35.3	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q12 CONFIDENT:facilitating the social emotional language cognitive and physical development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	9	4.9	5.8	5.8
	3 Confident	64	34.6	41.0	46.8
	4 Very confident	83	44.9	53.2	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q14 CONFIDENT:evaluating my program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.6	.6
	2 Somewhat confident	18	9.7	11.5	12.1
	3 Confident	85	45.9	54.1	66.2
	4 Very confident	53	28.6	33.8	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q33_2016 CONFIDENT:guiding childrens behavior positively

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	7	3.8	4.5	4.5
	3 Confident	77	41.6	49.0	53.5
	4 Very confident	73	39.5	46.5	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q19 CONFIDENT:adapting programming and equipment to unique settings, situations, children and families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.6	.6
	2 Somewhat confident	21	11.4	13.4	14.0
	3 Confident	82	44.3	52.2	66.2
	4 Very confident	53	28.6	33.8	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q21 CONFIDENT:working effectively with other professionals

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	3	1.6	1.9	1.9
	2 Somewhat confident	18	9.7	11.6	13.5
	3 Confident	69	37.3	44.5	58.1
	4 Very confident	65	35.1	41.9	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q22 CONFIDENT: supporting children with special needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	4	2.2	2.6	2.6
	2 Somewhat confident	31	16.8	20.0	22.6
	3 Confident	78	42.2	50.3	72.9
	4 Very confident	42	22.7	27.1	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q23 CONFIDENT: supporting children who are newcomers to Canada

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	5	2.7	3.2	3.2
	2 Somewhat confident	33	17.8	21.3	24.5
	3 Confident	71	38.4	45.8	70.3
	4 Very confident	46	24.9	29.7	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q24 CONFIDENT: supporting children who dont speak English

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	11	5.9	7.0	7.0
	2 Somewhat confident	56	30.3	35.7	42.7
	3 Confident	51	27.6	32.5	75.2
	4 Very confident	39	21.1	24.8	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q26 CONFIDENT:supporting children from lesbian, gay, bisexual and transgender families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	4	2.2	2.6	2.6
	2 Somewhat confident	23	12.4	14.8	17.4
	3 Confident	71	38.4	45.8	63.2
	4 Very confident	57	30.8	36.8	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q27 CONFIDENT: communicating effectively with parents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.6	.6
	2 Somewhat confident	4	2.2	2.6	3.2
	3 Confident	59	31.9	37.8	41.0
	4 Very confident	92	49.7	59.0	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q28 CONFIDENT: communicating with my manager

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	13	7.0	8.4	8.4
	3 Confident	62	33.5	40.0	48.4
	4 Very confident	80	43.2	51.6	100.0
	Total	155	83.8	100.0	
Missing	System	30	16.2		
Total		185	100.0		

q29 CONFIDENT: communicating with other colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.6	.6
	2 Somewhat confident	5	2.7	3.2	3.8
	3 Confident	66	35.7	42.3	46.2
	4 Very confident	84	45.4	53.8	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q43_2016 CONFIDENT: working with parents about their childs development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	11	5.9	7.1	7.1
	3 Confident	73	39.5	46.8	53.8
	4 Very confident	72	38.9	46.2	100.0
	Total	156	84.3	100.0	
Missing	System	29	15.7		
Total		185	100.0		

q44_2016 CONFIDENT: Implementing the new Child Care and Early Years Act

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	4	2.2	2.5	2.5
	2 Somewhat confident	37	20.0	23.6	26.1
	3 Confident	79	42.7	50.3	76.4
	4 Very confident	37	20.0	23.6	100.0
	Total	157	84.9	100.0	
Missing	System	28	15.1		
Total		185	100.0		

q45_2016 CONFIDENT: Knowing where to find resources or supports that would enhance my practice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.7	.7
	2 Somewhat confident	32	17.3	23.0	23.7
	3 Confident	72	38.9	51.8	75.5
	4 Very confident	34	18.4	24.5	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q46_2016 CONFIDENT: linking families to community supports related to parenting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	9	4.9	6.4	6.4
	2 Somewhat confident	50	27.0	35.7	42.1
	3 Confident	58	31.4	41.4	83.6
	4 Very confident	23	12.4	16.4	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q47_2016 CONFIDENT: linking families to community supports related to services for children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	8	4.3	5.8	5.8
	2 Somewhat confident	44	23.8	31.9	37.7
	3 Confident	60	32.4	43.5	81.2
	4 Very confident	26	14.1	18.8	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q48_2016 CONFIDENT: linking families to community supports related to developmental concerns

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	10	5.4	7.3	7.3
	2 Somewhat confident	45	24.3	32.8	40.1
	3 Confident	54	29.2	39.4	79.6
	4 Very confident	28	15.1	20.4	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q49_2016 CONFIDENT: linking families to community supports related to mental health

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	18	9.7	12.9	12.9
	2 Somewhat confident	49	26.5	35.3	48.2
	3 Confident	46	24.9	33.1	81.3
	4 Very confident	26	14.1	18.7	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q50_2016 CONFIDENT: Assessing childrens abilities in all areas of development to communicate to families and related professionals

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	7	3.8	5.0	5.0
	2 Somewhat confident	26	14.1	18.7	23.7
	3 Confident	69	37.3	49.6	73.4
	4 Very confident	37	20.0	26.6	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q51_2016 CONFIDENT: Adapting program goals based on documentation and assessment in order to best meet all childrens abilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	3	1.6	2.2	2.2
	2 Somewhat confident	21	11.4	15.2	17.4
	3 Confident	76	41.1	55.1	72.5
	4 Very confident	38	20.5	27.5	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q52_2016 CONFIDENT: Creating a sense of belonging for children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	3	1.6	2.2	2.2
	3 Confident	44	23.8	31.7	33.8
	4 Very confident	92	49.7	66.2	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q53_2016 CONFIDENT: Creating a sense of well-being for children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	3	1.6	2.1	2.1
	3 Confident	43	23.2	30.7	32.9
	4 Very confident	94	50.8	67.1	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q54_2016 CONFIDENT: Creating a sense of engagement for children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	4	2.2	2.9	2.9
	3 Confident	50	27.0	36.2	39.1
	4 Very confident	84	45.4	60.9	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q55_2016 CONFIDENT: Creating a sense of expression for children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	5	2.7	3.6	3.6
	3 Confident	53	28.6	37.9	41.4
	4 Very confident	82	44.3	58.6	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q56_2016 CONFIDENT: Creating a sense of belonging for families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	6	3.2	4.3	4.3
	3 Confident	59	31.9	42.4	46.8
	4 Very confident	74	40.0	53.2	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q57_2016 CONFIDENT: Creating a sense of well-being for families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	8	4.3	5.8	5.8
	3 Confident	59	31.9	42.8	48.6
	4 Very confident	71	38.4	51.4	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q58_2016 CONFIDENT: Creating a sense of engagement for families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	14	7.6	10.2	10.2
	3 Confident	59	31.9	43.1	53.3
	4 Very confident	64	34.6	46.7	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q59_2016 CONFIDENT: Creating a sense of expression for families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.7	.7
	2 Somewhat confident	13	7.0	9.3	10.0
	3 Confident	67	36.2	47.9	57.9
	4 Very confident	59	31.9	42.1	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q60_2016 CONFIDENT: Creaing a sense of belonging for colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.7	.7
	2 Somewhat confident	7	3.8	5.0	5.8
	3 Confident	65	35.1	46.8	52.5
	4 Very confident	66	35.7	47.5	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q61_2016 CONFIDENT: Creating a sense of well-being for colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	10	5.4	7.1	7.1
	3 Confident	68	36.8	48.6	55.7
	4 Very confident	62	33.5	44.3	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q62_2016 CONFIDENT: Creating a sense of engagement for colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat confident	17	9.2	12.4	12.4
	3 Confident	59	31.9	43.1	55.5
	4 Very confident	61	33.0	44.5	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q63_2016 CONFIDENT: Creating a sense of experssion for colleagues

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	1	.5	.7	.7
	2 Somewhat confident	17	9.2	12.3	13.0
	3 Confident	62	33.5	44.9	58.0
	4 Very confident	58	31.4	42.0	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q64_2016 CONFIDENT: Creating a sense of belonging community and society

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	5	2.7	3.6	3.6
	2 Somewhat confident	26	14.1	18.7	22.3
	3 Confident	68	36.8	48.9	71.2
	4 Very confident	40	21.6	28.8	100.0
	Total	139	75.1	100.0	
Missing	System	46	24.9		
Total		185	100.0		

q65_2016 CONFIDENT: Creating a sense of well-being for community and society

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	5	2.7	3.6	3.6
	2 Somewhat confident	26	14.1	18.8	22.5
	3 Confident	70	37.8	50.7	73.2
	4 Very confident	37	20.0	26.8	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q66_2016 CONFIDENT: Creating a sense of engagement for community and society

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	5	2.7	3.6	3.6
	2 Somewhat confident	29	15.7	20.7	24.3
	3 Confident	71	38.4	50.7	75.0
	4 Very confident	35	18.9	25.0	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q67_2016 CONFIDENT: Creating a sense of expression for community and society

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not at all confident	5	2.7	3.6	3.6
	2 Somewhat confident	32	17.3	22.9	26.4
	3 Confident	70	37.8	50.0	76.4
	4 Very confident	33	17.8	23.6	100.0
	Total	140	75.7	100.0	
Missing	System	45	24.3		
Total		185	100.0		

q41 I like my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.7	.7
	2 Disagree	1	.5	.7	1.4
	3 Agree	58	31.4	42.0	43.5
	4 Strongly Agree	78	42.2	56.5	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q42 I am glad that I chose this profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Disagree	3	1.6	2.2	2.2
	3 Agree	56	30.3	40.6	42.8
	4 Strongly Agree	79	42.7	57.2	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q43 I care about the fate of this profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Disagree	2	1.1	1.4	1.4
	3 Agree	37	20.0	26.8	28.3
	4 Strongly Agree	99	53.5	71.7	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q44 I see myself as an important component in the ELCC system

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Disagree	3	1.6	2.2	2.2
	3 Agree	48	25.9	35.0	37.2
	4 Strongly Agree	86	46.5	62.8	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q45 I make a positive difference in childrens lives

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Agree	33	17.8	24.1	24.1
	4 Strongly Agree	104	56.2	75.9	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q46 I make a positive difference in families lives

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Agree	50	27.0	36.2	36.2
	4 Strongly Agree	88	47.6	63.8	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q74_2016 I am satisfied with the money I will earn withing this profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	43	23.2	31.2	31.2
	2 Disagree	58	31.4	42.0	73.2
	3 Agree	27	14.6	19.6	92.8
	4 Strongly Agree	10	5.4	7.2	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q75_2016 I am statisfied with the status I will receive within this profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	18	9.7	13.0	13.0
	2 Disagree	44	23.8	31.9	44.9
	3 Agree	56	30.3	40.6	85.5
	4 Strongly Agree	20	10.8	14.5	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q76_2016 I expect to be working in this profession three years from now

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Disagree	11	5.9	8.1	8.1
	3 Agree	58	31.4	42.6	50.7
	4 Strongly Agree	67	36.2	49.3	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q77_2016 If I were choosing a career now, I would choose this profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	4	2.2	2.9	2.9
	2 Disagree	29	15.7	21.3	24.3
	3 Agree	56	30.3	41.2	65.4
	4 Strongly Agree	47	25.4	34.6	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q78_2016 Staff have faith in the integrity of the owner or operator for the program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.5	1.5
	2 Disagree	6	3.2	4.4	5.8
	3 Somewhat Disagree	12	6.5	8.8	14.6
	4 Somewhat Agree	37	20.0	27.0	41.6
	5 Agree	40	21.6	29.2	70.8
	6 Strongly Agree	40	21.6	29.2	100.0
Total		137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q79_2016 Even in difficult situations, staff can depend on each other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.7	.7
	2 Disagree	2	1.1	1.4	2.2
	3 Somewhat Disagree	11	5.9	8.0	10.1
	4 Somewhat Agree	35	18.9	25.4	35.5
	5 Agree	41	22.2	29.7	65.2
	6 Strongly Agree	48	25.9	34.8	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q80_2016 Staff trust each other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.7	.7
	2 Disagree	5	2.7	3.6	4.4
	3 Somewhat Disagree	20	10.8	14.6	19.0
	4 Somewhat Agree	31	16.8	22.6	41.6
	5 Agree	38	20.5	27.7	69.3
	6 Strongly Agree	42	22.7	30.7	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q81_2016 Staff can trust the owner or operator

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	4	2.2	2.9	2.9
	2 Disagree	7	3.8	5.1	8.0
	3 Somewhat Disagree	10	5.4	7.3	15.3
	4 Somewhat Agree	33	17.8	24.1	39.4
	5 Agree	37	20.0	27.0	66.4
	6 Strongly Agree	46	24.9	33.6	100.0
	Total	137	74.1	100.0	
Missing	System	48	25.9		
Total		185	100.0		

q82_2016 Staff have faith in the integrity of their co-workers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.7	.7
	2 Disagree	3	1.6	2.2	2.9
	3 Somewhat Disagree	12	6.5	8.7	11.6
	4 Somewhat Agree	38	20.5	27.5	39.1
	5 Agree	44	23.8	31.9	71.0
	6 Strongly Agree	40	21.6	29.0	100.0
	Total	138	74.6	100.0	
Missing	System	47	25.4		
Total		185	100.0		

q65 In past 12 months, participated in any type of professional learning activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	123	66.5	91.1	91.1
	2 No	8	4.3	5.9	97.0
	3 Dont know	1	.5	.7	97.8
	4 Not applicable	3	1.6	2.2	100.0
	Total	135	73.0	100.0	
Missing	System	50	27.0		
Total		185	100.0		

q84_2016 In the past 12 months, participated in a consultation with PSST team

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	40	21.6	29.9	29.9
	2 No	61	33.0	45.5	75.4
	3 Dont know	21	11.4	15.7	91.0
	4 Not applicable	12	6.5	9.0	100.0
	Total	134	72.4	100.0	
Missing	System	51	27.6		
Total		185	100.0		

q85_2016 In the past 12 months, participated in a consultation with a behavior consultant

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	41	22.2	30.4	30.4
	2 No	77	41.6	57.0	87.4
	3 Dont know	1	.5	.7	88.1
	4 Not applicable	16	8.6	11.9	100.0
	Total	135	73.0	100.0	
Missing	System	50	27.0		
Total		185	100.0		

q86_2016 Watched a webinar

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	73	39.5	54.9	54.9
	2 No	50	27.0	37.6	92.5
	3 Dont know	5	2.7	3.8	96.2
	4 Not applicable	5	2.7	3.8	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q66 Are you a registered member of the College of ECEs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	43	23.2	31.6	31.6
	2 No	93	50.3	68.4	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q67 Are you a member of any other professional associations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	63	34.1	46.3	46.3
	2 No	73	39.5	53.7	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q68 My manager encourages and supports my development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	1	.5	.7	.7
	2 Disagree	9	4.9	6.6	7.4
	3 Agree	62	33.5	45.6	52.9
	4 Strongly Agree	64	34.6	47.1	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q69 I get the training I need to do my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.5	1.5
	2 Disagree	13	7.0	9.6	11.0
	3 Agree	72	38.9	52.9	64.0
	4 Strongly Agree	49	26.5	36.0	100.0
	Total	136	73.5	100.0	
Missing	System	49	26.5		
Total		185	100.0		

q70 The quality of training and development I have received is good

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	2	1.1	1.5	1.5
	2 Disagree	11	5.9	8.1	9.6
	3 Agree	78	42.2	57.8	67.4
	4 Strongly Agree	44	23.8	32.6	100.0
	Total	135	73.0	100.0	
Missing	System	50	27.0		
Total		185	100.0		

q71 Is there a job performance appraisal process in place at your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	95	51.4	70.4	70.4
	2 No	15	8.1	11.1	81.5
	3 Dont Know	25	13.5	18.5	100.0
	Total	135	73.0	100.0	
Missing	System	50	27.0		
Total		185	100.0		

q72 In the past year, has your employer increased your salary more than what is offered through prov. grants or WEG

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	49	26.5	36.8	36.8
	2 No	71	38.4	53.4	90.2
	3 Dont Know	13	7.0	9.8	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q94_2016 Does your employer provide you with paid programming time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	90	48.6	67.7	67.7
	2 No	37	20.0	27.8	95.5
	3 Dont Know	6	3.2	4.5	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q95_2016 Does your employer provide reimbursements for your professional learning experiences

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	78	42.2	57.8	57.8
	2 No	35	18.9	25.9	83.7
	3 Dont Know	22	11.9	16.3	100.0
	Total	135	73.0	100.0	
Missing	System	50	27.0		
Total		185	100.0		

q73 Memberships in early learning and child care associations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	82	44.3	61.2	61.2
	2 No	52	28.1	38.8	100.0
	Total	134	72.4	100.0	
Missing	System	51	27.6		
Total		185	100.0		

q74 Subsidization of child care costs for parent employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	89	48.1	66.9	66.9
	2 No	44	23.8	33.1	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q75 Dental coverage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	61	33.0	45.5	45.5
	2 No	73	39.5	54.5	100.0
	Total	134	72.4	100.0	
Missing	System	51	27.6		
Total		185	100.0		

q76 Extended health care

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	61	33.0	46.6	46.6
	2 No	70	37.8	53.4	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q77 RRSP or Pension

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	83	44.9	62.4	62.4
	2 No	50	27.0	37.6	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q78 Paid vacation days per year

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	44	23.8	33.1	33.1
	2 No	89	48.1	66.9	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q78_days Number of paid vacation days

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	.5	1.3	1.3
	4	1	.5	1.3	2.6
	5	3	1.6	3.8	6.4
	7	3	1.6	3.8	10.3
	8	1	.5	1.3	11.5
	10	32	17.3	41.0	52.6
	12	2	1.1	2.6	55.1
	15	16	8.6	20.5	75.6
	20	8	4.3	10.3	85.9
	21	4	2.2	5.1	91.0
	25	3	1.6	3.8	94.9
	30	2	1.1	2.6	97.4
	35	2	1.1	2.6	100.0
	Total	78	42.2	100.0	
	Missing	System	107	57.8	
Total		185	100.0		

q79 Paid sick days per year

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	36	19.5	27.3	27.3
	2 No	96	51.9	72.7	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q79_days Number of paid sick days

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	2	3	1.6	3.4	3.4	
	3	9	4.9	10.3	13.8	
	4	2	1.1	2.3	16.1	
	5	15	8.1	17.2	33.3	
	6	23	12.4	26.4	59.8	
	7	1	.5	1.1	60.9	
	8	7	3.8	8.0	69.0	
	9	1	.5	1.1	70.1	
	10	11	5.9	12.6	82.8	
	11	4	2.2	4.6	87.4	
	12	10	5.4	11.5	98.9	
	24	1	.5	1.1	100.0	
	Total		87	47.0	100.0	
	Missing	System	98	53.0		
Total		185	100.0			

q81 What is your current salary excluding wage subsidy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 \$10_01 - \$12 per hour	13	7.0	10.2	10.2
	2 \$12_01 - \$14 per hour	17	9.2	13.3	23.4
	3 \$14_01 - \$16 per hour	26	14.1	20.3	43.8
	4 \$16_01 - \$18 per hour	18	9.7	14.1	57.8
	5 \$18_01 - \$20 per hour	21	11.4	16.4	74.2
	6 \$20_01 - \$30 per hour	29	15.7	22.7	96.9
	7 More than \$30 per hour	4	2.2	3.1	100.0
	Total	128	69.2	100.0	
Missing	System	57	30.8		
Total		185	100.0		

q82 What is your current salary including wage subsidy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 \$10_01 - \$12 per hour	8	4.3	6.4	6.4
	2 \$12_01 - \$14 per hour	10	5.4	8.0	14.4
	3 \$14_01 - \$16 per hour	18	9.7	14.4	28.8
	4 \$16_01 - \$18 per hour	23	12.4	18.4	47.2
	5 \$18_01 - \$20 per hour	29	15.7	23.2	70.4
	6 \$20_01 - \$30 per hour	32	17.3	25.6	96.0
	7 More than \$30 per hour	5	2.7	4.0	100.0
	Total	125	67.6	100.0	
Missing	System	60	32.4		
Total		185	100.0		

q106_2016 Do you receive WEG

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	61	33.0	45.9	45.9
	2 No	72	38.9	54.1	100.0
	Total	133	71.9	100.0	
Missing	System	52	28.1		
Total		185	100.0		

q107_2016 Do you know how your WEG is calculated

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	50	27.0	61.7	61.7
	2 No	31	16.8	38.3	100.0
	Total	81	43.8	100.0	
Missing	System	104	56.2		
Total		185	100.0		

q85 My pay is fair considering my background and skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	32	17.3	24.2	24.2
	2 Disagree	55	29.7	41.7	65.9
	3 Agree	39	21.1	29.5	95.5
	4 Strongly Agree	6	3.2	4.5	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q86 My pay is fair compared with what other ELCC programs pay

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	13	7.0	10.1	10.1
	2 Disagree	39	21.1	30.2	40.3
	3 Agree	67	36.2	51.9	92.2
	4 Strongly Agree	10	5.4	7.8	100.0
	Total	129	69.7	100.0	
Missing	System	56	30.3		
Total		185	100.0		

q87 My salary adequately reflects the work I do

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	32	17.3	24.4	24.4
	2 Disagree	64	34.6	48.9	73.3
	3 Agree	31	16.8	23.7	96.9
	4 Strongly Agree	4	2.2	3.1	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q88 I have enough time off for vacations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	14	7.6	10.9	10.9
	2 Disagree	26	14.1	20.2	31.0
	3 Agree	76	41.1	58.9	89.9
	4 Strongly Agree	13	7.0	10.1	100.0
	Total	129	69.7	100.0	
Missing	System	56	30.3		
Total		185	100.0		

q89 My benefits are adequate

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	30	16.2	23.1	23.1
	2 Disagree	32	17.3	24.6	47.7
	3 Agree	59	31.9	45.4	93.1
	4 Strongly Agree	9	4.9	6.9	100.0
	Total	130	70.3	100.0	
Missing	System	55	29.7		
Total		185	100.0		

q90 My chances of being promoted are good

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	16	8.6	12.3	12.3
	2 Disagree	65	35.1	50.0	62.3
	3 Agree	44	23.8	33.8	96.2
	4 Strongly Agree	5	2.7	3.8	100.0
	Total	130	70.3	100.0	
Missing	System	55	29.7		
Total		185	100.0		

q114_2016 There are opportunities for career advancement for me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	16	8.6	12.3	12.3
	2 Disagree	54	29.2	41.5	53.8
	3 Agree	49	26.5	37.7	91.5
	4 Strongly Agree	11	5.9	8.5	100.0
	Total	130	70.3	100.0	
Missing	System	55	29.7		
Total		185	100.0		

q91 Based on my earning potential, I plan on staying in this profession for the long-term

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Disagree	8	4.3	6.3	6.3
	2 Disagree	37	20.0	29.1	35.4
	3 Agree	60	32.4	47.2	82.7
	4 Strongly Agree	22	11.9	17.3	100.0
	Total	127	68.6	100.0	
Missing	System	58	31.4		
Total		185	100.0		

q93 Being satisfied with your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Moderately important	4	2.2	3.0	3.0
	4 Very important	56	30.3	42.4	45.5
	5 Extremely important	72	38.9	54.5	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q94 Feeling confident that you can do your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4 Very important	48	25.9	36.6	36.6
	5 Extremely important	83	44.9	63.4	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q95 Engaging and involving parents in your work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat important	1	.5	.8	.8
	3 Moderately important	18	9.7	13.6	14.4
	4 Very important	65	35.1	49.2	63.6
	5 Extremely important	48	25.9	36.4	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q96 Making a good wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Not important	2	1.1	1.5	1.5
	2 Somewhat important	2	1.1	1.5	3.0
	3 Moderately important	14	7.6	10.6	13.6
	4 Very important	46	24.9	34.8	48.5
	5 Extremely important	68	36.8	51.5	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q97 Improving my skills as an educator

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat important	1	.5	.8	.8
	3 Moderately important	9	4.9	6.8	7.6
	4 Very important	47	25.4	35.6	43.2
	5 Extremely important	75	40.5	56.8	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q98 Staying the early learning profession

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Somewhat important	7	3.8	5.3	5.3
	3 Moderately important	25	13.5	19.1	24.4
	4 Very important	66	35.7	50.4	74.8
	5 Extremely important	33	17.8	25.2	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q99 Making a contribution to the healthy growth and development of a child

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Moderately important	3	1.6	2.3	2.3
	4 Very important	38	20.5	29.0	31.3
	5 Extremely important	90	48.6	68.7	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q100 Feeling valued as an educator

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Moderately important	2	1.1	1.5	1.5
	4 Very important	45	24.3	34.1	35.6
	5 Extremely important	85	45.9	64.4	100.0
	Total	132	71.4	100.0	
Missing	System	53	28.6		
Total		185	100.0		

q101 I am currently working as a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 RECE	88	47.6	67.2	67.2
	2 EDU Directors Approval	6	3.2	4.6	71.8
	3 ECE assistant	14	7.6	10.7	82.4
	4 Other	23	12.4	17.6	100.0
	Total	131	70.8	100.0	
Missing	System	54	29.2		
Total		185	100.0		

q102 My current workplace setting is a

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		55	29.7	29.7	29.7
	2 Non-profit licensed child care centre	53	28.6	28.6	58.4
	4 Commercial licensed child care centre	34	18.4	18.4	76.8
	5 Commercial licensed home child care agency	2	1.1	1.1	77.8
	6 Other early learning or child care program	9	4.9	4.9	82.7
	Other early learning or child care program	23	12.4	12.4	95.1
	School Kindergarten Classroom (FDK)	9	4.9	4.9	100.0
Total		185	100.0	100.0	

q103 I am currently employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Full-time	90	48.6	70.3	70.3
	2 Part-time	33	17.8	25.8	96.1
	3 Other	5	2.7	3.9	100.0
	Total	128	69.2	100.0	
Missing	System	57	30.8		
Total		185	100.0		

q105_1 Diploma in ECE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	71	38.4	38.4	38.4
	1 Yes	29	15.7	15.7	54.1
	n/a	84	45.4	45.4	99.5
		1	.5	.5	100.0
	Total	185	100.0	100.0	

q105_2 Certificate in ECE or Child Care Assistant

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	103	55.7	92.0	92.0
	1 Yes	9	4.9	8.0	100.0
	Total	112	60.5	100.0	
Missing	System	73	39.5		
Total		185	100.0		

q105_3 Bachelors degree with some type of major in ECE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	100	54.1	88.5	88.5
	1 Yes	13	7.0	11.5	100.0
	Total	113	61.1	100.0	
Missing	System	72	38.9		
Total		185	100.0		

q105_7 Masters of education (Early Childhood and/or primary)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	109	58.9	96.5	96.5
	1 Yes	4	2.2	3.5	100.0
	Total	113	61.1	100.0	
Missing	System	72	38.9		
Total		185	100.0		

q105_8 Child and youth worker diploma

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	109	58.9	97.3	97.3
	1 Yes	3	1.6	2.7	100.0
	Total	112	60.5	100.0	
Missing	System	73	39.5		
Total		185	100.0		

q105_9 Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	98	53.0	87.5	87.5
	1 Yes	14	7.6	12.5	100.0
	Total	112	60.5	100.0	
Missing	System	73	39.5		
Total		185	100.0		

q105_10 Certified teacher with the Ontario College of Teachers (OCT)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	107	57.8	94.7	94.7
	1 Yes	6	3.2	5.3	100.0
	Total	113	61.1	100.0	
Missing	System	72	38.9		
Total		185	100.0		

q129_2016 Are you currently enrolled in post-secondary education in the Early Learning and Child Care field

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 No	116	62.7	91.3	91.3
	2 Yes	11	5.9	8.7	100.0
	Total	127	68.6	100.0	
Missing	System	58	31.4		
Total		185	100.0		

years_work4 Years of Experience - 4 Categories

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 2 years	8	4.3	6.5	6.5
	2 2 - 4 years	18	9.7	14.5	21.0
	3 5 - 9 years	30	16.2	24.2	45.2
	4 10 or more years	68	36.8	54.8	100.0
	Total	124	67.0	100.0	
Missing	System	61	33.0		
Total		185	100.0		

years_work5 Years of Experience - 5 Categories

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 2 years	8	4.3	6.5	6.5
	2 2 - 4 years	18	9.7	14.5	21.0
	3 5 - 9 years	30	16.2	24.2	45.2
	4 10 -19 years	38	20.5	30.6	75.8
	5 20 years or more	30	16.2	24.2	100.0
	Total	124	67.0	100.0	
Missing	System	61	33.0		
Total		185	100.0		