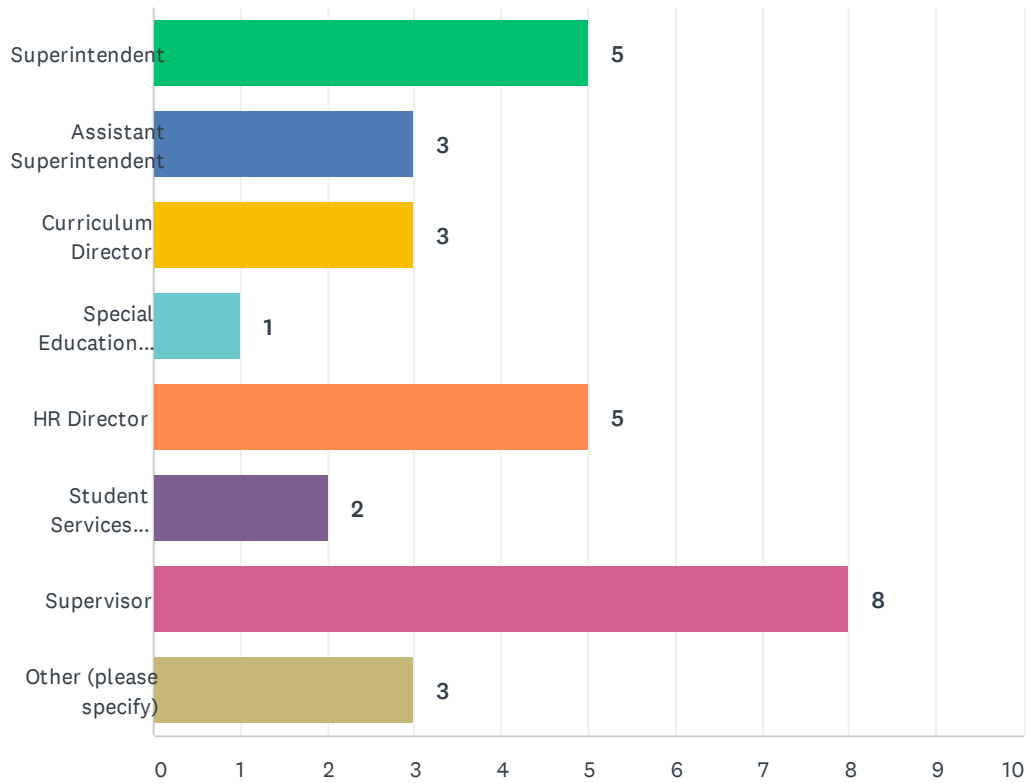


Q2 What is your role in the district?

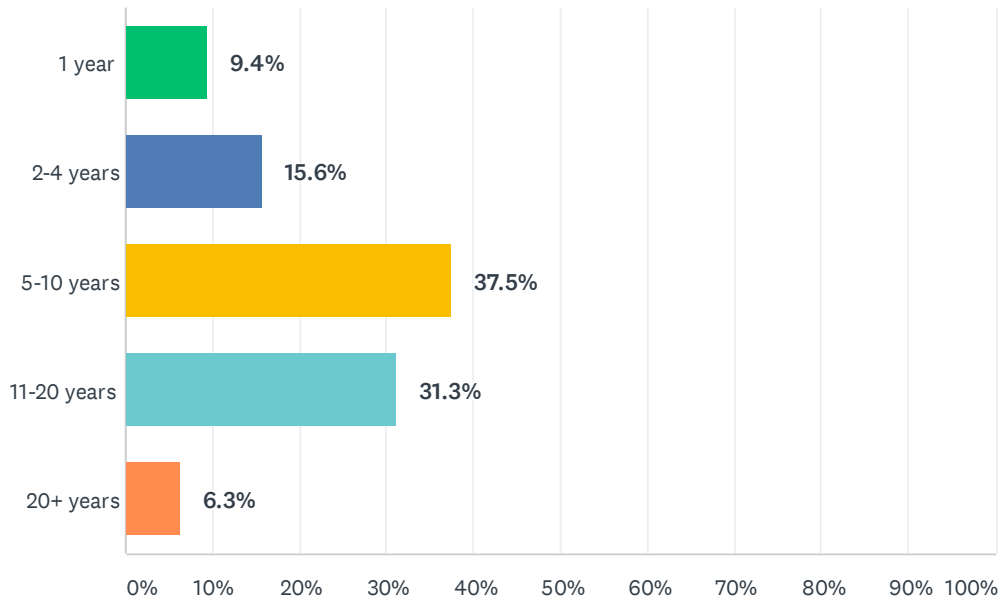
Answered: 30 Skipped: 6



ANSWER CHOICES	RESPONSES	
Superintendent	16.67%	5
Assistant Superintendent	10.00%	3
Curriculum Director	10.00%	3
Special Education Director	3.33%	1
HR Director	16.67%	5
Student Services Director	6.67%	2
Supervisor	26.67%	8
Other (please specify)	10.00%	3
TOTAL		30

Q3 How many years have you been employed as a district leader?

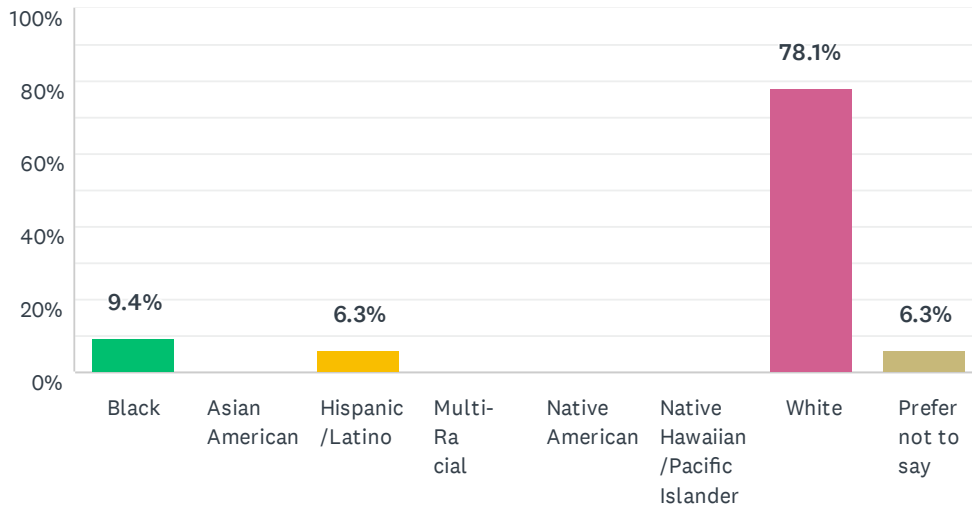
Answered: 32 Skipped: 4



ANSWER CHOICES	RESPONSES	
1 year	9.4%	3
2-4 years	15.6%	5
5-10 years	37.5%	12
11-20 years	31.3%	10
20+ years	6.3%	2
TOTAL		32

Q4 What is your race/ethnicity?

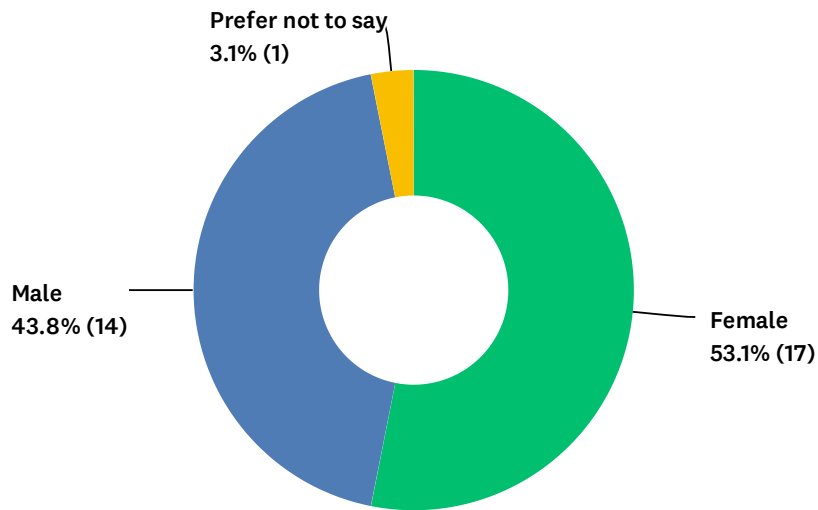
Answered: 32 Skipped: 4



ANSWER CHOICES	RESPONSES	
Black	9.4%	3
Asian American	0.0%	0
Hispanic/Latino	6.3%	2
Multi-Racial	0.0%	0
Native American	0.0%	0
Native Hawaiian/Pacific Islander	0.0%	0
White	78.1%	25
Prefer not to say	6.3%	2
TOTAL		32

Q5 What is your gender?

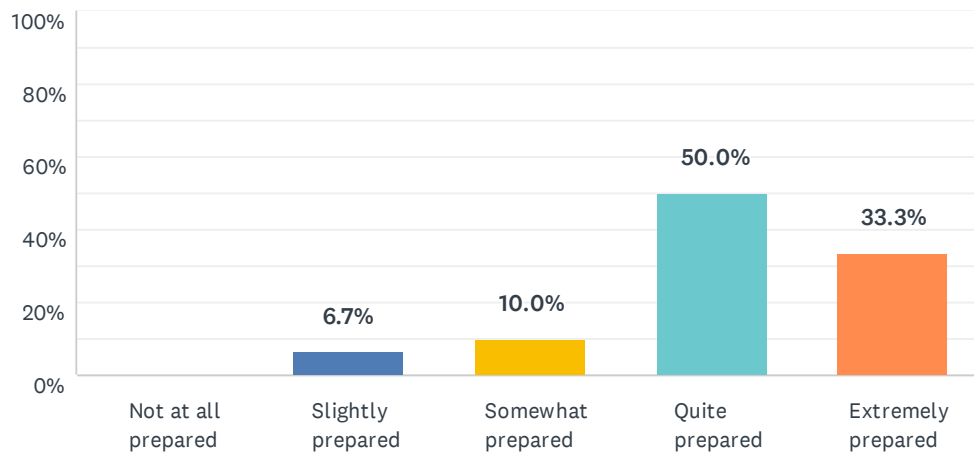
Answered: 32 Skipped: 4



ANSWER CHOICES	RESPONSES	
Female	53.1%	17
Male	43.8%	14
Prefer not to say	3.1%	1
TOTAL		32

Q6 How prepared did you feel to use the technology and programs that were set up for you to use this school year?

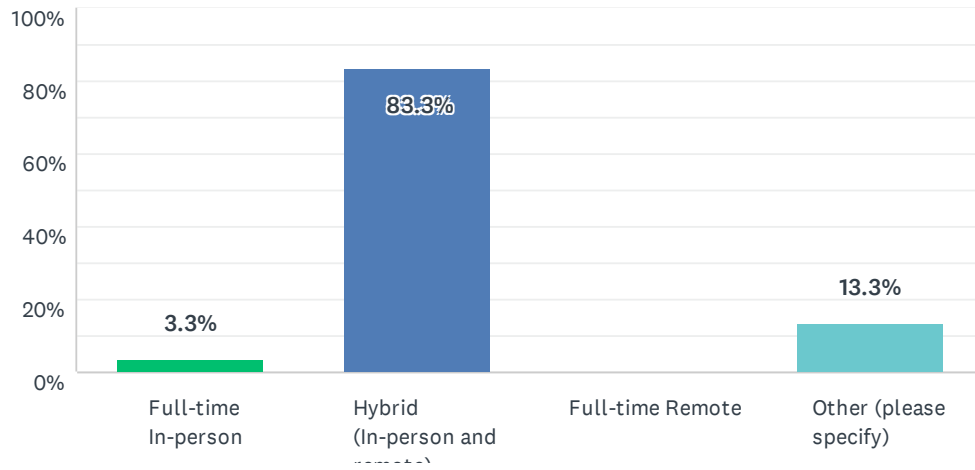
Answered: 30 Skipped: 6



ANSWER CHOICES	RESPONSES	
Not at all prepared	0.0%	0
Slightly prepared	6.7%	2
Somewhat prepared	10.0%	3
Quite prepared	50.0%	15
Extremely prepared	33.3%	10
TOTAL		30

Q8 In what ways is your school delivering instruction currently?

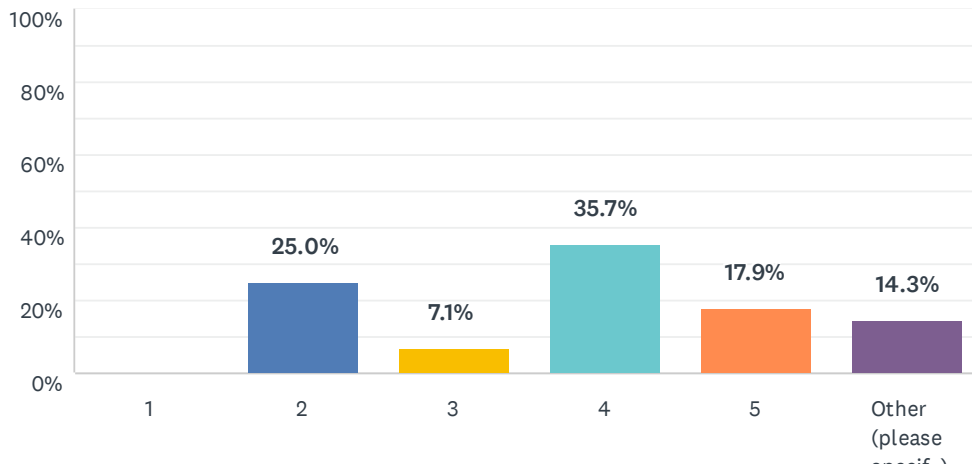
Answered: 30 Skipped: 6



ANSWER CHOICES	RESPONSES	
Full-time In-person	3.3%	1
Hybrid (In-person and remote)	83.3%	25
Full-time Remote	0.0%	0
Other (please specify)	13.3%	4
TOTAL		30

Q9 In the last week, if the students were not fully remote, how many days did students attend school?

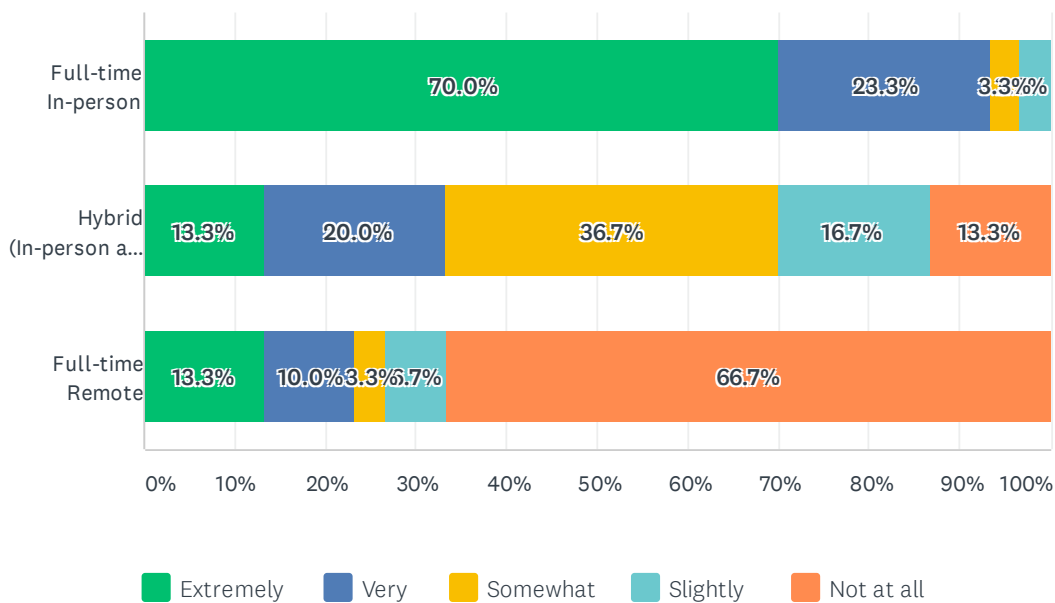
Answered: 28 Skipped: 8



ANSWER CHOICES	RESPONSES	
1	0.0%	0
2	25.0%	7
3	7.1%	2
4	35.7%	10
5	17.9%	5
Other (please specify)	14.3%	4
TOTAL		28

Q10 Given the current conditions, how comfortable would you be with the following choices of delivery of instruction at the beginning of next school year (2021-2022)?

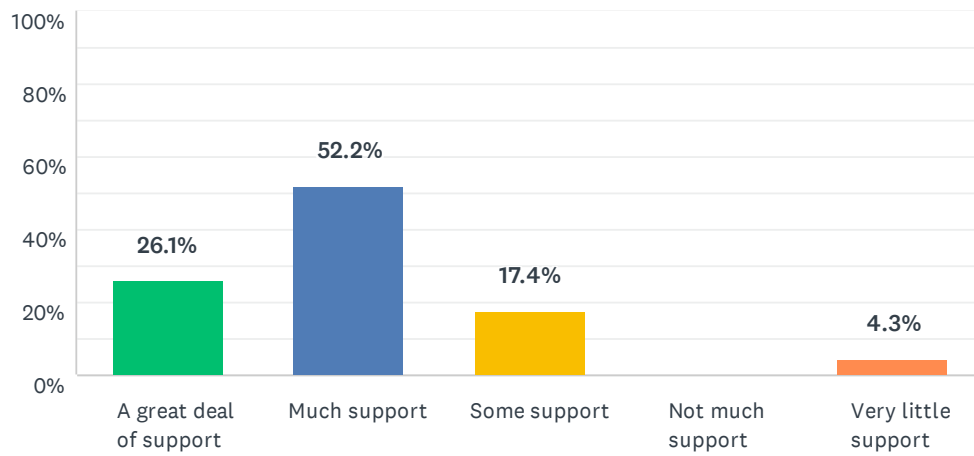
Answered: 30 Skipped: 6



	EXTREMELY	VERY	SOMEWHAT	SLIGHTLY	NOT AT ALL	TOTAL
Full-time In-person	70.0% 21	23.3% 7	3.3% 1	3.3% 1	0.0% 0	30
Hybrid (In-person and remote)	13.3% 4	20.0% 6	36.7% 11	16.7% 5	13.3% 4	30
Full-time Remote	13.3% 4	10.0% 3	3.3% 1	6.7% 2	66.7% 20	30

Q11 How much support has your staff needed in the hybrid/remote learning environment this year?

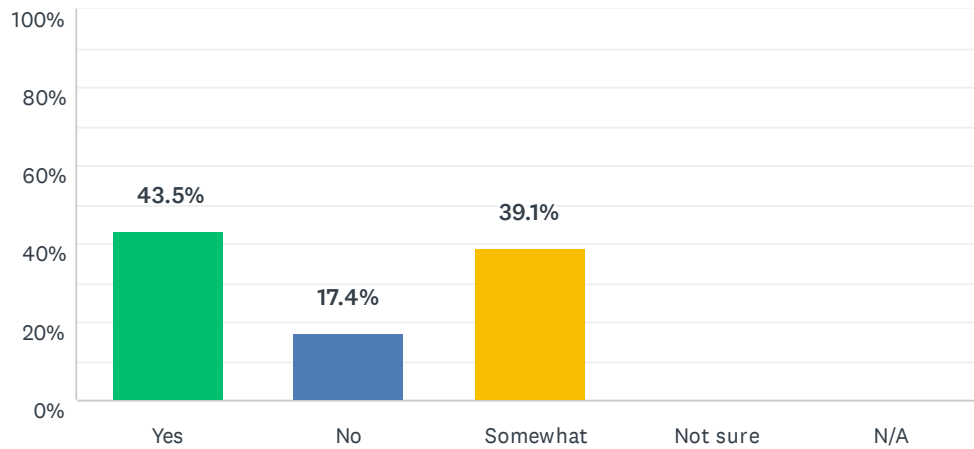
Answered: 23 Skipped: 13



ANSWER CHOICES	RESPONSES	
A great deal of support	26.1%	6
Much support	52.2%	12
Some support	17.4%	4
Not much support	0.0%	0
Very little support	4.3%	1
TOTAL		23

Q12 Have you remained as effective in your role during hybrid/remote learning as you were before COVID-19?

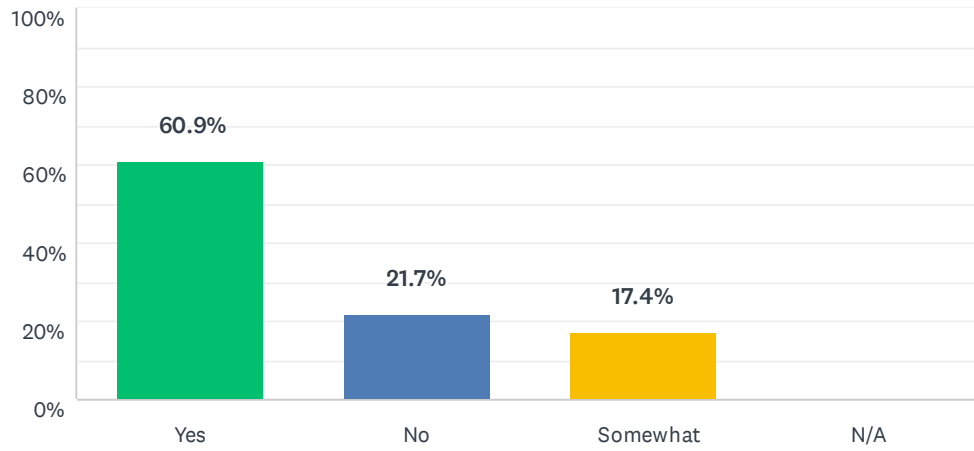
Answered: 23 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	43.5%	10
No	17.4%	4
Somewhat	39.1%	9
Not sure	0.0%	0
N/A	0.0%	0
TOTAL		23

Q13 Have your responsibilities changed as a result of the pandemic?

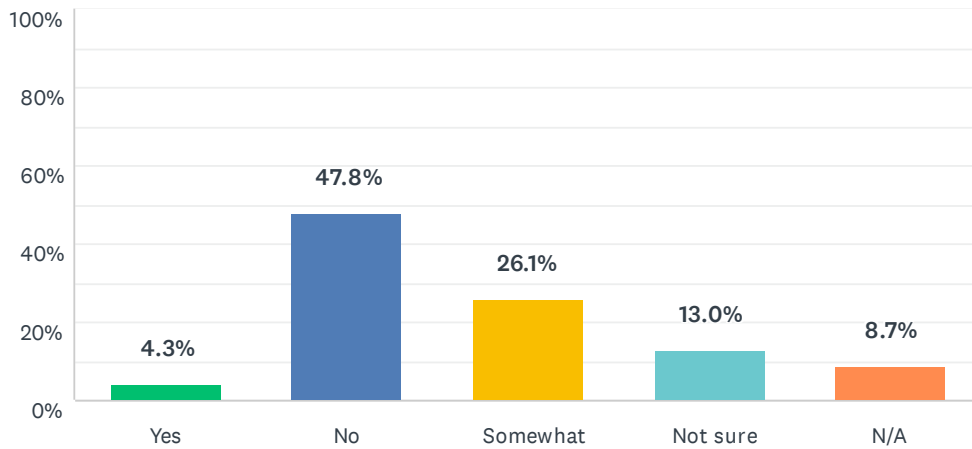
Answered: 23 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	60.9%	14
No	21.7%	5
Somewhat	17.4%	4
N/A	0.0%	0
TOTAL		23

Q15 Are your students learning as much now as they were prior to switching to hybrid/remote learning?

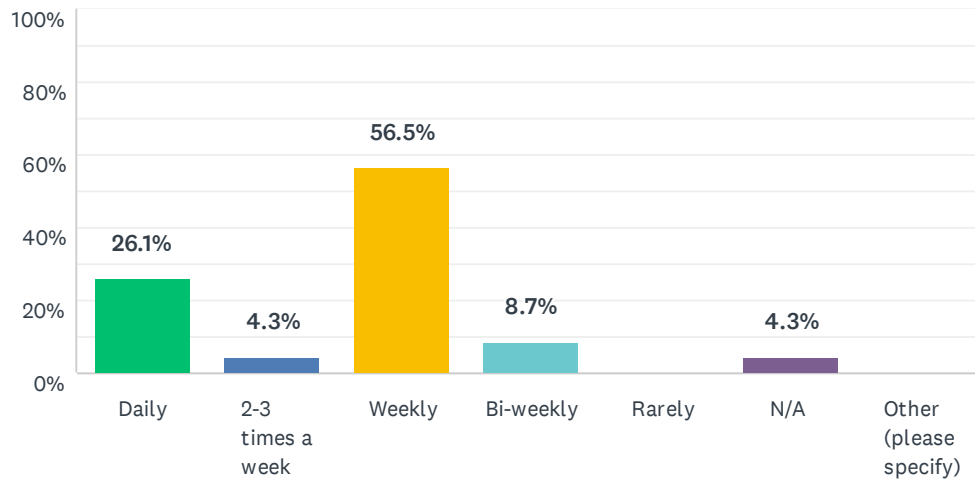
Answered: 23 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	4.3%	1
No	47.8%	11
Somewhat	26.1%	6
Not sure	13.0%	3
N/A	8.7%	2
TOTAL		23

Q16 How often do you provide opportunities for school leaders/staff to collaborate?

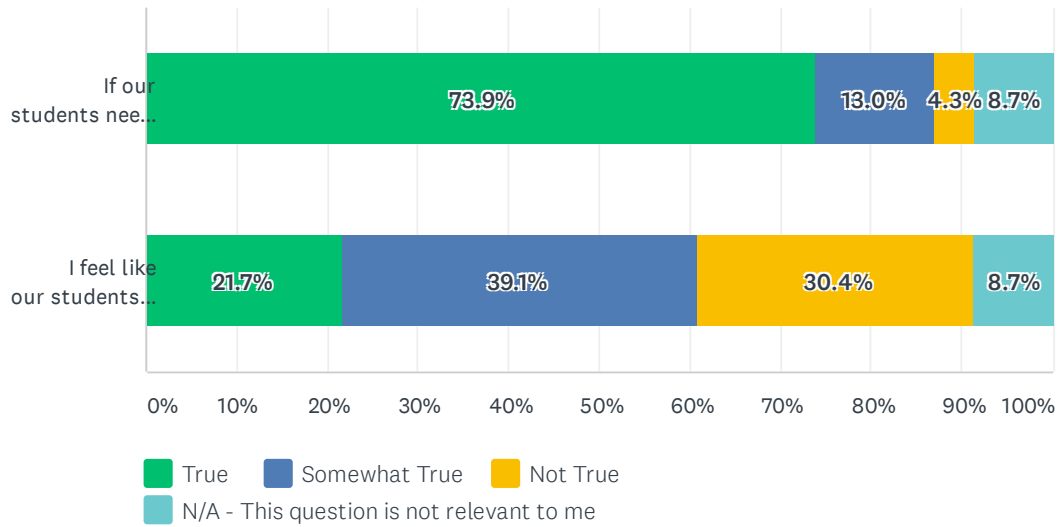
Answered: 23 Skipped: 13



ANSWER CHOICES	RESPONSES	
Daily	26.1%	6
2-3 times a week	4.3%	1
Weekly	56.5%	13
Bi-weekly	8.7%	2
Rarely	0.0%	0
N/A	4.3%	1
Other (please specify)	0.0%	0
TOTAL		23

Q17 Please tell us how true the following statements are for your students

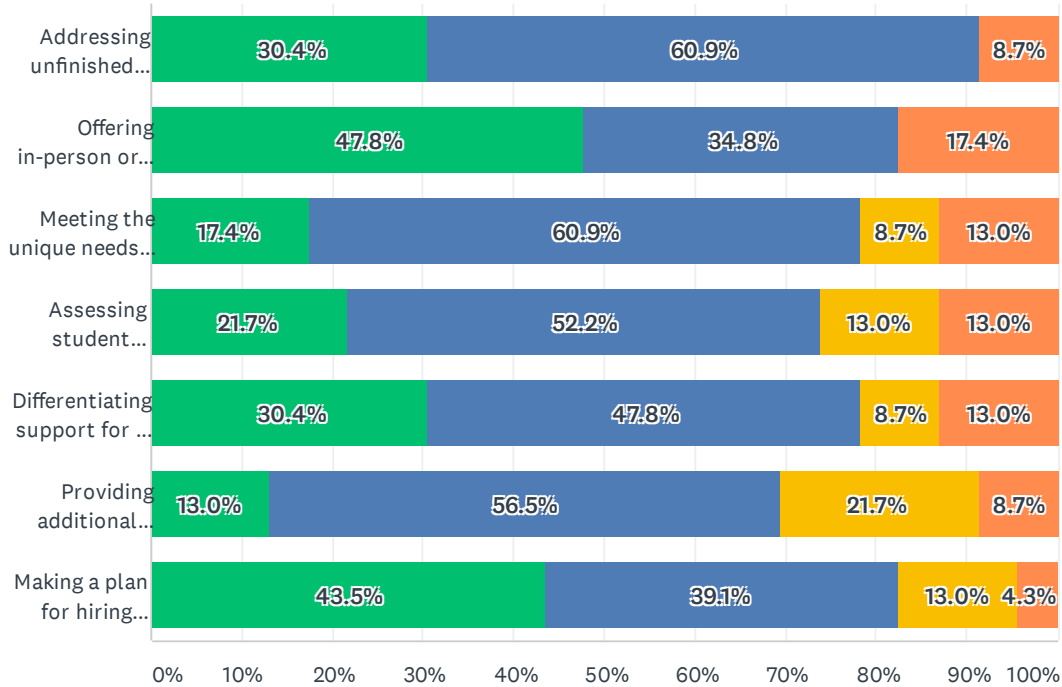
Answered: 23 Skipped: 13



	TRUE	SOMEWHAT TRUE	NOT TRUE	N/A - THIS QUESTION IS NOT RELEVANT TO ME	TOTAL
If our students need support with learning, they know whom to contact and how to get in touch with them	73.9% 17	13.0% 3	4.3% 1	8.7% 2	23
I feel like our students will be prepared for the next school year	21.7% 5	39.1% 9	30.4% 7	8.7% 2	23

Q22 How far along is your planning in the following areas?

Answered: 23 Skipped: 13



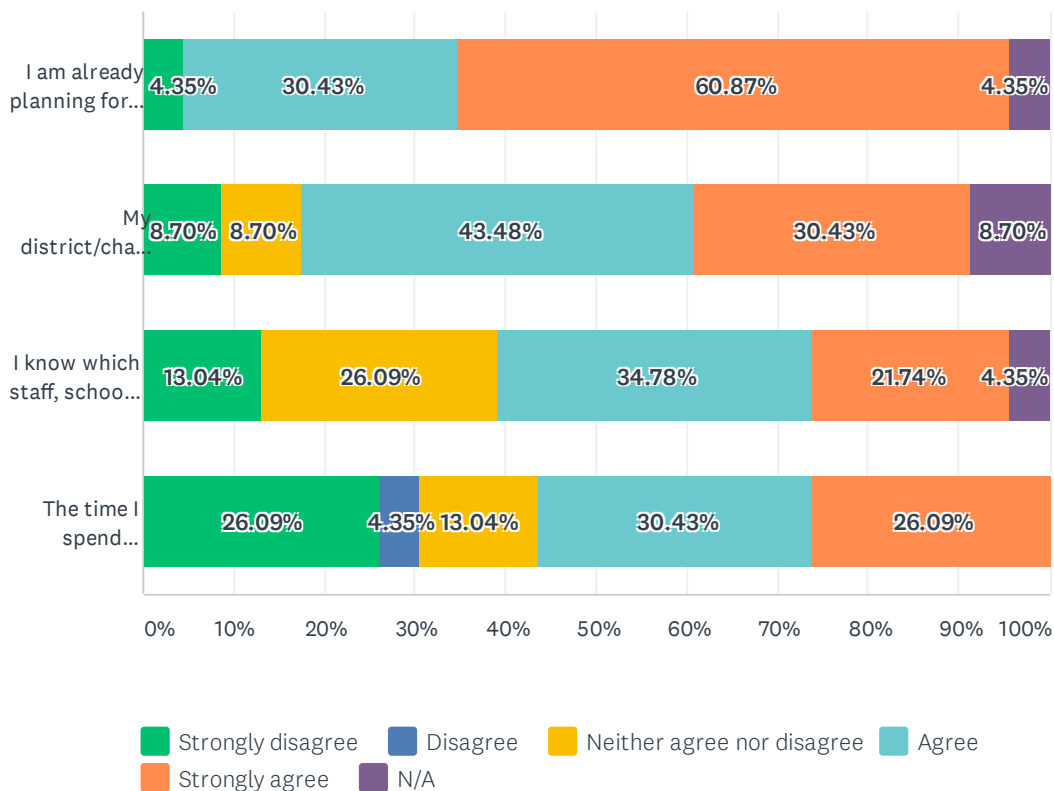
- I have a complete plan in place
- I have a partial plan in place
- I have thought about this but have not yet made plans
- I have not yet had time to think about this
- N/A

2021 Delaware Teaching and Learning Experiences Survey - District Leaders

	I HAVE A COMPLETE PLAN IN PLACE	I HAVE A PARTIAL PLAN IN PLACE	I HAVE THOUGHT ABOUT THIS BUT HAVE NOT YET MADE PLANS	I HAVE NOT YET HAD TIME TO THINK ABOUT THIS	N/A	TOTAL
Addressing unfinished learning during the summer or early fall	30.4% 7	60.9% 14	0.0% 0	0.0% 0	8.7% 2	23
Offering in-person or hybrid/remote summer learning in my district/charter	47.8% 11	34.8% 8	0.0% 0	0.0% 0	17.4% 4	23
Meeting the unique needs students and their families will have upon returning to school	17.4% 4	60.9% 14	8.7% 2	0.0% 0	13.0% 3	23
Assessing student performance and needs upon returning to school	21.7% 5	52.2% 12	13.0% 3	0.0% 0	13.0% 3	23
Differentiating support for all student populations (e.g., EL, Special Education)	30.4% 7	47.8% 11	8.7% 2	0.0% 0	13.0% 3	23
Providing additional professional development to support teachers and leaders in ensuring students are ready for grade-level curriculum upon their return to school	13.0% 3	56.5% 13	21.7% 5	0.0% 0	8.7% 2	23
Making a plan for hiring (e.g. virtual interviews, career fairs, new types of positions needed)	43.5% 10	39.1% 9	13.0% 3	0.0% 0	4.3% 1	23

Q23 Please indicate your level of agreement with the following statements

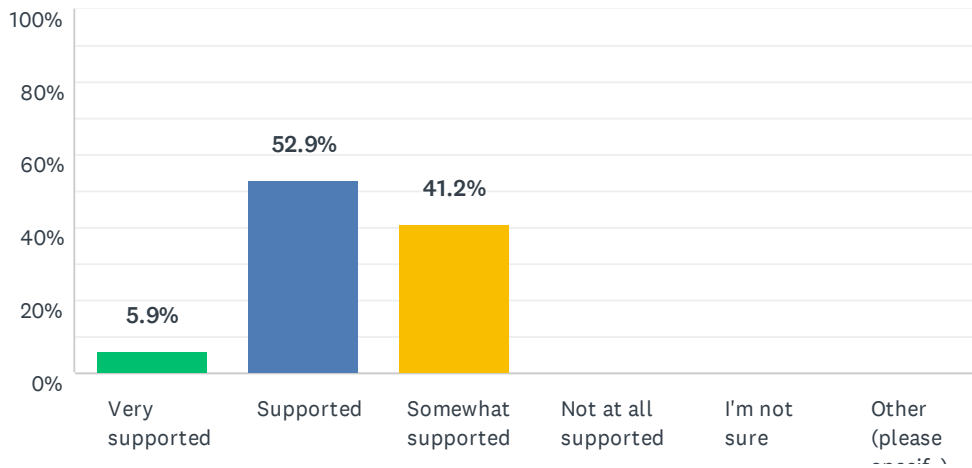
Answered: 23 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	N/A	TOTAL
I am already planning for how to help students and staff get back on track when returning to school next year	4.35% 1	0.00% 0	0.00% 0	30.43% 7	60.87% 14	4.35% 1	23
My district/charter has the resources to support staff as they prepare for the next school year	8.70% 2	0.00% 0	8.70% 2	43.48% 10	30.43% 7	8.70% 2	23
I know which staff, school leaders, and teachers are planning to return to school/district next year	13.04% 3	0.00% 0	26.09% 6	34.78% 8	21.74% 5	4.35% 1	23
The time I spend addressing immediate concerns right now prevents me from completing other necessary tasks	26.09% 6	4.35% 1	13.04% 3	30.43% 7	26.09% 6	0.00% 0	23

Q25 How supported do you feel by the Delaware Department of Education?

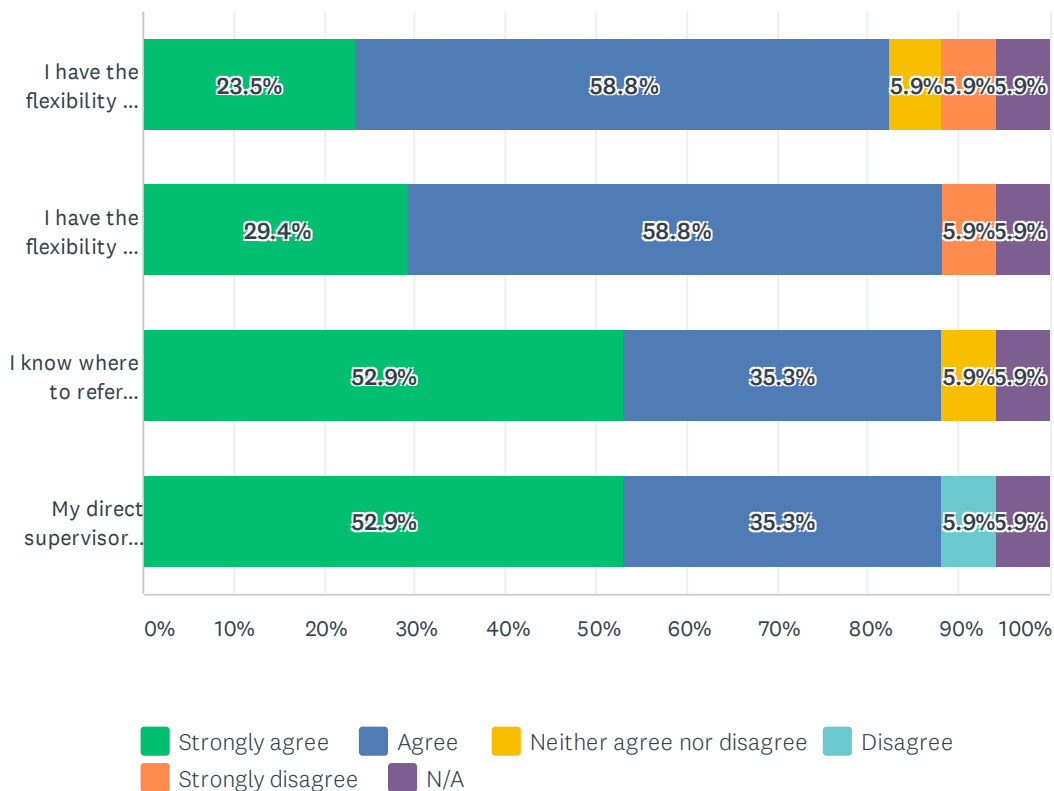
Answered: 17 Skipped: 19



ANSWER CHOICES	RESPONSES	
Very supported	5.9%	1
Supported	52.9%	9
Somewhat supported	41.2%	7
Not at all supported	0.0%	0
I'm not sure	0.0%	0
Other (please specify)	0.0%	0
TOTAL		17

Q26 Please indicate your level of agreement with the following statements

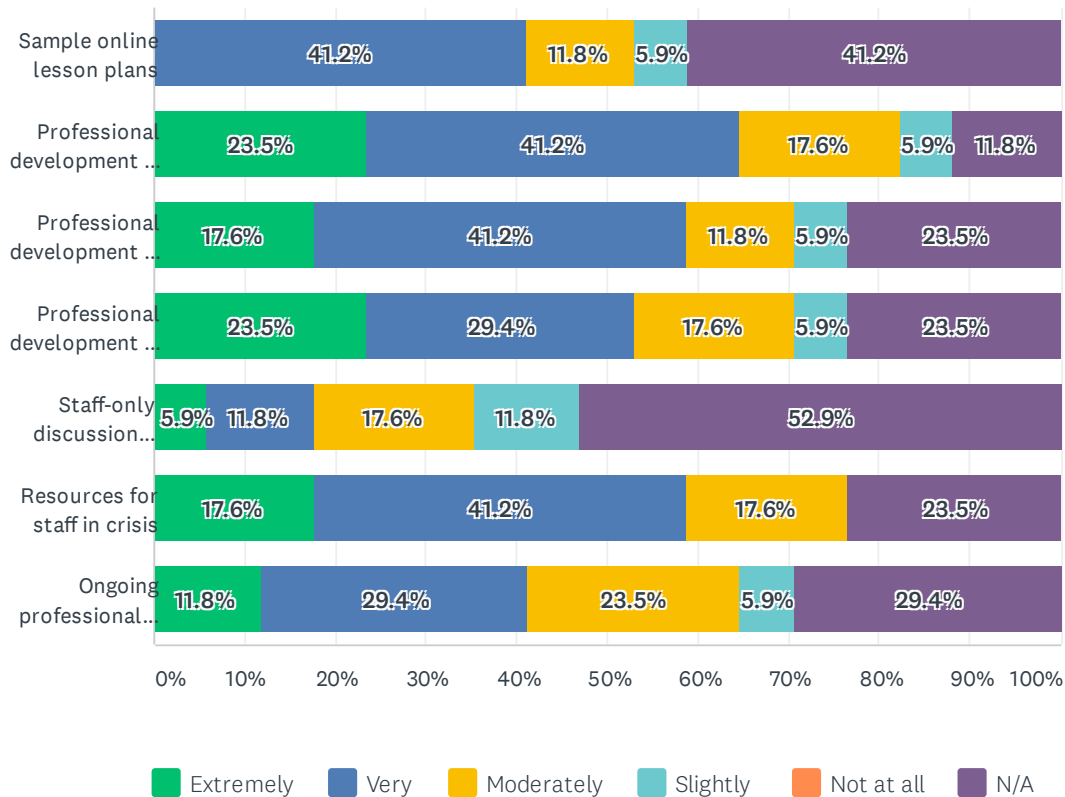
Answered: 17 Skipped: 19



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL
I have the flexibility I need to support students and families who are in need	23.5% 4	58.8% 10	5.9% 1	0.0% 0	5.9% 1	5.9% 1	17
I have the flexibility I need to support district/charter staff who are in need	29.4% 5	58.8% 10	0.0% 0	0.0% 0	5.9% 1	5.9% 1	17
I know where to refer families and students to help them meet their COVID-19 related needs (e.g., food, shelter, healthcare, counseling services)	52.9% 9	35.3% 6	5.9% 1	0.0% 0	0.0% 0	5.9% 1	17
My direct supervisor contacted me just to check up on how I am doing during this time	52.9% 9	35.3% 6	0.0% 0	5.9% 1	0.0% 0	5.9% 1	17

Q27 How useful were the resources and supports provided to your staff?

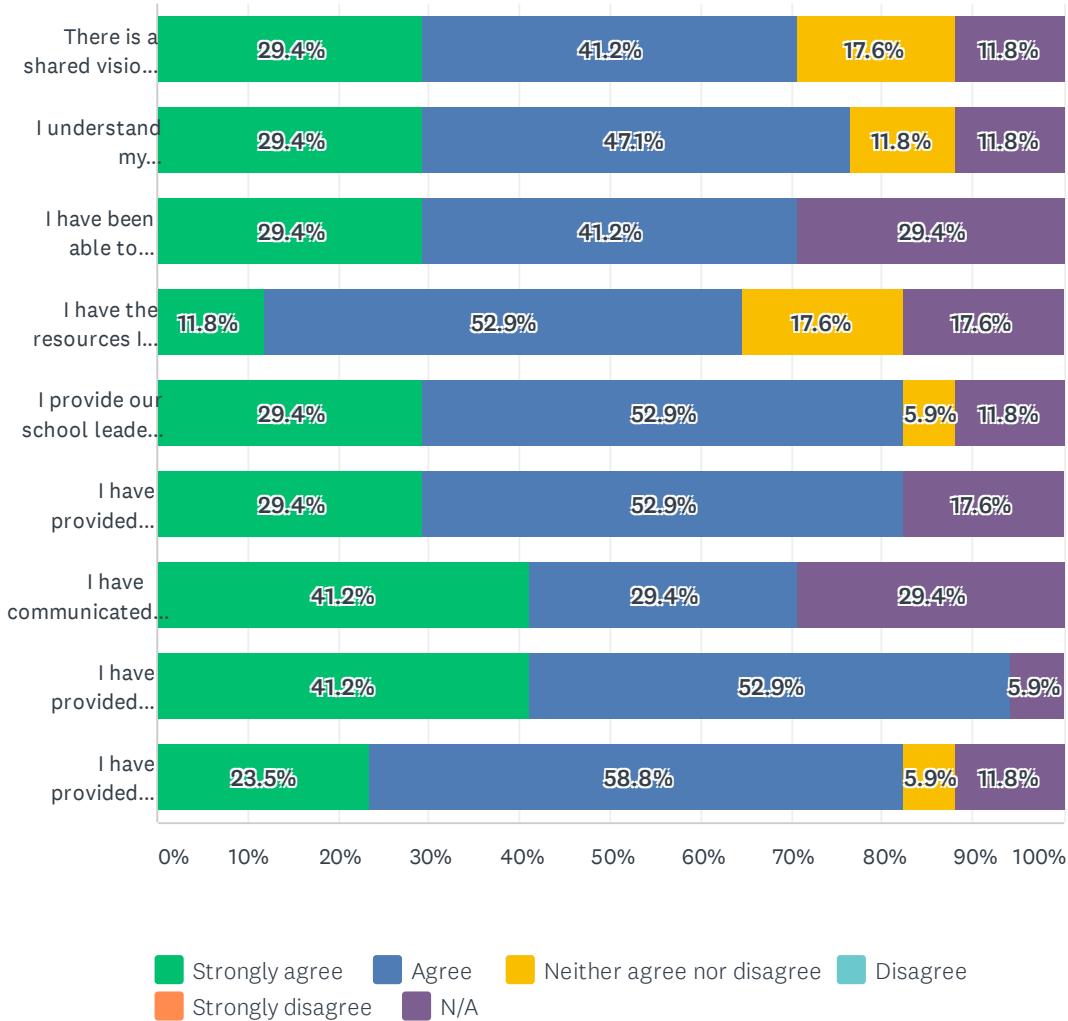
Answered: 17 Skipped: 19



	EXTREMELY	VERY	MODERATELY	SLIGHTLY	NOT AT ALL	N/A	TOTAL
Sample online lesson plans	0.0% 0	41.2% 7	11.8% 2	5.9% 1	0.0% 0	41.2% 7	17
Professional development on how to use online platforms	23.5% 4	41.2% 7	17.6% 3	5.9% 1	0.0% 0	11.8% 2	17
Professional development on converting offline materials into online resources	17.6% 3	41.2% 7	11.8% 2	5.9% 1	0.0% 0	23.5% 4	17
Professional development on engaging students through hybrid/remote learning	23.5% 4	29.4% 5	17.6% 3	5.9% 1	0.0% 0	23.5% 4	17
Staff-only discussion boards to receive peer support and advice	5.9% 1	11.8% 2	17.6% 3	11.8% 2	0.0% 0	52.9% 9	17
Resources for staff in crisis	17.6% 3	41.2% 7	17.6% 3	0.0% 0	0.0% 0	23.5% 4	17
Ongoing professional learning communities (PLCs)	11.8% 2	29.4% 5	23.5% 4	5.9% 1	0.0% 0	29.4% 5	17

Q28 Please indicate your level of agreement with the following statements (since hybrid/remote learning started)

Answered: 17 Skipped: 19

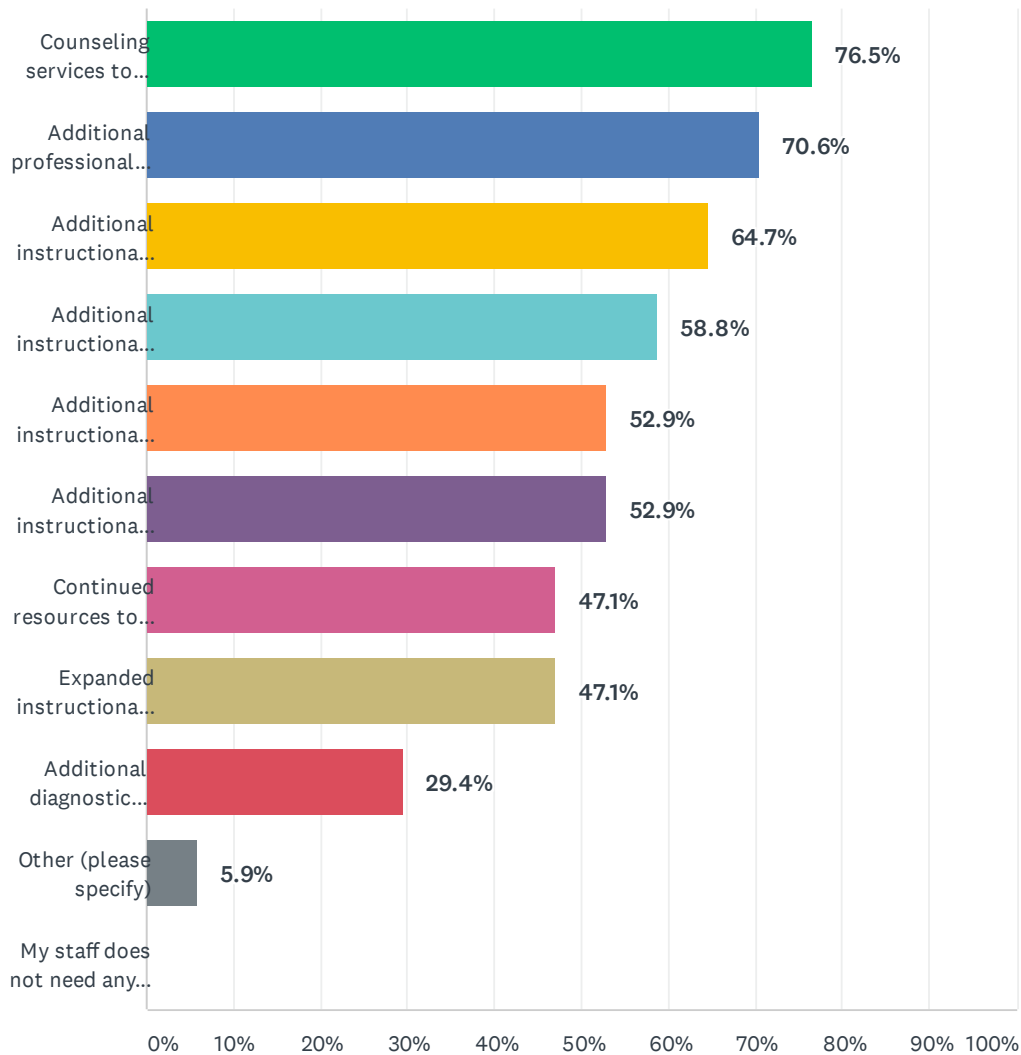


2021 Delaware Teaching and Learning Experiences Survey - District Leaders

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL
There is a shared vision across my district/charter for effective hybrid/remote learning	29.4% 5	41.2% 7	17.6% 3	0.0% 0	0.0% 0	11.8% 2	17
I understand my district/charter's expectations for providing feedback to teachers and leaders	29.4% 5	47.1% 8	11.8% 2	0.0% 0	0.0% 0	11.8% 2	17
I have been able to distribute academic resources to staff	29.4% 5	41.2% 7	0.0% 0	0.0% 0	0.0% 0	29.4% 5	17
I have the resources I need to effectively support our teachers and leaders as they implement hybrid/remote learning	11.8% 2	52.9% 9	17.6% 3	0.0% 0	0.0% 0	17.6% 3	17
I provide our school leaders the autonomy they need to support their teachers as they implement hybrid/remote learning	29.4% 5	52.9% 9	5.9% 1	0.0% 0	0.0% 0	11.8% 2	17
I have provided support to teachers and leaders so that they are able to assess students' performance and track their progress	29.4% 5	52.9% 9	0.0% 0	0.0% 0	0.0% 0	17.6% 3	17
I have communicated the expectations for providing feedback to students and grading work at this time	41.2% 7	29.4% 5	0.0% 0	0.0% 0	0.0% 0	29.4% 5	17
I have provided support to teachers and leaders so that they are able to support students' learning in a hybrid/remote learning environment	41.2% 7	52.9% 9	0.0% 0	0.0% 0	0.0% 0	5.9% 1	17
I have provided support to teachers and leaders so that they are able to assess possible unfinished learning of the incoming students	23.5% 4	58.8% 10	5.9% 1	0.0% 0	0.0% 0	11.8% 2	17

Q29 As you think about next year, what support(s) do you imagine your staff will need? (select all that apply)

Answered: 17 Skipped: 19

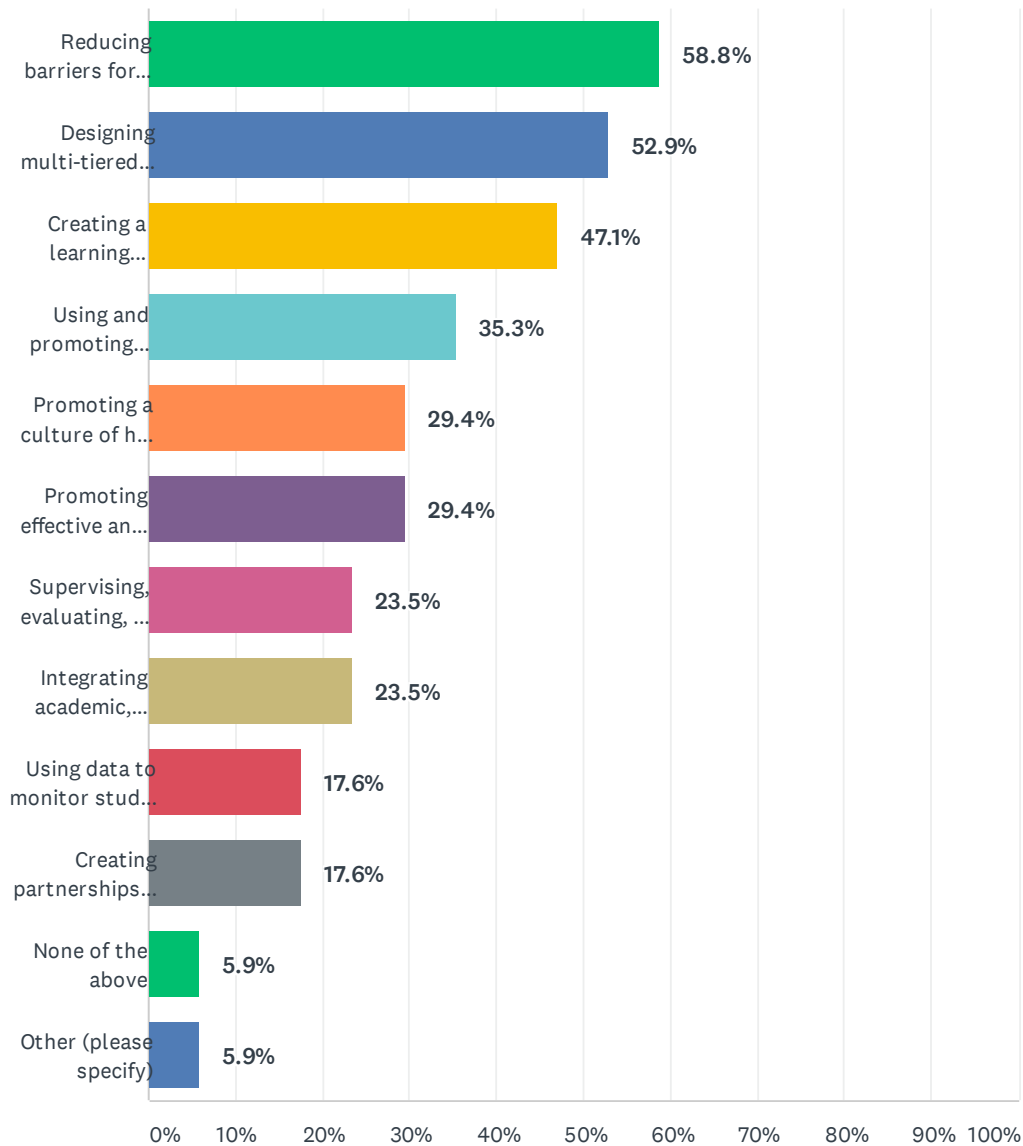


2021 Delaware Teaching and Learning Experiences Survey - District Leaders

ANSWER CHOICES	RESPONSES	
Counseling services to support students as they come back to school	76.5%	13
Additional professional learning	70.6%	12
Additional instructional specialists (e.g., tutors, paraprofessionals)	64.7%	11
Additional instructional planning resources	58.8%	10
Additional instructional planning time	52.9%	9
Additional instructional coaching	52.9%	9
Continued resources to support hybrid/remote learning	47.1%	8
Expanded instructional technology personnel capacity	47.1%	8
Additional diagnostic tools to understand where students are in their learning	29.4%	5
Other (please specify)	5.9%	1
My staff does not need any additional support	0.0%	0
Total Respondents: 17		

Q30 As you think about next year, what support(s) in the following areas do you imagine you will need? (select all that apply)

Answered: 17 Skipped: 19

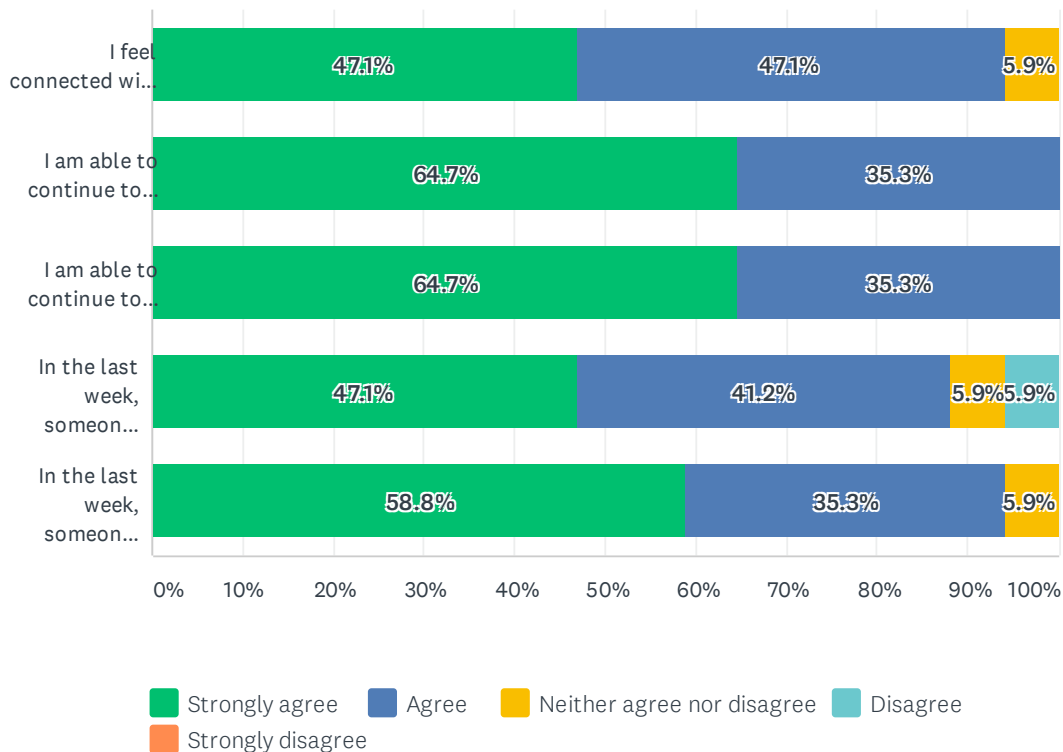


2021 Delaware Teaching and Learning Experiences Survey - District Leaders

ANSWER CHOICES	RESPONSES	
Reducing barriers for at-risk students	58.8%	10
Designing multi-tiered systems of support (i.e. scheduling, RTI, guidance services)	52.9%	9
Creating a learning environment that recognizes diversity	47.1%	8
Using and promoting technology	35.3%	6
Promoting a culture of high expectations	29.4%	5
Promoting effective and innovative research-based instructional strategies	29.4%	5
Supervising, evaluating, and assisting teachers and leaders	23.5%	4
Integrating academic, co-curricular, and extracurricular programs	23.5%	4
Using data to monitor student achievement	17.6%	3
Creating partnerships with community organizations	17.6%	3
None of the above	5.9%	1
Other (please specify)	5.9%	1
Total Respondents: 17		

Q31 Please indicate your level of agreement with the following statements

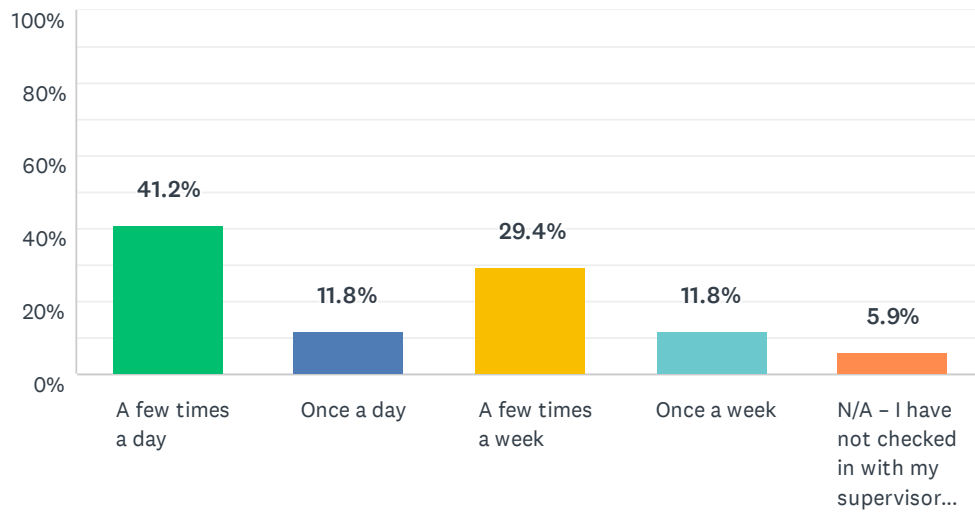
Answered: 17 Skipped: 19



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I feel connected with my district/charter community	47.1% 8	47.1% 8	5.9% 1	0.0% 0	0.0% 0	17
I am able to continue to collaborate with my peers (e.g. other district/charter leaders)	64.7% 11	35.3% 6	0.0% 0	0.0% 0	0.0% 0	17
I am able to continue to collaborate with school and district staff	64.7% 11	35.3% 6	0.0% 0	0.0% 0	0.0% 0	17
In the last week, someone from my district/charter provided me with positive feedback	47.1% 8	41.2% 7	5.9% 1	5.9% 1	0.0% 0	17
In the last week, someone from my district/charter made me feel valued	58.8% 10	35.3% 6	5.9% 1	0.0% 0	0.0% 0	17

Q32 In the last week, how often did you check in with your supervisor?

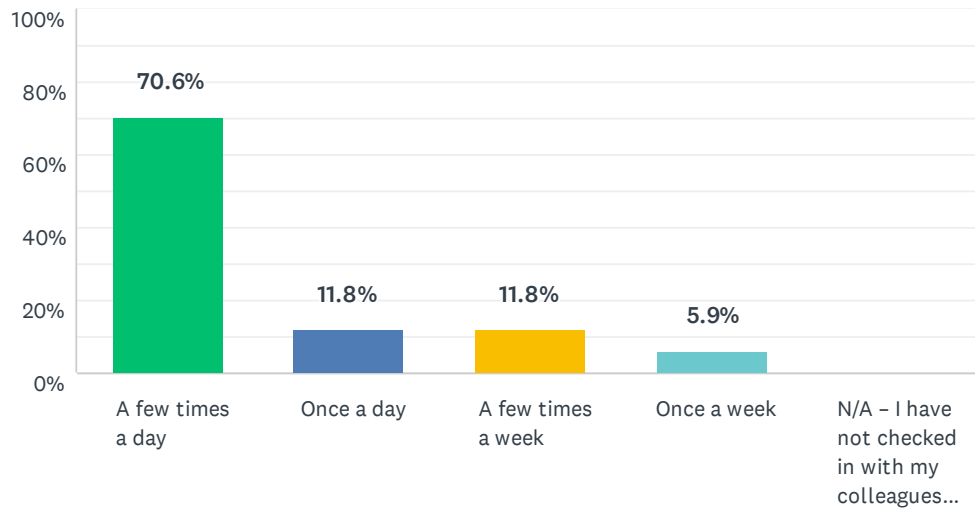
Answered: 17 Skipped: 19



ANSWER CHOICES	RESPONSES	
A few times a day	41.2%	7
Once a day	11.8%	2
A few times a week	29.4%	5
Once a week	11.8%	2
N/A – I have not checked in with my supervisor in the last week	5.9%	1
TOTAL		17

Q33 In the last week, how often did you check in with one or more of your colleagues or peers?

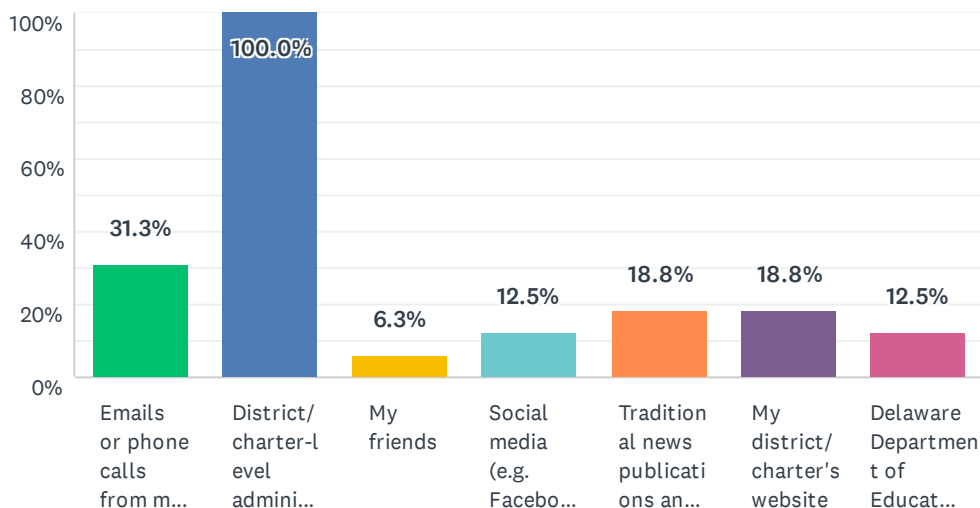
Answered: 17 Skipped: 19



ANSWER CHOICES	RESPONSES	
A few times a day	70.6%	12
Once a day	11.8%	2
A few times a week	11.8%	2
Once a week	5.9%	1
N/A – I have not checked in with my colleagues or peers in the last week.	0.0%	0
TOTAL		17

Q37 Where are you getting most of your information about your district/charter's response to COVID-19? (select the top three)

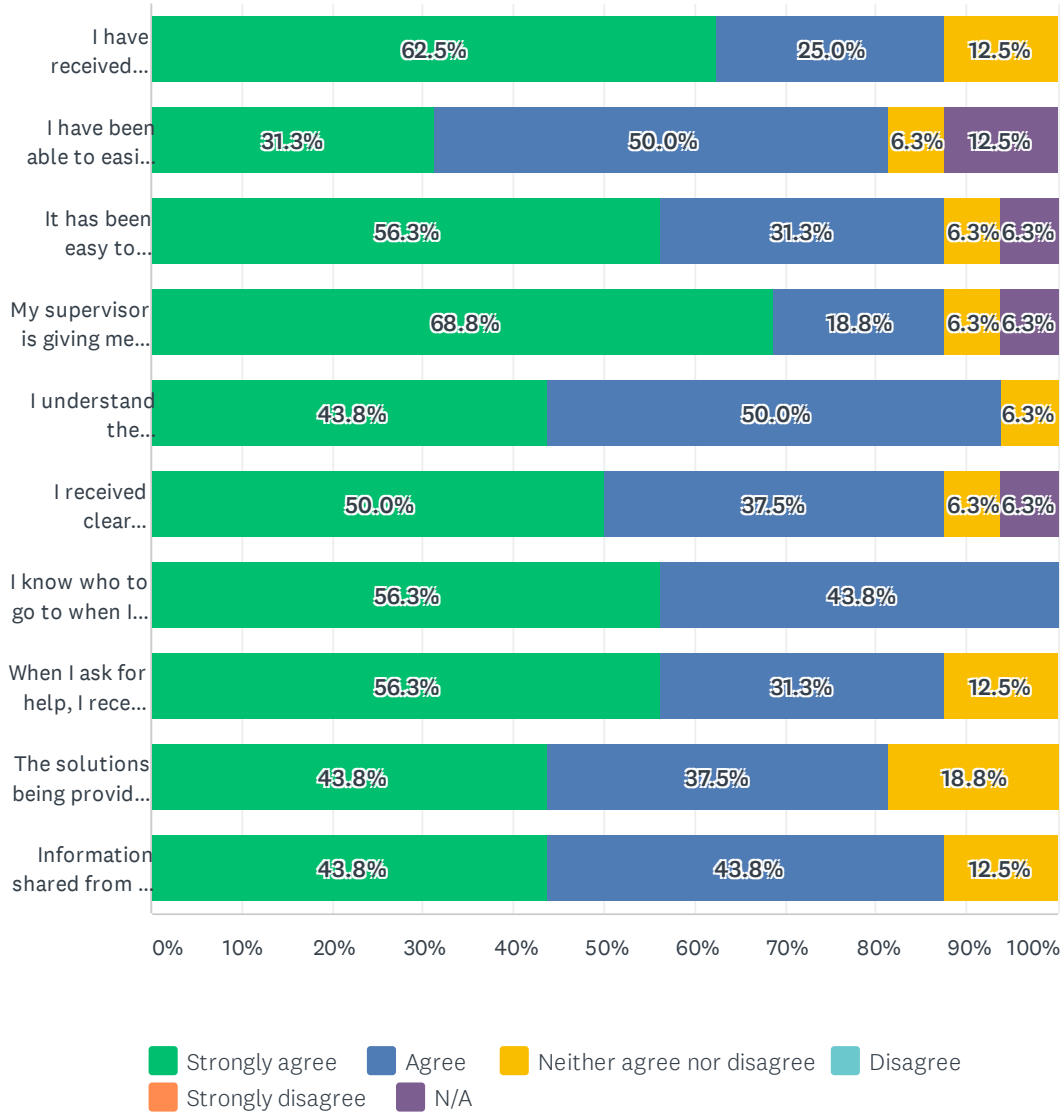
Answered: 16 Skipped: 20



ANSWER CHOICES	RESPONSES	
Emails or phone calls from my supervisor	31.3%	5
District/charter-level administrator meetings	100.0%	16
My friends	6.3%	1
Social media (e.g. Facebook, Snapchat, Twitter, Instagram, TikTok, Youtube)	12.5%	2
Traditional news publications and sources (e.g. TV news, newspapers)	18.8%	3
My district/charter's website	18.8%	3
Delaware Department of Education's website	12.5%	2
Total Respondents: 16		

Q38 Please indicate your level of agreement with the following statements

Answered: 16 Skipped: 20

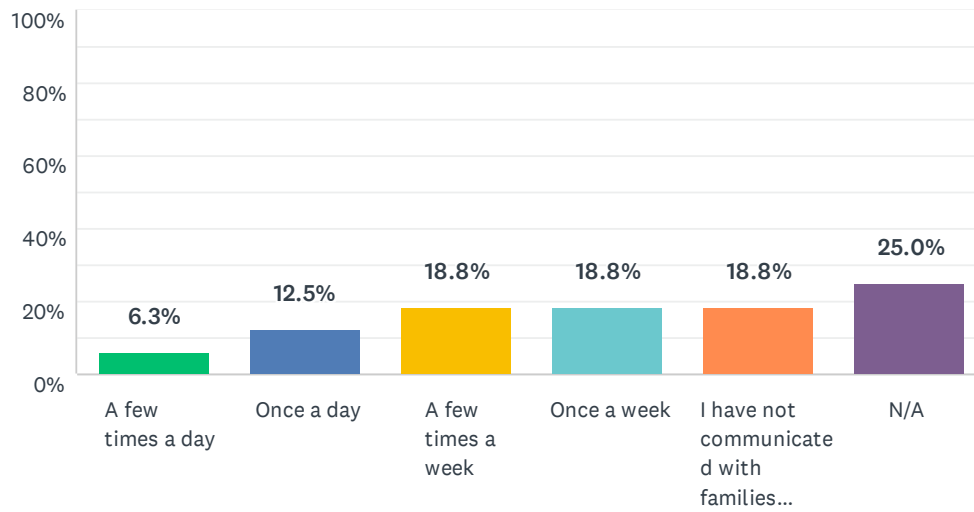


2021 Delaware Teaching and Learning Experiences Survey - District Leaders

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL
I have received consistent messaging about the district/charter's response to COVID-19	62.5% 10	25.0% 4	12.5% 2	0.0% 0	0.0% 0	0.0% 0	16
I have been able to easily communicate with students and families about their basic needs and resources	31.3% 5	50.0% 8	6.3% 1	0.0% 0	0.0% 0	12.5% 2	16
It has been easy to communicate with my district/charter community (e.g. colleagues, school leaders, teachers)	56.3% 9	31.3% 5	6.3% 1	0.0% 0	0.0% 0	6.3% 1	16
My supervisor is giving me the support I need personally and professionally	68.8% 11	18.8% 3	6.3% 1	0.0% 0	0.0% 0	6.3% 1	16
I understand the responsibilities and priorities of my job right now	43.8% 7	50.0% 8	6.3% 1	0.0% 0	0.0% 0	0.0% 0	16
I received clear expectations regarding my role from my supervisor	50.0% 8	37.5% 6	6.3% 1	0.0% 0	0.0% 0	6.3% 1	16
I know who to go to when I need help related to work	56.3% 9	43.8% 7	0.0% 0	0.0% 0	0.0% 0	0.0% 0	16
When I ask for help, I receive timely support	56.3% 9	31.3% 5	12.5% 2	0.0% 0	0.0% 0	0.0% 0	16
The solutions being provided by the district/charter office meet the needs and context of our schools	43.8% 7	37.5% 6	18.8% 3	0.0% 0	0.0% 0	0.0% 0	16
Information shared from the district/charter office is coordinated and accessible	43.8% 7	43.8% 7	12.5% 2	0.0% 0	0.0% 0	0.0% 0	16

Q39 In the last week, how often did you communicate with families?

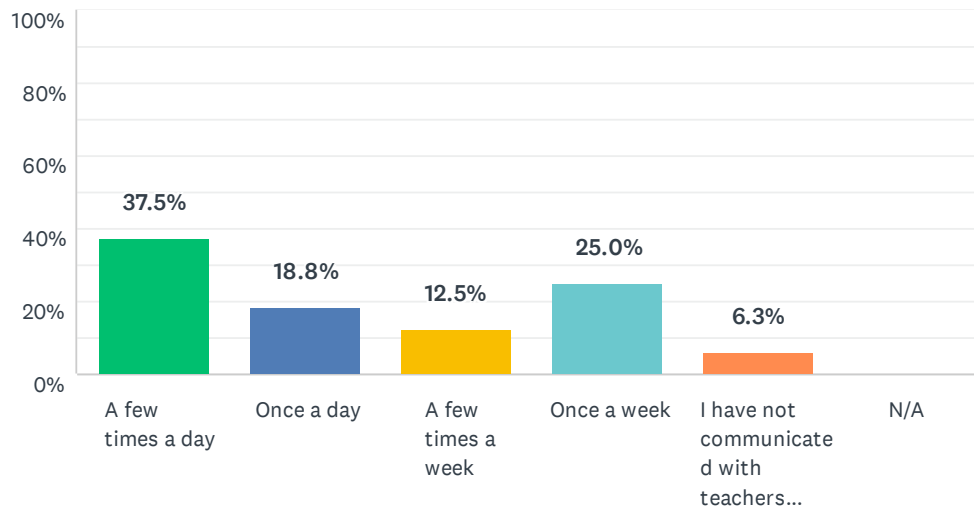
Answered: 16 Skipped: 20



ANSWER CHOICES	RESPONSES	
A few times a day	6.3%	1
Once a day	12.5%	2
A few times a week	18.8%	3
Once a week	18.8%	3
I have not communicated with families in the last week	18.8%	3
N/A	25.0%	4
TOTAL		16

Q40 In the last week, how often did you communicate with teachers?

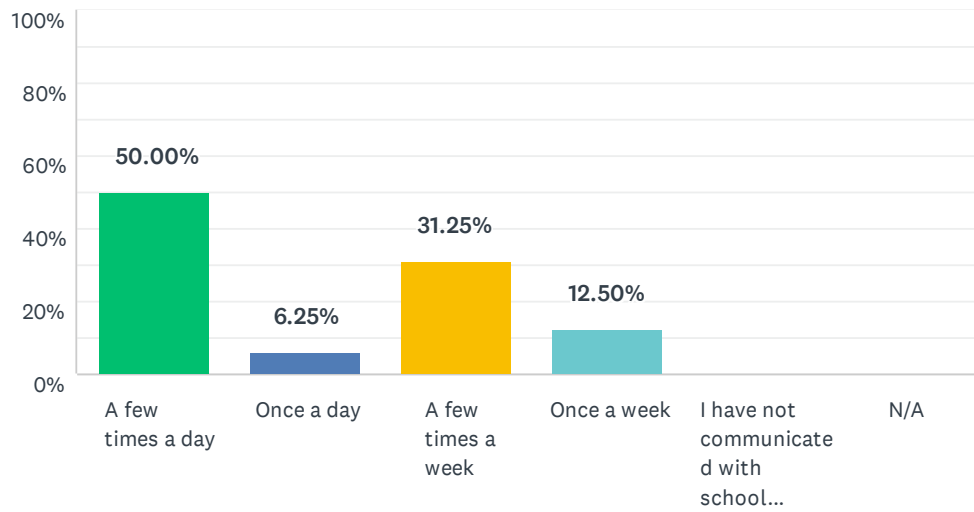
Answered: 16 Skipped: 20



ANSWER CHOICES	RESPONSES	
A few times a day	37.5%	6
Once a day	18.8%	3
A few times a week	12.5%	2
Once a week	25.0%	4
I have not communicated with teachers in the last week	6.3%	1
N/A	0.0%	0
TOTAL		16

Q41 In the last week, how often did you communicate with school leaders?

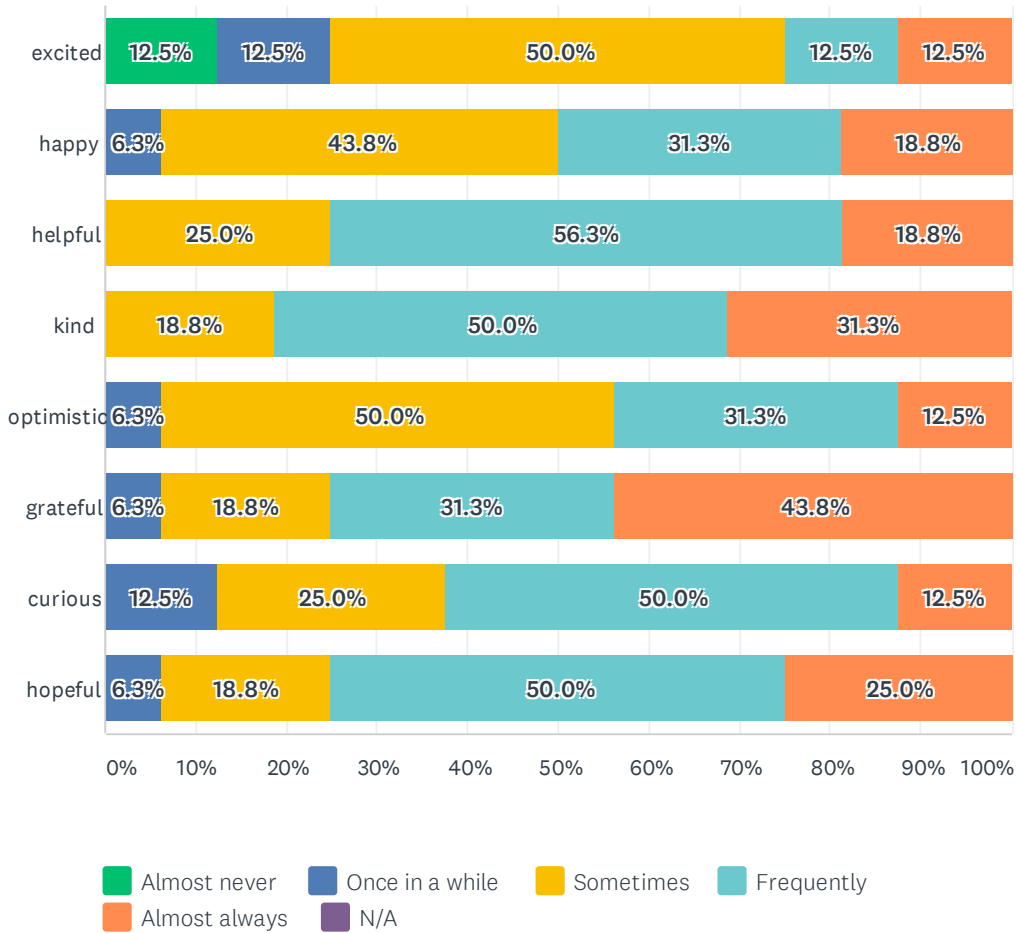
Answered: 16 Skipped: 20



ANSWER CHOICES	RESPONSES	
A few times a day	50.00%	8
Once a day	6.25%	1
A few times a week	31.25%	5
Once a week	12.50%	2
I have not communicated with school leaders in the last week	0.00%	0
N/A	0.00%	0
TOTAL		16

Q42 During the last week, how often did you feel _____?

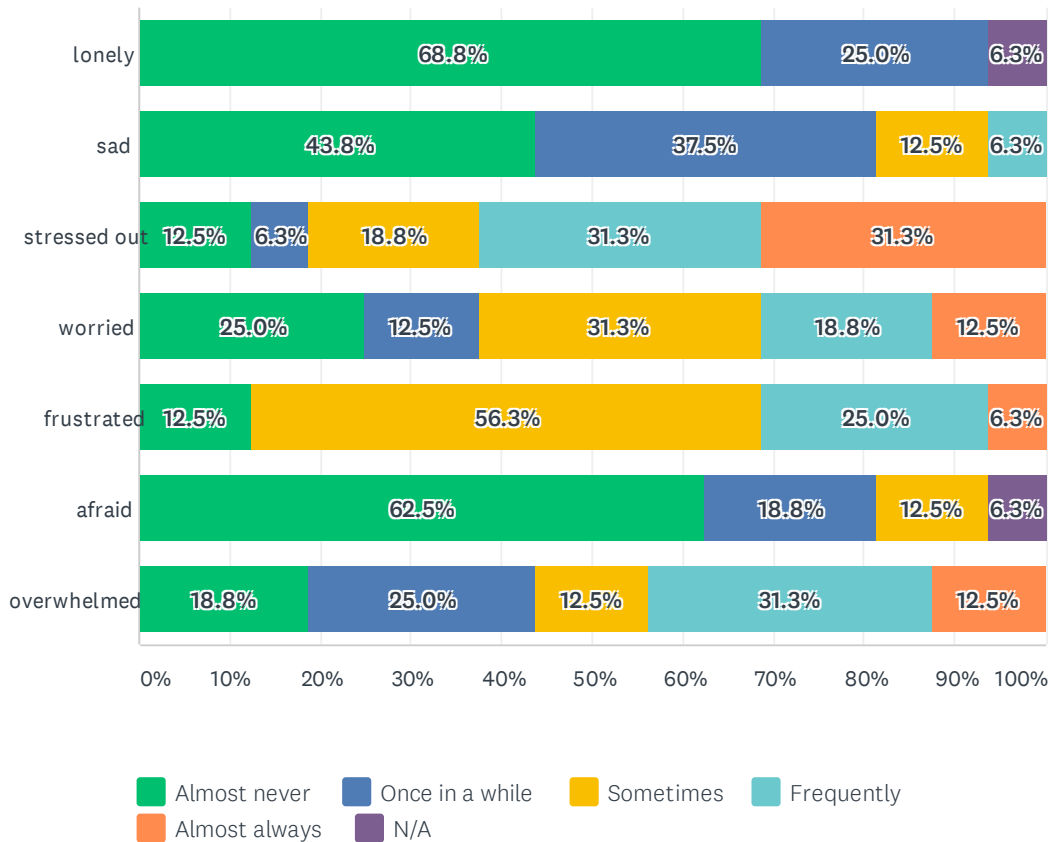
Answered: 16 Skipped: 20



	ALMOST NEVER	ONCE IN A WHILE	SOMETIMES	FREQUENTLY	ALMOST ALWAYS	N/A	TOTAL
excited	12.5% 2	12.5% 2	50.0% 8	12.5% 2	12.5% 2	0.0% 0	16
happy	0.0% 0	6.3% 1	43.8% 7	31.3% 5	18.8% 3	0.0% 0	16
helpful	0.0% 0	0.0% 0	25.0% 4	56.3% 9	18.8% 3	0.0% 0	16
kind	0.0% 0	0.0% 0	18.8% 3	50.0% 8	31.3% 5	0.0% 0	16
optimistic	0.0% 0	6.3% 1	50.0% 8	31.3% 5	12.5% 2	0.0% 0	16
grateful	0.0% 0	6.3% 1	18.8% 3	31.3% 5	43.8% 7	0.0% 0	16
curious	0.0% 0	12.5% 2	25.0% 4	50.0% 8	12.5% 2	0.0% 0	16
hopeful	0.0% 0	6.3% 1	18.8% 3	50.0% 8	25.0% 4	0.0% 0	16

Q43 During the last week, how often did you feel _____?

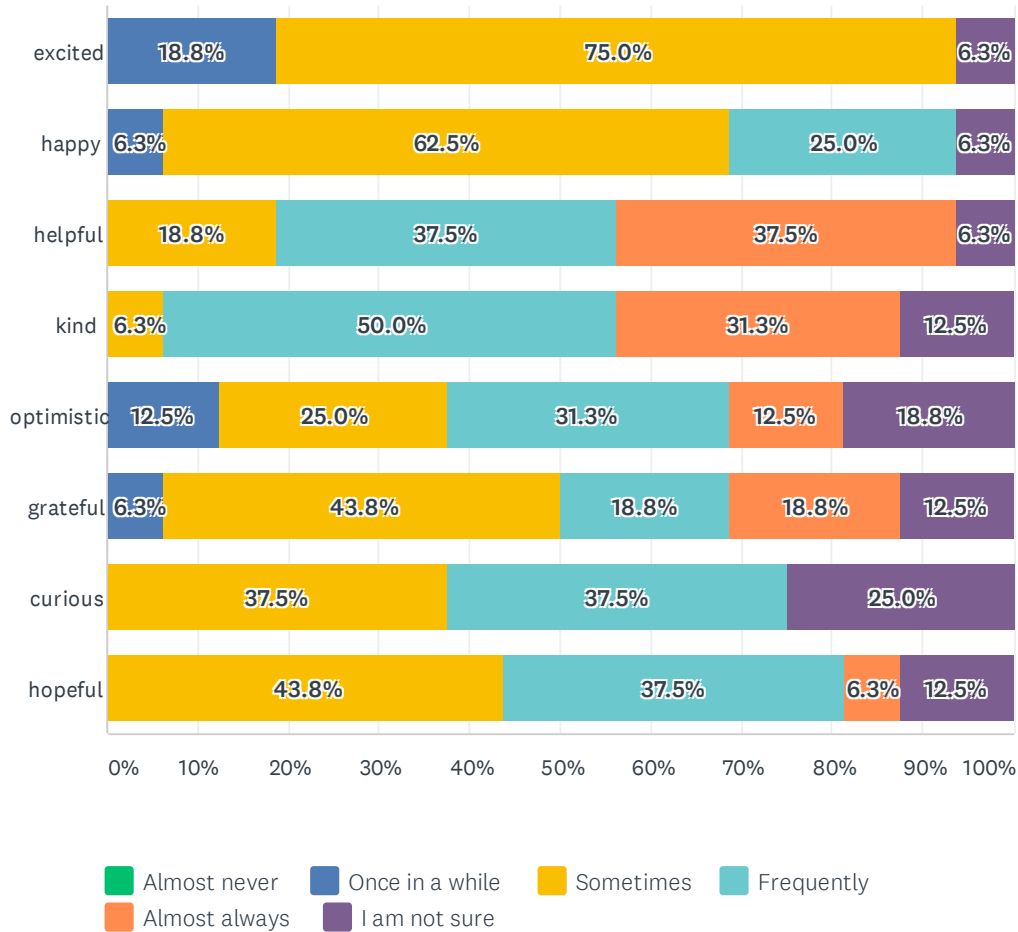
Answered: 16 Skipped: 20



	ALMOST NEVER	ONCE IN A WHILE	SOMETIMES	FREQUENTLY	ALMOST ALWAYS	N/A	TOTAL
lonely	68.8% 11	25.0% 4	0.0% 0	0.0% 0	0.0% 0	6.3% 1	16
sad	43.8% 7	37.5% 6	12.5% 2	6.3% 1	0.0% 0	0.0% 0	16
stressed out	12.5% 2	6.3% 1	18.8% 3	31.3% 5	31.3% 5	0.0% 0	16
worried	25.0% 4	12.5% 2	31.3% 5	18.8% 3	12.5% 2	0.0% 0	16
frustrated	12.5% 2	0.0% 0	56.3% 9	25.0% 4	6.3% 1	0.0% 0	16
afraid	62.5% 10	18.8% 3	12.5% 2	0.0% 0	0.0% 0	6.3% 1	16
overwhelmed	18.8% 3	25.0% 4	12.5% 2	31.3% 5	12.5% 2	0.0% 0	16

Q44 During the last week, how often did you feel that your staff were _____?

Answered: 16 Skipped: 20

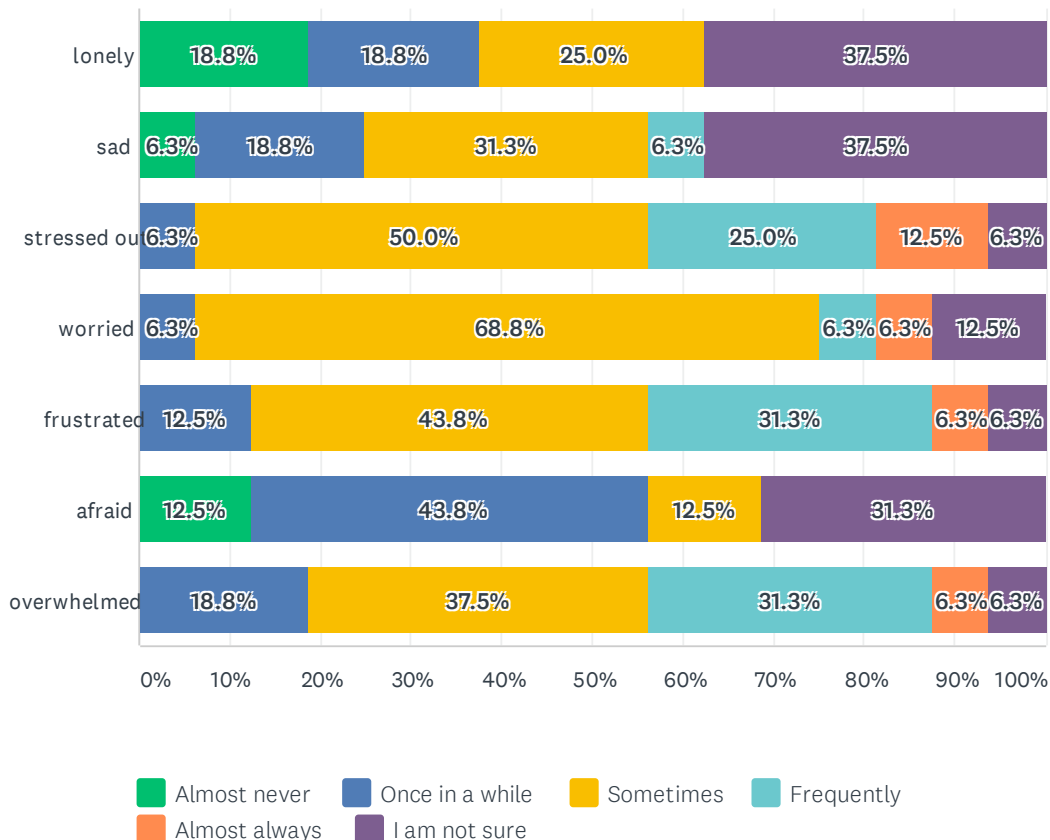


2021 Delaware Teaching and Learning Experiences Survey - District Leaders

	ALMOST NEVER	ONCE IN A WHILE	SOMETIMES	FREQUENTLY	ALMOST ALWAYS	I AM NOT SURE	TOTAL
excited	0.0% 0	18.8% 3	75.0% 12	0.0% 0	0.0% 0	6.3% 1	16
happy	0.0% 0	6.3% 1	62.5% 10	25.0% 4	0.0% 0	6.3% 1	16
helpful	0.0% 0	0.0% 0	18.8% 3	37.5% 6	37.5% 6	6.3% 1	16
kind	0.0% 0	0.0% 0	6.3% 1	50.0% 8	31.3% 5	12.5% 2	16
optimistic	0.0% 0	12.5% 2	25.0% 4	31.3% 5	12.5% 2	18.8% 3	16
grateful	0.0% 0	6.3% 1	43.8% 7	18.8% 3	18.8% 3	12.5% 2	16
curious	0.0% 0	0.0% 0	37.5% 6	37.5% 6	0.0% 0	25.0% 4	16
hopeful	0.0% 0	0.0% 0	43.8% 7	37.5% 6	6.3% 1	12.5% 2	16

Q45 During the last week, how often did you feel that your staff were _____?

Answered: 16 Skipped: 20



	ALMOST NEVER	ONCE IN A WHILE	SOMETIMES	FREQUENTLY	ALMOST ALWAYS	I AM NOT SURE	TOTAL
lonely	18.8% 3	18.8% 3	25.0% 4	0.0% 0	0.0% 0	37.5% 6	16
sad	6.3% 1	18.8% 3	31.3% 5	6.3% 1	0.0% 0	37.5% 6	16
stressed out	0.0% 0	6.3% 1	50.0% 8	25.0% 4	12.5% 2	6.3% 1	16
worried	0.0% 0	6.3% 1	68.8% 11	6.3% 1	6.3% 1	12.5% 2	16
frustrated	0.0% 0	12.5% 2	43.8% 7	31.3% 5	6.3% 1	6.3% 1	16
afraid	12.5% 2	43.8% 7	12.5% 2	0.0% 0	0.0% 0	31.3% 5	16
overwhelmed	0.0% 0	18.8% 3	37.5% 6	31.3% 5	6.3% 1	6.3% 1	16