

Teacher Induction Program Completer Survey 2018 - 2019

FONTANA UNIFIED SCHOOL DISTRICT

Introduction

Your induction experience may have occurred over one year or two years. This survey asks you to reflect and provide feedback on your experience during the induction process to apply for your clear credential.

A. Your Program and Mentor

1. As a California preliminary teaching credential holder, when did you enroll in a Commission-approved induction program?

	Program		Statewide	
	46	100.0%	8533	99.9%
1 = One year or more after beginning my assignment	10	21.7%	3248	38.1%
2 = More than five months after beginning my assignment	4	8.7%	371	4.3%
3 = Within three to five months of beginning my assignment	2	4.3%	322	3.8%
4 = Within one to two months of beginning my assignment	8	17.4%	1773	20.8%
5 = At the time of hire or before beginning work with students	22	47.8%	2819	33.0%
Mean/ Standard Deviation:	3.61	1.65	3.06	1.76

2. As a California preliminary teaching credential holder, when were you assigned a mentor in a Commission-approved induction program?

	Program		Statewide	
	46	100.0%	8496	99.4%
1 = I was never assigned a Support Provider	0	0.0%	119	1.4%
2 = I was assigned a Support Provider but never worked with him/her	0	0.0%	63	0.7%
3 = More than three months after enrolling in the program	2	4.3%	185	2.2%
4 = Within two months of enrolling in the program	2	4.3%	567	6.7%
5 = Within one month of enrolling in the program	42	91.3%	7562	89.0%
Mean/ Standard Deviation:	4.87	0.45	4.81	0.64

3. How long after you were enrolled in your induction program did you begin developing goals within the context of your Individual Learning Plan (ILP)?

	Program		Statewide	
	46	100.0%	8479	99.2%
1 = I never developed goals	0	0.0%	46	0.5%
2 = More than five months after my enrollment	1	2.2%	65	0.8%
3 = Within three to five months of my enrollment	2	4.3%	354	4.2%
4 = Within 60 days of my enrollment	4	8.7%	1379	16.3%
5 = Within 30 days of my enrollment	39	84.8%	6635	78.3%
Mean/ Standard Deviation:	4.76	0.64	4.71	0.63

4. What was the length of your induction program?

	Program		Statewide	
	46	100.0%	8481	99.3%
1 = More than 2 school years	0	0.0%	197	2.3%
2 = 2 school years	45	97.8%	6330	74.6%
3 = More than 1 school year but less than 2 school years	1	2.2%	307	3.6%
4 = 1 school year	0	0.0%	1474	17.4%
5 = Less than 1 school year	0	0.0%	173	2.0%
Mean/ Standard Deviation:	2.02	0.15	2.42	0.87

5. Were you an Induction ECO candidate

	Program		Statewide	
	45	97.8%	8311	97.3%
1 = Yes	9	20.0%	1846	22.2%
2 = No	36	80.0%	6465	77.8%

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How helpful was your Support Provider/Mentor/System of Support in helping you impact students in learning regarding the following:

	6a. Modeling instruction while I observed				6b. Identifying Resources				6c. Providing feedback from observations to improve my instruction				6d. Teaching Practices			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
	46	100.0%	8440	98.8%	46	100.0%	8444	98.8%	46	100.0%	8433	98.7%	46	100.0%	8430	98.7%
1 = Not at all helpful	0	0.0%	503	6.0%	0	0.0%	125	1.5%	0	0.0%	103	1.2%	0	0.0%	115	1.4%
2 = Somewhat helpful	6	13.0%	1102	13.1%	2	4.3%	795	9.4%	4	8.7%	626	7.4%	4	8.7%	679	8.1%
3 = Helpful	10	21.7%	2406	28.5%	14	30.4%	2391	28.3%	9	19.6%	2079	24.7%	12	26.1%	2451	29.1%
4 = Very Helpful	30	65.2%	4429	52.5%	30	65.2%	5133	60.8%	33	71.7%	5625	66.7%	30	65.2%	5185	61.5%
Mean/ Standard Deviation:	3.52	0.72	3.28	0.91	3.61	0.58	3.48	0.73	3.63	0.65	3.57	0.68	3.57	0.66	3.51	0.70

	6e. Content Support				6f. Instructional Design and Planning				6g. Creating and Maintaining a Safe and Positive Climate				6h. Using strategies to support English Learners			
	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
	45	97.8%	8419	98.5%	46	100.0%	8429	98.7%	46	100.0%	8425	98.6%	46	100.0%	8418	98.5%
1 = Not at all helpful	1	2.2%	304	3.6%	0	0.0%	204	2.4%	0	0.0%	129	1.5%	1	2.2%	267	3.2%
2 = Somewhat helpful	6	13.3%	1141	13.6%	6	13.0%	964	11.4%	3	6.5%	692	8.2%	5	10.9%	1151	13.7%
3 = Helpful	10	22.2%	2520	29.9%	10	21.7%	2667	31.6%	9	19.6%	2425	28.8%	10	21.7%	2847	33.8%
4 = Very Helpful	28	62.2%	4454	52.9%	30	65.2%	4594	54.5%	34	73.9%	5179	61.5%	30	65.2%	4153	49.3%
Mean/ Standard Deviation:	3.44	0.81	3.32	0.84	3.52	0.72	3.38	0.78	3.67	0.60	3.50	0.71	3.50	0.78	3.29	0.82

	6i. Using strategies to support students with disabilities				6j. Minimizing bias and using culturally responsive pedagogy				6k. Setting and reaching Professional Learning Goals			
	Program		Statewide		Program		Statewide		Program		Statewide	
	46	100.0%	8419	98.5%	46	100.0%	8410	98.4%	46	100.0%	8419	98.5%
1 = Not at all helpful	0	0.0%	255	3.0%	1	2.2%	237	2.8%	0	0.0%	100	1.2%
2 = Somewhat helpful	6	13.0%	1208	14.3%	3	6.5%	932	11.1%	1	2.2%	534	6.3%
3 = Helpful	10	21.7%	2745	32.6%	10	21.7%	2749	32.7%	9	19.6%	2232	26.5%
4 = Very Helpful	30	65.2%	4211	50.0%	32	69.6%	4492	53.4%	36	78.3%	5553	66.0%
Mean/ Standard Deviation:	3.52	0.72	3.30	0.82	3.59	0.72	3.37	0.79	3.76	0.48	3.57	0.67

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7. How well matched were you with your mentor?	Program		Statewide	
	42	91.3%	7944	93.0%
1 = Not well matched	2	4.8%	211	2.7%
2 = Somewhat well matched	6	14.3%	1129	14.2%
3 = Well matched	34	81.0%	6604	83.1%
Mean/ Standard Deviation:	2.76	0.53	2.80	0.46

8. In what ways were you well matched with your mentor? (mark all that apply)	Program		Statewide	
	42	91.3%	7940	92.9%
Same credential	18	42.9%	3745	47.2%
Same grade level	7	16.7%	2837	35.7%
Same content area(s)	18	42.9%	3577	45.1%
Same school site	1	2.4%	3967	50.0%
Knowledge of grade level or subject area	25	59.5%	5144	64.8%
Familiarity with site resources, expectations, policies,	30	71.4%	5479	69.0%
Schedules /opportunities to meet	33	78.6%	5588	70.4%
Personality, disposition, and/or working style	37	88.1%	5880	74.1%
Teaching philosophy and/or style	28	66.7%	5022	63.2%
Other areas that are appropriate to my teaching	17	40.5%	2931	36.9%
None of the above	0	0.0%	105	1.3%

10. Did you experience significant issues with your mentor	Program		Statewide	
	42	91.3%	7924	92.7%
1 = Yes	1	2.4%	105	1.3%
2 = No	41	97.6%	7819	98.7%

11a. Did you report the issues to the induction program?	Program		Statewide	
	1	100.0%	106	101.0%
1 = Yes	1	100.0%	68	64.2%
2 = No	0	0.0%	38	35.8%

9. In what areas could your match have been strengthened? (mark all that apply)	Program		Statewide	
	42	91.3%	7853	91.9%
Same credential	7	16.7%	1015	12.9%
Same grade level	17	40.5%	1815	23.1%
Same content area(s)	13	31.0%	1563	19.9%
Same school site	7	16.7%	1194	15.2%
Knowledge of grade level or subject area	9	21.4%	834	10.6%
Familiarity with site resources, expectations, policies,	4	9.5%	565	7.2%
Schedules /opportunities to meet	2	4.8%	642	8.2%
Personality, disposition, and/or working style	4	9.5%	645	8.2%
Teaching philosophy and/or style	2	4.8%	725	9.2%
Other areas that are appropriate to my teaching	1	2.4%	678	8.6%
None of the above	14	33.3%	3111	39.6%

*If you answered "Yes" to question 10, please answer questions 11a and 11b.
If you answered "No", please skip to question 12.*

11b. Did the induction program address the issue(s)?	Program		Statewide	
	1	100.0%	104	99.0%
1 = Yes	0	0.0%	47	45.2%
2 = To some extent, but not fully	1	100.0%	24	23.1%
3 = No	0	0.0%	33	31.7%

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The following question asks about the interaction between you and your mentor. This includes all face-to-face or virtual interactions via technology.

12. On average, how frequently did you and your mentor have meaningful communication about your ILP goals and/or just in time support for your teaching practice?

	Program		Statewide	
	42	91.3%	7867	92.1%
1 = Less than an hour a week	3	7.1%	1003	12.7%
2 = An hour a week	28	66.7%	4440	56.4%
3 = More than an hour a week	11	26.2%	2424	30.8%
Mean/ Standard Deviation:	2.19	0.55	2.18	0.64

13. On average, how frequently did your mentor observe you teach and provide feedback connected to your ILP?

	Program		Statewide	
	42	91.3%	7901	92.5%
1 = Was not observed	1	2.4%	86	1.1%
2 = Once a year	4	9.5%	389	4.9%
3 = Two to four times a year	32	76.2%	5218	66.0%
4 = One to two times a month	5	11.9%	2208	27.9%
Mean/ Standard Deviation:	2.98	0.56	3.21	0.57

14. What amount of meaningful communication about your ILP goals and/or just in time support for your teaching practice would have been best for you?

	Program		Statewide	
	40	87.0%	7866	92.1%
1 = Less time	1	2.5%	345	4.4%
2 = The same amount of time I had	37	92.5%	6797	86.4%
3 = More time	2	5.0%	724	9.2%
Mean/ Standard Deviation:	2.03	0.28	2.05	0.37

15. I would describe my relationship with my mentor as:

	Program		Statewide	
	41	89.1%	7888	92.3%
1 = Not collaborative at all	0	0.0%	59	0.7%
2 = Minimally collaborative	2	4.9%	455	5.8%
3 = Collaborative	7	17.1%	2803	35.5%
4 = Highly Collaboratively	32	78.0%	4571	57.9%
Mean/ Standard Deviation:	3.73	0.55	3.51	0.64

16. I would describe my mentor's skills in meeting my needs as:

	Program		Statewide	
	41	89.1%	7890	92.3%
1 = Unable to meet my needs	0	0.0%	63	0.8%
2 = Minimally skilled	2	4.9%	298	3.8%
3 = Skilled	7	17.1%	2451	31.1%
4 = Highly skilled	32	78.0%	5078	64.4%
Mean/ Standard Deviation:	3.73	0.55	3.59	0.60

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B. Your Induction Program and Individual Learning Plan (ILP).

The next set of questions asks you to reflect on your engagement with formative assessment activities during your induction program experience.

17. To what degree was there cohesion between the professional development received in district or on site and induction program goals and activities?

	Program		Statewide	
	40	87.0%	7604	89.0%
1 = Weak	0	0.0%	594	8.0%
2 = Moderate	16	40.0%	3375	45.4%
3 = Strong	24	60.0%	3467	46.6%
<i>Not applicable to me</i>	0	*	168	*
Mean/ Standard Deviation:	2.60	0.50	2.39	0.63

18. How strong was the collaboration between your induction program and your site administration?

	Program		Statewide	
	40	87.0%	7603	89.0%
1 = Not Strong	6	17.6%	1303	20.3%
2 = Strong	13	38.2%	3140	49.0%
3 = Very Strong	15	44.1%	1968	30.7%
<i>I do not have sufficient information to answer this question</i>	6	*	1192	*
Mean/ Standard Deviation:	2.26	0.75	2.10	0.71

To what extent did the following activities or strategies have a positive impact on your teaching and learning? (Consider your system of support: mentor, colleagues, site/district resources, induction program staff, etc.)

19a. Observations of colleagues and peers

	Program		Statewide	
	40	87.0%	7612	89.1%
1 = No impact	0	0.0%	100	1.4%
2 = Some impact	5	12.5%	1176	16.2%
3 = Moderate impact	10	25.0%	2258	31.0%
4 = Strong impact	25	62.5%	3744	51.4%
<i>I did not participate in this activity</i>	0	*	334	*
Mean/ Standard Deviation:	3.50	0.72	3.33	0.79

19b. Consistent reflection on the practice of instruction

	Program		Statewide	
	40	87.0%	7604	89.0%
1 = No impact	0	0.0%	68	0.9%
2 = Some impact	3	7.5%	828	10.9%
3 = Moderate impact	7	17.5%	2228	29.4%
4 = Strong impact	30	75.0%	4456	58.8%
<i>I did not participate in this activity</i>	0	*	24	*
Mean/ Standard Deviation:	3.68	0.62	3.46	0.72

19c. Analysis of student data to inform planning and instruction

	Program		Statewide	
	40	87.0%	7592	88.9%
1 = No impact	0	0.0%	86	1.1%
2 = Some impact	5	12.5%	924	12.2%
3 = Moderate impact	6	15.0%	2399	31.7%
4 = Strong impact	29	72.5%	4159	55.0%
<i>I did not participate in this activity</i>	0	*	24	*
Mean/ Standard Deviation:	3.60	0.71	3.40	0.74

19d. Development of collaborative connections with colleagues

	Program		Statewide	
	40	87.0%	7599	88.9%
1 = No impact	2	5.1%	119	1.6%
2 = Some impact	2	5.1%	1006	13.4%
3 = Moderate impact	8	20.5%	2297	30.6%
4 = Strong impact	27	69.2%	4089	54.4%
<i>I did not participate in this activity</i>	1	*	88	*
Mean/ Standard Deviation:	3.54	0.82	3.38	0.77

19e. Access to available resources

	Program		Statewide	
	40	87.0%	7600	89.0%
1 = No impact	0	0.0%	135	1.8%
2 = Some impact	5	12.5%	1133	15.0%
3 = Moderate impact	11	27.5%	2556	33.9%
4 = Strong impact	24	60.0%	3723	49.3%
<i>I did not participate in this activity</i>	0	*	53	*
Mean/ Standard Deviation:	3.48	0.72	3.31	0.79

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How aligned were your ILP goals to:

20a. Personal professional growth goals

20b. Your teaching context

20c. Your mentor's input

20d. Your site administrator's input

	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
	40	87.0%	7599	88.9%	40	87.0%	7598	88.9%	40	87.0%	7586	88.8%	40	87.0%	7587	88.8%
1 = Not aligned	0	0.0%	39	0.5%	0	0.0%	47	0.6%	0	0.0%	69	0.9%	0	0.0%	173	2.5%
2 = Somewhat aligned	2	5.0%	516	6.8%	0	0.0%	516	6.8%	0	0.0%	740	9.8%	4	11.4%	1301	18.4%
3 = Moderately aligned	8	20.0%	2044	27.0%	7	17.9%	2185	28.8%	8	20.5%	2269	30.1%	6	17.1%	2460	34.9%
4 = Strongly aligned	30	75.0%	4985	65.7%	32	82.1%	4834	63.8%	31	79.5%	4448	59.1%	25	71.4%	3124	44.3%
<i>No input received</i>	0		15		1		16		1		60		5		529	
Mean/ Standard Deviation:	3.70	0.56	3.58	0.64	3.82	0.39	3.56	0.65	3.79	0.41	3.47	0.71	3.60	0.70	3.21	0.83

20e. Site initiatives

20f. District initiatives

20g. Preliminary program induction transition plan

20h. Progress toward mastery of the CSTP

	Program		Statewide		Program		Statewide		Program		Statewide		Program		Statewide	
	40	87.0%	7588	88.8%	40	87.0%	7586	88.8%	40	87.0%	7569	88.6%	40	87.0%	7587	88.8%
1 = Not aligned	0	0.0%	159	2.2%	0	0.0%	158	2.3%	0	0.0%	85	1.3%	0	0.0%	32	0.4%
2 = Somewhat aligned	4	11.1%	1240	17.4%	7	19.4%	1320	18.8%	3	8.3%	988	14.6%	1	2.5%	557	7.5%
3 = Moderately aligned	11	30.6%	2642	37.0%	10	27.8%	2556	36.5%	12	33.3%	2581	38.0%	7	17.5%	2126	28.5%
4 = Strongly aligned	21	58.3%	3090	43.3%	19	52.8%	2970	42.4%	21	58.3%	3134	46.2%	32	80.0%	4733	63.5%
<i>No input received</i>	4		457		4		582		4		781		0		139	
Mean/ Standard Deviation:	3.47	0.70	3.21	0.81	3.33	0.79	3.19	0.82	3.50	0.66	3.29	0.76	3.78	0.48	3.55	0.65

C. Impact of Induction on Teaching Practice

CSTP1: Engaging and Supporting All Students in Learning

21. How well do you feel your ILP goal based activities prepared you to engage and support all students for learning?

	Program		Statewide	
	40	87.0%	7503	87.8%
1 = Poorly prepared	0	0.0%	98	1.3%
2 = Adequately prepared	14	35.9%	2864	38.7%
3 = Well prepared	25	64.1%	4439	60.0%
<i>Did not need to address this standard in my ILP</i>	1	*	74	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	28	*
Mean/ Standard Deviation:	2.64	0.49	2.59	0.52

CSTP 2: Creating and Maintaining Effective Environments for Student Learning

22. How well do you feel your ILP goal based activities prepared you to create and maintain an effective environment for student learning?

	Program		Statewide	
	40	87.0%	7501	87.8%
1 = Poorly prepared	0	0.0%	100	1.4%
2 = Adequately prepared	12	30.8%	2618	35.4%
3 = Well prepared	27	69.2%	4672	63.2%
<i>Did not need to address this standard in my ILP</i>	1	*	79	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	32	*
Mean/ Standard Deviation:	2.69	0.47	2.62	0.51

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CSTP 3: Understanding and Organizing Subject Matter for Student Learning

23. How well do you feel your ILP goal based activities prepared you to understand and organize subject matter for student learning?

	Program		Statewide	
	40	87.0%	7496	87.7%
1 = Poorly prepared	0	0.0%	111	1.5%
2 = Adequately prepared	13	33.3%	2787	38.1%
3 = Well prepared	26	66.7%	4419	60.4%
<i>Did not need to address this standard in my ILP</i>	1	*	122	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	57	*
Mean/ Standard Deviation:	2.67	0.48	2.59	0.52

CSTP 4: Planning Instruction and Designing Learning Experiences for All Students

24. How well do you feel your ILP goal based activities prepared you to plan instruction and design learning experiences for all students?

	Program		Statewide	
	40	87.0%	7501	87.8%
1 = Poorly prepared	0	0.0%	99	1.3%
2 = Adequately prepared	11	27.5%	2711	36.6%
3 = Well prepared	29	72.5%	4593	62.0%
<i>Did not need to address this standard in my ILP</i>	0	*	65	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	33	*
Mean/ Standard Deviation:	2.73	0.45	2.61	0.52

CSTP 5: Assessing Students for Learning

25. How well do you feel your ILP goal based activities prepared you to assess students for learning?

	Program		Statewide	
	40	87.0%	7491	87.7%
1 = Poorly prepared	0	0.0%	113	1.5%
2 = Adequately prepared	14	35.0%	2903	39.3%
3 = Well prepared	26	65.0%	4365	59.1%
<i>Did not need to address this standard in my ILP</i>	0	*	72	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	38	*
Mean/ Standard Deviation:	2.65	0.48	2.58	0.52

CSTP 6: Developing as a Professional Educator

26. How well do you feel your ILP goal based activities prepare you to develop as a professional educator?

	Program		Statewide	
	39	84.8%	7497	87.7%
1 = Poorly prepared	0	0.0%	103	1.4%
2 = Adequately prepared	9	23.1%	2484	33.8%
3 = Well prepared	30	76.9%	4758	64.8%
<i>Did not need to address this standard in my ILP</i>	0	*	100	*
<i>Did not have the opportunity to address this standard in my ILP</i>	0	*	52	*
Mean/ Standard Deviation:	2.77	0.43	2.63	0.51

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27. Overall, how effective was your induction program at helping you develop the skills, habits, or tools you needed to grow your teaching practice?

	Program		Statewide	
	40	87.0%	7496	87.7%
1 = Not effective	0	0.0%	121	1.6%
2 = Somewhat effective	1	2.5%	716	9.6%
3 = Effective	8	20.0%	2657	35.4%
4 = Very effective	31	77.5%	4002	53.4%
Mean/ Standard Deviation:	3.75	0.49	3.41	0.73

28. Overall, how effective was your induction program at responding to your needs?

	Program		Statewide	
	40	87.0%	7508	87.9%
1 = Not effective	0	0.0%	147	2.0%
2 = Somewhat effective	1	2.5%	806	10.7%
3 = Effective	9	22.5%	2622	34.9%
4 = Very effective	30	75.0%	3933	52.4%
Mean/ Standard Deviation:	3.73	0.51	3.38	0.75

	Program		Statewide	
29. Are you planning on staying in teaching?	40	87.0%	7508	87.9%
1 = I don't know yet	3	7.5%	359	4.8%
2 = No	0	0.0%	72	1.0%
3 = Yes	37	92.5%	7077	94.3%

If you answered "No" to question 29, please answer question 29a. If you answered "Yes", please skip to the next question.

	Program		Statewide	
29a. Do you plan on staying in education as a profession?	0		81	112.5%
1 = I don't know yet	0		20	24.7%
2 = No	0		21	25.9%
3 = Yes	0		40	49.4%

D. Demographic Information

	Program		Statewide	
30. Where did you complete your initial teacher training?	39	84.8%	7439	87.1%
1 = California	*	*	6849	92.1%
2 = Out of State	*	*	521	7.0%
3 = Out of Country	*	*	69	0.9%

	Program		Statewide	
31. In what type of school did you teach during your induction program? Mark all that apply	39	84.8%	7440	87.1%
Public (not charter)	*	*	5990	80.5%
Public Charter	*	*	1153	15.5%
Private	*	*	467	6.3%
Non-public special education	*	*	71	1.0%
Other	*	*	40	0.5%

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FONTANA UNIFIED SCHOOL DISTRICT

	Program		Statewide	
32. Are you Hispanic or Latino?	39	84.8%	7413	86.8%
1 = No, not Hispanic or Latino	14	35.9%	5215	70.3%
2 = Yes, Hispanic or Latino	25	64.1%	2198	29.7%

	Program		Statewide	
34. What is your gender?	39	84.8%	7414	86.8%
1 = Female	28	71.8%	5457	73.6%
2 = Male	11	28.2%	1833	24.7%
3 = Nonbinary	0	0%	27	0.4%
4 = Decline to state	0	0%	97	1.3%

	Program		Statewide	
33. What is your race? Mark all that apply.	38	82.6%	6678	78.2%
American Indian or Alaska Native	*	*	346	5.2%
Chinese	*	*	226	3.4%
Japanese	*	*	112	1.7%
Korean	*	*	137	2.1%
Vietnamese	*	*	94	1.4%
Asian Indian	*	*	71	1.1%
Laotian	*	*	19	0.3%
Cambodian	*	*	27	0.4%
Filipino	*	*	222	3.3%
Hmong	*	*	33	0.5%
Other Asian	*	*	83	1.2%
Black or African American	*	*	327	4.9%
Hawaiian	*	*	35	0.5%
Guamanian	*	*	11	0.2%
Samoan	*	*	5	0.1%
Tahitian	*	*	3	0.0%
Other Pacific Islander	*	*	22	0.3%
White	31	81.6%	5584	83.6%

* Demographic numbers below 10 are not shown. If only one category is below 10, then the next highest number is also hidden.

	Number of Program Completers Accessed the Survey	# and % of Respondents
Program:	51	46 90.2 %
Statewide:	9376	8544 91.1 %

'Respondents' are those program completers who answered a minimum of 1 non-demographic question.