**Appendix Tables**

Identifying what works for whom: Implementation outcomes following *iLookOut*, a child abuse identification and referral training program.

**Appendix Table 1.** Baseline and post-training knowledge scores and knowledge change

(pre- to post-training) by learner characteristic

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Baseline knowledge score | Post-training knowledge score | Knowledge change |
|  |  | mean (S.D.) | mean (S.D.) | mean (S.D.) |
| Gender |  |  |  |
|  | Female | 13.8 (2.9) | 16.9 (2.9) | 3.1 (3.2) |
|  | Male | 13.8 (3.0) | 17.0 (3.0) | 3.2 (3.4) |
| Race/ethnicity  |  |  |  |
|  | White | 14.0 (2.9) | 17.4 (2.8) | 3.4 (3.2) |
|  | Asian | 13.3 (3.3) | 16.1 (3.2) | 2.8 (3.2) |
|  | Hispanic | 13.3 (2.9) | 16.0 (2.9) | 2.7 (3.0) |
|  | Black | 13.5 (2.8) | 15.8 (2.9) | 2.3 (2.9) |
|  | Other | 13.2 (3.3) | 16.4 (3.3) | 3.2 (3.4) |
| Age  |  |  |  |
|  | > 45 years | 13.9 (3.1) | 17.4 (2.8) | 3.5 (3.3) |
|  | 18-29 years | 13.6 (2.7) | 16.6 (3.0) | 2.9 (3.1) |
|  | 30-44 years | 14.1 (3.0) | 17.2 (2.9) | 3.0 (3.2) |
| Education (highest level completed) |  |  |  |
|  | High school | 13.4 (2.8) | 16.3 (3.0) | 2.9 (3.1) |
|  | 8th grade  | 12.7 (3.4) | 15.2 (3.2) | 2.5 (3.6) |
|  | CDA | 13.9 (3.1) | 16.3 (2.9) | 2.4 (3.1) |
|  | Associate degree | 13.9 (2.9) | 16.8 (2.7) | 2.9 (3.0) |
|  | Bachelor’s degree | 14.2 (2.9) | 17.8 (2.7) | 3.6 (3.3) |
|  | Graduate degree | 14.5 (3.0) | 18.1 (2.6) | 3.6 (3.2) |
| Years as childcare professional  |  |  |  |
|  | < 6 years | 13.7 (2.8) | 16.8 (3.0) | 3.1 (3.2) |
|  | 6-10 years | 14.0 (3.0) | 17.1 (2.8) | 3.1 (3.2) |
|  | 11-15 years | 14.0 (3.1) | 17.0 (2.9) | 3.0 (3.2) |
|  | >15 years | 14.3 (3.0) | 17.5 (2.8) | 3.1 (3.2) |
| Childcare setting  |  |  |  |
|  | Commercial | 13.6 (2.8) | 16.3 (2.9) | 2.8 (3.0) |
|  | Non-commercial | 13.8 (2.9) | 16.9 (2.9) | 3.1 (3.1) |
|  | Religious | 13.5 (3.0) | 17.6 (2.9) | 4.0 (3.4) |
|  | Head start | 14.1 (2.8) | 16.8 (2.9) | 2.7 (3.0) |
|  | Home based | 13.9 (3.1) | 16.6 (3.1) | 2.7 (3.1) |
|  | Other | 14.2 (2.9) | 17.7 (2.7) | 3.5 (3.3) |
| Prior training |  |  |  |
|  | Yes | 14.2 (2.8) | 17.1 (2.9) | 2.9 (3.0) |
|  | No | 13.1 (2.9) | 16.5 (3.0) | 3.5 (3.4) |

Note: CDA = Child Development Associate credential

**Appendix Table 2.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (direct effects to knowledge change)

|  |  |  |  |
| --- | --- | --- | --- |
| Path |  |  | **95% CI** |
| Direct effects to knowledge change | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | -.06 | .08 | -.01 | .470 | -.019 | .01 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |
|  | Asian  | -1.37 | .18 | -.06 | <.001 | -.08 | -.05 |
|  | Hispanic  | -1.02 | .10 | -.08 | <.001 | -.09 | -.06 |
|  | Black  | -1.22 | .06 | -.16 | <.001 | -.17 | -.14 |
|  | Other  | .17 | .15 | .01 | .250 | -.00 | .02 |
| Age (Reference: >45 years) |  |  |  |  |  |  |
|  | 18-29 years  | -.42 | .07 | -.07 | <.001 | -.09 | -.04 |
|  | 30-44 years  | -.14 | .07 | -.02 | .036 | -.04 | -.001 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |
|  | 8th grade  | -.55 | .32 | -.02 | .086 | -.03 | .003 |
|  | CDA  | -.06 | .10 | -.01 | .524 | -.02 | .01 |
|  | Associate degree  | .23 | .07 | .02 | .002 | .01 | .04 |
|  | Bachelor’s degree  | .95 | .07 | .13 | <.001 | .12 | .15 |
|  | Graduate degree  | .99 | .09 | .10 | <.001 | .08 | .11 |
| Years as childcare professional (Reference: <6 years) |  |  |  |  |  |
|  | 6-10 years | .05 | .07 | .01 | .497 | -.01 | .02 |
|  | 11-15 years | -.08 | .09 | -.01 | .418 | -.02 | .01 |
|  | >15 years | -.11 | .08 | -.01 | .166 | -.03 | .01 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |
|  | Non-commercial | .41 | .06 | .06 | <.001 | .04 | .08 |
|  | Religious | .82 | .09 | .08 | <.001 | .06 | .09 |
|  | Head start | .07 | .09 | .01 | .447 | -.01 | .02 |
|  | Home based | .15 | .11 | .01 | .174 | -.01 | .03 |
|  | Other | .56 | .08 | .07 | <.001 | .05 | .08 |
| Previously completed mandated reporter training  (Reference: no prior training) | -.13 | .05 | -.02 | .015 | -.03 | -.003 |
| Baseline knowledge | -.62 | .01 | -.57 | <.001 | -.59 | -.56 |
| Acceptability | .22 | .03 | .08 | <.001 | .06 | .11 |
| Appropriateness | .75 | .07 | .14 | <.001 | .11 | .16 |

Note: CDA = Child Development Associate credential

**Appendix Table 3.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (direct effects to acceptability)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Path |  |  |  |  | **95% CL** |
| Direct effects to acceptability | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | .29 | .06 | .08 | <.001 | .05 | .10 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |
|  | Asian | .18 | .14 | .02 | .169 | -.01 | .05 |
|  | Hispanic | .30 | .08 | .06 | <.001 | .03 | .09 |
|  | Black | .08 | .05 | .03 | .085 | -.01 | .06 |
|  | Other | .01 | .12 | .001 | .949 | -.03 | .03 |
| Age (Reference: >45 years) |  |  |  |  |  |  |
|  | 18-29 years | -.01 | .06 | -.004 | .864 | -.05 | .05 |
|  | 30-44 years | -.14 | .05 | -.05 | .007 | -.09 | -.01 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |
|  | 8th grade  | -.29 | .20 | -.02 | .138 | -.05 | .01 |
|  | CDA | .03 | .08 | .01 | .677 | -.02 | .04 |
|  | Associate degree | -.09 | .05 | -.03 | .108 | -.05 | .01 |
|  | Bachelor’s degree | -.04 | .05 | -.02 | .355 | -.05 | .02 |
|  | Graduate degree | -.10 | .07 | -.03 | .173 | -.06 | .01 |
| Years as childcare professional (Reference: <6 years) |  |  |  |  |  |
|  | 6-10 years | -.05 | .05 | -.02 | .328 | -.04 | .02 |
|  | 11-15 years | -.09 | .07 | -.02 | .174 | -.05 | .01 |
|  | >15 years | .01 | .06 | .001 | .940 | -.03 | .04 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |  |
|  | Non-commercial | .03 | .05 | .01 | .585 | -.03 | .04 |
|  | Religious | .10 | .07 | .02 | .154 | -.01 | .06 |
|  | Head start | .04 | .07 | .01 | .597 | -.02 | .04 |
|  | Home based | -.05 | .08 | -.01 | .564 | -.04 | .02 |
|  | Other | -.01 | .06 | -.003 | .888 | -.04 | .03 |
| Previously completed mandated reporter training (Reference: no prior training) | -.25 | .04 | -.10 | <.001 | -.13 | -.07 |

Note: CDA = Child Development Associate credential

**Appendix Table 4.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (direct effects to appropriateness)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Path |  |  |  |  | **95% CL** |
| Direct effects to appropriateness | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | .06 | .03 | .03 | .064 | -.004 | .06 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |
|  | Asian | .11 | .05 | .03 | .048 | <.001 | .05 |
|  | Hispanic | .12 | .04 | .05 | <.001 | .02 | .08 |
|  | Black | .07 | .02 | .05 | .001 | .02 | .07 |
|  | Other | -.003 | .05 | -.001 | .948 | -.03 | .02 |
| Age (Reference: >45 years) |  |  |  |  |  |  |
|  | 18-29 years | -.05 | .03 | -.04 | .106 | -.09 | .01 |
|  | 30-44 years | -.14 | .02 | -.11 | <.001 | -.14 | -.07 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |
|  | 8th grade  | -.28 | .09 | -.04 | .002 | -.07 | -.02 |
|  | CDA | .04 | .03 | .02 | .177 | -.01 | .05 |
|  | Associate degree | .03 | .03 | .02 | .287 | -.01 | .05 |
|  | Bachelor’s degree | .10 | .03 | .08 | <.001 | .04 | .12 |
|  | Graduate degree | .13 | .04 | .07 | .002 | .02 | .11 |
| Years as childcare professional (Reference: <6 years) |  |  |  |  |  |
|  | 6-10 years | .01 | .02 | .01 | .559 | -.02 | .04 |
|  | 11-15 years | -.02 | .03 | -.01 | .426 | -.04 | .01 |
|  | >15 years | .08 | .03 | .05 | .004 | .01 | .08 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |  |
|  | Non-commercial | .01 | .02 | .01 | .482 | -.02 | .04 |
|  | Religious | .12 | .03 | .06 | <.001 | .03 | .09 |
|  | Head start | .05 | .03 | .02 | .101 | -.002 | .05 |
|  | Home based | .003 | .04 | .001 | .940 | -.03 | .03 |
|  | Other | .06 | .03 | .04 | .040 | .004 | .07 |
| Previously completed mandated reporter training (Reference: no prior training) | -.03 | .02 | -.02 | .040 | -.05 | .01 |

Note: CDA = Child Development Associate credential

**Appendix Table 5.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (indirect effects via acceptability and appropriateness)

|  |  |  |
| --- | --- | --- |
|  | **Indirect effects via acceptability** | **Indirect effects via appropriateness** |
| Path |  |  |  |  | **95% CL** |   |   |   |   | **95% CL** |
|   | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | .07 | .02 | .01 | <.001 | .004 | .01 | .05 | .03 | .004 | .071 | -.001 | .01 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Asian | .04 | .03 | .002 | .184 | -.001 | .01 | .08 | .04 | .004 | .052 | <.001 | .01 |
|  | Hispanic | .07 | .02 | .01 | .001 | .003 | .01 | .09 | .03 | .01 | .001 | .003 | .01 |
|  | Black | .02 | .01 | .002 | .093 | <.001 | .01 | .05 | .02 | .01 | .002 | .003 | .01 |
|  | Other | .002 | .03 | .00 | .951 | -.003 | .003 | -.002 | .04 | .00 | .950 | -.004 | .003 |
| Age (Reference: >45 years) |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 18-29 years | -.003 | .01 | .00 | .850 | .01 | .004 | -.04 | .02 | -.01 | .117 | -.02 | .001 |
|  | 30-44 years | -.03 | .01 | -.004 | .014 | -.01 | -.001 | -.11 | .02 | -.02 | <.001 | -.02 | -.01 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 8th grade  | -.07 | .05 | -.002 | .149 | -.01 | <.001 | -.21 | .07 | -.01 | .004 | -.01 | -.002 |
|  | CDA | .01 | .02 | .001 | .680 | -.002 | .003 | .03 | .03 | .003 | .184 | -.001 | .01 |
|  | Associate degree | -.02 | .01 | -.002 | .127 | -.01 | <.001 | .02 | .02 | .002 | .289 | -.002 | .01 |
|  | Bachelor’s degree | -.01 | .01 | -.001 | .373 | -.01 | .001 | .08 | .03 | .01 | .001 | .01 | .02 |
|  | Graduate degree | -.02 | .02 | -.002 | .196 | -.01 | .001 | .10 | .03 | .01 | .003 | .003 | .02 |
| Years as childcare professional  |  |  |  |  |  |  |  |  |  |  |  |
| (Reference: <6 years) |  |
|  | 6-10 years | -.01 | .01 | -.001 | .337 | -.004 | .002 | .01 | .02 | .001 | .561 | -.003 | .01 |
|  | 11-15 years | -.02 | .02 | -.002 | .194 | -.01 | .001 | -.02 | .02 | -.002 | .427 | -.01 | .002 |
|  |  >15 years | .001 | .01 | .00 | .937 | -.003 | .003 | .06 | .02 | .01 | .005 | .002 | .01 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Non-commercial | .01 | .01 | .001 | .590 | -.003 | .01 | .01 | .02 | .002 | .485 | -.003 | .01 |
|  | Religious | .02 | .02 | .002 | .162 | -.001 | .01 | .09 | .02 | .01 | <.001 | .004 | .01 |
|  | Head start | .01 | .02 | .001 | .596 | -.002 | .004 | .04 | .02 | .003 | .105 | <.001 | .01 |
|  | Home based | -.01 | .02 | -.001 | .572 | -.004 | .002 | .002 | .03 | .00 | .940 | -.004 | .01 |
|  | Other | -.01 | .01 | .00 | .889 | -.004 | .003 | .04 | .02 | .01 | .044 | <.001 | .01 |
| Previously completed mandated reporter training (Reference: no prior training) | -.06 | .01 | -.01 | <.001 | -.01 | -.01 | -.02 | .02 | -.003 | .139 | -.01 | .001 |

Note: CDA = Child Development Associate credential

**Appendix Table 6.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (total effects)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  | **95% CL** |
| Total effects | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | .05 | .08 | .01 | .508 | -.01 | .02 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |
|  | Asian | -1.25 | .17 | -.06 | <.001 | -.08 | -.045 |
|  | Hispanic | -.86 | .10 | -.07 | <.001 | -.09 | -.06 |
|  | Black | -1.15 | .06 | -.15 | <.001 | -.18 | -.14 |
|  | Other | .17 | .14 | .01 | .247 | -.01 | .03 |
| Age (Reference: >45 years) |  |  |  |  |  |  |
|  | 18-29 years | -.46 | .07 | -.07 | <.001 | -.10 | -.05 |
|  | 30-44 years | -.28 | .07 | -.04 | <.001 | -.07 | -.02 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |
|  | 8th grade  | -.82 | .30 | -.02 | .007 | -.04 | -.01 |
|  | CDA | -.02 | .10 | -.002 | .813 | -.02 | .01 |
|  | Associate degree |  .23 | .07 | .03 | .001 | .01 | .04 |
|  | Bachelor’s degree | 1.02 | .06 | .14 | <.001 | .14 | .17 |
|  | Graduate degree | 1.06 | .09 | .10 | <.001 | .09 | .13 |
| Years as childcare professional (Reference: <6 years) |  |  |  |  |  |
|  | 6-10 years | .05 | .07 | .01 | .505 | -.01 | .02 |
|  | 11-15 years | -.11 | .10 | -.01 | .234 | -.03 | .01 |
|  | >15 years | -.05 | .08 | -.01 | .523 | .00 | .01 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |  |
|  | Non-commercial | .43 | .06 | .06 | <.001 | .05 | .09 |
|  | Religious | .93 | .09 | .09 | <.001 | .07 | .11 |
|  | Head start | .12 | .09 | .01 | .204 | -.01 | .03 |
|  | Home based | .14 | .11 | .01 | .202 | -.01 | .03 |
|  | Other | .40 | .08 | .07 | <.001 | .06 | .10 |
| Previously completed mandated reporter training (Reference: no prior training) | -.21 | .05 | -.03 | <.001 | -.05 | -.02 |

Note: CDA = Child Development Associate credential

**Appendix Table 7.** Unstandardized and standardized path coefficients, indirect effects, and bootstrapped confidence intervals (total indirect effects)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  | **95% CL** |
| Total indirect effects | **Coef** | **SE** | **β** | **p-value** | **LL** | **UL** |
| Gender: Female | .11 | .03 | .01 | <.001 | .01 | .02 |
| Race/ethnicity (Reference: White) |  |  |  |  |  |  |
|  | Asian | .12 | .06 | .01 | .026 | .001 | .01 |
|  | Hispanic | .16 | .04 | .01 | <.001 | .01 | .02 |
|  | Black | .07 | .02 | .01 | .001 | .004 | .02 |
|  | Other | -.001 | .05 | .00 | .991 | -.01 | .01 |
| Age (Reference: > 45 years) |  |  |  |  |  |  |
|  | 18-29 years | -.04 | .03 | -.01 | .149 | -.02 | .002 |
|  | 30-44 years | -.14 | .02 | -.02 | <.001 | -.03 | -.01 |
| Education (Reference: High school) (highest level completed) |  |  |  |  |  |  |
|  | 8th grade  | -.28 | .07 | -.01 | .001 | -.01 | -.004 |
|  | CDA | .04 | .03 | .003 | .207 | -.002 | .01 |
|  | Associate degree | .004 | .03 | .00 | .884 | -.01 | .01 |
|  | Bachelor’s degree | .07 | .03 | .01 | .010 | .002 | .02 |
|  | Graduate degree | .07 | .04 | .01 | .051 | <.001 | .02 |
| Years as childcare professional (Reference: <6 years) |  |  |  |  |  |
|  | 6-10 years | -.001 | .02 | .00 | .977 | -.01 | .01 |
|  | 11-15 years | -.04 | .03 | -.003 | .179 | -.01 | .001 |
|  | >15 years | .06 | .03 | .01 | .018 | .001 | .01 |
| Childcare setting (Reference: Commercial center) |  |  |  |  |  |  |
|  | Non-commercial | .02 | .02 | .002 | .394 | -.003 | .01 |
|  | Religious | .11 | .03 | .01 | <.001 | .004 | .02 |
|  | Head start | .05 | .03 | .004 | .118 | -.001 | .01 |
|  | Home based | -.01 | .04 | -.001 | .820 | -.01 | .01 |
|  | Other | .04 | .03 | .01 | .118 | -.002 | .01 |
| Previously completed mandated reporter training (Reference: no prior training) | -.08 | .02 | -.01 | <.001 | -.02 | -.01 |

Note: CDA = Child Development Associate credential

**Appendix Table 8.** Early Childhood Professional (ECP) associated with race or ethnicity

|  |  |  |
| --- | --- | --- |
|  |  | Race/ethnicity |
|  |  | White | Asian | Hispanic | Black | Other |
|  |  | χ2 (4) = 46.22, p-value<.001 |
| Gender: Female | 90.0 | 82.1 | 90.5 | 86.4 | 85.3 |
| Age  | X2 (8) = 111.9 |
|  | >45 years | 27.2 | 17.9 | 14.3 | 23.0 | 16.4 |
|  | 18-29 years | 47.2 | 44.2 | 59.0 | 50.2 | 57.8 |
|  | 30-44 years | 25.6 | 38.0 | 26.7 | 26.9 | 25.8 |
| Education (highest level completed) | χ2 (20) = 630.1, p-value<.001 |
|  | High school | 39.4 | 26.3 | 52 | 50.8 | 40.2 |
|  | 8th grade  | 0.7 | 0.0 | 1.6 | 1.0 | 0.8 |
|  | CDA | 5.0 | 2.6 | 9.1 | 11.0 | 7.4 |
|  | Associate degree | 12.6 | 7.3 | 16.3 | 14.5 | 16.4 |
|  | Bachelor’s degree | 30.5 | 16.4 | 17.2 | 15.5 | 24.6 |
|  | Graduate degree | 11.9 | 29.9 | 3.9 | 7.0 | 10.7 |
| Years as childcare professional  | χ2 (12) = 93.4, p-value<.001 |
|  | < 6 years | 63.6 | 72.3 | 74.2 | 62.1 | 69.3 |
|  | 6-10 years | 13.8 | 13.5 | 13.8 | 16.9 | 14.3 |
|  | 11-15 years | 7.6 | 5.8 | 6.3 | 7.9 | 7.4 |
|  | >15 years | 15.0 | 7.7 | 5.7 | 13.1 | 9.0 |
| Childcare setting  | χ2 (20) = 285.9, p-value<.001 |
|  | Commercial | 23.5 | 22.3 | 30.7 | 27.9 | 27.1 |
|  | Non-commercial | 34.8 | 29.9 | 33.6 | 40.9 | 33.6 |
|  | Religious | 11.2 | 9.5 | 7.4 | 6.0 | 6.6 |
|  | Head start | 7.8 | 7.7 | 7.9 | 7.5 | 7.8 |
|  | Home based | 4.5 | 3.3 | 6.6 | 8.2 | 5.7 |
|  | Other | 18.2 | 27.4 | 13.7 | 9.6 | 19.3 |
| Previously completed mandated reporter training | χ2 (4) = 115.4, p-value<.001 |
|  | Yes | 69.0 | 50.7 | 55.2 | 62.7 | 63.1 |

Note: CDA = Child Development Associate credential

**Appendix Table 9**. Item level indicators of acceptability by learner characteristic

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|   | Ease of learning from information | Program kept my interest & attention  | Information was useful for my role as a mandated reporter | Information was provided in a way that helped me learn | Storyline was helpful for learning  | Interactive scenarios | Videos  |
| Disagree | Neutral | Agree | Disagree | Neutral | Agree | Disagree | Neutral | Agree | Disagree | Neutral | Agree | Disagree | Neutral | Agree | Yes | Yes |
| Gender | χ2 (2) = 0.85 | χ2 (2) = 11.87\*\* | χ2 (2) = 20.24\*\*\* | χ2 (2) = 18.09\*\*\* | χ2 (2) = 30.67\*\*\* | χ2 (2) = 18.15\*\*\* | χ2 (2) = 0.69 |
|   | Female  | 3.3 | 9.3 | 87.4 | 2.6 | 8.2 | 89.2 | 0.8 | 3.7 | 95.4 | 1.1 | 4.5 | 94.5 | 1.1 | 4.1 | 94.8 | 51.2 | 55.4 |
|   | Male  | 2.9 | 9.5 | 87.6 | 3.5 | 10.3 | 86.2 | 1.0 | 6.2 | 92.8 | 1.9 | 6.4 | 91.7 | 1.9 | 6.8 | 91.2 | 45.2 | 54.2 |
| Race/ethnicity | χ2 (2) = 95.72\*\*\* | χ2 (2) = 33.79\*\*\* | χ2 (2) = 16.76\* | χ2 (2) = 26.66\*\* | χ2 (2) = 29.93\*\*\* | χ2 (2) =17.12\*\* | χ2 (2) = 147.13\*\*\* |
|   | White | 3.1 | 8.0 | 88.9 | 2.7 | 8.8 | 88.6 | 0.8 | 4.1 | 95.1 | 1.2 | 4.9 | 93.9 | 1.2 | 4.5 | 94.3 | 51.8 | 51.9 |
|   | Asian | 1.8 | 7.7 | 90.4 | 2.6 | 7.4 | 90.0 | 0.4 | 2.6 | 97.1 | 0.7 | 2.9 | 96.3 | 1.1 | 3.7 | 95.2 | 49.7 | 58.8 |
|   | Hispanic | 1.2 | 10.2 | 88.6 | 1.4 | 5.6 | 92.9 | 0.7 | 2.5 | 96.9 | 0.7 | 2.4 | 97.0 | 0.4 | 3.2 | 96.5 | 47.3 | 63.2 |
|   | Black | 4.2 | 13.1 | 82.7 | 2.8 | 7.7 | 89.7 | 0.9 | 3.9 | 95.3 | 0.9 | 4.5 | 94.7 | 1.1 | 3.4 | 94.9 | 47.9 | 64.2 |
|   | Other | 6.1 | 12.3 | 81.6 | 5.8 | 13.2 | 81.1 | 1.7 | 7.4 | 91.0 | 2.1 | 8.7 | 89.3 | 2.5 | 9.8 | 87.7 | 48.0 | 51.6 |
| Age | χ2 (2) = 70.69\*\*\* | χ2 (2) = 36.67\*\*\* | χ2 (2) = 11.16\* | χ2 (2) = 9.44 | χ2 (2) = 5.15 | χ2 (2) = 16.19\*\*\* | χ2 (2) = 35.94\*\*\* |
|   | > 45 years | 5.0 | 11.3 | 83.7 | 2.2 | 6.5 | 91.4 | 0.8 | 3.6 | 95.7 | 1.1 | 4.5 | 94.4 | 1.2 | 4.2 | 94.6 | 49.1 | 54.6 |
|   | 18-29 years  | 2.5 | 8.2 | 89.4 | 3.2 | 9.5 | 87.4 | 0.8 | 3.8 | 95.5 | 1.2 | 4.3 | 94.5 | 1.2 | 4.1 | 94.7 | 52.4 | 57.7 |
|   | 30-44 years | 3.1 | 9.5 | 87.4 | 2.3 | 8.3 | 89.4 | 1.1 | 4.8 | 94.1 | 1.1 | 5.6 | 93.2 | 1.2 | 5.1 | 93.7 | 48.6 | 51.4 |
| Education (highest level) | χ2 (2) = 76.89\*\*\* | χ2 (2) = 15.49 | χ2 (2) = 24.30\*\* | χ2 (2) = 26.94\*\* | χ2 (2) = 35.49\*\*\* | χ2 (2) = 58.68\*\*\* | χ2 (2) = 102.18\*\*\* |
|   | 8th grade | 6.9 | 14.7 | 78.4 | 5.0 | 4.0 | 91.1 | 2.0 | 3.9 | 94.1 | 1.0 | 5.9 | 93.1 | 1.0 | 8.0 | 91.0 | 33.3 | 58.8 |
|   | High school | 3.3 | 10.2 | 86.5 | 2.3 | 8.5 | 89.2 | 0.5 | 3.9 | 95.7 | 0.7 | 4.4 | 94.9 | 0.7 | 4.1 | 95.2 | 48.5 | 59.5 |
|   | CDA | 4.4 | 13.7 | 81.9 | 1.8 | 7.7 | 90.5 | 1.0 | 3.3 | 95.7 | 1.1 | 3.4 | 95.5 | 0.9 | 4.0 | 95.1 | 45.1 | 60.2 |
|   | Associate degree | 4.0 | 10.3 | 85.7 | 2.8 | 8.9 | 88.4 | 1.0 | 4.4 | 94.5 | 1.2 | 5.2 | 93.5 | 1.6 | 5.2 | 93.3 | 51.4 | 53.9 |
|   | Bachelor’s degree | 2.6 | 6.9 | 90.5 | 3.3 | 8.3 | 88.5 | 1.1 | 3.8 | 95.0 | 1.7 | 4.8 | 93.5 | 1.6 | 4.2 | 94.3 | 55.0 | 50.9 |
|   | Graduate degree | 3.1 | 7.3 | 89.6 | 2.9 | 8.8 | 88.3 | 1.4 | 4.7 | 93.9 | 1.4 | 5.7 | 92.3 | 1.9 | 5.1 | 93.0 | 51.7 | 48.1 |
| Years in childcare  | χ2 (2) = 45.46\*\*\* | χ2 (2) = 16.50\* | χ2 (2) = 6.44 | χ2 (2) = 4.48 | χ2 (2) = 5.87 | χ2 (2) = 13.94\*\* | χ2 (2) = 24.39\*\*\* |
|   | < 6 years | 2.9 | 8.5 | 88.6 | 2.9 | 8.7 | 88.5 | 0.8 | 3.9 | 95.3 | 1.1 | 4.5 | 94.4 | 1.2 | 4.2 | 94.7 | 51.8 | 56.8 |
|   | 6-10 years | 3.1 | 10.1 | 86.8 | 2.9 | 8.8 | 88.3 | 1.0 | 4.4 | 94.6 | 1.4 | 5.2 | 93.4 | 1.2 | 5.0 | 93.8 | 49.1 | 53.1 |
|   | 11-15 years | 4.0 | 12.7 | 83.3 | 2.0 | 9.3 | 88.7 | 1.1 | 5.1 | 93.9 | 1.0 | 5.4 | 93.7 | 1.0 | 5.3 | 93.8 | 46.8 | 49.8 |
|   | >15 years | 4.9 | 10.3 | 84.7 | 2.1 | 6.4 | 91.5 | 0.8 | 3.4 | 95.8 | 1.2 | 4.8 | 94.0 | 1.4 | 4.2 | 94.3 | 48.8 | 53.5 |
| Childcare setting  | χ2 (2) = 11.21 | χ2 (2) = 14.63 | χ2 (2) = 20.84\* | χ2 (2) = 10.05 | χ2 (2) = 9.90 | χ2 (2) = 6.17 | χ2 (2) = 39.63\*\*\* |
|   | Commercial | 3.2 | 9.1 | 87.7 | 3.2 | 8.9 | 87.9 | 1.0 | 4.2 | 94.9 | 1.2 | 4.2 | 94.5 | 1.2 | 4.6 | 94.2 | 50.1 | 57.8 |
|   | Non-Commercial | 3.5 | 9.8 | 86.7 | 2.5 | 8.0 | 89.5 | 0.6 | 3.7 | 95.7 | 1.0 | 4.8 | 94.2 | 1.0 | 4.3 | 94.7 | 51.0 | 54.5 |
|   | Religious | 2.6 | 8.7 | 88.8 | 1.6 | 9.1 | 89.2 | 1.1 | 3.0 | 95.9 | 1.3 | 4.1 | 94.6 | 1.2 | 3.6 | 95.2 | 52.0 | 54.0 |
|   | Head start | 3.4 | 10.1 | 86.5 | 2.8 | 7.2 | 90.0 | 0.7 | 3.9 | 95.4 | 1.1 | 4.4 | 94.5 | 1.2 | 4.0 | 94.8 | 50.2 | 57.0 |
|   | Home based | 3.8 | 10.6 | 85.6 | 2.6 | 8.2 | 89.1 | 0.7 | 5.3 | 94.0 | 0.9 | 5.4 | 93.7 | 0.7 | 5.3 | 94.0 | 46.6 | 61.9 |
|   | Other | 3.1 | 8.2 | 88.8 | 3.0 | 8.7 | 88.3 | 1.4 | 4.5 | 94.2 | 1.5 | 5.3 | 93.2 | 1.6 | 4.7 | 93.8 | 50.9 | 50.8 |
| Prior training | χ2 (2) = 7.30\* | χ2 (2) = 21.34\*\*\* | χ2 (2) = 28.69\*\*\* | χ2 (2) = 30.76\*\*\* | χ2 (2) = 34.66\*\*\* | χ2 (1) = 0.76 | χ2 (1) = 37.07\*\*\* |
| Yes | 3.6 | 9.5 | 86.9 | 3.0 | 8.9 | 88.0 | 1.1 | 4.5 | 94.4 | 1.4 | 5.3 | 93.4 | 1.4 | 5.0 | 93.6 | 50.9 | 53.4 |
| No | 2.8 | 8.9 | 88.4 | 2.0 | 7.4 | 90.6 | 0.5 | 3.0 | 96.5 | 0.7 | 3.6 | 95.7 | 0.7 | 3.2 | 96.1 | 50.0 | 59.0 |

Note: CDA = Child Development Associate credential

\*p-value<.05; \*\*p-value<0.01; \*\*\*p-value<0.001

**Appendix Table 10**. Item level indicators of appropriateness by learner characteristic

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Endorsed program component as helpful | Resource documents  | Explanation of legal requirements  | Background stories  | Available online at any time  | Reporting procedures  |
| Gender | χ2 (1)=2.24 | χ2 (1)=3.22 | χ2 (1)=4.81\* | χ2 (1)=1.51 | χ2 (1)=15.38\*\*\* |
|  | Female | 35.5 | 34.5 | 23.4 | 25.2 | 34.3 |
|  | Male | 37.5 | 37.0 | 20.8 | 23.6 | 29.1 |
| Race/ethnicity  | χ2 (4)=3.62 | χ2 (4)=2.54 | χ2 (4)=64.8\*\*\* | χ2 (4)=10.1\* | χ2 (4)=31.8\*\*\* |
|  | White | 35.3 | 34.5 | 21.1 | 25.4 | 32.4 |
|  | Asian | 36.9 | 34.7 | 25.9 | 30.3 | 40.2 |
|  | Hispanic | 36.6 | 36.7 | 26.2 | 22.8 | 39.8 |
|  | Black | 36.6 | 35.0 | 28.1 | 23.9 | 36.0 |
|  | Other | 39.7 | 37.7 | 27.0 | 21.7 | 35.7 |
| Age  | χ2 (2)=19.64\*\*\* | χ2 (2)=137.3\*\*\* | χ2 (2)=78.7\*\*\* | χ2 (2)=59.0\*\*\* | χ2 (2)=36.1\*\*\* |
|  | >45 years | 33.8 | 30.8 | 26.5 | 21.9 | 32.7 |
|  | 18-29 years | 37.0 | 34.5 | 19.3 | 27.7 | 31.7 |
|  | 30-44 years | 38.1 | 42.9 | 20.6 | 28.0 | 38.1 |
| Education (highest level completed) | χ2 (5)=113.68\*\*\* | χ2 (5)=48.71\*\*\* | χ2 (5)=51.17\*\*\* | χ2 (5)=132.85\*\*\* | χ2 (5)=23.29\*\*\* |
|  | High school | 20.6 | 22.5 | 21.6 | 17.7 | 26.5 |
|  | 8th grade  | 31.2 | 32.1 | 25.4 | 20.2 | 35.3 |
|  | CDA | 36.2 | 35.5 | 24.8 | 25.0 | 34.4 |
|  | Associate degree | 37.5 | 35.5 | 23.4 | 28.9 | 35.5 |
|  | Bachelor’s degree | 39.4 | 36.7 | 21.5 | 28.0 | 31.9 |
|  | Graduate degree | 43.2 | 40.4 | 16.8 | 32.0 | 30.2 |
| Years as childcare professional  | χ2 (3)=13.72\*\* | χ2 (3)=55.87\*\*\* | χ2 (3)=14.80\*\* | χ2 (3)=57.85\*\*\* | χ2 (3)=3.78 |
|  | < 6 years | 34.7 | 32.9 | 24.1 | 23.0 | 34.2 |
|  | 6-10 years | 37.2 | 35.9 | 22.4 | 26.9 | 32.4 |
|  | 11-15 years | 35.8 | 35.7 | 19.5 | 27.2 | 32.0 |
|  | >15 years | 39.0 | 42.1 | 21.3 | 31.0 | 34.4 |
| Childcare setting  | χ2 (5)=30.74\*\*\* | χ2 (5)=42.86\*\*\* | χ2 (5)=31.31\*\*\* | χ2 (5)=55.45\*\*\* | χ2 (5)=2.06 |
|  | Commercial | 33.0 | 32.0 | 25.8 | 22.0 | 33.5 |
|  | Non-commercial | 34.8 | 34.4 | 22.5 | 23.9 | 33.5 |
|  | Religious | 38.1 | 39.8 | 19.2 | 28.1 | 35.3 |
|  | Head start | 38.4 | 34.4 | 25.4 | 24.6 | 34.4 |
|  | Home based | 34.9 | 30.6 | 24.0 | 25.3 | 35.4 |
|  | Other | 39.4 | 38.5 | 21.4 | 30.2 | 32.9 |
| Prior training | χ2 (1)=0.13 | χ2 (1)=4.03\* | χ2 (1)=2.44 | χ2 (1)=56.29\*\*\* | χ2 (1)=39.10\*\*\* |
|  | No | 35.5 | 33.6 | 23.9 | 20.9 | 37.5 |
|  | Yes | 35.8 | 35.4 | 22.7 | 25.0 | 31.9 |

Note: CDA = Child Development Associate credential; \*p-value<.05; \*\*p-value<.01; \*\*\*p-value<.00