



STATE-WIDE SURVEY OF KANSAS COACHES

PREPARED FOR

Wichita Public Schools & the Kansas High School Activities Association



WICHITA
PUBLIC SCHOOLS



PREPARED BY

LiFEsports at The Ohio State University



Introduction and Background

In fall 2021, LiFEsports at The Ohio State University (OSU) and the Ohio High School Athletic Association (OHSAA) were awarded a grant as part of the “Million Coaches Challenge” funded by the Susan Crown Exchange. The Million Coaches Challenge aims to train one million coaches in social-emotional learning and positive youth development (SEL-PYD) practices by 2025. The Susan Crown Exchange seeks to bring partner organizations together to build a future where our kids know how to work together, celebrate success, manage failure, and are equipped with the skills they need to thrive. LiFEsports, OHSAA, partner school districts, and youth sport organizations named our collective work in Ohio “Coach Beyond.”

In 2024, the Susan Crown Exchange provided funding to replicate the Ohio model of Coach Beyond in Kansas, Indiana, and Maryland. One step in building capacity for states is understanding their coaches' training needs and interests. As such, each state engaged in a state-wide needs assessment (e.g., a state-wide survey of sport coaches).

State-Wide Survey of Kansas Sport Coaches

Leaders at OSU LiFEsports developed a state-wide coaching survey in 2022 to assess coaches' backgrounds, experiences, philosophies, behaviors, training interests, and training histories. Guided by this initial work in Ohio, leaders in Kansas selected items to include in their needs assessment. This report presents the results of the Kansas state-wide survey conducted in the fall of 2024. To summarize findings, we first present the study methods. Next, we present the demographics of Kansas coaches who completed the survey, followed by an overview of their coaching behaviors, training histories and interests, top coaching philosophies, and perceived needs in their schools and communities.

Method

The OSU Institutional Review Board approved all study procedures. Participants were recruited via social media and emails sent out to contacts on a comprehensive list of coaches from for-profit and non-profit sectors (i.e., club teams, private schools, clubs, associations, and other sport entities such as parks and recreation agencies, etc.). Furthermore, we recruited leaders from partner districts in Kansas to share the survey with their fellow coaches. The KSHSAA shared the survey with coaches, athletic directors, and superintendents active in their membership database. Participants provided informed consent before completing the survey.



Coach Demographics

In total, 1,065 Kansas coaches participated in this survey. Most coaches had over ten years of coaching experience, were between 30 and 49 years old, and identified as White and male. Importantly, demographic questions were optional to allow respondents to maintain anonymity. The following tables overview the characteristics of respondents who participated in our study.

Characteristics	%	
Years Coached		59% had over 10 years of coaching experience
Less than 5 years	19%	
6 - 10 years	22%	
11 - 20 years	32%	
21+ years	27%	
Age		The majority were between the ages of 30 - 49
Under 30	12%	
30 - 39	27%	
40 - 49	28%	
50 - 59	16%	
60 or older	8%	
Race		A majority identified as White and male
White	88%	
Black	4%	
Hispanic/Latino	3%	
Multiple Races	2%	
AAPI /Native American	2%	
Gender		
Male	65%	
Female	35%	

Role Last Season, Primary Setting, & School Characteristics

Role	%	Primary Setting	%	School As Primary Setting			
				School Level	%	School Type	%
Head Coach	64%	School	91%	Middle school	19%	Public	93%
Assistant	33%	Competitive	7%	High school	81%	Private	7%
Volunteer	2%	Recreational	1%				
Other	2%	Developmental (8 years or younger)	<1%				
		Other	<1%				
		Collegiate	1%				

Relationship with School (Of those who reported coaching in the school setting $n = 929$)

Role	%
Teacher Educator	61%
School Staff Member	13%
Parent of Student	9%
Community Member	9%
School Admin	5%
Athletic Director	2%
Volunteer	1%
Extended Family Member of Student	<1%

3/4 of school-based coaches reported they were teacher-educators or school staff

Hours and Pay

Weekly Hours Spent Coaching	%	Pay (Last Season)	%
1-10 hours	9%	Unpaid	1%
11-20 hours	55%	Less than \$999	2%
21-30 hours	26%	\$1,000 - \$4,999	71%
31-40 hours	7%	\$5,000 - \$9,999	24%
41+ hours	3%	\$10,000 or more	1%

Educational Background

Degree	%	Degree	%
GED	<1%	Master's degree	46%
High school graduate	5%	Professional or doctoral degree	2%
Associate degree	7%	Other	2%
Undergraduate degree	30%		

Sport By Primary Setting

Sport	% of Overall Sample	Primary Setting Where Coached Sport	
		School	Community
Baseball	7%	89%	11%
Basketball	19%	93%	7%
Bowling	2%	88%	12%
Cheer	4%	97%	3%
Cross Country	4%	100%	--
Field Hockey	<1%	100%	--
Football	14%	94%	6%
Golf	4%	88%	12%
Gymnastics	<1%	50%	50%
Ice Hockey	<1%	--	--
Soccer	5%	77%	23%
Softball	6%	86%	14%
Swimming and Diving	2%	77%	23%
Track & Field	6%	98%	2%
Tennis	2%	91%	9%
Volleyball	16%	93%	7%
Wrestling	6%	91%	9%
Other	2%	90%	10%

*Note. Some coaches reported coaching more than one sport, resulting in %'s exceeding 100%. Community represents those who reported coaching in competitive, recreational, developmental, or other settings.

Sport By Gender

Sport	% of Overall Sample	Gender of Team Coached Last Season			
		Male	Female	Equally Male & Female	Co-Ed
Baseball	7%	98%	--	2%	--
Basketball	19%	54%	43%	2%	<1%
Bowling	2%	--	--	63%	38%
Cheer	4%	--	74%	--	26%
Cross Country	4%	4%	48%	48%	--
Field Hockey	<1%	--	100%	--	--
Football	14%	97%	--	--	3%
Golf	4%	35%	26%	19%	16%
Gymnastics	<1%	--	100%	--	--
Ice Hockey	<1%	--	--	--	--
Soccer	5%	39%	33%	18%	9%
Softball	6%	--	100%	--	--
Swimming and Diving	2%	13%	18%	63%	6%
Track & Field	6%	10%	3%	45%	41%

Tennis	2%	29%	35%	29%	6%
Volleyball	16%	1%	97%	1%	1%
Wrestling	6%	23%	13%	43%	21%
Other	2%	20%	20%	20%	40 %

Primary Setting - School: Top 5 School Districts Completing Survey

School District	Total Participants	% of Total Sample
Wichita USD 259	134	14%
Olathe USD 233	26	3%
Spring Hill USD 230	20	2%
Newton USD 373	20	2%
Shawnee Mission Public Schools	19	2%

To see the full school district breakdown,
see Appendix A.



COACHING BEHAVIORS



All coaches were asked about their ability to engage in various coaching behaviors that support the whole athlete in and out of sport. Items were measured on a scale of strongly disagree to strongly agree. Items that generated the highest and lowest percentages of coaches reporting they felt confident in their ability to engage in each behavior are reported below. Coaches were asked, “As a coach, how confident are you in your ability to...”

5 Least Confident Behaviors	5 Most Confident Behaviors
<ol style="list-style-type: none">1. Host a tryout2. Raise funds to support my team3. Reduce performance anxiety among athletes4. Address mental health concerns5. Prepare appropriate plans for off-season physical conditioning	<ol style="list-style-type: none">1. Teach basic technique/strategy2. Promote good sportsmanship3. Foster character development4. Instill an attitude of respect for others among athletes5. Teach life skills through sport

Kansas coaches reported feeling confident in their ability to promote good sportsmanship and teach the X's and O's, yet were less confident in areas such as team management (tryouts, fundraising, etc.) and on topics related to mental wellness

Coaching Behaviors (As a coach, I am confident in my ability to...)

Category	% Strongly Agreed	Category	% Strongly Agreed
Coaching the X's and O's			
teach basic technique/strategy.	41%	maximize team strengths during competitions.	39%
teach technical skills.	41%	make strategic decisions in pressure situations.	42%
accurately assess the physical conditioning of athletes.	31%	prepare appropriate plans for off-season physical conditioning.	24%
coach sport-specific skills for different positions/events.	49%	implement appropriate endurance programs during the season.	28%
Teaching Life and Leadership Skills through Sport			
promote good sportspersonship.	63%	instill an attitude of respect for others among athletes.	56%
foster character development.	55%	teach life skills through sport.	60%
Coach Beyond... Behaviors			
work with parents/caregivers.	29%	help athletes regulate their emotions.	21%
identify off the field stressors among athletes.	21%	reduce performance anxiety among athletes.	15%
address mental health concerns.	20%	prevent burnout among athletes.	17%
manage stress and pressure as a coach.	23%	host a tryout.	35%
raise funds to support my team.	28%	communicate effectively with administrators.	54%
implement an end-of-the-season event.	38%		

Only 20% of Kansas coaches reported feeling confident in their ability to address mental health concerns



TRAINING HISTORY & INTERESTS

All coaches were asked about past coaching training they had never participated in and their interest in future training topics. Below are the top 10 topics that generated the highest and lowest percentages regarding coaches' training histories. In addition, we overview the top 10 trainings coaches were interested in and those they reported having never participated in but had an interest in.

Top 5 Most Attended Trainings (Have Participated In)	%	Top 5 Least Attended Trainings (Never Participated In)	%
1. Sport Skills and Techniques	80%	1. Linkage and Referral to Resources	60%
2. Coaching Tactics and Strategy	77%	2. Stress and Coaching	55%
3. Leadership Development	73%	3. Performance Anxiety	52%
4. Effective Communication	70%	4. Trauma-Informed Practice	51%
5. Relationship-Building	67%	5. Diversity and Inclusion	51%

Beyond sport skills and strategy, Kansas coaches are interested in more training on performance anxiety, team culture, leadership, and mental health

Top 10 Trainings Coaches Are Interested In	%	Top 10 Trainings Coaches Are Interested In and Have Never Participated	%
1. Coaching Tactics & Strategy	82%	1. Performance Anxiety	43%
2. Sport Skills and Techniques	80%	2. Stress and Coaching	42%

3. Performance Anxiety	76%	3. Linkage and Referral to Resources	38%
4. Team Culture	76%	4. Emotional Regulation	37%
5. Leadership Development	75%	5. Mental Health	36%
6. Mental Health	74%	6. Life Skill Development through Sport	25%
7. Life Skill Development through Sport	73%	7. Behavior Management	34%
8. Relationship-Building	71%	8. Trauma-Informed Practice	34%
9. Effective Communication	69%	9. Conflict Resolution	31%
10. Stress and Coaching	69%	10. Working with Parents/Caregivers	31%

To see all participation rates and interest levels, please see Appendix B.

Coaching Philosophies

Coaches were given a list of 12 different coaching philosophies and asked to rank them. Coaches' most and least important philosophies guiding their coaching practices are summarized below.

The most important coaching philosophy reported by Kansas coaches was helping athletes learn new life skills

Most Important Coaching Philosophy	N	%
Helping athletes learn new life skills	367	43%
Least Important Coaching Philosophy	N	%
Making sure all athletes play	631	74%

Stress, Satisfaction, and Retention

Question	Full Sample	Setting		Experience/Role		Career Wins	
		School-Based	Comm-Based	1-5-year coaches	21+ Yrs	Win <50% Games	Win >50% Games
% Somewhat or Extremely							
How satisfying is the coaching experience?	97%	97%	96%	97%	98%	96%	96%
How stressful is the coaching experience?	85%	86%	83%	80%	87%	84%	86%
How likely are you to continue coaching?	89%	89%	89%	91%	89%	96%	89%

Career and Last Season Win Percentage

Estimate Over	Mean Win %	Won <50%	Won >50%
Career	61%	15%	85%
Last Season	59%	25%	75%

85% of Kansas coaches reported coaching is somewhat or extremely stressful

Impact on Athletes

Coaches were asked on a scale of 0-100, "How much of an impact have you had on your athletes..."

Question	% Low Impact (0-33)	% Moderate Impact (34-67)	% High Impact (68-100)
Development of life skills	1%	22%	77%
Overall well-being	1%	20%	79%
Development of sport skills	<1%	15%	84%

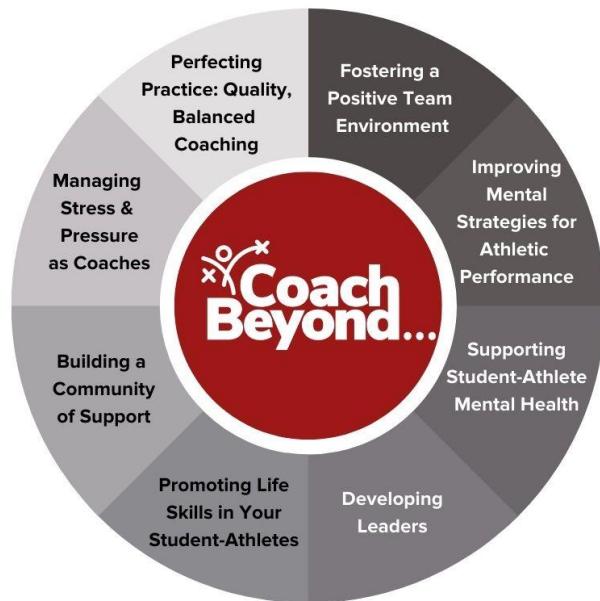
Community Needs

Coaches were asked to indicate “to what degree did you have enough of the following resources during your LAST SEASON when coaching your PRIMARY sport.” Items were measured on a scale of 0 – 100, with 0 = Extremely inadequate, 50 = Neither adequate nor inadequate, 100 = Extremely adequate.

Resource	Mean Score	% Indicating Need for More Resources (≤ 50)
Equipment	73	19%
Uniforms	78	15%
Facility Space	67	30%
Transportation to Games	78	17%
Funding for Other Team Needs	61	38%
Administrative Support	81	13%
Peer Support	79	14%
Safe Places to Practice	87	8%
Payment/Income to Coach	60	41%
Parent/Caregiver Support	74	19%

Coach Beyond...

Data from Kansas coaches align with several of Coach Beyond training areas, and particularly showcase priorities related to mental health, performance anxiety, team culture, and stress/pressure.



More information about Coach Beyond trainings can be found here:

<https://go.osu.edu/coachbeyond>

Coach Beyond Training Topics	Kansas Coaches Data Summary
Interests in Additional Training	Coaching Behaviors
Supporting Student-Athlete Mental Health	Only 20% felt confident in their ability to address athletes' mental health concerns.
Improving Mental Strategies for Athletic Performance	Only 15% felt confident in their ability to reduce performance anxiety among athletes.
Fostering a Positive Team Environment	56% felt confident in instilling respect for others among athletes.
Developing Leaders	55% felt confident in their ability to foster character development.
Promoting Life Skills in Your Student-Athletes	60% felt confident teaching life skills through sport.
Building a Community of Support	Only 29% felt confident in working with parents/caregivers.
Managing Stress & Pressure as Coaches	Only 23% felt confident in managing stress and pressure as a coach.
Perfecting Practice: Quality, Balanced Coaching	Only 35% felt confident in hosting a tryout.



SUMMARY & NEXT STEPS

Summary

The coaching landscape in Kansas continues to evolve and change over time, and so too do the needs of student-athletes. The findings of this survey point to notable strengths among coaches in Kansas, including a high level of commitment to continuing to support youth sports in this state. Results also demonstrate opportunities to improve Kansas' coach education and training system in areas of youth development, wellness, and managing team dynamics, events, and stakeholders (e.g., parents/caregivers). Findings reveal that a majority of those who completed the survey were teacher-educators coaching high school sports.

Overall, Kansas coaches reported feeling confident coaching the X's and O's (e.g., technique, skills, tactics) and teaching life and leadership skills through sport. For instance, Kansas coaches reported feeling confident promoting sportspersonship, teaching basic technique and strategy, and teaching life skills. However, coaches also reported feeling less confident engaging in behaviors that promote the holistic health of student-athletes (i.e., mental health, performance anxiety, linkage and referral to resources/supports) despite a high interest in these training practices. Namely, coaches demonstrated an interest in learning holistic coaching practices that help make the youth sport environment conducive to learning skills that extend beyond the field, mat, court, etc.

Let's Coach Beyond...

This report summarizes findings from the state-wide survey of 1,065 Kansas youth sport coaches. Overall, coaches demonstrate notable strengths and an interest from coaches in going "beyond the X's and O's."

Coach Beyond has developed online and in-person trainings to help meet the needs of your school, district, and community. Undoubtedly, Kansas leaders will use the results of this survey to inform how they want to support coaches and promote positive youth development through sport. Please visit our website to learn more: [Coach Beyond » OSU LiFEsports](#). We look forward to continuing our partnership with your state! To learn more, please email: coachbeyond@osu.edu



Appendix A

School District Breakdowns

District	Total	%	County	Total	%
Abilene USD 435	11	1.1	Chaparral Schools USD 361	3	.3
Andover USD 385	2	.2	Chapman USD 473	8	.8
Argonia Public Schools USD 359	1	.1	Chase County USD 284	2	.2
Arkansas City USD 470	4	.4	Chase-Raymond USD 401	2	.2
Ashland USD 220	1	.1	Chautauqua County Community	2	.2
Atchison County Community Schools	1	.1	Cheney USD 268	2	.2
Atchison Public Schools USD 409	1	.1	Cherokee USD 247	1	.1
Auburn-Washburn USD 437	7	.7	Cherryvale USD 447	4	.4
Augusta USD 402	2	.2	Cimarron-Ensign USD 102	4	.4
Barnes USD 223	1	.1	Circle USD 375	3	.3
Basehor-Linwood USD 458	10	1.0	Clay County USD 379	4	.4
Baxter Springs USD 508	1	.1	Clearwater USD 264	4	.4
Beloit USD 273	6	.6	Coffeyville USD 445	1	.1
Blue Valley USD 229	7	.7	Colby Public Schools USD 315	9	.9
Blue Valley USD 384	2	.2	Columbus USD 493	5	.5
Bluestem USD 205	1	.1	Comanche County USD 300	3	.3
Buhler USD 313	5	.5	Conway Springs USD 356	3	.3
Burlingame Public School USD 454	3	.3	Copeland USD 476	1	.1
Burlington USD 244	1	.1	Cunningham USD 332	1	.1
Canton-Galva USD 419	1	.1	De Soto USD 232	19	1.9
Cedar Vale USD 285	2	.2	Deerfield USD 216	1	.1
Central Heights USD 288	3	.3	Derby USD 260	10	1.0
Central Plains USD 112	1	.1	Dodge City USD 443	15	1.5
Centre USD 397	1	.1	Doniphan West Schools USD 111	6	.6
Chanute Public Schools USD 413	6	.6	Douglass Public Schools USD 396	5	.5

District	Total	%	County	Total	%
Durham-Hillsboro-Lehigh USD 410	2	.2	Halstead USD 440	1	.1
Easton USD 449	2	.2	Haven Public Schools USD 312	1	.1
El Dorado USD 490	5	.5	Hays USD 489	12	1.2
Elkhart USD 218	1	.1	Haysville USD 261	5	.5
Ellinwood Public Schools USD 355	1	.1	Herington USD 487	1	.1
Ellis USD 388	4	.4	Hesston USD 460	6	.6
Ellsworth USD 327	2	.2	Hoisington USD 431	2	.2
Emporia USD 253	9	.9	Holcomb USD 363	1	.1
Erie-Galesburg USD 101	6	.6	Holton USD 336	5	.5
Eudora USD 491	2	.2	Hoxie Community Schools USD 412	1	.1
Flinthills USD 492	1	.1	Hugoton Public Schools USD 210	1	.1
Fort Scott USD 234	3	.3	Hutchinson Public Schools USD 308	1	.1
Frontenac Public Schools USD 249	1	.1	Independence USD 446	1	.1
Galena USD 499	2	.2	Ingalls USD 477	1	.1
Garden City USD 457	6	.6	Inman USD 448	3	.3
Gardner Edgerton USD 231	11	1.1	Iola USD 257	6	.6
Garnett USD 365	2	.2	Jefferson County North USD 339	4	.4
Geary County Schools USD 475	5	.5	Jefferson West USD 340	2	.2
Goddard USD 265	6	.6	Kansas City USD 500	9	.9
Goessel USD 411	3	.3	Kaw Valley USD 321	3	.3
Golden Plains USD 316	2	.2	Kingman-Norwich USD 331	1	.1
Graham County USD 281	4	.4	Kiowa County USD 422	1	.1
Great Bend USD 428	8	.8	Kismet-Plains USD 483	8	.8
Greeley County Schools USD 200	1	.1	Labette County USD 506	3	.3
LaCrosse USD 395	2	.2	Nickerson USD 309	5	.5
Lakin USD 215	1	.1	North Lyon County USD 251	2	.2
Lansing USD 469	3	.3	North Ottawa County USD 239	3	.3
Lawrence USD 497	8	.8	Northeast USD 246	2	.2

District	Total	%	County	Total	%
Leavenworth USD 453	8	.8	Norton Community Schools USD 211	7	.7
Lebo-Waverly USD 243	3	.3	Oakley USD 274	2	.2
Leoti USD 467	1	.1	Oberlin USD 294	3	.3
Liberal USD 480	6	.6	Olathe USD 233	26	2.7
Lincoln USD 298	1	.1	Onaga-Havensville-Wheaton USD	5	.5
Logan USD 326	4	.4	Osage City USD 420	7	.7
Louisburg USD 416	6	.6	Osawatomie USD 367	1	.1
Lyons USD 405	4	.4	Osborne County USD 392	1	.1
Maize USD 266	10	1.0	Oswego USD 504	1	.1
Marais Des Cygnes Valley USD 456	6	.6	Otis-Bison USD 403	1	.1
Marion-Florence USD 408	4	.4	Ottawa USD 290	2	.2
Marysville USD 364	2	.2	Oxford USD 358	1	.1
McLouth USD 342	2	.2	Paradise USD 399	1	.1
McPherson USD 418	7	.7	Parsons USD 503	2	.2
Mission Valley USD 330	4	.4	Pawnee Heights USD 496	1	.1
Morris County USD 417	5	.5	Perry Public Schools USD 343	2	.2
Moscow Public Schools USD 209	4	.4	Phillipsburg USD 325	1	.1
Moundridge USD 423	2	.2	Pike Valley USD 426	7	.7
Mulvane USD 263	6	.6	Piper-Kansas City USD 203	3	.3
Nemaha Central USD 115	7	.7	Pittsburg USD 250	3	.3
Neodesha USD 461	4	.4	Plainville USD 270	2	.2
Ness City USD 303	13	1.3	Pleasanton USD 344	1	.1
Newton USD 373	20	2.0	Prairie Hills USD 113	5	.5
Pratt USD 382	9	.9	Rawlins County USD 105	1	.1
Pretty Prairie USD 311	1	.1	Renwick USD 267	1	.1
Quinter Public Schools USD 293	1	.1	Republic County USD 109	2	.2
Rawlins County USD 105	1	.1	Syracuse USD 494	2	.2
Renwick USD 267	1	.1	Thunder Ridge Schools USD 110	6	.6

District	Total	%	County	Total	%
Republic County USD 109	2	.2	Topeka Public Schools USD 501	2	.2
Riverside USD 114	3	.3	Trego USD 208	1	.1
Rock Creek USD 323	2	.2	Triplains USD 275	1	.1
Rolla USD 217	2	.2	Twin Valley USD 240	6	.6
Rose Hill Public Schools USD 394	1	.1	Ulysses USD 214	1	.1
Royal Valley USD 337	4	.4	Uniontown USD 235	2	.2
Salina USD 305	16	1.6	Valley Center Public Schools USD 262	2	.2
Santa Fe Trail USD 434	5	.5	Valley Falls USD 338	7	.7
Seaman USD 345	6	.6	Valley Heights USD 498	4	.4
Sedgwick Public Schools USD 439	8	.8	Vermillion USD 380	6	.6
Shawnee Heights USD 450	1	.1	Victoria USD 432	1	.1
Shawnee Mission Public Schools	19	1.9	Wabaunsee USD 329	2	.2
USD 512	1	.1	Waconda USD 272	2	.2
Silver Lake USD 372	3	.3	Wallace County Schools USD 241	2	.2
Skyline Schools USD 438	4	.4	Wamego USD 320	2	.2
Smith Center USD 237	11	1.1	Wellsville USD 289	1	.1
Smoky Valley USD 400	4	.4	Weskan USD 242	1	.1
South Barber USD 255	1	.1	West Elk USD 282	1	.1
South Brown County USD 430	5	.5	West Franklin USD 287	2	.2
South Haven USD 509	2	.2	Western Plains USD 106	3	.3
Spring Hill USD 230	20	2.0	Wheatland USD 292	1	.1
St. Francis Community Schools	1	.1	Wichita USD 259	134	13.7
Stafford USD 349	2	.2	Winfield USD 465	1	.1
Sterling USD 376	3	.3	Other (please specify):	41	4.2
Sylvan Grove USD 299	1	.1			

Appendix B

Training Backgrounds and Interests

Training Topic	% Never Participated & Not Interested in Additional Training	% Never Participated & Interested in Additional Training	% Have Participated & Not Interested in Additional Training	% Have Participated & Interested in Additional Training
Sport Skills and Techniques	4%	17%	16%	63%
Coaching Tactics and Strategy	4%	19%	14%	62%
Leadership Development	5%	22%	20%	54%
Effective Communication	7%	23%	23%	46%
Team Culture	6%	31%	18%	45%
Life Skill Development through Sport	8%	35%	19%	38%
Mental Health	7%	36%	19%	38%
Relationship-Building	7%	26%	22%	44%
Working with Parents and Caregivers	15%	31%	24%	30%
Performance Anxiety	9%	43%	16%	32%
Behavior Management	12%	34%	23%	31%
Conflict Resolution	12%	31%	24%	34%

Training Topic	% Never Participated & Not Interested in Additional Training	% Never Participated & Interested in Additional Training	% Have Participated & Not Interested in Additional Training	% Have Participated & Interested in Additional Training
Emotional Regulation	11%	37%	21%	31%
Diversity and Inclusion	22%	29%	24%	25%
Linkage and Referral to Resources	22%	38%	19%	21%
Trauma-Informed Practice	16%	35%	23%	26%
Stress and Coaching	13%	42%	18%	27%

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