

**Virginia Preschool Development Grant Birth through Five  
Summer 2021 Teacher Survey**

**GENERAL INFORMATION**

*The following questions ask for your full name and contact information. Please be sure the information you provide is accurate. We will use it to email you a **\$20 Walmart gift card** about 2 business days after we receive your finished survey. Please note, if you have taken a PDG B-5 survey in the past, we may link your responses to this survey to prior survey responses. Your information will be kept confidential. Your responses will never be released to anyone in your site, community, or elsewhere.*

Please provide your full name, email address, and phone number.

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

Maiden Name (if applicable): \_\_\_\_\_

Primary Email Address: \_\_\_\_\_

Alternative Email Address: \_\_\_\_\_

Cell Phone or Primary Contact Number: \_\_\_\_\_

**YOU AND YOUR JOB**

*This section asks about your current or most recent experiences working in early childhood education. Throughout the survey, we define “site” to be the center, home, or school where an early childhood program is located, and we refer to the coronavirus pandemic, or COVID-19, as COVID. When we use the phrase “Since January,” we are referring to any time since **January 1, 2021**.*

What is the name of the site where you are currently employed?

\_\_\_\_\_

What is this site’s address?

Street Address: \_\_\_\_\_

Zip Code: \_\_\_\_\_ County or City: \_\_\_\_\_

Which of these titles best describes your position? *Mark one.*

- Teacher/Lead Teacher/Teacher of Record
- Co-Teacher
- Assistant Teacher/Teacher Aide/Paraprofessional
- Floater
- Other (please specify): \_\_\_\_\_

Since January, which age groups/grade levels of children have you worked with at this site? *Mark all that apply.*

- Infants (0-15 months old)
- Toddlers (16-35 months old)
- Preschoolers (3-5 year olds, excluding kindergartners)
- Kindergartners
- Children older than kindergarten

If you have only worked with kindergartners and/or children older than kindergarten, why have you not taught or cared for children age 0-5 (excluding kindergartners) since January? *Mark all that apply.*

- I requested to work with older children.
- I was reassigned to work with older children due to COVID.
- I was reassigned to work with older children for reasons unrelated to COVID.
- Other (please explain): \_\_\_\_\_
- Not applicable

**CHILDREN SERVED**

***This section is for lead teachers or co-teachers. If you are not a lead or co- teacher please skip this section.***

*The following questions are about the group of children you teach or care for on a regular basis at this site. If you are not currently working with children (e.g., because your school is on summer break), please think about the children you worked with most recently at this site.*

How many children are in the group you taught and cared for most recently at this site? \_\_\_\_\_

Of the children you reported above, how many are in each of the following age groups/grade levels? *Please count each child only once.*

	# of children
Infants (0-15 months old)	_____
Toddlers (16-35 months old)	_____
3 year olds	_____
4 or 5 year olds not yet in kindergarten	_____
Kindergartners	_____
First graders or older	_____

The following items ask for more information about **only** the children you reported above who are **age 0-5 BUT not yet in kindergarten.**

Of the children age 0-5 (but not yet in kindergarten) you reported above, how many are... *Please count each child only once.*

	# of children
White, non-Hispanic	_____
Black, non-Hispanic	_____
Hispanic, regardless of race	_____
Asian, non-Hispanic	_____
Native Hawaiian or other Pacific Islander, non-Hispanic	_____
American Indian or Alaskan Native, non-Hispanic	_____
Multiracial/other	_____
Don't know	_____

As far as you know, how many of the children age 0-5 (but not yet in kindergarten) you reported above have **special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, a chronic illness or medical problem, or a severe social/emotional problem. \_\_\_\_\_

As far as you know, how many of the children age 0-5 (but not yet in kindergarten) you reported above are from families who **speak a language other than English** at home? \_\_\_\_\_

As far as you know, how many of the children age 0-5 (but not yet in kindergarten) you reported above are **unhoused or experiencing homelessness**? This includes families who share the housing of other persons because of a loss of housing, economic hardship, or other reason. \_\_\_\_\_

**PRESCHOOL DEVELOPMENT GRANT – TEACHER RECOGNITION PROGRAM**

*In 2019, Virginia received a Preschool Development Grant Birth through Five (PDG B-5) award to strengthen its early childhood care and education system. This section is about the Teacher Recognition Program, which is part of the PDG B-5.*

Some teachers participating in the PDG B-5 received payments as part of the Teacher Recognition Program. Have you heard of the PDG B-5 Teacher Recognition Program? *Mark one.*

- No
- Yes
- Don't know

Since January, did you receive a payment as part of the Teacher Recognition Program? *Mark one.*

- No
- Yes
- Don't know

How many payments did you receive as part of the Teacher Recognition Program? *Your best guess is fine. Mark one.*

- 0 payments
- 1 payment
- 2 payments
- 3 payments
- 4 payments
- 5 payments
- 6 payments
- Don't know

**STOP!**

If you have **NOT** heard of the Teacher Recognition Program **AND** did **NOT** receive any payments through the Teacher Recognition Program, **SKIP to page 7.**

Otherwise, **CONTINUE.**

How clear were the following parts of the Teacher Recognition Program? *Mark one response per line.*

	Not at all clear	A little bit clear	Somewhat clear	Very clear	Don't know
The purpose of the Teacher Recognition Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who is eligible for the Teacher Recognition Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to stay eligible for the Teacher Recognition Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That the Teacher Recognition Program involves receiving a payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of money the payments would be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When in the year you would receive the payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did you know you needed to stay at the specific site where you registered for PDG B-5 in order to remain eligible for the Teacher Recognition Program? *Mark one.*

- No
- Yes
- Don't know

As far as you know, what was the main goal of the Teacher Recognition Program?

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**STOP!**

If you did **NOT** receive a payment through the Teacher Recognition Program, **SKIP to page 7.**

If you **DID** receive a payment through the Teacher Recognition Program, **CONTINUE.**

Overall, how much did receiving the payment(s) through the Teacher Recognition Program... *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable
Make you feel happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help you meet your financial needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make you feel like your hard work was valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce some of your stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make you more excited about the work you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Teachers can use the money they received through the Teacher Recognition Program however they wish. Think about the way you used the money you received through the Teacher Recognition Program. Did the payment(s) help with any of the following expenses? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable
Personal or family needs (e.g., housing, food, bills, household supplies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying off debts (e.g., student loans, credit card debt)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing emergency needs (e.g., costs related to the coronavirus pandemic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saving money (e.g., for retirement, for emergencies, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials for your classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your own professional development or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards or treats (e.g., taking vacation or breaks, movies, concerts)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Were there other ways the Teacher Recognition Program was helpful for you and your family? If so, please describe.

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How much do you disagree or agree with the following statement? The Teacher Recognition Program led me to stay in my position longer than I might have otherwise. *Mark one.*

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree
- Not applicable

Is there anything you would like to share about what the Teacher Recognition Program meant to you?

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What parts of the Teacher Recognition Program were unclear to you, if any?

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*Some teachers received text messages from the PDG B-5 Team about the Teacher Recognition Program. The next set of questions are about those text messages.*

Did you receive any text messages from the PDG B-5 Team at VECF about the Teacher Recognition Program? *Mark one.*

- No
- Yes, one text message
- Yes, more than one text message
- Don't know

These messages came from the phone number (844) 202-9574. Think back to when you received the message(s). Which of the following statements best describes what you typically did when you received the message(s)? *If you received more than one text message, please choose the statement that best describes what you typically did when you received the messages. Mark one.*

- Not applicable; I do not remember receiving the text message(s).
- I did not read the text message(s).
- I skimmed the text message(s) quickly.
- I read the text message(s) carefully and fully.

**STOP!**

If you do **NOT** remember receiving the text messages, **SKIP to page 9.**

Otherwise, **CONTINUE.**

Think back to when you received the message(s). Did you ever click the link provided in the text message(s) for more information about the Teacher Recognition Program? *Mark one.*

- No
- Yes
- Don't know

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To what extent do you agree with the following statements about the text messages from the PDG B-5 Team at VECF? *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know
I liked receiving the text message(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found the text message(s) helpful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received too many text messages about the Teacher Recognition Program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Were the following statements true for you about the text messages? *Mark one response per line.*

	No	Yes
The text message(s) helped me understand the Teacher Recognition Program eligibility rules.	<input type="radio"/>	<input type="radio"/>
The text message(s) reminded me about payments that I had forgotten were coming.	<input type="radio"/>	<input type="radio"/>
The text message(s) made me feel like my work as an early childhood educator is appreciated.	<input type="radio"/>	<input type="radio"/>

Is there anything else you would like to share about your experience with the text message(s) you received about the Teacher Recognition Program?

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## YOUR TEACHING, CURRICULA, AND PROFESSIONAL DEVELOPMENT

*The next set of questions is about curricula and professional development. Please think of the teaching activities you have done since January with children age 0-5 (but not yet in kindergarten).*

At some early childhood sites, teachers use a curriculum to guide their teaching. Since January, how often have you used a curriculum to plan lessons or activities for the children you teach? *Mark one.*

- Never
- Rarely
- Occasionally
- Regularly (i.e., every day or every week)

Which best describes the curriculum you have used most since January? *Mark one.*

- I use a curriculum developed by an external organization or company (e.g., Creative Curriculum, Frog Street).
- I use a curriculum developed in my district or community.
- I use a curriculum developed by me or others at my site.
- Other (please specify): \_\_\_\_\_
- Not applicable; I have not used a curriculum since January

Have you ever received any training on how to use this curriculum? *Mark one.*

- No
- Yes
- Don't know
- Not applicable; I have not used a curriculum since January

How would you describe the amount of training you have received on this curriculum? *Mark one.*

- I have received **too little** training on this curriculum.
- I have received **the right amount** of training on this curriculum.
- I have received **too much** training on this curriculum.
- Not applicable; I have not used a curriculum since January

Since January, how useful has this curriculum been in helping support children's learning? *Mark one.*

- Not useful
- Somewhat useful
- Very useful
- Not applicable; I have not used a curriculum since January

Are there ways that your site could better support the use of curricula?

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*The following questions ask about professional development. Professional development opportunities are experiences designed to support your teaching practice, including courses, workshops, professional learning communities, and coaching/mentoring experiences.*

Since January, have you received any professional development, either in person or virtually? *Mark one.*

- No
- Yes
- Don't know

How would you describe the amount of professional development you have received since January? *Mark one.*

- I have received **too little** professional development.
- I have received **the right amount** of professional development.
- I have received **too much** professional development.

Thinking about **all** the professional development you have received since January, how useful and relevant was it for your current needs? *Mark one.*

- Not at all useful
- A little bit useful
- Moderately useful
- Very useful
- Not applicable; I have not received professional development since January

Are there ways that your site could better support professional development and training?

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*The next set of questions asks about the time and money you spend on teaching and caring for children enrolled at your site.*

How many hours did you work at your site last week, or the most recent week you worked a typical schedule there? Please count all hours you worked, including paid and unpaid hours. *Your best guess is fine.* \_\_\_\_\_ hours

Of the hours you worked that week, about how many hours were unpaid? *Your best guess is fine.* \_\_\_\_\_ hours

Since January, about how much of your own money have you spent to purchase materials for your classroom and students (e.g., books, snacks, art supplies, etc.)? *Your best guess is fine. Please enter a dollar amount in numerals only. Enter 0 if you did not spend any of your own money.* \$\_\_\_\_\_

**TEACHER-CHILD INTERACTIONS AND CLASS**

*The next set of questions asks about the interactions you have with the children you teach and care for at your site, as well as your experience with Classroom Assessment Scoring System, or CLASS. CLASS is a tool that measures the quality of teacher-child interactions.*

How would you describe the quality of teacher-child interactions for children attending your site? *Mark one.*

- Poor
- Fair
- Satisfactory
- Good
- Excellent

Please indicate how much you agree with the following statements. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know
I have a clear understanding of what CLASS measures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children learn more in classrooms with higher CLASS scores.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring high quality teacher-child interactions is a priority for my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CLASS is a good way to measure the quality of teachers' interactions with children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With practice and support, teachers can improve their CLASS scores.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A focus on CLASS would improve the quality of early childhood programs in the state.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently have conversations with my site leader or other teachers about CLASS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe CLASS is improving my teaching practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever attended a training that introduced you to the CLASS observation tool? *Mark one.*

- No
- Yes
- Don't know

Since January, how often has someone observed your classroom (either in person or virtually) using the CLASS tool? *Mark one.*

- Never
- Once
- Twice
- Three or more times
- Don't know

Since January, has someone provided you with specific feedback about your teaching, instruction, or interactions with children based on a CLASS observation? *Mark one.*

- No
- Yes, once
- Yes, two times
- Yes, three or more times

The amount of feedback I have received about my teaching and classroom practices since January is... *Mark one.*

- Not enough
- About right
- Too much

What comments and/or concerns do you have about the use of CLASS at your site?

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**LEADERSHIP AND STAFFING**

*This next set of questions is about your site’s leader (e.g., site director, principal) and the other adults you work with.*

Think about your experiences with this site leader since January. Please indicate how much you agree with the following statements. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Overall, the site leader has done a good job managing this site’s response to COVID.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable raising issues and concerns that are important to me with the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader is committed to creating an anti-racist learning environment for the children we serve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports teachers’ efforts to manage challenging behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the site leader to do what they say they will do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports the professional development of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader communicates a clear vision for this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you disagree or agree with the following statement: There are enough teachers and other adults working at this site. *Mark one.*

- Strongly disagree
- Disagree
- Agree
- Strongly agree

At your site, how challenging is staffing (e.g., teachers leaving, vacancies)? *Mark one.*

- Not at all challenging
- A little challenging
- Moderately challenging
- Very challenging

How worried are you that current staffing issues (e.g., teachers leaving, vacancies) at your site are negatively affecting children? *Mark one.*

- Not at all worried
- A little worried
- Moderately worried
- Very worried

Is there anything else you'd like to share about staffing at this site?

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**JOB SATISFACTION AND WELLBEING**

*Working with young children can be both very rewarding and challenging. Supporting young children's learning requires supporting educators' wellbeing as well. These questions ask about you and your current or past work with young children. There are no right or wrong answers.*

How likely is it that you will continue working at your site? Please rate how likely you find each of the following statements. *Mark one response per line.*

	Not likely	A little bit likely	Moderately likely	Very likely
Thinking ahead to <u>three months from now</u> , I will be working at this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>one year from now</u> , I will be working at this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>three years from now</u> , I will be working at this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree with the following statement: I view being an early childhood educator (e.g., teacher, leader) as my long-term career. *Mark one.*

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

Think about your position at your site. How satisfied are you with each of the following? *Mark one response per line.*

	Not at all satisfied	A little bit satisfied	Somewhat satisfied	Very satisfied
The job overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with the site leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with other teachers and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The professional development/training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The convenience (e.g., location, hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site's goals and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you agree with the following statements. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
Teaching children in this age group is very satisfying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attending to the many needs of children in my classroom is overwhelming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can generally deal successfully with behavior problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can get through to all children, even the ones with the most challenges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of children I am caring for feels too high.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of the parents of the children respect and support the things I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you feel each of these groups value the importance of early childhood educators like you? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much
My site leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State policymakers (e.g., Virginia Department of Education, Department of Social Services, Governor's Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how often you have felt this way during the **past week**. *Mark one response per line.*

	Rarely or never	Some or a little	Occasionally or moderately	Most or all of the time	Don't know
I did not feel like eating, my appetite was poor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had trouble keeping my mind on what I was doing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt depressed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That everything I did was an effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My sleep was restless.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt sad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I could not "get going."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since January, have you talked with, or considered talking with, a professional to discuss any mental health concerns (e.g., counselor, therapist, psychiatrist, clergy member)? *Mark one.*

- No, I have not talked with or considered talking with a professional to discuss mental health concerns.
- I have considered talking with a professional to discuss mental health concerns, but have not done so.
- Yes, I have talked with a professional to discuss mental health concerns.

**SALARY AND BENEFITS**

*One common challenge for early childhood educators is making ends meet. This section asks you about the salary you receive from your site and your overall financial security.*

About how much are you paid for teaching at this site (before taxes)? You can answer either about your hourly wage or about your annual salary, whichever is easier. *Please mark only **one** option from the table below. Your best estimate is fine.*

My hourly wage is...	<b><u>OR</u></b>	My annual salary is...
Less than \$7.50 per hour <input type="radio"/>		Less than \$15,000 per year <input type="radio"/>
Between \$7.50 and \$9.99 per hour <input type="radio"/>		Between \$15,000 and \$24,999 per year <input type="radio"/>
Between \$10.00 and \$12.49 per hour <input type="radio"/>		Between \$25,000 and \$34,999 per year <input type="radio"/>
Between \$12.50 and \$14.99 per hour <input type="radio"/>		Between \$35,000 and \$44,999 per year <input type="radio"/>
Between \$15.00 and \$17.49 per hour <input type="radio"/>		Between \$45,000 and \$54,999 per year <input type="radio"/>
Between \$17.50 and \$19.99 per hour <input type="radio"/>		Between \$55,000 and \$64,999 per year <input type="radio"/>
Between \$20.00 and \$22.49 per hour <input type="radio"/>		Between \$65,000 and \$74,999 per year <input type="radio"/>
Between \$22.50 and \$24.99 per hour <input type="radio"/>		Between \$75,000 and \$99,999 per year <input type="radio"/>
Between \$25.00 and \$27.49 per hour <input type="radio"/>		Between \$100,000 and \$149,999 per year <input type="radio"/>
More than \$27.50 per hour <input type="radio"/>		More than \$150,000 per year <input type="radio"/>

Since January, have you received any of the following from your site? *Please do **not** include any payments you received from other sources, such as the federal government (e.g., COVID relief payments, unemployment) or the Virginia Teacher Recognition Program. Mark one response per line.*

	No	Yes	Don't know
A permanent pay increase/raise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A temporary pay increase/raise (e.g., related to the pandemic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A bonus (e.g., cash, check, or gift card)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have received a **permanent or temporary pay increase/raise** since January, how much did your pay increase? *Please enter a dollar amount and mark the corresponding time frame (e.g., \$0.50 per hour; \$1,000 per year). Your best estimate is fine.*

- \$ \_\_\_\_\_
- Per hour
  - Per day
  - Per week
  - Per two-week period
  - Per month
  - Per year
  - Other (please explain): \_\_\_\_\_

If you have received a **bonus** from your site since January, how much did you receive in bonuses? *Your best guess is fine. Please enter a dollar amount in numerals only.* \$ \_\_\_\_\_



Sites give pay increases/raises and/or bonuses for a variety of reasons including performance, years of experience, or to take on new responsibilities. As far as you know, why did you receive a **permanent pay increase/raise**? *Mark all that apply.*

- Good performance
- Length/amount of time you worked at this site
- Your education or other credentials/certifications
- Taking on new responsibilities
- Change in role (e.g., switch from assistant to lead teacher)
- In response to COVID
- Other (please specify): \_\_\_\_\_
- Don't know
- Not applicable; I did not receive a permanent pay increase/raise from my site since January.

Sites give pay increases/raises and/or bonuses for a variety of reasons including performance, years of experience, or to take on new responsibilities. As far as you know, why did you receive a **temporary pay increase/raise**? *Mark all that apply.*

- Good performance
- Length/amount of time you worked at this site
- Your education or other credentials/certifications
- Taking on new responsibilities
- Change in role (e.g., switch from assistant to lead teacher)
- In response to COVID
- Other (please specify): \_\_\_\_\_
- Don't know
- Not applicable; I did not receive a temporary pay increase/raise from my site since January.

Sites give pay increases/raises and/or bonuses for a variety of reasons including performance, years of experience, or to take on new responsibilities. As far as you know, why did you receive a **bonus** from your site? *Mark all that apply.*

- Good performance
- Length/amount of time you worked at this site
- Your education or other credentials/certifications
- Taking on new responsibilities
- Change in role (e.g., switch from assistant to lead teacher)
- In response to COVID
- Other (please specify): \_\_\_\_\_
- Don't know
- Not applicable; I did not receive a bonus from my site since January.

Do you work for pay in addition to your position at this site? *Mark one.*

- No
- Yes

Please estimate your **total household income** per year (before taxes) from all sources. *Mark one.*

- Less than \$15,000 per year
- Between \$15,000 and \$24,999 per year
- Between \$25,000 and \$34,999 per year
- Between \$35,000 and \$44,999 per year
- Between \$45,000 and \$54,999 per year
- Between \$55,000 and \$64,999 per year
- Between \$65,000 and \$74,999 per year
- Between \$75,000 and \$99,999 per year
- Between \$100,000 and \$149,999 per year
- More than \$150,000 per year

Read the three statements below. In the **past three months**, how true was each statement below for you or members of your household? *Mark one response per line.*

	Never true	Sometimes true	Often true
I/we have worried that my/our food might run out before I/we have money to get more.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The food that I/we bought just didn't last, and I/we didn't have the money to get more.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I/we couldn't afford balanced meals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how often you have felt this way during the **past three months**. *Mark one response per line.*

	Rarely or never	Some or a little	Occasionally or moderately	Most or all of the time	Don't know
I worry I will run out of money before I am paid again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am unable to sleep well because of financial worries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make purchases on credit cards hoping that I will have the money later.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many of my bills are past due.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the **past three months**, have you had enough money to pay for: *Mark one response per line.*

	No	Yes	Not applicable
Education debt (e.g., student loans)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other debt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mortgage/rent/utilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation (e.g., bus pass, car maintenance, gas)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unexpected events or emergencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the **past three months**, have you or someone in your household received any of the following forms of assistance? *Mark all that apply. If you have not received any, mark "None."*

- A government payment we received in response to COVID
- Child care subsidy (CCSP)
- TANF (Temporary Assistance for Needy Families)/VIEW (Virginia Initiative for Employment Not Welfare)
- WIC (Women, Infants & Children nutrition service)
- SNAP (food stamps)
- Meals from the school lunch or school breakfast program
- Food from a food bank, food pantry, or other community organization
- Medicaid
- Subsidized housing/Section 8 housing
- Unemployment
- Disability, e.g., SSI (Supplemental Security Income) or SSDI (Social Security Disability Insurance)
- EITC (Earned Income Tax Credit)
- Other (please specify): \_\_\_\_\_
- None: I/we have not received any of these supports.

Do you currently have healthcare benefits from any of the following sources? *Mark all that apply.*

- No
- Yes, through my site
- Yes, through another employer
- Yes, through my spouse's policy
- Yes, through Medicare/Medicaid
- Yes, through my parents' insurance
- Yes, through the Affordable Care Act/"Obamacare"
- Other (please specify): \_\_\_\_\_

Which of the following benefits are available to you at this site? *Mark one response per line.*

	No	Yes	Don't know
Paid sick leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid maternity or family leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fully or partially paid health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development reimbursement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free or reduced-price child care for children of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid leave when the site is closed (e.g., holidays, weather closures)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ABOUT YOU (DEMOGRAPHICS)**

*This final section is about you, your experiences, and your education. As a reminder, you may skip any items you do not wish to answer.*

In what year were you born? \_\_\_\_\_

What is your gender? *Mark one.*

- Female
- Male
- Write in: \_\_\_\_\_

Which of the following best describes your sexual orientation? *Mark one.*

- Heterosexual/"straight"
- Gay or lesbian
- Bisexual
- Queer
- Write in: \_\_\_\_\_

What is the best description of your race/ethnicity? *Mark all that apply.*

- White
- Black
- Hispanic
- Asian
- Native Hawaiian or other Pacific Islander
- American Indian or Alaskan Native
- Other (please specify): \_\_\_\_\_

Are you fluent in any language(s) other than English? *Mark all that apply.*

- No
- Yes, Spanish
- Yes, Vietnamese
- Yes, Arabic
- Other (please specify): \_\_\_\_\_

How many people in the following age ranges live in your household?

- 5 or younger \_\_\_\_\_
- Between 6 and 17 \_\_\_\_\_
- 18 or older (*include yourself*) \_\_\_\_\_

Are you currently married or living with a partner? *Mark one.*

- No
- Yes

What is your current vaccination status against COVID-19? *Please remember that this survey is completely confidential; your individual responses will not be shared with anyone. Mark one.*

- I am fully vaccinated.
- I am partially vaccinated.
- I am not vaccinated.
- Prefer not to say

If you are not vaccinated, why have you not gotten a COVID-19 vaccine? *Mark all that apply.*

- I do not want the COVID vaccine.
- Busy/don't have time
- Difficulty with traveling to a vaccination site
- Just haven't gotten around to it
- Don't know how or where to get the vaccine
- Concerned about safety and/or side effects
- Already had COVID-19
- Health condition that prevents it
- Prefer not to say
- Other (please specify): \_\_\_\_\_

Do you hold a Child Development Associate (CDA) credential? *Mark one.*

- No
- No, but I am currently working towards a CDA.
- Yes, I hold a CDA.

What is the **highest level** of education you have completed? *Mark one.*

- Less than high school/no GED (General Education Diploma)
- A high school diploma or GED (General Education Diploma)
- Some college, but no degree
- An associate's degree (A.A.)
- A bachelor's degree (B.A. or B.S.)
- Some graduate work but no degree
- A graduate degree (M.A. or M.S.)
- A graduate degree beyond a master's (Ph.D. or Ed.D.)

For about how long have you worked for pay...

At this site in any position?

\_\_\_\_\_ months

\_\_\_\_\_ years

As an early childhood educator (in any role and at any site, including this one)?

\_\_\_\_\_ months

\_\_\_\_\_ years

Thank you for taking the time to participate in this survey, and for sharing your experiences with us. Below, please provide any additional comments about you, your work, and your experiences working with young children.

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Thank you for completing the Summer 2021 Virginia PDG B-5 Teacher Survey! Please mail your survey back to UVA using the return envelope addressed to EdPolicyWorks. If you cannot locate your return envelope, please contact Grace Kegley by email ([kgk4pu@virginia.edu](mailto:kgk4pu@virginia.edu)) or phone (434-297-6882). We will email your \$20 Walmart gift card within two business days of receipt. If you cannot find the gift card, or if you have any other questions, please contact Grace Kegley.

PDG registration for the 2021-2022 program year will open in early August through LinkB5. Please be sure to register by September 17<sup>th</sup> in order to be eligible to participate in the 2021-2022 Teacher Recognition Program, which provides payments to teachers. For questions about the Teacher Recognition Program, please contact our partners at VECF ([pdgb5@vecf.org](mailto:pdgb5@vecf.org)).