

**Virginia Child Care Provider Survey
Fall 2021**

GENERAL INFORMATION

The Virginia Child Care Provider survey aims to learn from child care leaders like you about your experiences with managing your site’s finances, enrollment, and staffing.

You may skip any questions you do not wish to answer, and you may end the survey at any time.

Does your role at your site involve any of the following leadership responsibilities? *Mark all that apply.*

- Enrollment
- Family engagement
- Site finances
- Staffing and hiring
- The Child Care Subsidy Program (CCSP)

If none of the above, please do one of the following:

- 1) Give this paper survey to another leader at your site whose role involves responsibilities related to enrollment, family engagement, site finances, staffing and hiring, or the Child Care Subsidy Program (CCSP).
- 2) Call or email our research specialist, Grace Kegley, at kgk4pu@virginia.edu or 434-297-6882, to share the contact information for another leader at your site.
- 3) Enter contact information, below, for another leader at your site whose role involves responsibilities related to enrollment, family engagement, site finances, staffing and hiring, or the Child Care Subsidy Program (CCSP). Then mail back the survey using the prepaid envelope. Do not worry about completing the rest of the survey.

Is there another administrator or site leader whose role involves responsibilities related to enrollment, family engagement, site finances, staffing and hiring, or the Child Care Subsidy Program (CCSP) at your site? If so, please provide their full name, email address, and role so we can invite them to complete this survey.

First Name: _____

Last Name: _____

Email Address: _____

Role: _____

Your information will be kept confidential. Please note that the research team may link your responses on this survey to results from previous Virginia Preschool Development Grant Birth through Five surveys or to administrative data about your site. All data will be reported in the aggregate, and **your individual responses will never be released to anyone** in your site, community, or elsewhere.

*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 **\$25 Walmart gift card** about 2 business days after we receive your finished survey.*

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

First Name: _____

Last Name: _____

Maiden Name (if applicable): _____

Primary Email Address: _____

Alternative Email Address: _____

Cell Phone Number: _____

YOU AND YOUR SITE

You are receiving this survey because you have been identified as someone in a leadership role at your site. The following questions ask you to provide general information about yourself and your site. Throughout the survey, we use the word “site” to refer to your child care center.

Which of the following age groups does your site serve? *Mark all that apply.*

- Infants (0-16 months)
- Toddlers (17-35 months)
- 3-year-olds
- 4- or 5-year-olds not yet enrolled in kindergarten
- School-age children kindergarten and up

This survey is intended for leaders of sites serving children ages 0-5, not yet in kindergarten. If this site serves ONLY school-age children kindergarten and up, please do not complete the rest of the survey.

Please let us know by mailing back the incomplete survey using the prepaid envelope, or contact our research specialist, Grace Kegley, at kgk4pu@virginia.edu or 434-297-6882.

Is your site currently open and operating?

- No
- Yes

If your site is currently closed, about how long has your site been closed?

- In November or more recently
- Since October
- Since September
- Since August
- Since July
- Since before July
- Not applicable: My site is currently open.

Which of these titles best describes your leadership position at your site?

- Owner & Site Director
- Owner
- Site Director
- Assistant Director
- Other, please explain: _____

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

In your current position at your site? _____ years

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

As far as you know, about how long has this site been operating? _____ years

During which of the following times is your site open to care for children? *Mark all that apply.*

- Weekday early mornings (i.e., before 7 am)
- Weekdays during the day (i.e., between 7 am – 6 pm)
- Weekday evenings (i.e., after 6 pm)
- Weekends (i.e., on Saturday and/or Sunday)
- Overnight

Our records show that your site was an approved Child Care Subsidy Program (CCSP) vendor as of September 2021.

Is this site currently approved by the state to serve children through the Child Care Subsidy Program (CCSP)?

- No
- Yes
- I don't know

YOUR SITE’S FINANCES

This section asks questions about your site’s funding sources, building space, and finances.

Which of the following revenue and funding sources has your site received in the past year? *Mark all that apply.*

- Tuition or copayments paid by families
- Child Care Subsidy Program (CCSP)
- Head Start or Early Head Start
- VPI (Virginia Preschool Initiative)
- Mixed Delivery Grant Program
- Scholarships
- Local subsidies
- Military child care subsidies
- Title I

In the past year, how much of a challenge has it been to do the following? *Mark one response per line.*

	Not at all challenging	A little bit challenging	Moderately challenging	Very challenging	Not applicable
Keep my site open/in operation	○	○	○	○	○
Pay teachers and staff	○	○	○	○	○
Pay for teacher and staff benefits	○	○	○	○	○
Pay my site’s mortgage/rent, property taxes, utilities, insurance, etc.	○	○	○	○	○

Many child care sites struggle to make ends meet, especially during the pandemic. Thinking about the past year, has your site lost money, broke even, or made a profit?

- Lost money (took in less than we spent)
- Broke even (took in about as much as we spent)
- Made a profit (took in more than we spent)
- I don’t know

In the past year, have you spent any of **your own money** on costs related to running your site?

- No
- Yes

In the past year, about how much of **your own money** have you spent on **any** costs related to your site? *Your best guess is fine. Please enter a dollar amount in numerals only. If you have not spent any of your own money, please write 0.* \$ _____

In the past year, have you used any of the following to support your site financially? *Mark all that apply.*

- Personal savings or funds
- Personal loan from family, friends, or bank
- Personal credit card
- Business/organization loan from a bank
- Business/organization credit card
- Other, please explain: _____
- None of the above

How would you describe your site’s financial health? How has the COVID-19 pandemic affected your site’s finances?

ENROLLMENT

This section asks questions about enrollment at your site. Enrollment refers to children who are registered for and/or are on your site’s roster.

How many children are currently enrolled at this site? *Please write numerals only.* _____

How many of the children enrolled are in each of the following age groups? *Your best estimate is fine.*

	# of children
Infants (0-16 months)	_____
Toddlers (17-35 months)	_____
3-year-olds	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____
School-age children kindergarten and up	_____

Of the children enrolled, how many are... *Please count each child only once. Your best estimate is fine.*

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

As far as you know, how many of the children enrolled at this site have **diagnosed special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, chronic illness, or medical problem. *If none, please write 0.* _____

Aside from the children with diagnosed special needs mentioned above, in your opinion, how many of the children enrolled at this site have an **undiagnosed social/emotional/cognitive problem and may benefit from an evaluation**? *If none, please write 0.* _____

As far as you know, how many of the children enrolled at this site are from families who **speak a language other than English** at home? *If none, please write 0.* _____

As far as you know, how many of the children enrolled at this site 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. *If none, please write 0.* _____

The following questions focus on your site's overall enrollment, capacity, and space.

The COVID-19 pandemic impacted enrollment at many sites. As far as you know, how does your current enrollment compare to the enrollment at your site before the pandemic began in March 2020?

- Much lower than in March 2020
- Lower than in March 2020
- About the same as in March 2020
- Higher than in March 2020
- Much higher than in March 2020
- Not applicable: My site was not open prior to March 2020.

Are there currently unfilled openings for children at this site?

- No
- Yes
- I don't know

Currently, how many unfilled openings are there for children at your site? *Your best estimate is fine. If there are no unfilled openings, please write 0.*

Infants (0-16 months) _____

Toddlers (17-35 months) _____

3-year-olds _____

4- or 5-year-olds not yet enrolled in kindergarten _____

School-age children (kindergarten and above) _____

Does this site currently have a waitlist?

- No
- Yes
- I don't know

How many children are currently on your site's waitlist? *Your best estimate is fine. If there are no children on the waitlist, please write 0.*

- Infants (0-16 months) _____
- Toddlers (17-35 months) _____
- 3-year-olds _____
- 4- or 5-year-olds not yet enrolled in kindergarten _____
- School-age children (kindergarten and above) _____

Please indicate the reason(s) why your site is not currently accommodating the children on the waitlist. *Mark all that apply. If your site does not have children on the waitlist, please mark "Not applicable."*

- Lack of space to accommodate additional children
- Lack of staff to accommodate additional children
- Do not want to exceed current enrollment/we are serving the number of children we want to
- Other, please explain: _____
- Not applicable: My site does not have a waitlist.

How likely is your site to make the following changes in the next three years? *Mark one response per line.*

	Not likely	A little bit likely	Moderately likely	Very likely	Not applicable
Serve more children in your site's current space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Add classrooms or additional space to your current building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Move to a building with more space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expand your program by opening an additional site/building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extend your operating hours earlier, later, and/or over weekends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Become licensed by the state, if currently unlicensed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What barriers, if any, make it challenging for your site to expand to serve more children?

YOUR SITE’S EXPERIENCES WITH CCSP

At some sites, some families cover some or all of their child care costs with funds from the Child Care Subsidy Program (CCSP). Parts of this survey will focus on your site’s experiences with the CCSP and the families who participate in the CCSP. **When we refer to children or families who “participate in the CCSP”, we mean families who pay for care at your site using any funds from the Child Care Subsidy Program (CCSP), even if they also pay a copayment or some part of the tuition themselves or through other means.**

As far as you know, how many of the children enrolled at this site participate in the Child Care Subsidy Program (CCSP)? *Please write 0 if no currently enrolled children participate in the CCSP.* _____

*The following items ask for more information about **only** the children whose families are **participating in the Child Care Subsidy Program (CCSP)**.*

How many of the children whose families are participating in the CCSP are in each of the following age groups? *Your best estimate is fine. If you are not currently serving any children participating in the CCSP, please skip this question.*

	# of children
Infants (0-16 months)	_____
Toddlers (17-35 months)	_____
3-year-olds	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____
School-age children kindergarten and up	_____

How many of the children whose families are participating in the CCSP are... *Please count each child only once. Your best estimate is fine. If you are not currently serving any children participating in the CCSP, please skip this question.*

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

The next questions are about your site’s interactions with Virginia’s Child Care Subsidy Program (CCSP).

About how long has your site been an approved vendor to serve families through CCSP? _____ years

Please rate how likely it is that your site will continue serving families participating in the Child Care Subsidy Program (CCSP). *Mark one response per line.*

	Not likely	A little bit likely	Moderately likely	Very likely
Thinking ahead to <u>one year from now</u> , my site will be serving families participating in the CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>three years from now</u> , my site will be serving families participating in the CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How clear to you are the following aspects of the CCSP? *Mark one response per line.*

	Not at all clear	A little bit clear	Moderately clear	Very clear
The goal or mission of the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process to become an approved vendor for the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The requirements a site needs to meet to become and/or remain an approved vendor for the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How families become and/or remain eligible for the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of payments or reimbursement rate a site receives from the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When payments are received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
What recordkeeping is needed to obtain CCSP payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who to contact with questions about the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What are your site’s main reasons for participating in the Child Care Subsidy Program (CCSP)? *Mark all that apply.*

- The CCSP reimbursement rate is high enough to be worth it.
- My site would be unable to fill all its slots with only private-paying families.
- Serving families participating in the CCSP allows my site to increase enrollment/revenue.
- Participating in the CCSP provides my site with a steady flow of revenue.
- Families inquired about or requested to participate in the CCSP.
- Serving families participating in the CCSP allows my site to serve families who otherwise would not be able to afford it.
- Participating in the CCSP increases the diversity of families and children enrolled at my site.
- Participating in the CCSP allows my site to provide higher quality care for families.
- Other, please explain: _____
- I don’t know

At some sites, CCSP enrollment changes significantly from month to month, and at others it stays about the same.

How would you describe CCSP enrollment at your site over the past year?

- Not at all stable (CCSP enrollment changes significantly from month to month)
- Somewhat stable (CCSP enrollment changes somewhat from month to month)
- Very stable (CCSP enrollment is about the same from month to month)

Does your site currently set a cap for the maximum number of enrolled children that are participating in the CCSP?

- No
- Yes
- I don’t know

How high is your cap for the maximum number of enrolled children that are participating in the CCSP? *Please write the highest number of children participating in CCSP that your site would enroll. Your best guess is fine. If your site does not set a cap, please skip this question.* _____

Is your site’s tuition rate for private-paying families typically higher than the CCSP reimbursement rate?

- No
- Yes
- I don’t know

Does your site charge families participating in the CCSP the difference between the CCSP reimbursement rate and the tuition rate that private-paying families pay?

- No
- Yes
- I don’t know
- Not applicable: My site’s tuition rate is not higher than the CCSP reimbursement rate.

Think back to when your site most recently went through the CCSP vendor approval process. How burdensome were the following aspects of that process?

	Not at all	A little bit	Moderately	Very	Don’t know
Finding information about how to apply	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Filling out paperwork and gathering documents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with the subsidy vendor relations team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing all staff in completing the required preservice training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing for and completing the monitoring inspection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining and signing the vendor agreement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining and signing the Purchase of Service Order (POSO) and receiving the first payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the past year, how burdensome has your site found the following CCSP-related administrative tasks?

	Not at all	A little bit	Moderately	Very	Not applicable
Routine attendance tracking and monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolving issues with attendance tracking technology (VA-ECC swipe cards, hardware devices, or interactive voice response telephone systems)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Families' enrollment and eligibility redetermination paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing staff's completion of required training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparing for and completing the annual monitoring inspection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Submitting forms, paperwork, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reviewing email communications to stay informed about CCSP updates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolving payment issues or other troubleshooting with the local or state department of social services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the past year, about how frequently has your site experienced issues with attendance tracking technology (VA-ECC swipe cards, hardware devices, or interactive voice response telephone systems)?

- Once a year or less
- A few times a year
- Once or twice a month
- About once a week
- More than once a week
- I don't know

In a typical week during this past year, about how much time did your site spend on CCSP-related administrative tasks?

- Five hours or less
- Between five and 10 hours
- Between 10 and 15 hours
- Between 15 and 20 hours
- More than 20 hours
- I don't know

In the past year, how accessible has the local department of social services been when you have questions?

- Not at all accessible
- A little accessible
- Moderately accessible
- Very accessible
- Not applicable: I have not tried to contact the local department of social services.

In the past year, how accessible has the state department of social services been when you have questions?

- Not at all accessible
- A little accessible
- Moderately accessible
- Very accessible
- Not applicable: I have not tried to contact the state department of social services.

In the past year, how frequently has your site experienced the following challenges with CCSP payments?

	Never	Rarely	Occasionally	Most or all of the time	Don't know
Not receiving the payment amount from the CCSP your site expected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A late payment from the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A dispute over payments with the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child absences leading to instability in payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Families not paying what they owe	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How does the current workload of CCSP-related administrative tasks at your site compare to before the pandemic began in March 2020?

Would you like to serve more children participating in the CCSP at your site?

- No
- Yes

Virginia is working to improve families’ access to child care and is interested in expanding the number of available CCSP slots. Would any of the following changes lead your site to consider serving more children participating in the CCSP?

	No	Yes	Don’t know
Reimbursement rates that cover the true cost of care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Payments before or close to time of service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliably on-time reimbursement payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minimal paperwork or administrative hassle for providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear & frequent communication from local and state subsidy staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Minimal paperwork or administrative hassle for families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliably on-time copayments from families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enough families in this area interested in participating in the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eligibility expanded to include higher-income families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CCSP used contracts to cover the cost of a certain number of slots at your site, rather than vouchers tied to specific children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Payments based on enrollment rather than attendance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient assistance and technical support from local or state subsidy staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A single point of contact for all our questions/needs related to the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other than the above, what strategies or changes do you think would encourage your site to serve more children participating in the CCSP?

FAMILY RECRUITMENT AND ENGAGEMENT

This section asks about your site’s recruitment of and engagement with families.

Since July, which of the following has your site done to recruit or advertise to families? *Mark all that apply.*

- Advertising on the Internet (e.g., on social media or on other websites)
- Advertising offline (e.g., on the radio, in the newspaper, or via mailings)
- Putting up signs or posters
- Holding open houses and/or tours
- Participating in community events
- Working with local DSS office to get referrals
- Collaborating with community organizations, including Child Care Aware, resource and referral agencies, other nonprofits serving families
- Other, please explain: _____
- None of the above

Families sometimes find it difficult to pay for child care. Does your site typically do any of the following for families?
Mark all that apply.

- Offer free or reduced-price care during temporary periods of financial instability
- Offer flexible payment plans
- Connect families to resources for financial support (e.g., scholarships, local grants)
- Help families apply for CCSP
- Offer free or reduced-price care during breaks in CCSP eligibility or receipt
- Reduce CCSP copayments
- Waive CCSP copayments
- Not applicable: As far as I know no families at our site are struggling to pay.
- Other, please explain: _____
- None of the above

If a family fails to fully pay tuition, about how long does your site typically wait before asking the family to leave your site?

- Less than a week
- One to two weeks
- Between two weeks and a month
- More than a month or indefinitely
- Other, please explain: _____
- Not applicable: As far as I know no families at our site have failed to pay.

If a family fails to fully pay CCSP copayments, about how long does your site typically wait before asking the family to leave your site?

- Less than a week
- One to two weeks
- Between two weeks and a month
- More than a month or indefinitely
- Other, please explain: _____
- Not applicable: As far as I know no families at our site have failed to pay.

Since July, how many children has your site asked to leave (i.e., disenroll) because their family was unable to pay tuition, fees, or copayments? _____

Since July, how many children has your site asked to leave (i.e., disenroll) because of behavioral issues? _____

What is the typical length of time a child stays at your site? *Your best guess is fine.*

- Less than three months
- Three to six months
- Six months to a year
- One year
- Between one and two years
- Two or more years

Does your site regularly track children’s attendance? Please do not include any required tracking your site may be doing for the CCSP.

- No
- Yes

How does your site track children’s attendance? Please do not include any required tracking your site may be doing for the CCSP. *Mark all that apply. If your site does not track children’s attendance, please mark “Not applicable.”*

- Manually, on paper
- Electronically, through an application or data system
- Other
- Not applicable: My site does not track children’s attendance.

Please describe how your site tracks children’s attendance. Please do not include any required tracking your site may be doing for the CCSP.

What challenges, if any, does your site face in recruiting and retaining families?

The following items ask about how your site supports families’ participation in the CCSP.

Think about the families who currently participate in the CCSP. About how many of these families had not yet been approved for CCSP when they began the enrollment process at your site?

- None or few
- Some
- Most or all
- I don’t know

Think about any families who are not approved for CCSP when they begin the enrollment process at your site. Does your site do any of the following for these families? *Mark all that apply.*

- Inform families about the CCSP
- Help families complete the CCSP paperwork
- Provide translation / interpretation for families during the CCSP application process
- Communicate with local department of social services on families' behalf
- Offer free or reduced-price care during the CCSP application process
- Other, please explain: _____
- None of the above

As far as you know, are there families currently enrolled at your site who are eligible for the CCSP but do not participate?

- No
- Yes
- I don't know

As far as you know, why are these families who are eligible for the CCSP not participating in the CCSP? *Mark all that apply.*

- Don't know about the CCSP
- Don't realize they may be eligible for the CCSP
- Difficulty completing initial application form
- Difficulty providing required documents (proof of residence, income, immunizations, etc.)
- Difficulty scheduling/completing interview
- Concerns related to citizenship and/or interacting with a government agency
- Prefer not to rely on government assistance
- Previously participated in the CCSP and failed to complete eligibility redetermination
- Do not have the time to complete all requirements
- Other, please explain: _____
- I don't know
- Not applicable: As far as I know, all families at my site eligible for the CCSP are participating.

Does your site typically do any of the following for enrolled families participating in the CCSP, including regarding eligibility redetermination? *Mark all that apply.*

- Help families complete the CCSP paperwork
- Provide translation/interpretation for families for CCSP materials
- Communicate with local department of social services on families' behalf
- Keep track of families' eligibility timelines and required paperwork and provide reminders
- Other, please explain: _____
- None of the above

What changes, if any, do you think would help families participate in the CCSP more easily, or more families to begin participating in the CCSP?

STAFFING

The following questions are about your experiences with managing staffing at your site (e.g., retaining current teachers, teachers leaving, staff vacancies) and with hiring new teachers for your site. Only report on staff who work with children.

In the questions below, “**lead teachers**” refers to the primary instructional leaders and care providers for a classroom or group of children.

“**Assistant teachers**” (including aides, paraprofessionals, and floaters) refers to teachers or staff who support the lead teacher in providing teaching and care to young children.

How many teachers are currently employed by this site to teach and care for children? *Do not include yourself.*

Lead teachers _____
Assistant teachers/aides _____

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

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

*The next questions ask about how staffing at your site has changed **since July**. Please write numerals only. Your best estimate is fine.*

Since July, how many **lead teachers** left this site (e.g., quit/resigned, were terminated)? _____

Since July, how many new **lead teachers** were hired to work for this site? _____

Currently, how many unfilled vacancies are there for **lead teachers**? _____

Since July, how many **assistant teachers** left this site (e.g., quit/resigned, were terminated)? _____

Since July, how many new **assistant teachers** were hired to work for this site? _____

Currently, how many unfilled vacancies are there for **assistant teachers**? _____

*The next questions ask about finding and hiring new teachers at your site **since July**.*

Trying to find and hire new teachers when there are openings can be challenging. Since July, how challenging has it been to find and hire teachers when there are openings?

- Not at all challenging
- A little challenging
- Moderately challenging
- Very challenging
- Not applicable: My site has not had any openings since July.

Since July, has your site experienced any of the following challenges when trying to find or hire new teachers? *Mark one response per line.*

	No	Yes	Not applicable or don't know
Site lacked funds to cover the costs associated with hiring (e.g., job postings, background checks).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There were too few or no applicants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants were not qualified for the position (e.g., lacked needed education/training, no experience).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants had unpredictable availability due to COVID (e.g., needing to quarantine).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants were not a good fit for the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants did not attend scheduled interview.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants turned down the job because pay/benefits were not sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since July, have difficulties finding or hiring new teachers led to any of the following challenges at your site? *Mark all that apply.*

- Serving fewer children and/or turning families away
- Reducing the number of classes or classrooms at this site
- Hiring an applicant who has less experience and/or qualifications than desired
- Asking current staff to work more hours and/or take on additional duties
- Other, please explain: _____
- Not applicable: No difficulties finding or hiring new teachers.

TEACHER COMPENSATION

*The following questions are about this site’s **current** teachers who work with children.*

What is the average hourly wage of lead teachers who work for this site? Please respond with a dollar amount per hour. Your best estimate is fine. \$ _____ per hour

What is the average hourly wage of assistant teachers who work for this site? Please respond with a dollar amount per hour. Your best estimate is fine. \$ _____ per hour

Since July, has your site offered the following to **any** of the teachers at your site? *Mark one response per line.*

	No	Yes	Don’t know
A raise or increase to teachers’ regular pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A bonus, stipend, or other additional lumpsum payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An increase in benefits (e.g., health care, paid time off)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

As far as you know, how much did the raises, bonuses and/or increased benefits impact the following things at your site? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable or don’t know
Teachers’ decision to <u>start</u> working at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers’ decision to <u>keep</u> working at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers’ sense of being appreciated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers’ ability to meet their financial needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers’ stress levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please describe any strategies or investments your site has made since July to retain teachers, reduce turnover, or recruit new staff.

LEADING YOUR SITE

This section is about your leadership role at your site.

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>one year from now</u> , I will be working at my 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 my site.	<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
My work at this site is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I really enjoy my present job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am making a significant difference in the lives of children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could start over, I would choose being an educator again as my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am optimistic about the future of my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Site leaders complete a wide variety of tasks. Think about the tasks listed below. Indicate **how challenging it is to complete each task** for your site. *Mark one response per line.*

	Not at all	A little bit	Moderately	Very	This is not part of my job
Billing, budgeting, and other financial management tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing external funding for your site (e.g., grants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing external funds after they are awarded (e.g., using funds, reporting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducting classroom observations and providing teachers with feedback and/or coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring your site’s staff receive professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing staffing and personnel tasks (e.g., hiring, scheduling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring your site complies with safety requirements (e.g., staff-to-child ratios)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing children’s behavioral issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing compliance and/or reporting tasks (e.g., licensing, paperwork)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting families/maintaining enrollment at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building a positive work environment for teachers at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Juggling the multiple responsibilities of my role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

At your site, are there other staff who help you with leadership responsibilities (e.g., staffing, payroll, CCSP, licensing, admin support, etc.)?

- No, I manage all leadership responsibilities on my own.
- Yes, I have part-time help with leadership responsibilities.
- Yes, I have full-time help with leadership responsibilities (the equivalent of one full-time employee or FTE).
- Yes, I have more than full-time help with leadership responsibilities (the equivalent of more than one full-time employee or FTE).

Sites have responded to COVID in many ways. Does your site currently have any of the following requirements in place? *Mark one response per line.*

	No	Yes
Teachers must be vaccinated against COVID-19 (unless they have an approved exemption)	<input type="radio"/>	<input type="radio"/>
Teachers who have been exposed to COVID-19 stay home for a set time period <u>or</u> provide a negative COVID-19 test before returning to work	<input type="radio"/>	<input type="radio"/>
Children ages 3-5 wear masks while indoors	<input type="radio"/>	<input type="radio"/>
Children who have been exposed to COVID-19 stay home for a set time period <u>or</u> provide a negative COVID-19 test before returning to your site	<input type="radio"/>	<input type="radio"/>

ABOUT YOU

This final section is about you 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?

- Female
- Male
- Write in: _____

Which of the following best describes your sexual orientation?

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

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

- American Indian or Alaskan Native
- Asian
- Black
- Hispanic
- Native Hawaiian or other Pacific Islander
- White
- 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: _____

About how much are you paid 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...	<u>OR</u>	My annual salary is...
Less than \$7.50 per hour	O	Less than \$15,000 per year
Between \$7.50 and \$9.99 per hour	O	Between \$15,000 and \$24,999 per year
Between \$10.00 and \$12.49 per hour	O	Between \$25,000 and \$34,999 per year
Between \$12.50 and \$14.99 per hour	O	Between \$35,000 and \$44,999 per year
Between \$15.00 and \$17.49 per hour	O	Between \$45,000 and \$54,999 per year
Between \$17.50 and \$19.99 per hour	O	Between \$55,000 and \$64,999 per year
Between \$20.00 and \$22.49 per hour	O	Between \$65,000 and \$74,999 per year
Between \$22.50 and \$24.99 per hour	O	Between \$75,000 and \$99,999 per year
Between \$25.00 and \$27.49 per hour	O	Between \$100,000 and \$149,999 per year
More than \$27.50 per hour	O	More than \$150,000 per year

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

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.*

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

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

- I don't know how or where to get vaccine.
- I don't have time and/or access to transportation.
- I am worried about experiencing short-term side effects.
- I am worried about experiencing long-term side effects.
- I believe I am unlikely to get COVID-19 or become very sick from COVID-19.
- I have a health condition that prevents me from getting the vaccine.
- My religious beliefs prevent me from getting the vaccine.
- Other, please explain: _____
- Prefer not to say
- Not applicable: I am vaccinated.

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

- 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.)

If you have a degree (e.g., A.A., B.A., M.A., Ph.D.), is it in early childhood education or a related field? *Please do not include a Child Development Associate (CDA) credential.*

- No
- Yes

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.

Thank you for completing the Fall 2021 Virginia Child Care Provider Survey! Please mail your survey back to UVA using the return envelope addressed to EdPolicyWorks. If you cannot find the prepaid envelope, or if you have any other questions, please contact Grace Kegley by email (kgk4pu@virginia.edu) or phone (434-297-6882). We will email your \$25 Walmart gift card to you when we receive this survey.