

# VIRGINIA CHILD CARE PROVIDER SURVEY

FALL 2022



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**Virginia Child Care Provider Survey  
Fall 2022**

**GENERAL INFORMATION**

The Virginia Child Care Provider Survey aims to learn from child care leaders about their experiences managing their sites. Our research team, the Study of Early Education through Partnerships (SEE-Partnerships at the University of Virginia), is working with the Virginia Department of Education on this project.

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

Si desea completar la encuesta en español, puede cambiar el idioma seleccionado "Español" en la casilla desplegable que se encuentra en la esquina superior derecha.

[if leader of multiple sites, center] This survey asks about your experiences leading  $\${e://Field/SiteName}$  ( $\${e://Field/SiteID}$ ). If you lead several sites and are looking for the link to complete a survey about a different site, please check your email inbox(es); we have sent separate emails, each with a unique link for a site you lead. If you have any questions or cannot locate a site's link, please contact our team at see-partnerships@virginia.edu or 434-297-6882.

[if leader of multiple sites, FDH] This survey asks about your experiences leading your site ( $\${e://Field/SiteName}$  -  $\${e://Field/SiteID}$ ). If you lead several sites and are looking for the link to complete a survey about a different site, please check your email inbox(es); we have sent separate emails, each with a unique link for a site you lead. If you have any questions or cannot locate a site's link, please contact our team at see-partnerships@virginia.edu or 434-297-6882.

**Your information will be kept confidential.** Please note that the research team may link your responses on this survey to results from previous Virginia Child Care Provider or 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**

[center] *You are receiving this survey because you have been identified as someone in a leadership role at  $\${e://Field/SiteName}$  ( $\${e://Field/SiteID}$ ). The following questions ask you to provide general information about yourself and  $\${e://Field/SiteName}$ . Throughout the survey, we use the word "site" to refer to your child care center.*

[FDH] You are receiving this survey because you have been identified as someone in a leadership role at your site (\$e://Field/SiteName}). 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 family day home.

Which of the following age groups does your site (\$e://Field/SiteName}) serve? *Mark all that apply.*

- Infants (0-15 months)
- Toddlers (16-23 months)
- 2-year-olds
- 3-year-olds
- 4- or 5-year-olds not yet enrolled in kindergarten
- School-age children kindergarten and up [if only school-aged: exited out of survey]

[if only school-age and up AND FDH] In the last five years, has your site served any children age 0-5, not yet in kindergarten?

- No
- Yes

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

- Owner & Site Director
- [if FDH] Owner & Teacher
- Owner
- Site Director
- Assistant Director
- Other (please explain): \_\_\_\_\_

Does your role at \$e://Field/SiteName} 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)
- None of the above [If center & "None of the above" or FDH and not owner, site director, or assistant director & "None of the above", exited out of the survey after the next question]

[if checked none of the above] Is there another administrator or site leader whose role involves responsibilities related to enrollment, site finances, staffing and hiring, or the Child Care Subsidy Program (CCSP) at \$e://Field/SiteName? 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: \_\_\_\_\_

For about how long have you [worked for pay / taught and cared for children]...  
[In your current position at / At] \$e://Field/SiteName? \_\_\_\_\_ [dropdown; 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

As an early childhood educator (in any role and at any site, including this one)? \_\_\_\_\_ [dropdown; 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

[if FDH] At any time since March, have you had any other teachers/staff members working with you for pay at this site?

- No
- Yes

Is [site] currently open and operating?

- No [if closed, leader will see the rest of this section and “About You” section, then exited out of survey]
- Yes

[if no] About how long has [site] been closed?

- Since August or more recently
- Since July
- Since June
- Since May
- Since April
- Since March or before

[if closed] Which of the following were factors in your site’s closing? *Mark all that apply.*

- Unable to enroll enough children to fill classroom(s)
- Unable to hire or retain enough teachers or aides to staff classroom(s)
- Unable to break even or make a profit
- [if FDH] Wanted to retire or close for other personal reasons
- Other, please explain: \_\_\_\_\_

[if closed] Is there anything else you'd like to share about why your site closed?

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

- Weekdays during the day (i.e., anytime between 7 am – 6 pm)
- Weekday early mornings (i.e., anytime between 5 am – 7 am)
- Weekday evenings (i.e., anytime between 6 pm – 10 pm)
- Weekends (i.e., anytime on Saturday and/or Sunday)
- Overnight (i.e., anytime between 10 pm – 5 am)

[if subsidized: Our records show that your site was an approved Child Care Subsidy Program (CCSP) vendor as of September 2022.] The Child Care Subsidy Program (CCSP) is run by the Virginia Departments of Social Services and Education. It pays some or all of eligible families' child care costs directly to approved sites. Is this site currently approved 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 finances.*

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if not no staff] Pay teachers and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if not no staff] Pay for teacher and staff benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay my site's mortgage/rent, property taxes, utilities, insurance, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Many child care sites struggle to make ends meet. Thinking about the past year, has your site lost money, broken 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

How would you describe your site's financial health?

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### ENROLLMENT & CAPACITY

*This section asks questions about enrollment and capacity at your site. Enrollment refers to children who are registered and/or are on your site's roster. Capacity refers to the number of children your site could serve in its existing space.*

How many children are currently enrolled at [site]? [dropdown; 0 – more than 600]

The next items ask about the number of children enrolled at your site in each age group. The question asks both about the **total** number of children enrolled by age, and the number of children enrolled **full-time** by age.

In the first column, please enter how many children in each age group are enrolled, **total**.

In the second column, please enter how many children in each age group are enrolled for **full-time** care, for 5 or more hours a day. *Your best estimate is fine.*

	Total # enrolled	# enrolled full-time (5 or more hours)
Infants (0-15 months)	_____	_____
Toddlers (16-23 months)	_____	_____
2-year-olds	_____	_____
3-year-olds	_____	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____	_____
School-age children kindergarten and up	_____	_____

Of the [number] total 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 [number] 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. \_\_\_\_\_ [dropdown; Don't know, 0 – more than 600]

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**? \_\_\_\_\_ [dropdown; Don't know, 0 – more than 600]

As far as you know, how many of the [number] children enrolled at this site are from families who **speak a language other than English** at home? \_\_\_\_\_ [dropdown; Don't know, 0 – more than 600]

As far as you know, how many of the [number] 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. \_\_\_\_\_ [dropdown; Don't know, 0 – more than 600]

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 [number] children enrolled at this site participate in the Child Care Subsidy Program (CCSP)? [dropdown; 0 – more than 600]

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

In the first column, please enter how many children in each age group are enrolled and participating in the CCSP, **total**.

In the second column, please enter how many children in each age group are enrolled for **full-time** care, for 5 or more hours a day, and are participating the CCSP. *Your best estimate is fine.*

	Total # CCSP	# CCSP enrolled full-time (5 or more hours)
Infants (0-15 months)	_____	_____
Toddlers (16-23 months)	_____	_____
2-year-olds	_____	_____
3-year-olds	_____	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____	_____
School-age children kindergarten and up	_____	_____

How many of the [number] children whose families are participating in the CCSP 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	

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

Are there currently unfilled openings for children at this site?

- No
- Yes
- I don't know

*[If yes, center]* Currently, how many unfilled openings are there for children at your site? *Your best estimate is fine.*

- Infants (0-15 months) \_\_\_\_\_ [dropdown; 0 – 100 or more]
- Toddlers (16-23 months) \_\_\_\_\_ [dropdown; 0 – 100 or more]
- 2-year-olds \_\_\_\_\_ [dropdown; 0 – 100 or more]
- 3-year-olds \_\_\_\_\_ [dropdown; 0 – 100 or more]
- 4- or 5-year-olds not yet enrolled in kindergarten \_\_\_\_\_ [dropdown; 0 – 100 or more]
- School-age children (kindergarten and above) \_\_\_\_\_ [dropdown; 0 – 100 or more]

*[If yes, FDH]* Currently, how many unfilled openings are there for children at your site? *Your best estimate is fine.*  
 \_\_\_\_\_ [dropdown; 0-20, more than 20]

Does this site currently have a waitlist?

- No
- Yes
- I don't know



[If yes] How many children are currently on your site's waitlist? *Your best estimate is fine.*

Infants (0-15 months) \_\_\_\_\_ [dropdown; 0 – 100 or more]

Toddlers (16-23 months) \_\_\_\_\_ [dropdown; 0 – 100 or more]

2-year-olds \_\_\_\_\_ [dropdown; 0 – 100 or more]

3-year-olds \_\_\_\_\_ [dropdown; 0 – 100 or more]

4- or 5-year-olds not yet enrolled in kindergarten \_\_\_\_\_ [dropdown; 0 – 100 or more]

School-age children (kindergarten and above) \_\_\_\_\_ [dropdown; 0 – 100 or more]

[if yes waitlist] Please indicate the reason(s) why your site is not currently accommodating the children on the waitlist. *Mark all that apply.*

- 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): \_\_\_\_\_

Attendance at sites can vary considerably throughout the day and week. Think back to last week. What was the largest number of children your site was serving at one time? [dropdown; Don't know, 0 – more than 600]

Is [number] the most children your site is able to serve at one time, or could you have served more?

- Yes, we could have served more children in that moment.
- No, we could not have served more children in that moment.

[if yes] Over and above [number] children, about how many more children could your site have served in that moment? [dropdown; Don't know, 0 – more than 600]

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

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Since March, how many children has your site asked to leave (i.e., disenroll) for any reason? \_\_\_\_ [dropdown, 0, 1...more than 600]

[if not 0] Since March, how many children has your site asked to leave (i.e., disenroll) because of behavioral issues? \_\_\_\_ [dropdown, 0, 1...more than 600]

[if not 0] Since March, how many children has your site asked to leave (i.e., disenroll) because their family did not pay tuition, fees, or copayments? \_\_\_\_ [dropdown, 0, 1...more than 600]

## **YOUR SITE'S EXPERIENCES WITH CCSP**

**[Begin section for subsidized providers only]**

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? [dropdown: 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year, 2 years... more than 10 years, Don't know]

Think about the percentage or share of children your site currently serves that are participating in the CCSP. Which of the following best describes how your site feels about your current share of CCSP enrollment?

- We are happy with the share of children participating in the CCSP.
- We would prefer to enroll a lower share of children participating in the CCSP.
- We would prefer to enroll a higher share of children participating in the CCSP.
- I don't know.

Please rate how likely the following statements are to be true. *Mark one response per line.*

	Not likely	A little bit likely	Moderately likely	Very likely
Thinking ahead to three years from now, 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 <u>more</u> families participating in the CCSP than we do now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you know about how sites participate in and are paid by CCSP?

- None
- A little bit
- Some
- A lot

How much have the following factors influenced your site's decision to participate or continue participating in the Child Care Subsidy Program (CCSP)?

	Not at all	A little bit	Moderately	Very much
The CCSP reimbursement rate is high enough to be worth it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My site would be unable to fill all its slots with only private-paying families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving families participating in the CCSP allows my site to increase enrollment/revenue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in the CCSP provides my site with a steady flow of revenue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Families inquired about or requested to participate in the CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in the CCSP allows my site to provide more affordable care for families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in the CCSP increases the diversity of families and children enrolled at my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Participating in the CCSP allows my site to provide higher quality care for families.

Other, please explain: \_\_\_\_\_

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

- No
- Yes
- I don't know

[if yes] Does your site charge families participating in the CCSP some or all of the difference between the current CCSP reimbursement rate and the tuition rate that private-paying families pay?

- No
- Yes, we charge a portion of the difference
- Yes, we charge the full difference
- I don't know

Which strategies or changes would most encourage your site to serve more children participating in the CCSP?

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**[Begin section for unsubsidized providers only]**

The following questions aim to learn about your perceptions of the CCSP as a leader of a site that does not currently participate. Policymakers at the Virginia Department of Education hope to help more families access early care and education by increasing the number of sites who are approved vendors for the Child Care Subsidy Program (CCSP).

How much do you know about how sites participate in and are paid by CCSP?

- None
- A little bit
- Some
- A lot

Has your site ever participated or considered participating in the CCSP?

- No, my site has never participated in the CCSP and has not considered it.
- My site has never participated in the CCSP, but we have considered it.
- Yes, my site has participated in the CCSP in the past.
- I don't know.

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

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Not likely   A little bit likely   Moderately likely   Very likely

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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"/>
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How much have the following factors influenced your site’s decision not to participate in the Child Care Subsidy Program (CCSP)?

	Not at all	A little bit	Moderately	Very much
Concerns that CCSP reimbursement rate and co-payments would not sufficiently cover my site’s costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that CCSP payments would be too unpredictable in timing and/or amount	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that my site is not well suited to address the academic and/or social-emotional needs of children who participate in the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about how private-paying families would react	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that the initial subsidy vendor application process would be too burdensome to be worth it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that ongoing CCSP administrative duties such as attendance tracking would be too burdensome to be worth it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My site has sufficient enrollment from families who can afford to pay full tuition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My site hasn’t heard from any families who would like to enroll and participate in the CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don’t have enough information about how the CCSP works	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Haven’t thought about participating in the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please explain: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your site’s main reason for not participating in the CCSP?

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**[end separate sections; everyone gets the below]**

Virginia is working to improve families’ access to child care and is interested in expanding the number of available CCSP slots. How much would the following payment-related changes affect your site’s likelihood of [serving more / beginning to serve] children participating in the CCSP?

	Not at all	A little bit	Moderately	Very much	Don’t know
Reimbursement rates that cover the true cost of care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement rates equal to my site’s private tuition rates	<input type="radio"/>	<input type="radio"/>	<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"/>	<input type="radio"/>	<input type="radio"/>
Reliably on-time reimbursement payments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliably on-time copayments from families	<input type="radio"/>	<input type="radio"/>	<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"/>	<input type="radio"/>	<input type="radio"/>

Payments based on enrollment rather than attendance     |

How much would the following logistical changes affect your site’s likelihood of [serving more / beginning to serve] children participating in the CCSP?

	Not at all	A little bit	Moderately	Very much	Don’t know
Reduced paperwork or administrative hassle for providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced paperwork or administrative hassle for families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More assistance and technical support from local or state subsidy staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if unsubsidized] More supports during the initial application process (e.g., peer mentors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much would the following family-related changes affect your site’s likelihood of [serving more / beginning to serve] children participating in the CCSP?

	Not at all	A little bit	Moderately	Very much	Don’t know
More families in this area interested in participating in the CCSP	<input type="radio"/>	<input type="radio"/>	<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"/>	<input type="radio"/>	<input type="radio"/>

Which strategies or changes would most encourage your site to [begin serving / serve more children] participating in the CCSP?

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Virginia has committed to adjusting the CCSP reimbursement rates to better reflect the true cost of care starting October 1, 2022. Most rates will increase. Did you know this?

- No
- Yes

How do you think the adjusted CCSP reimbursement rates might impact your site, if at all?

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How much do the adjusted CCSP reimbursement rates increase your site’s likelihood of [participating in / serving more families participating in] CCSP in the next three years?

- Not at all
- A little bit
- Moderately
- Very much
- I don’t know

**STAFFING [not shown to FDHs]**

*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 \_\_\_\_\_ Drop-down menus for all numeric entries on this page  
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 March**. Please enter numerals only. Your best estimate is fine.*

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

Since March, how many new **lead teachers** were hired to work for this site? \_\_\_\_\_

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

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

Since March, how many new **assistant teachers** were hired to work for this site? \_\_\_\_\_

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

[if any teachers left] As far as you know, how many of the [number] assistant and lead teachers who left did so to move to a position at another early childhood education site? \_\_\_\_\_

[if any teachers left] As far as you know, how many of the [number] assistant and lead teachers who left did so to move to a position outside of early childhood education? \_\_\_\_\_

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

Trying to find and hire new teachers when there are openings can be challenging. Since March, 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

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

	No	Yes	Don't know
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 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 March, 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
- [if center] 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

[if check serving fewer children] Since March, about how many families have you had to turn away because of difficulties finding or hiring new teachers?

- 1 or 2 families
- 3 to 10 families
- 11 to 20 families
- More than 20 families

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

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### TEACHER COMPENSATION [not shown to FDHs]

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

What are the average wages of **lead** teachers who work for this site? *Your best estimate is fine.*

- Less than \$7.50 per hour
- [\$0.25 increments to \$15.00; \$0.50 increments to \$25.00]

- More than \$25.00 per hour

What are the average wages of **assistant** teachers who work for this site? *Your best estimate is fine.*

- Less than \$7.50 per hour
- [\$0.25 increments to \$15.00; \$0.50 increments to \$25.00]
- More than \$25.00 per hour

Since March, 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"/>

Which of the following benefits are available to teachers 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"/>
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"/>
Other (please specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which of the following professional supports are available to teachers at this site? *Mark one response per line.*

	No	Yes	Don't know
On-site professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Targeted coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding for professional development (e.g., assistance in paying registration, conference attendance, or workshop fees)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Release time to attend professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid planning time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if subsidized] As mentioned above, Virginia has committed to adjusting the CCSP reimbursement rates to reflect the true cost of care, starting October 1, 2022. Most rates will increase. How likely is it that the adjusted CCSP reimbursement rates will lead your site increase teacher wages?

- Not at all
- A little bit
- Moderately
- Very much
- I don't know



Virginia has made gradual increases to the hourly minimum wage, raising it to \$9.50/hour in May 2021 and \$11/hour in January 2022. In the past two years, did your site need to make changes to teacher wages in order to comply with the increases in minimum wage?

- No
- Yes
- I don't know

[if yes] Which of the following has your site done in response to the changes in Virginia's minimum wage? *Mark all that apply.*

- Increased wages for staff that were making below the new minimum wage
- Increased wages for staff that were earning at or above the new minimum wage

[if yes] How difficult has it been for your site to address the increases in minimum wage?

- Not at all difficult
- A little bit difficult
- Somewhat difficult
- Very difficult

[if yes] Has your site done any of the following as a result of the minimum wage increases? *Mark all that apply.*

- Increased tuition for families
- Reduced the number of teachers or other staff working at your site
- Reduced the number of classrooms or the number of children served
- Other, please explain: \_\_\_\_\_

In January 2023, Virginia has another scheduled increase in the minimum wage, to \$12/hour. Will your site need to increase wages for any of its staff?

- No, all staff already make \$12/hour or more.
- Yes, at least one staff member currently makes less than \$12/hour.

How worried are you about your site's ability to address this increase to the minimum wage?

- Not at all worried
- A little bit worried
- Somewhat worried
- Very worried

How are minimum wage changes impacting your site, if at all?

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**ABOUT YOU**

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

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 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"/>

In what year were you born? \_\_\_\_\_ [dropdown; 1930 – 2004]

What is your gender?

- Female
- Male
- 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...	<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"/>

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 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.

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Thank you for completing the Fall 2022 Virginia Child Care Provider Survey! If you have not received your \$25 Walmart gift card after two business days, please check any alternate email addresses you may have provided and your spam/junk folders. If you cannot find the gift card, or if you have any other questions, please contact our team at [see-partnerships@virginia.edu](mailto:see-partnerships@virginia.edu) or 434-297-6882.