

VIRGINIA EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE SURVEY: LEADER

SPRING 2023



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2023 Virginia Early Childhood Care and Education (ECCE) Workforce Survey

Leader Survey

YOU AND YOUR JOB

This section asks about your current or most recent experiences working in early childhood care and education. Throughout the survey, we define “this site” as the center, home, or school listed on the return envelope for this survey. Please note, your responses to this survey may be linked to state administrative data or to other surveys collected by UVA research teams. Your information will be kept confidential. Your responses will never be released to anyone in your site, Ready Region, or elsewhere.

1. Which of these titles best describes your current or most recent position at this site?

- Owner and Site Director
- Owner
- Site Director or Principal
- Assistant Director or Assistant Principal
- Teacher (lead teacher, co-teacher, assistant teacher, aide, paraprofessional, floater, etc.)
- Site Director **and** Teacher
- Early Childhood Manager or Coordinator
- Other (please specify): _____

2. Are you currently employed in a leadership position at this site? Leadership positions typically involve managing operations, staffing, budgeting, and supporting teachers.

- Yes
- No — ***If you answer no, please stop and give this survey to a leader of this site.***

*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.*

3. Please provide your full name and email address.

First Name: _____

Last Name: _____

Maiden Name (if applicable): _____

Primary Email Address: _____

Alternative Email Address: _____

4. What is this site’s address?

Street Address: _____

Zip Code: _____ County or City: _____

5. For about how long have you worked at this site in any position?

_____ years and _____ months

6. For about how long have you worked as an early childhood educator (in any position and at any site, including this one)?

_____ years and _____ months

7. Site leader responsibilities vary. Thinking specifically about your early childhood care and education classrooms, how involved are you in the following areas? *If your site serves school-age children, in kindergarten or above, please do not include work related to them in your responses.*

	Not at all involved	Familiar but not directly involved	Involved but not leading	Highly involved and leading
Enrollment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching observation & evaluation (e.g., CLASS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behavior management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staffing (e.g., hiring & compensation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CHILDREN SERVED

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

8. How many children are currently enrolled at this site? *Please enter a number*

9. How many of the children enrolled are in each of the following age groups? *Your best estimate is fine. Please enter numbers. If none, write "0."*

	# of children
Infants (0-15 months)	_____
Toddlers (16-35 months)	_____
3-year-olds	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____
School-age children kindergarten and up	_____

The following items ask about the children enrolled in your program who are **age 0-5 who are not yet enrolled in kindergarten**. If you serve school-age children, in kindergarten or above, please do not include them in your responses.

10. Of the children age 0-5 (but not yet in kindergarten) enrolled at this site, how many are... Please count each child only once. Your best estimate is fine. Please enter numbers. If none, write "0."

	# 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	_____

11. As far as you know, how many of the children age 0-5 (but not yet in kindergarten) have **diagnosed special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, chronic illness, or medical problem. Please enter a number. If none, write "0." If you don't know, write "don't know."

12. As far as you know, how many of the children age 0-5 (but not yet in kindergarten) are from families who **speak a language other than English** at home? Please enter a number. If none, write "0." If you don't know, write "don't know."

13. Since August, about how many children age 0-5 have you stopped serving due to behavior problems? Please enter a number. If none, write "0." If you don't know, write "don't know."

14. Since August, how difficult has it been to fill all the openings for children age 0-5 (but not yet in kindergarten)?

- Not at all difficult
- A little difficult
- Moderately difficult
- Very difficult
- Don't know

15. 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
- Not applicable: I am a school leader.

16. In some Virginia communities, early childhood leaders are working to help sites fill slots and help families find slots. In your community, is there such a collaborative effort?

- No – ***If you answer “No,” please skip to question #18.***
- Yes
- Don't know – ***If you answer “Don't know,” please skip to question #18.***

17. Have efforts to coordinate enrollment in your community helped you maintain or expand your enrollment?

- Not at all
- A little
- Moderately
- Very much
- Not applicable: We have not faced challenges with enrollment.

18. What more could your community do to help families find early care and education, and/or to help your site fill its slots?

TEACHER-CHILD INTERACTIONS AND THE CLASS

The next set of questions asks about your experience with the Classroom Assessment Scoring System, or the CLASS. The CLASS is a tool that measures the quality of teacher-child interactions. Please focus on interactions with children age 0-5, not yet in kindergarten.

19. Please indicate how much you disagree or 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 the 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"/>

20. Have you ever attended a training that introduced you to the CLASS observation tool?

- No
- Yes
- Don't know

21. Do you know how to access your teachers' CLASS scores?

- No
- Yes

22. Since August, have you accessed your teachers' CLASS scores?

- No – ***If you answer "No," please skip to question #25.***
- Yes
- Don't know

23. How useful have you found seeing your teachers' CLASS scores?

- Not at all useful
- A little bit useful
- Moderately useful
- Very useful

24. Since August, have you used their CLASS scores to support teachers (e.g., discussed their scores and/or strategies for improvement, signed them up for training)?

- No
- Yes
- Don't know

25. How well equipped do you feel to support teachers of children age 0-5 in improving the quality of their interactions with children?

- Not well equipped
- Somewhat well equipped
- Very well equipped

26. How interested would you be in additional training on strategies to support your teachers of children age 0-5 with improving the quality of their interactions with children?

- Not at all interested
- A little bit interested
- Moderately interested
- Very interested

27. What particular supports do you need to better help your teachers with the CLASS tool? Please explain.

SUPPORTING TEACHING AND LEARNING

The next set of questions is about curricula and professional development at your site. Please focus on teachers who work with children age 0-5, not yet in kindergarten.

28. How much do you disagree or agree with the following statement? A formal curriculum is important for ensuring quality for children age 0-5 at my site.

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

29. How many of the lead teachers who work with children age 0-5 at your site regularly use a curriculum?

- None of my teachers – ***If you answer “None,” please skip to question #34.***
- Some of my teachers
- Most of my teachers
- All of my teachers

30. Curricula can be difficult to implement. As far as you know, how many of the lead teachers using the curriculum are comfortable using it?

- None of my teachers
- Some of my teachers
- Most of my teachers
- All of my teachers
- Not applicable: My site does not use a curriculum for children age 0-5, not yet in kindergarten.

31. How well equipped do you feel to support teachers of children age 0-5 in fully implementing their curriculum?

- Not well equipped
- Somewhat well equipped
- Very well equipped

32. Have you received any of the following types of training or professional development to support the implementation of the curriculum for children age 0-5 at your site? *Mark all that apply.*

- One brief, introductory training on the curriculum (3 hours or less)
- An in-depth training on the curriculum (half day or longer)
- Multiple training sessions on the curriculum
- Individualized coaching related to the curriculum
- Other (please specify): _____
- None of the above

33. How interested would you be in additional training on strategies to support your teachers of children age 0-5 with using the curriculum?

- Not at all interested
- A little bit interested
- Moderately interested
- Very interested

34. What particular supports do you need to better help teachers of children age 0-5 use curricula? Please explain.

STAFFING & TEACHER COMPENSATION

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 age 0-5, not yet in kindergarten.

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.

35. How many teachers are currently employed by this site to teach and care for children age 0-5? *Do not include yourself. Please enter numbers.*

Lead teachers _____
Assistant teachers/aides _____

36. What are the average wages of **lead teachers** who work with children age 0-5 for this site? *Your best estimate is fine.*

Please mark only one.

<input type="radio"/> Less than \$10.00 per hour	<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$19.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$20.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$20.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$14.25 per hour	<input type="radio"/> \$21.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$21.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$22.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> More than \$25.00 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$18.50 per hour	
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$19.00 per hour	

37. What are the average wages of **assistant teachers** who work with children age 0-5 for this site? *Your best estimate is fine. Please mark only one.*

<input type="radio"/> Less than \$10.00 per hour	<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$19.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$20.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$20.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$14.25 per hour	<input type="radio"/> \$21.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$21.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$22.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> More than \$25.00 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$18.50 per hour	
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$19.00 per hour	

The next questions ask about how staffing at your site has changed **since December**. Please enter numbers. Your best estimate is fine. Please focus on staff who work with children age 0-5, not yet in kindergarten.

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

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

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

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

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

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

40. At your site, how challenging is staffing (e.g., teachers leaving, vacancies)? *Please focus on teachers who work with children age 0-5, not yet in kindergarten.*

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

41. How worried are you that current teachers of children age 0-5 will leave because of low compensation levels?

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

42. Many leaders spend a part of their week in the classroom working with children (e.g., teaching, filling in for staff). Thinking back to last week, about how much of your time did you spend working directly with children age 0-5 in the classroom?

- None or less than an hour – *If you answer “None or less than an hour,” please skip to question #44.*
- 1-5 hours
- 6-10 hours
- 11-20 hours
- More than 20 hours

43. How much of the time you spent in the classroom working directly with children last week was a result of staffing challenges?

- None
- Some
- Most
- All

44. Trying to find and hire new teachers when there are openings can be challenging. Since December, how challenging has it been to find and hire teachers of children age 0-5 when there are openings? ***If this site has not had to find or hire new teachers since December, skip this question.***

- Not at all challenging
- A little challenging
- Moderately challenging
- Very challenging
- Not applicable: This site has not had to find or hire new teachers since December.

45. Since December, has your site experienced any of the following challenges when trying to find or hire new teachers to work with children age 0-5? ***Mark one response per line. If this site has not had to find or hire new teachers since December, skip this question.***

	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 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"/>

46. Some sites have to make operational changes to address staffing challenges. Since December, have difficulties hiring, paying, and retaining teachers of children age 0-5 led to any of the following at your site? ***Mark one response per line.***

	No	Yes	Don't know
Serving fewer children and/or turning families away	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing the number of classes or classrooms at this site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring an applicant who has less experience and/or qualifications than desired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asking current staff to work more hours and/or take on additional duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Raising wages for teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing hiring bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving bonuses to current teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering staff appreciation gifts or events (e.g., meals, gift cards)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing paid time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving health benefits (i.e., health insurance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please explain): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. Since December, about how many families have you had to turn away because of difficulties hiring, paying, and retaining teachers?

- 1 or 2 families
- 3 to 10 families
- 11 to 20 families
- More than 20 families
- Not applicable: We have not had to turn families away.

48. In the 2022-2023 academic year, have any teachers at your site been eligible to receive payments from RecognizeB5?

- No – ***If you answer “No,” please skip to question #51.***
- Yes
- Don’t know

49. As far as you know, how much has RecognizeB5 impacted the following things at your site? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	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"/>

50. How has RecognizeB5 impacted your site?

51. Please describe any strategies or investments your site has made since December to retain teachers of children age 0-5, reduce turnover, or recruit new staff.

JOB SATISFACTION AND WELLBEING

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

52. 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"/>

53. 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"/>

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.

54. Overall, how many hours do you typically work for this site each week? Please count all hours you work, including paid and unpaid hours. *Your best guess is fine. Please enter a number.*

55. 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...	OR	My annual salary is...	
Less than \$10.00 per hour	<input type="radio"/>	Less than \$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"/>

56. 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

57. 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"/>

58. 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): _____

59. 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"/>
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.

60. In what year were you born? _____

61. What is your gender?

- Female
- Male
- Write in: _____

62. 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): _____

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

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

64. How many people in the following age ranges live in your household? *Please enter numbers. If none, write "0."*

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

65. Are you currently married or living with a partner?

- No
- Yes

66. Do you hold a Child Development Associate (CDA) credential?

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

67. 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.)

68. 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.

You have completed the survey. Thank you! Please follow the instructions in the packet to mail back your survey in order to receive a \$20 Walmart gift card.