

VIRGINIA EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE SURVEY: TEACHER

SPRING 2023



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

GENERAL INFORMATION

*The following questions ask for your full name and contact information. Please be sure the information you provide is accurate. We will use it to email you a **\$20 Walmart gift card** about 2 business days after we receive your finished survey. Please note, 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. Please provide your full name and email address.

First Name: _____

Last Name: _____

Maiden Name (if applicable): _____

Primary Email Address: _____

Alternative Email Address: _____

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 where you registered in LinkB5, listed on the return envelope for this survey.

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

- Teacher / Lead Teacher / Teacher of Record
- Co-Teacher
- Assistant Teacher / Teacher Aide / Paraprofessional
- Floater
- Site Leader (owner, director, principal, etc.)
- Teacher **and** Site Leader
- Other (please specify): _____

3. Are you currently employed at this site?

- Yes
- No



If you are currently employed at this site, please continue with question #4 below.

If you are no longer employed at this site, please skip to question #61 and then continue through the “ABOUT YOU” section and the rest of the survey.

4. In your work at this site, which age groups of children do you regularly teach and care for? *Mark all that apply.*

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

5. What is this site's address?

Street Address: _____

Zip Code: _____ County or City: _____

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

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

_____ years and _____ months

8. 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

CHILDREN SERVED

The following questions are about the group of children you teach or care for on a regular basis at this site.

9. How many children age 0-5, not yet in kindergarten, are enrolled in the group you teach and care for at this site? If you work in multiple classrooms, please think of the largest one. *Please enter a number.*

10. Of the children age 0-5 (but not yet in kindergarten), 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. Sometimes not all children who are enrolled actually attend. Thinking back to last week, about how many of the children age 0-5 (but not yet in kindergarten) actually attended? *Please enter a number. If none, write "0." If you don't know, write "don't know."*

TEACHER-CHILD INTERACTIONS AND THE CLASS

The next set of questions asks about the interactions you have with the children you teach and care for at your site. It also 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.

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

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know
I have a clear understanding of what 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"/>
The CLASS is a good way to measure the quality of teachers' interactions with children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently have conversations with my site leader or other teachers about the CLASS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the CLASS is improving my teaching practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- No
- Yes
- Don't know

16. Since August, how often has someone observed your classroom using the CLASS tool?

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

17. Since August, has someone provided you with feedback based on a CLASS observation?

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

18. Since August, how would you describe the amount of feedback you have received on your teaching?

- Not enough
- About right
- Too much

19. To what extent do you feel you know how to improve your CLASS scores?

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

20. How could your site better support the use of CLASS?

YOUR TEACHING, CURRICULA, AND PROFESSIONAL SUPPORTS

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

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

- Never - ***If you answer "Never," please skip to question #27.***
- Rarely
- Occasionally
- Regularly (i.e., every day or every week)

22. How long have you been using your current curriculum? *If you use more than one, please think of the one you use most often.*

- Less than 1 year
- Between 1 and 3 years
- 3 years or longer

23. When you use this curriculum, which best describes the way you use it?

- I follow the lesson plans and activities exactly as suggested.
- I follow the lesson plans and activities closely but make small changes.
- I loosely follow the curriculum, picking and choosing components to use.
- I use the curriculum to get new ideas.
- Other (please specify): _____

24. Which best describes the curriculum you have used most since August?

- I use a curriculum developed by an external organization or company (e.g., Creative Curriculum, Frog Street).
- I use a curriculum developed in my district or community.
- I use a curriculum developed by me or others at my site.
- Other (please specify): _____

25. Have you ever received any of the following types of training on how to use this curriculum? *Mark all that apply.*

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

26. Since August, how useful has this curriculum been in helping support children’s learning?

- Not useful
- Somewhat useful
- Very useful

27. How could your site better support the use of curricula?

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

28. Since August, have you received any professional development, either in person or virtually?

- No
- Yes
- Don’t know

29. In some sites, teachers have access to a formal coach or mentor. Since August, have you received any coaching or mentoring?

- No
- Yes

30. How would you describe the amount of professional development you have received on the following topics since August? *Mark one response per line.*

	Too little	The right amount	Too much
Overall (all professional development)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom Assessment Scoring System (CLASS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curricula	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing children’s social-emotional skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preventing and addressing children’s challenging behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Not at all useful
- A little bit useful
- Moderately useful
- Very useful
- Not applicable: I have not received any professional development since August.

The following questions ask about your experiences caring for children with social-emotional or behavioral challenges. Please focus on children age 0-5, not yet in kindergarten.

32. About how many of the children age 0-5 (but not yet in kindergarten) you care for have significant social-emotional or behavioral challenges? *Please enter a number. If none, write "0." If you don't know, write "don't know."*

33. How equipped do you feel to handle children with significant social-emotional or behavioral challenges?

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

34. Since August, about how many children age 0-5 that you worked with were asked to leave the site due to behavior problems? *Please enter a number. If none, write "0." If you don't know, write "don't know."*

35. Is there anything else you'd like to share about supporting children with social-emotional or behavioral challenges at your site?

LEADERSHIP AND STAFFING

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

36. Think about your experiences with this site leader since August. 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
I feel respected by the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable raising issues and concerns that are important to me with the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader is committed to creating an anti-racist learning environment for the children we serve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports teachers' efforts to manage challenging behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the site leader to do what they say they will do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports the professional development of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader communicates a clear vision for this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Please rate how often the following statements are true for you. *Mark one response per line.*

	Never	Rarely	Usually	Always
I am able to take short breaks from the classroom (e.g., to go to the restroom) as needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to take time off as needed (e.g., sick day, appointment, vacation).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. In my job at this site, I have... *Mark one response per line.*

	Never	Sometimes	Most days	All days
A paid break time away from children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A paid time away from the children to work on planning activities, getting materials ready, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. Think back to last week. Including you, how many adults were typically in your classroom during the busiest part of the day?

- 1 (just me)
- 2
- 3
- 4
- 5 or more
- Don't know

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

- Strongly disagree
- Disagree
- Agree
- Strongly agree

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

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

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

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

43. How worried are you that staffing issues at your site (e.g., teachers leaving, vacancies) are negatively affecting you and other teachers still working at your site?

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

44. How have staffing challenges at your site, if any, impacted you and your work?

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.

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

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

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

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

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

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

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

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

49. 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.

50. About how much are you paid for teaching at this site (before taxes)? *Your best estimate is fine.*

<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	

51. 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
The level of compensation I receive from this site feels fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The compensation level is making me consider other jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The compensation level is increasing my stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. For some early educators, low compensation levels create professional and personal challenges. What challenges, if any, is your current compensation creating for you?

53. Do you work for pay in addition to your position at this site?

- No
- Yes

54. 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

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

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

56. 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"/>

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

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

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

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

59. 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): _____

60. 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	0	0	0
Paid maternity or family leave	0	0	0
Fully or partially paid health insurance	0	0	0
Professional development reimbursement	0	0	0
Free or reduced-price child care for children of employees	0	0	0
Retirement plan	0	0	0
Other (please specify): _____	0	0	0

These next questions are about RecognizeB5, which distributes payments to eligible teachers participating in VQB5 and working with children age 0-5, not yet in kindergarten.

61. Some teachers participating in VQB5 received payments as part of RecognizeB5. Have you heard of RecognizeB5?

- No
- Yes
- Don't know

62. Since December, have you received a payment as part of RecognizeB5?

- No
- Yes
- Don't know

63. Did you know you need to stay at the specific site where you registered for VQB5 in order to remain eligible for RecognizeB5?

- No
- Yes
- Don't know

64. What parts of RecognizeB5 are unclear to you, if any?



If you did not receive a payment through RecognizeB5 this year, please skip to question #67.

If you did receive a payment through RecognizeB5 this year, please continue with question #65 below.

65. Overall, how much does receiving the payment(s) through RecognizeB5... *Mark one response per line.*

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

66. Teachers can use the money they received through RecognizeB5 however they wish. Think about the way you used the money you received through RecognizeB5. Did the payment(s) help with any of the following expenses? *Mark one response per line.*

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

67. How much do you disagree or agree with the following statement? RecognizeB5 led me to stay in my position longer than I might have otherwise.

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

68. Virginia has committed to continuing RecognizeB5 next year. Did you know this?

- No
- Yes

69. How much does knowing you could be eligible for more funds through ReconizeB5 affect your decision to stay in your position?

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

70. Is there anything you would like to share about what RecognizeB5 meant to you, or the ways it has been helpful for you and your family?

71. Some sites have been able to offer teachers increased compensation in addition to or separate from RecognizeB5. Since December, have you received any of the following from your site? *Please do not include any payments you received from RecognizeB5. Mark one response per line.*

	No	Yes	Don't know
A raise or increase to my regular pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A bonus separate from RecognizeB5 (e.g., cash, check, or gift card)	<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.

72. In what year were you born? _____

73. What is your gender?

- Female
- Male
- Write in: _____

74. 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): _____

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

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

76. 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) _____

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

- No
- Yes

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

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

79. 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.)

80. 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.



If you are still employed at this site, 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.

If you are not still employed at the site that you registered at in LinkB5 and is written on the return envelope for this survey, please answer a few more questions below.

81. For about how long did you work at this in any position?

_____ years and _____ months

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

_____ years and _____ months

83. In what month did you leave your position at this site? *Your best guess is fine.*

- August 2022
- September 2022
- October 2022
- November 2022
- December 2022
- January 2023
- February 2023
- March 2023
- April 2023
- May 2023

84. Which statements best describe your main reasons for leaving your position at this site? *Mark all that apply.*

- Personal or family reasons (e.g., new baby, health, relocating, retiring, etc.)
- A new professional opportunity opened up
- Financial reasons (e.g., wages, benefits)
- Location and/or hours
- Too stressful/exhausting
- Issues with my site leader
- Issues with coworkers
- The site's values or goals did not match mine
- No longer wanted to work in early childhood education
- I was asked to leave (e.g., downsized, fired, laid off)
- Site closed
- Other (please specify): _____

85. How much of a role did low levels of compensation at this site play in your decision to leave your site?

- None
- A little
- Some
- A lot

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

- Strongly disagree
- Disagree
- Agree
- Strongly agree

87. At this site, how challenging was staffing (e.g., teachers leaving, vacancies)?

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

88. How worried were you that staffing issues (e.g., teachers leaving, vacancies) at this site were negatively affecting children?

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

89. How worried were you that staffing issues (e.g., teachers leaving, vacancies) at this site were negatively affecting other teachers still working at the site?

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

90. When you left your position at this site, did you have another job lined up?

- No
- Yes
- Don't know

91. Have you been employed at any point since leaving your job at this site?

- No - *If you answer "No," please skip to question #98.*
- Yes

Now think about your current or most recent job since leaving this site.

92. In your current or most recent job, did or do you work with children?

- No – **If you answer “No,” please skip to question #96.**
- Yes

93. In your current or most recent job, which age groups of children did or do you regularly teach and care for? *Mark all that apply.*

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

94. In which kind of setting is that job?

- At a public school
- At my own home or someone else’s home
- In a building that is NOT a public school or a home (for example, it is in a community center, church, or other building)
- Other (please explain): _____

95. Which of these titles best describes that job?

- Teacher / Lead Teacher / Teacher of Record
- Co-Teacher
- Assistant Teacher / Teacher Aide / Paraprofessional
- Floater
- Nanny or Babysitter
- Site Director or Principal
- Assistant Site Director or Principal
- Site Owner
- Other (please specify): _____

96. Which best describes the kind of work you currently do or did at your most recent job? *If you work with children in your current or most recent job, please skip this question.*

- Restaurant / food service (e.g., server, cook, host)
- Retail / store employee (e.g., cashier, stocker, sales associate)
- Office / administrative work (e.g., office manager, administrative assistant, secretary)
- Health care (e.g., nurse, home health care, CNA)
- Other (please specify): _____

97. Think about your current or most recent job. How does it compare to your job at this site? In your current job are you less satisfied, just as satisfied, or more satisfied with each of the following factors? *Mark one response per line.*

	Less satisfied	Just as satisfied	More satisfied	Not applicable
The job overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The organization's goals and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98. Is there anything this site could have done that would have led you to keep working there?

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.