

VIRGINIA EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE SURVEY: FAMILY DAY HOME

SPRING 2024



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2024 Virginia Early Childhood Care and Education (ECCE) Workforce Survey

Family Day Home 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 **\$30 gift card** 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 FAMILY DAY HOME

The following questions ask you to provide general information about yourself and your site. Throughout the survey, we define "site" as your Licensed Family Day Home. A Family Day Home is an early childhood program in a home (typically, the home of a caregiver, early childhood educator, or teacher). Family Day Homes are sometimes referred to as "Family Child Care Homes" or "Home-Based Child Care."

2. Which best describes your role at this site? If you are no longer working there, please mark the role that you had most recently at the site.

- ☐ Owner / Director / Site Leader
- ☐ Employee / Staff / Teacher / Assistant Teacher
- ☐ Other (please explain): _____

3. Do you still serve children as a licensed family day home provider?

- ☐ Yes, I am still serving children as a licensed family day home provider.
- ☐ No, I am no longer serving children as a licensed family day provider.



If you are **still serving children** as a family day home provider, **please continue with question #4 below.**

If you are **no longer** serving children as a family day home provider, **please skip to question #57 on page 12** and then continue through the rest of the survey.

4. Are there any other teachers / staff members who work for pay at this site?

- ☐ No – ***If you answer “No,” please skip to question #6.***
☐ Yes

5. Other than you, how many teachers / staff members work for pay at this site? *Please write a number.*

CHILDREN SERVED

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

6. How many children are currently enrolled at this site? *Please write a number.*

7. Of the children enrolled, how many are in each of the following age groups? *Please count each child only once. Your best estimate is fine. Please write numbers. If none, write “0.”*

	# of children
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	_____

8. Are any of the children you regularly teach and care for related to you (e.g., your children, stepchildren, nieces and nephews, grandchildren)?

- ☐ No
☐ Yes, number of children: _____

*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.*

9. Of the children age 0-5 (but not yet in kindergarten) enrolled, how many are... *Please count each child only once. Your best estimate is fine. Please write 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	_____

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

11. As far as you know, how many of the children age 0-5 (but not yet in kindergarten) have **diagnosed learning disabilities**? By diagnosed, we mean they have an IFSP or IEP. *Please write 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 write a number. If none, write "0." If you don't know, write "don't know."*

13. 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

14. 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 #16.*
- ☐ Yes
- ☐ Don't know – *If you answer "Don't know," please skip to question #16.*

15. 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.

16. 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 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.

17. 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 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"/>

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

- ☐ No
- ☐ Yes
- ☐ Don't know

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

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

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

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

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

- ☐ Not enough
- ☐ About right
- ☐ Too much

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

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

23. What particular supports would help you improve your CLASS scores?

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).

24. 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 #30.***
- ☐ Rarely
- ☐ Occasionally
- ☐ Regularly (i.e., every day or every week)

25. 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

26. 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): _____

27. 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): _____

28. 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

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

- ☐ Not useful
- ☐ Somewhat useful
- ☐ Very useful

30. What particular supports would help you use 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.

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

- ☐ No
- ☐ Yes
- ☐ Don't know

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

- ☐ No
- ☐ Yes

33. 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"/>

34. 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.

35. 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 write a number. If none, write "0." If you don't know, write "don't know."*

36. How equipped do you feel to care for children with significant social-emotional or behavioral challenges?

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

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

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

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.

39. 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 teaching and caring for children 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 teaching and caring for children 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 teaching and caring for children at this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

40. 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

41. 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 teachers and staff at site – <i>Skip if you do not have teachers / staff</i>	<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"/>

42. 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"/>

43. 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"/>

44. 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"/>

EARNINGS AND BENEFITS

One common challenge for early childhood educators is making ends meet. This section asks you about your earnings and overall financial security.

45. 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

46. Over the past year, about how much income did you earn (before taxes) for teaching and caring for young children in this site? *Your best estimate is fine. Please write a number.*

\$ _____

47. Overall, how many **hours** did you work at your site last week? Please count all hours you worked, including paid and unpaid hours. *Your best guess is fine. Please write a number.*

48. 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 amount of earnings I make doing this work feels fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of earnings is making me consider other jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of earnings is increasing my stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. For some early educators, low earnings create professional and personal challenges. What challenges, if any, are your current earnings creating for you?

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

- ☐ No
☐ Yes

51. 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

52. 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"/>

53. 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"/>

54. 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"/>

55. 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.

56. 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): _____

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

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

- ☐ No
- ☐ Yes
- ☐ Don't know

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

- ☐ No
- ☐ Yes
- ☐ Don't know

59. Did you know you need to keep serving children at your family day home in order to remain eligible for RecognizeB5?

- ☐ No
☐ Yes
☐ Don't know

60. 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 #66.*

*If you **did receive** a payment through RecognizeB5 this year, please continue with question #61 below.*

61. 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"/>

62. 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 family day home	<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"/>

63. How much do you disagree or agree with the following statement? RecognizeB5 led me to keep serving children at my site longer than I might have otherwise.

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

64. If the RecognizeB5 payment amount were significantly reduced in future years, how much would that impact... *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable
Your decision to keep working at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ability to meet your financial needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How much you feel your hard work is valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your stress level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

65. 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?

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.

66. In what year were you born? _____

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

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

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

5 or younger _____

Between 6 and 17 _____

18 or older (*include yourself*) _____

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

- ☐ No
- ☐ Yes

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

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

71. 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.)

72. 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.
