

VIRGINIA EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE SURVEY: LEADER

SPRING 2024



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

Leader 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 JOB

This section asks about your current or most recent experiences working in early childhood care and education. Throughout the survey, we define "site" to be the center, home, or school where an early childhood program is located.

2. 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): _____

3. *[if selected "Other"]* Are you currently employed in a leadership position at this site? Leadership positions typically involve managing operations, staffing, budgeting, and supporting teachers.

- Yes
- No

4. Are you currently employed at this site?

- Yes
- No

5. 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	0	0	0	0
Teaching observation & evaluation (e.g., CLASS)	0	0	0	0
Virginia Kindergarten Readiness Program (VKRP)	0	0	0	0
Curriculum	0	0	0	0
Professional development	0	0	0	0
Behavior management	0	0	0	0
Staffing (e.g., hiring & compensation)	0	0	0	0

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.

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)	_____
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.

8. 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 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	_____

9. 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 they have 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."

10. 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."

11. 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."

12. Since August, about how many children age 0-5 has your site asked to leave (i.e., disenroll) due to behavior problems? 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. *[if not a leader at a school]* 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

15. 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 #17.***
- Yes
- Don't know – ***If you answer “Don't know,” please skip to question #17.***

16. 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.

17. 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.

18. 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"/>

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

- No
- Yes
- Don't know

20. Do you know how to access your classrooms' CLASS scores?

- No
- Yes

21. Since August, have you accessed your classrooms' CLASS scores?

- No – ***If you answer “No,” please skip to question #24.***
- Yes
- Don't know – ***If you answer “Don't know,” please skip to question #24.***

22. How useful have you found seeing your classrooms' CLASS scores?

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

23. 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

24. 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

25. 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

26. 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.

27. 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

28. 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 of my teachers,” please skip to question #34.***
- Some of my teachers
- Most of my teachers
- All of my teachers

29. 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.

30. 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

31. 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 – ***If you answer “None of the above,” please skip to question #34.***

32. 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

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

*This section asks about orientation and training for newly hired lead teachers at your site. **Please reflect on your most recent experience with hiring and training lead teachers at your site.** By lead teachers, we mean teachers hired to be the primary instructional leaders and care providers for a classroom or group of children.*

At some sites there are specific orientation and/or training activities for newly hired teachers. These activities aim to help new teachers become familiar with the policies, procedures, culture, and daily operations of the site. Orientation and/or training activities can also help teachers learn more about working with young children (e.g., introducing them to CLASS or curriculum).

34. Sites handle orientation and training in many ways. Does your site have a set process for orienting/training newly hired lead teachers?

- No – **If you answer “No,” please skip to question #36.**
- Yes
- Don’t know – **If you answer “Don’t know,” please skip to question #36.**

35. Has your site typically required newly hired lead teachers to do any of the following? *Mark all that apply.*

- Complete one-on-one training/meeting with a site leader outside of the classroom
- Complete group training outside of the classroom (e.g., CLASS training, CPR training, etc.)
- Complete individual, self-paced activities such as online training, reading a manual, watching a video, etc.
- Observe or shadow a current teacher in the classroom
- Receive coaching in the classroom (e.g., being observed and then given feedback)
- Work with a mentor teacher
- None of the above

36. What other strategies has your site has used to orient and/or train newly hired lead teachers?

37. Please indicate how much you agree with the following statements about the orientation/training your site has used to support newly hired lead teachers. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know
It is challenging for me to ensure that newly hired lead teachers are sufficiently oriented/trained.	0	0	0	0	0	0
Our site's orientation/training process sufficiently prepares newly hired lead teacher for the job.	0	0	0	0	0	0
Our site's orientation/training process is a valuable resource for newly hired lead teachers.	0	0	0	0	0	0
Orientation/training at our site helps me and my staff form relationships with newly hired lead teachers.	0	0	0	0	0	0

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.

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

Lead teachers _____

Assistant teachers/aides _____

39. 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"/> \$14.25 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$25.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$26.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$26.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> \$27.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$18.50 per hour	<input type="radio"/> \$27.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$19.00 per hour	<input type="radio"/> \$28.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$19.50 per hour	<input type="radio"/> \$28.50 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$20.00 per hour	<input type="radio"/> \$29.00 per hour
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$20.50 per hour	<input type="radio"/> \$29.50 per hour
<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$21.00 per hour	<input type="radio"/> \$30.00 per hour
<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$21.50 per hour	<input type="radio"/> More than \$30.00 per hour
<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$22.00 per hour	

40. 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"/> \$14.25 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$25.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$26.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$26.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> \$27.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$18.50 per hour	<input type="radio"/> \$27.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$19.00 per hour	<input type="radio"/> \$28.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$19.50 per hour	<input type="radio"/> \$28.50 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$20.00 per hour	<input type="radio"/> \$29.00 per hour
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$20.50 per hour	<input type="radio"/> \$29.50 per hour
<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$21.00 per hour	<input type="radio"/> \$30.00 per hour
<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$21.50 per hour	<input type="radio"/> More than \$30.00 per hour
<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$22.00 per hour	

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

41. 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**? _____

42. 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**? _____

43. 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

44. 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

45. 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 #47.*
- 1-5 hours
- 6-10 hours
- 11-20 hours
- More than 20 hours

46. 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

47. Since December, has your site had to do any of the following due to staffing challenges? *Mark one response per line.*

	No	Yes	Don't know
Shorten the hours your site is open	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ask families to pick children up early	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close for one or two days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close for more than two days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*The next questions ask about finding and hiring new teachers at your site **since December**. Please focus on teachers who work with children age 0-5, not yet in kindergarten.*

48. 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.

49. 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 were not a good fit for the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants did not attend scheduled interview.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants turned down the job because pay/benefits were not sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50. 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"/>

51. Since December, about how many families have you had to turn away because of difficulties hiring, paying, or retaining teachers? ***If this site has not had to turn families away since December because of staffing challenges, skip this question.***

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

52. Has your site done any of the following as a result of increasing staff wages? *Mark one response per line. If this site has not increased staff wages since December, skip this question.*

	No	Yes	Don't know
Increased tuition for families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced the number of teachers or other staff working at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced the number of classrooms or the number of children served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please explain): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

53. RecognizeB5 is a state program that distributes payments to eligible teachers working with children age 0-5, not yet in kindergarten. In the 2023-2024 academic year, have any teachers at your site been eligible to receive payments from RecognizeB5?

- No – *If you answer “No,” please skip to question #56.*
- Yes
- Don’t know

54. As far as you know, how much have RecognizeB5 payments to teachers impacted the following things at your site? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Don’t know
My site’s ability to retain teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>

55. How much would it impact your site if, in future years, ... *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Don’t know
The amount of the RecognizeB5 payments were significantly reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The RecognizeB5 payments were eliminated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. How have RecognizeB5 payments to teachers impacted your site?

57. 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.

58. 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"/>

59. 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.

60. 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.*

61. 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 \$20,000 per year	<input type="radio"/>
Between \$10.00 and \$12.49 per hour	<input type="radio"/>	Between \$20,000 and \$24,999 per year	<input type="radio"/>
Between \$12.50 and \$14.99 per hour	<input type="radio"/>	Between \$25,000 and \$34,999 per year	<input type="radio"/>
Between \$15.00 and \$17.49 per hour	<input type="radio"/>	Between \$35,000 and \$44,999 per year	<input type="radio"/>
Between \$17.50 and \$19.99 per hour	<input type="radio"/>	Between \$45,000 and \$54,999 per year	<input type="radio"/>
Between \$20.00 and \$22.49 per hour	<input type="radio"/>	Between \$55,000 and \$64,999 per year	<input type="radio"/>
Between \$22.50 and \$24.99 per hour	<input type="radio"/>	Between \$65,000 and \$74,999 per year	<input type="radio"/>
Between \$25.00 and \$27.49 per hour	<input type="radio"/>	Between \$75,000 and \$99,999 per year	<input type="radio"/>
Between \$27.50 and \$29.99 per hour	<input type="radio"/>	Between \$100,000 and \$149,999 per year	<input type="radio"/>
More than \$30.00 per hour	<input type="radio"/>	More than \$150,000 per year	<input type="radio"/>

62. 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

63. 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"/>

64. 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): _____

65. 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.

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?

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.

Online only, respondents who were no longer employed at their site and answered "No" to question #3 on page 1 also saw the following items:

73. In what month did you leave your position at [site]? Your best guess is fine.

- August 2023
- September 2023
- October 2023
- November 2023
- December 2023
- January 2024
- February 2024
- March 2024
- April 2024
- May 2024

74. Which statements best describe your main reasons for leaving your position at [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): _____

82. How much of a role did low levels of compensation at [site] play in your decision to leave your site?

- None
- A little
- Some
- A lot

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

- Strongly disagree
- Disagree
- Agree
- Strongly agree

84. At [site], how challenging was staffing (e.g., teachers leaving, vacancies)?

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

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

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

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

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

87. Is there anything [site] could have done that would have led you to keep working there?

88. When you left your position at [site], did you have another job lined up?

- No
- Yes
- Don't know

89. Have you been employed at any point since leaving your job at [site]?

- No [If no, skip to #97]
- Yes

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

90. Which best describes the kind of work you currently do or did at your most recent job?

- Education and child care (e.g., nanny, teacher, aide, director, principal)
- 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): _____

[if selected Education and child care]

91. 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): _____

[if selected Education and child care]

92. 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

[if selected Education and child care]

93. 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): _____

94. Think about your current or most recent job. How does it compare to your job at [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.

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

JOB SATISFACTION AND WELLBEING

These questions ask about you and your work. There are no right or wrong answers. If you are working more than one job, please think about the job at which you spend more hours.

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

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

96. Think about your current job. How satisfied are you with each of the following? Mark one response per line.

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

97. 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*

98. Please indicate how often you have felt this way during the **past week**. Mark one response per line.

	<i>Rarely or never</i>	<i>Some or a little</i>	<i>Occasionally or moderately</i>	<i>Most or all of the time</i>	<i>Don't know</i>
<i>I did not feel like eating, my appetite was poor.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>I had trouble keeping my mind on what I was doing.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>I felt depressed.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>That everything I did was an effort.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>My sleep was restless.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>I felt sad.</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>I could not "get going."</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SALARY AND BENEFITS

One common challenge is making ends meet. This section asks you about your overall financial security.

[if employed]

99. About how much are you paid for your current job (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 \$20,000 per year	<input type="radio"/>
Between \$10.00 and \$12.49 per hour	<input type="radio"/>		Between \$20,000 and \$24,999 per year	<input type="radio"/>
Between \$12.50 and \$14.99 per hour	<input type="radio"/>		Between \$25,000 and \$34,999 per year	<input type="radio"/>
Between \$15.00 and \$17.49 per hour	<input type="radio"/>		Between \$35,000 and \$44,999 per year	<input type="radio"/>
Between \$17.50 and \$19.99 per hour	<input type="radio"/>		Between \$45,000 and \$54,999 per year	<input type="radio"/>
Between \$20.00 and \$22.49 per hour	<input type="radio"/>		Between \$55,000 and \$64,999 per year	<input type="radio"/>
Between \$22.50 and \$24.99 per hour	<input type="radio"/>		Between \$65,000 and \$74,999 per year	<input type="radio"/>
Between \$25.00 and \$27.49 per hour	<input type="radio"/>		Between \$75,000 and \$99,999 per year	<input type="radio"/>
Between \$27.50 and \$29.99 per hour	<input type="radio"/>		Between \$100,000 and \$149,999 per year	<input type="radio"/>
More than \$30.00 per hour	<input type="radio"/>		More than \$150,000 per year	<input type="radio"/>

100. 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

101. 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>I/we have worried that my/our food might run out before I/we have money to get more.</i>	0	0	0
<i>The food that I/we bought just didn't last, and I/we didn't have the money to get more.</i>	0	0	0
<i>I/we couldn't afford balanced meals.</i>	0	0	0

102. 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>I worry I will run out of money before I am paid again.</i>	0	0	0	0	0
<i>I am unable to sleep well because of financial worries.</i>	0	0	0	0	0
<i>I make purchases on credit cards hoping that I will have the money later.</i>	0	0	0	0	0
<i>Many of my bills are past due.</i>	0	0	0	0	0

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

	No	Yes	Not applicable
<i>Education debt (e.g., student loans)</i>	0	0	0
<i>Other debt</i>	0	0	0
<i>Medical needs</i>	0	0	0
<i>Mortgage/rent/utilities</i>	0	0	0
<i>Transportation (e.g., bus pass, car maintenance, gas)</i>	0	0	0
<i>Child care needs</i>	0	0	0
<i>Unexpected events or emergencies</i>	0	0	0

104. 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.

105. Do you currently have healthcare benefits from any of the following sources? Mark all that apply.

- No
- Yes, through my job
- 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): _____

[if employed]

106. Which of the following benefits are available to you at your main job? Mark one response per line.

	No	Yes	Don't know
<i>Paid sick leave</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Paid maternity or family leave</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Fully or partially paid health insurance</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Paid professional development or professional development reimbursement</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Free or reduced-price child care for children of employees</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Retirement plan</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Other (please specify): _____</i>	<i>0</i>	<i>0</i>	<i>0</i>