

VIRGINIA EARLY CHILDHOOD CARE AND EDUCATION WORKFORCE SURVEY: TEACHER

SPRING 2024



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2024 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 **\$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. If you have worked at more than one site in the last year, please think of the site named on the enclosed envelope.

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 **still employed** by the site where you registered in LinkB5, written on the return envelope for this survey, **please continue with question #4 below.**

If you are **not currently employed** by the site where you registered in LinkB5, written on the return envelope for this survey, **please skip to question #63 on page 15** and then continue through 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. 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 write a number.*

CHILDREN SERVED

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

6. 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 write a number.*

7. 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 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	_____

8. 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."*

9. 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."*

10. 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."*

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.

11. 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"/>

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

- No
- Yes
- Don't know

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

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

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

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

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

- Not enough
- About right
- Too much

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

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

17. 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).

18. 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 #24.***
- Rarely
- Occasionally
- Regularly (i.e., every day or every week)

19. 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

20. 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): _____

21. 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): _____

22. 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

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

- Not useful
- Somewhat useful
- Very useful

24. 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.

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

- No
- Yes
- Don’t know

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

- No
- Yes

27. 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"/>
Virginia Kindergarten Readiness Program (VKRP)	<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"/>

28. 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.

29. 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.”*

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

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

31. 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.”*

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

The following questions ask you to reflect back on the orientation and training you received when you were first hired at your site. 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).

33. Sites handle orientation and training for newly hired teachers in many ways. Think back to when you were first hired at this site. How much did you do any of the following as orientation/training activities during your first 6 months of work? *Your best estimate is fine. Mark one response per line.*

	Never	1-2 hours	3-7 hours	8-16 hours	17+ hours
Complete one-on-one training/meeting with a site leader outside of the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complete group training outside of the classroom (e.g., CLASS training, CPR training, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complete individual, self-paced activities such as online training, reading a manual, watching a video, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Observe or shadow a current teacher in the classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receive coaching in your classroom (e.g., being observed and then given feedback)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work with a mentor teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. What other types of orientation/training, if any, did you receive?

35. Which of the following topics did your orientation/training address during your first 6 months at your site? *Mark all that apply.*

- Rules/procedures related to your site
- Strategies for caring for children with special needs
- Strategies for caring for children with behavior issues
- Health/safety information needed for care at this site
- Strategies for classroom management
- Strategies for communicating with families
- Training on a curriculum
- Training on young children's learning and development
- Training on the CLASS observation system
- Other (please specify): _____
- Not applicable: I did not do training or onboarding activities.

36. Please indicate how much you agree with the following statements about the orientation/training you received when you were first hired at your site. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Not applicable
Overall, the content of the orientation/training was useful.	0	0	0	0	0	0
I felt prepared to work at my site after completing the orientation/training.	0	0	0	0	0	0
I received enough orientation/training.	0	0	0	0	0	0
I knew who to turn to if I had questions after my orientation/training.	0	0	0	0	0	0

37. What additional supports could your site have provided during your orientation/training that would have helped you transition into your position?

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.

38. 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.	0	0	0	0	0
I feel comfortable raising issues and concerns that are important to me with the site leader.	0	0	0	0	0
The site leader supports teachers' efforts to manage challenging behavior.	0	0	0	0	0
I trust the site leader to do what they say they will do.	0	0	0	0	0
The site leader supports the professional development of staff.	0	0	0	0	0
The site leader communicates a clear vision for this site.	0	0	0	0	0

39. 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"/>

40. 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"/>

41. 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

42. 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

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

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

44. 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

45. 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

46. 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.

47. 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"/>

48. 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

49. 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 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"/>

50. 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"/>

51. 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.

52. About how much are you paid for teaching at the site (before taxes)? *Your best estimate is fine. Mark 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 |
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| <input type="radio"/> \$12.00 per hour | <input type="radio"/> \$18.00 per hour | <input type="radio"/> \$27.00 per hour |
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| <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 | |

53. 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"/>

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

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

- No
- Yes

56. Please estimate your **total household income** per year (before taxes) from all sources. *Mark one.*

- Less than \$15,000 per year
- Between \$15,000 and \$24,999 per year
- Between \$25,000 and \$34,999 per year
- Between \$35,000 and \$44,999 per year
- Between \$45,000 and \$54,999 per year
- Between \$55,000 and \$64,999 per year
- Between \$65,000 and \$74,999 per year
- Between \$75,000 and \$99,999 per year
- Between \$100,000 and \$149,999 per year
- More than \$150,000 per year

57. 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"/>

58. 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"/>

59. 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"/>

60. 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.

61. 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): _____

62. 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
Paid professional development or 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 working with children age 0-5, not yet in kindergarten.

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

- No
- Yes
- Don't know

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

- No
- Yes
- Don't know

65. 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

66. 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 #72.***

*If you **did receive** a payment through RecognizeB5 this year, **please continue with question #67** below.*

67. 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"/>

68. 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"/>

69. 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

70. 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"/>

71. 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?

72. 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 the 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 the 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.

73. In what year were you born? _____

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

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

75. 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*) _____

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

- No
- Yes

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

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

78. 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.)

79. 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:

80. *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

81. *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*

The following questions ask you to reflect back on the orientation and training you received when you were first hired at [site]. 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).

87. Sites handle orientation and training for newly hired teachers in many ways. Think back to when you were first hired at [site]. How much did you do any of the following as orientation/training activities during your first 6 months of work? Your best estimate is fine. Mark one response per line.

	Never	1-2 hours	3-7 hours	8-16 hours	17+ hours
Complete one-on-one training/meeting with a site leader outside of the classroom	0	0	0	0	0
Complete group training outside of the classroom (e.g., CLASS training, CPR training, etc.)	0	0	0	0	0
Complete individual, self-paced activities such as online training, reading a manual, watching a video, etc.	0	0	0	0	0
Observe or shadow a current teacher in the classroom	0	0	0	0	0
Receive coaching in your classroom (e.g., being observed and then given feedback)	0	0	0	0	0
Work with a mentor teacher	0	0	0	0	0

88. What additional supports could [site] have provided during your orientation/training that would have helped you transition into your position?

89. Think back to your time working at [site]. Please indicate how much you agreed 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.	0	0	0	0	0
Attending to the many needs of children in my classroom is overwhelming.	0	0	0	0	0
I can generally deal successfully with behavior problems.	0	0	0	0	0
I feel I can get through to all children, even the ones with the most challenges.	0	0	0	0	0
The number of children I am caring for feels too high.	0	0	0	0	0
Most of the parents of the children respect and support the things I do.	0	0	0	0	0
There are more demands made of early educators than when I started teaching.	0	0	0	0	0

90. Think back to your experiences with the site leader at [site]. Please indicate how much you agreed 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.	0	0	0	0	0
I feel comfortable raising issues and concerns that are important to me with the site leader.	0	0	0	0	0
The site leader supports teachers' efforts to manage challenging behavior.	0	0	0	0	0
I trust the site leader to do what they say they will do.	0	0	0	0	0
The site leader supports the professional development of staff.	0	0	0	0	0
The site leader communicates a clear vision for this site.	0	0	0	0	0

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

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

- No
- Yes
- Don't know

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

- No [If no, skip to #101]
- Yes

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

94. 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]

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): _____

[if selected Education and child care]

96. 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]

97. 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): _____

98. 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.

99. 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.

	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 job.	<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 job.	<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 job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

100. Think about your current job. How satisfied are you with each of the following? 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"/>

101. 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

102. 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 is making ends meet. This section asks you about your overall financial security.

[if employed]

103. 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"/>

104. 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

105. 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

106. 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

107. 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)	O	O	O
Other debt	O	O	O
Medical needs	O	O	O
Mortgage/rent/utilities	O	O	O
Transportation (e.g., bus pass, car maintenance, gas)	O	O	O
Child care needs	O	O	O
Unexpected events or emergencies	O	O	O

108. 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.

109. 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]

110. 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>