



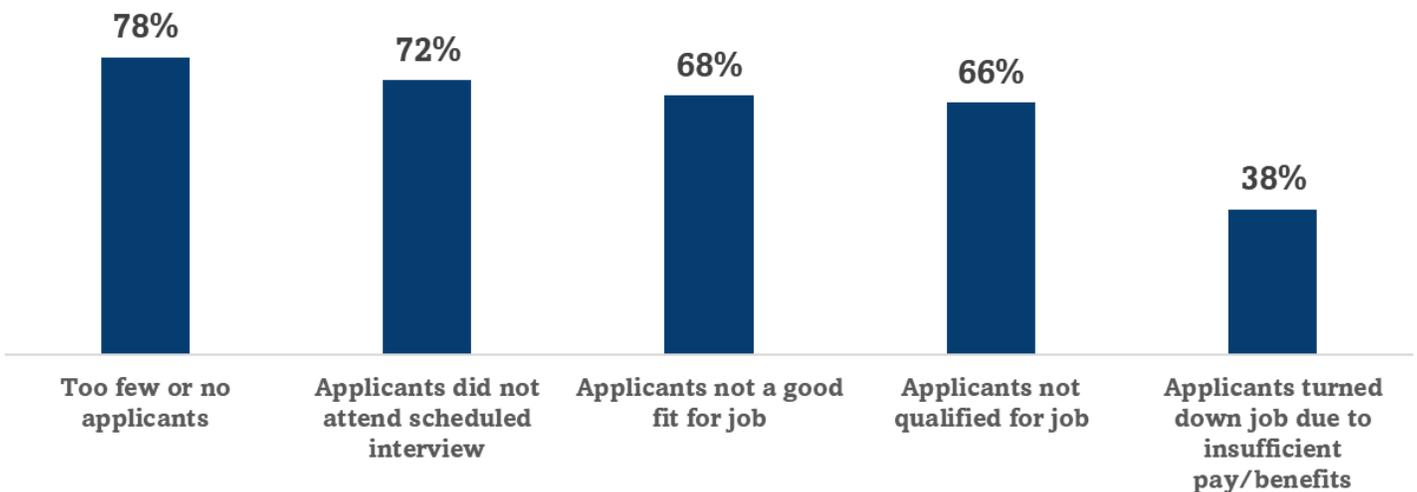
Staffing Challenges at Jefferson Child Care Centers

In November and December 2021, all leaders and teachers working at publicly funded child care centers in Jefferson were invited to complete the Fall 2021 **Study of Early Education in Louisiana (SEELA) Workforce Survey**. Fifty-two leaders (representing 73% of all publicly funded child care centers in Jefferson) and 455 teachers (representing 70% of all teachers at publicly funded child care centers in Jefferson) completed the survey. This brief describes leaders' and teachers' experiences with staffing shortages.

The vast majority of leaders experienced staffing shortages and nearly all who tried to hire struggled to fill vacancies at their sites.

<p>73% of sites had at least one teacher vacancy</p>	<p>3 average number of teacher vacancies per site</p>	<p>92% of leaders reported that staffing (e.g., teachers leaving, vacancies) was at least a little challenging</p>	<p>94% of leaders who tried to fill a vacancy found hiring at least a little challenging</p>
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Leaders who tried to fill vacancies reported the following challenges:



Note: Based on responses from 50 leaders at child care centers in Jefferson who responded to the Fall 2021 SEELA Survey and reported trying to hire new teachers/staff or having at least one teacher vacancy since July 2021. Leaders were asked to indicate which of these challenges they faced when trying to fill a vacant position.

The Study of Early Education in Louisiana (SEELA) is a longstanding partnership between the University of Virginia (UVA), the Louisiana Department of Education (LDOE), and the Jefferson Parish Early Childhood Collaborative Network.

Leaders were worried about the effects of staffing challenges on teachers and children and reported negative impacts on their sites.

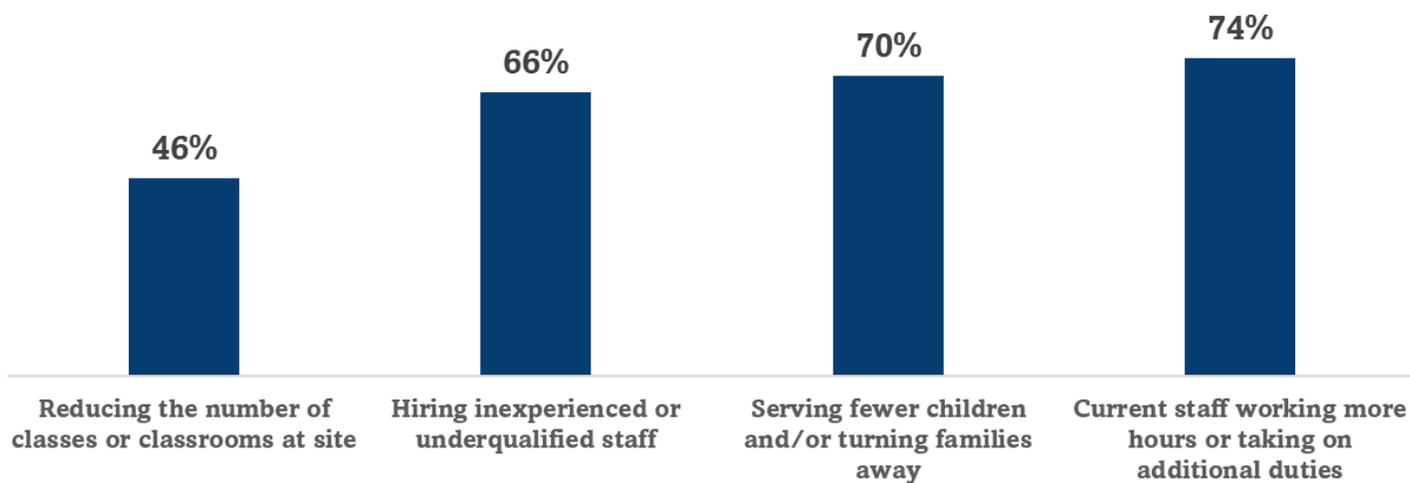
85%

of leaders were at least a little worried about staffing issues negatively affecting children

88%

of leaders were at least a little worried about staffing issues negatively affecting teachers/staff

Leaders who tried to fill vacancies reported the following impacts due to staffing shortages:



Note: Based on responses from 50 leaders at child care centers in Jefferson who responded to the Fall 2021 SEELA Survey and reported trying to hire new teachers/staff or having at least one teacher vacancy since July 2021. Leaders were asked if difficulties finding/hiring new teachers had led to any of these challenges.

Teachers described how staffing challenges impacted their well-being and their ability to do their jobs.

“There are not enough teachers or floaters in the building. It would be better if we had more floaters so at least that way teachers could be relieved to go to the restroom or just take a break if necessary. If you need a day off you can’t get one all the time because you will be told I don’t have anyone to cover you.”

“When we are short staffed we are constantly running around to different classrooms and teachers are leaving their kids to go to different classrooms because they need to be in ratio. It is very stressful.”

Note: Sample quotes from 171 write-in comments teachers shared in response to the question, “How have staffing challenges at your site, if any, impacted you and your work?”

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