



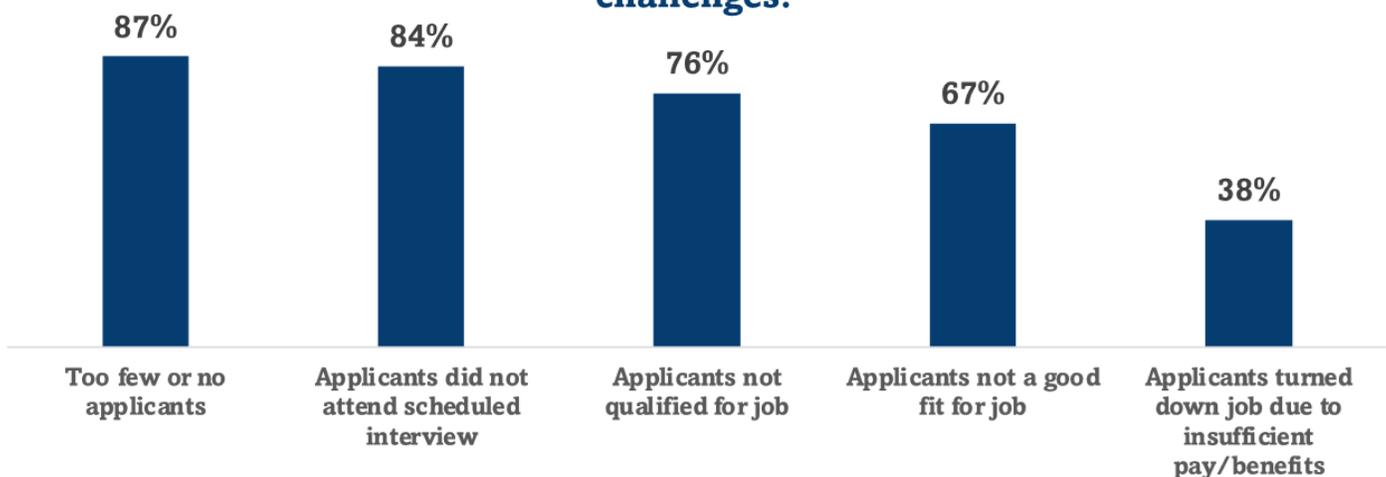
Staffing Challenges at Jefferson Child Care Centers: Spring 2022

In March and April 2022, all leaders and teachers working at publicly funded child care centers in Jefferson were invited to complete the Spring 2022 **Study of Early Education in Louisiana (SEELA) Workforce Survey**. Fifty-three leaders (representing 77% of all publicly funded child care centers in Jefferson) and 427 teachers (representing 66% of all teachers at publicly funded child care centers in Jefferson) completed the survey. This brief details the staffing challenges that leaders and teachers at child care centers in Jefferson are continuing to face (see Fall 2021 Jefferson Staffing Brief: bit.ly/see_partnerships_staffing_jefferson).

Most leaders experienced staffing shortages, and nearly all who tried to hire struggled to fill vacancies.

<p>74% of sites had at least one teacher vacancy</p>	<p>2 average number of teacher vacancies per site</p>	<p>91% of leaders reported that staffing (e.g., teachers leaving, vacancies) was at least a little challenging</p>	<p>98% 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 45 leaders at child care centers in Jefferson who responded to the Spring 2022 SEELA Survey and reported trying to hire new teachers/staff or having at least one teacher vacancy since December 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 impact of staffing challenges on teachers, children, and site operations.

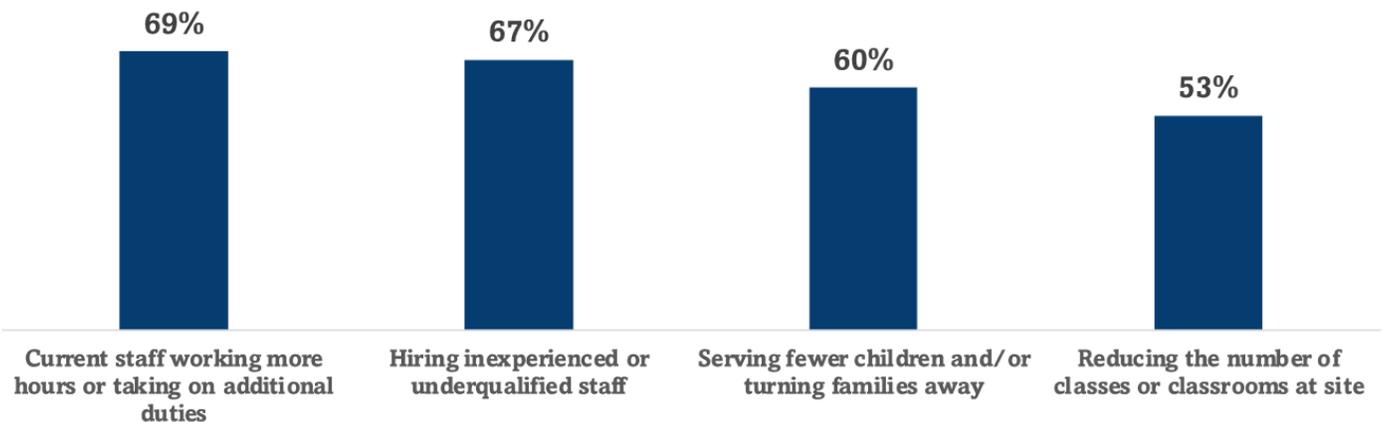
79%

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

75%

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 45 leaders at child care centers in Jefferson who responded to the Spring 2022 SEELA Survey and reported trying to hire new teachers/staff or having at least one teacher vacancy since December 2021. Leaders were asked if difficulties finding/hiring new teachers had led to any of these challenges.

Teachers described how staffing challenges have negatively impacted their ability to do their job.

“Some days when we are low staffed, my co-teacher is pulled from the classroom and it becomes difficult to complete activities with the students while also having to deal with every behavior issue that comes up. It is especially difficult when one of my students is having an off day and is throwing/knocking over furniture.”

“It becomes overwhelming at times and causes exhaustion, frustration, and sadness because the kids suffer along with the adults when there is a shortage/lack of dedicated educators.”

Note: Sample quotes from 172 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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