

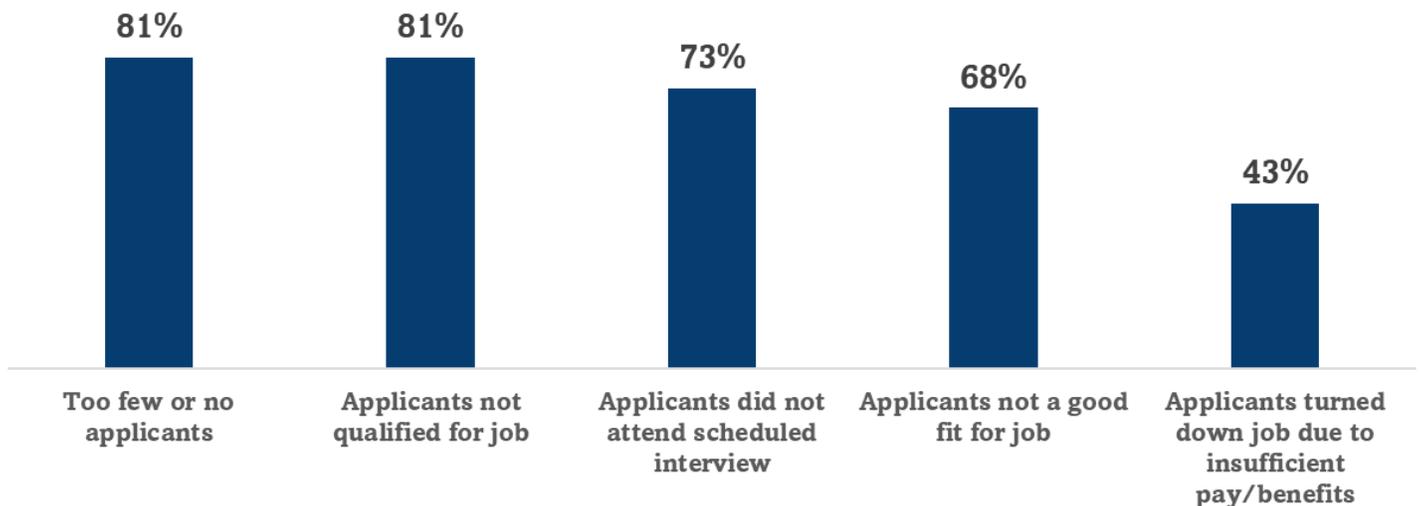
## Staffing Challenges at Orleans Child Care Centers

In November and December 2021, all leaders and teachers working at publicly funded child care centers in Orleans were invited to complete the Fall 2021 **Study of Early Education in Louisiana (SEELA) Workforce Survey**. Forty-four leaders (representing 54% of all publicly funded child care centers in Orleans) and 412 teachers (representing 71% of all teachers at publicly funded child care centers in Orleans) 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.**

<b>73%</b> of sites had at least one teacher vacancy	<b>3</b> average number of teacher vacancies per site	<b>89%</b> of leaders reported that staffing (e.g., teachers leaving, vacancies) was at least a little challenging	<b>95%</b> of leaders who tried to fill a vacancy found hiring at least a little challenging
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### Leaders who tried to fill vacancies reported the following challenges:



Note: Based on responses from 37 leaders at child care centers in Orleans 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 New Orleans Early Education Network (NOEEN).

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

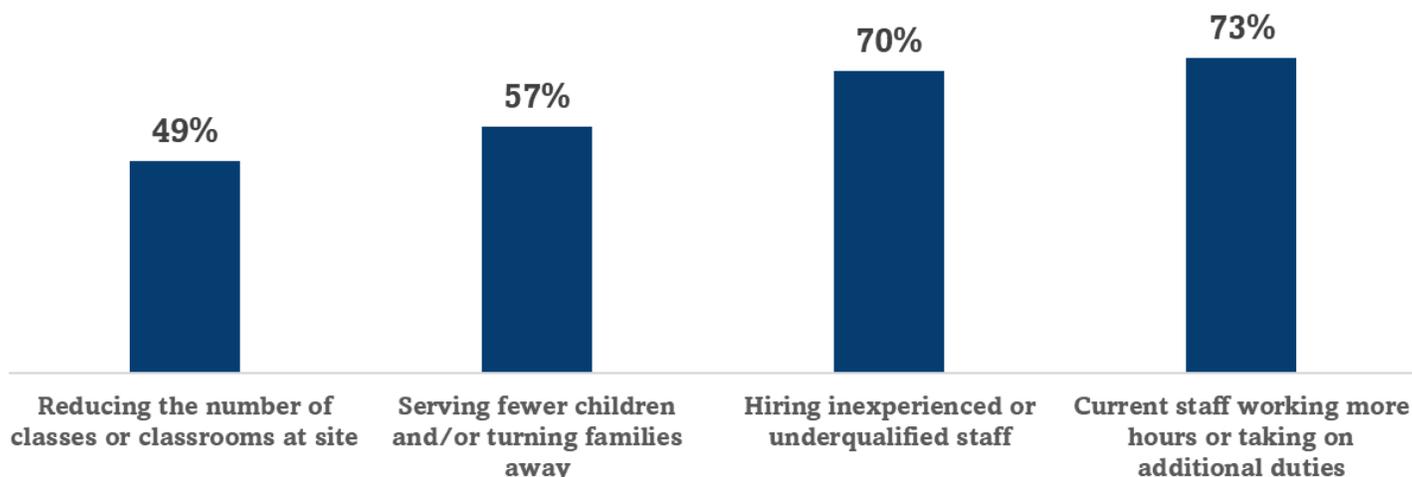
**82%**

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

**84%**

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 37 leaders at child care centers in Orleans 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.

*“I have been working mostly 12 hour days. I’ve already lost 3 different teachers. I can’t get a day off to go to the doctor or handle any business. My mental and physical strength are struggling at this point. The paychecks have been bigger than usual, but more hours do not equal a pay raise.”*

*“I have had to deal with 16 children at lunch time and needing to go to the bathroom outside of the classroom all by myself and it was the most hectic moment of my career. And all I was told was we didn’t have enough people to have helped you.”*

Note: Sample quotes from 161 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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