



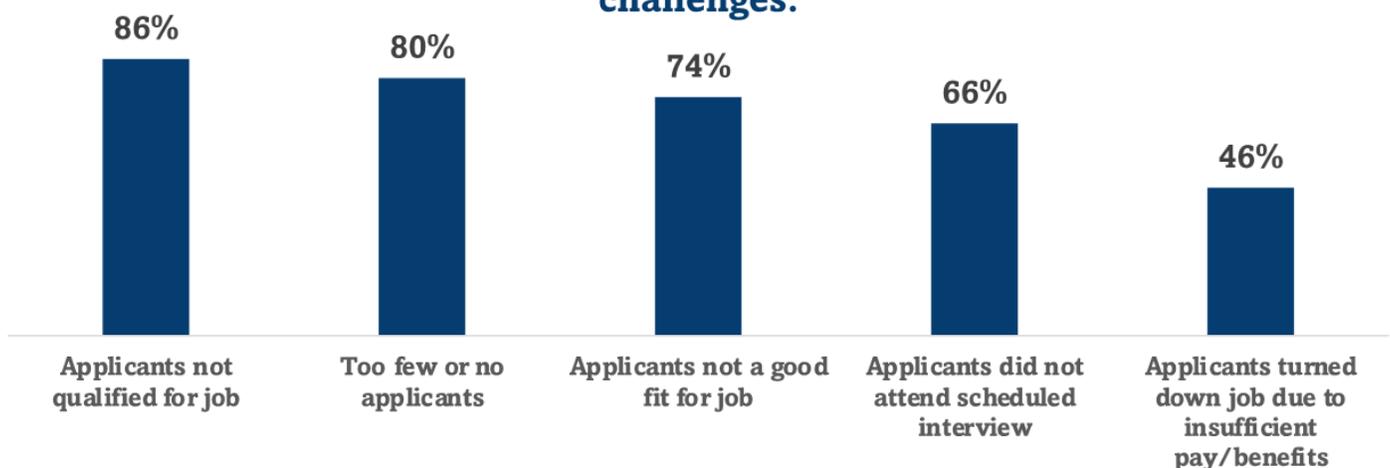
Staffing Challenges at Orleans Child Care Centers: Spring 2022

In March and April 2022, all leaders and teachers working at publicly funded child care centers in Orleans were invited to complete the Spring 2022 **Study of Early Education in Louisiana (SEELA) Workforce Survey**. Forty-one leaders (representing 49% of all publicly funded child care centers in Orleans) and 380 teachers (representing 65% of all teachers at publicly funded child care centers in Orleans) completed the survey. This brief details the staffing challenges that leaders and teachers at child care centers in Orleans are continuing to face (see Fall 2021 Orleans Staffing Brief: bit.ly/see_partnerships_staffing_orleans).

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

73% of sites had at least one teacher vacancy	3 average number of teacher vacancies per site	88% of leaders reported that staffing (e.g., teachers leaving, vacancies) was at least a little challenging	97% 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 35 leaders at child care centers in Orleans 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.

Leaders were worried about the impact of staffing challenges on teachers, children, and site operations.

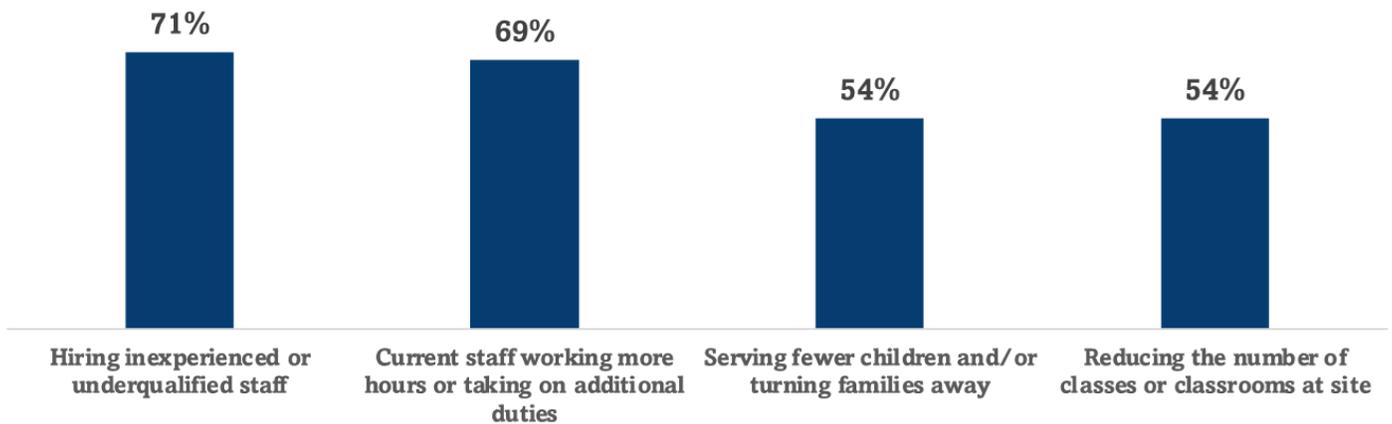
66%

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

73%

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 35 leaders at child care centers in Orleans 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.

“At one point I was missing 2 out of 3 teachers. I had to work from 7:15 am to 6:30 pm 5 days a week in order to make sure that all of my work was done for my class and that my kids are taken care of.”

“I don’t feel like I can miss a day. I often stay later than my planned time so that my class doesn’t have a sub or a missing teacher. For a while, we had subs and COVID issues and it really shook my kids up and created behavior issues.”

Note: Sample quotes from 145 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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