

**Study of Early Education in Louisiana
Fall 2021 Leader Survey**

GENERAL INFORMATION

This survey is a part of the Study of Early Education: Louisiana (SEELA). The goal of the study is to better understand the experiences and wellbeing of child care leaders and teachers in Louisiana. **All information you provide will be kept confidential.** Please note, the research team may link your responses to this survey to previous SEELA surveys and other administrative data. All survey findings will be reported in the aggregate, and your individual responses will never be released to anyone in your site, parish, or elsewhere.

*The following questions ask for your full name and email address. Please be sure the information you provide is accurate. We will use it to email you a **\$30 Walmart gift card** about 2 business days after we receive your finished survey.*

Please provide your full name and email address.

First Name: _____
Last Name: _____
Maiden Name (if applicable): _____
Email Address: _____

YOU AND YOUR SITE

The following questions ask you to provide general information about yourself and your child care site.

Please enter the full name of your site.

What is your site's address?

Street Address: _____
ZIP Code: _____ Parish: _____

Which of these titles best describes your position? *Mark one.*

- Owner & Site Director
- Owner
- Site Director
- Assistant Director
- Other (please explain): _____

For about how long have you worked for pay...

At this site in any role? _____

As an early childhood educator (in any role and at any site, including this one)? _____

ENROLLMENT AT YOUR SITE

This section asks questions about enrollment at your site. Enrollment refers to children who are registered for and/or on your site's roster.

How many children are currently enrolled at this site? _____

How many of the children enrolled are in each of the following age groups? *Your best estimate is fine.*

	# of children
Infants under 12 months	_____
1-year-olds	_____
2-year-olds	_____
3-year-olds	_____
4-year-olds	_____
5-year-olds not yet enrolled in kindergarten	_____
Children enrolled in kindergarten	_____
School-age children 1 st grade and up	_____

*The following items ask about children enrolled in your site who are **age 0-5 but not yet in kindergarten**. If you serve school-age children in kindergarten or above please do not include them in your responses.*

Of the children age 0-5 but not yet in kindergarten enrolled at your site, how many are... *Please count each child only once.*

	# 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	_____
Multiracial/other	_____
White, non-Hispanic	_____
Don't know	_____

As far as you know, how many of the children age 0-5 but not yet in kindergarten enrolled at this site have **special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, a chronic illness or medical problem, or a severe social/emotional problem. *If none, please enter 0.* _____

As far as you know, how many of the children age 0-5 but not yet in kindergarten enrolled at this site are from families who **speak a language other than English** at home? *If none, please enter 0.* _____

As far as you know, how many of the children age 0-5 but not yet in kindergarten enrolled at this site are **unhoused or experiencing homelessness**? This includes families who share the housing of other persons because of a loss of housing, economic hardship, or other reason. *If none, please enter 0.* _____

As far as you know, how many of the children age 0-5 but not yet in kindergarten enrolled at this site receive **free or reduced-price care through public funds** (e.g., CCAP, Early Head Start, PDG)? *Please enter 0 if no currently enrolled children receive subsidies.* _____

Thinking specifically about the children age 0-5 but not yet in kindergarten whose families receive **free or reduced-price care through public funds**, how many are in each of the following age groups? *Your best estimate is fine. If no children at your site receive free or reduced-price care through public funds, please skip this table.*

	# of children
Infants under 12 months	_____
1-year-olds	_____
2-year-olds	_____
3-year-olds	_____
4-year-olds	_____
5-year-olds not yet enrolled in kindergarten	_____

The coronavirus pandemic impacted enrollment at many sites. As far as you know, how does your current enrollment compare to the enrollment at your site before the pandemic began in March 2020? *Mark one.*

- Much lower
- Lower
- About the same
- Higher
- Much higher
- Not applicable

About how many unfilled openings does this site have for the following age groups? *Your best estimate is fine. If there are no unfilled openings, please write 0.*

	# of children
Children under 2 years old	_____
2-year-olds	_____
3 to 5-year-olds (not yet in kindergarten)	_____

About how many children are currently on your site's waitlist? *Your best estimate is fine. If there are no children on the waitlist, please write 0.*

	# of children
Infants under 12 months	_____
1-year-olds	_____
2-year-olds	_____
3-year-olds	_____
4-year-olds	_____
5-year-olds not yet enrolled in kindergarten	_____

If your site currently has a waitlist, please indicate the reasons why your site is not currently accommodating the children on the waitlist. *Mark all that apply. If your site does not have children on the waitlist, please mark "Not applicable."*

- Lack of space to accommodate additional children
- Lack of staff to accommodate additional children
- Do not want to exceed current enrollment/we are serving the number of children we want to
- Other (please explain): _____
- Not applicable

Please describe any challenges your site is currently experiencing related to enrollment, if any (for example, is the pandemic impacting enrollment? How so?).

YOUR SITE'S FINANCES

This section asks about your site's revenue and expenditures, as well as funding received since July 2021. As a reminder, your information will be kept confidential, and will never be shared with anyone at your site, parish, or elsewhere.

Some child care sites operate in rented buildings/spaces, while others own buildings/spaces. Which best describes how your child care site accesses your building/space? *Mark one.*

- We rent the building/space.
- We own the building/space and are making mortgage payments.
- We own the building/space and the mortgage is fully paid off.
- We have free access to the building/space (e.g., because the site operates out of a church or nonprofit).
- I don't know.

Since July, the Louisiana Department of Education (LDOE) has distributed funds and relief dollars to child care sites through LaCAP grants, Teacher Support Grants (TSG), and Community Recovery Grants, among others. The following items refer to any relief funds your site may have received from LDOE since July 2021.

Since July, has your site received any relief funding from LDOE? *Mark one.*

- Yes, my site received some relief funding.
- No, my site applied for but did not receive any relief funding.
- No, my site did not apply for any relief funding.
- I don't know.

Thinking about the relief funding from LDOE in general, how difficult was it to do each of the following? *Mark one response per line.*

	Not at all difficult	A little difficult	Moderately difficult	Very difficult	Not applicable or don't know
Find information about the funding available to your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand the terms/requirements of the funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complete applications for funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decide how to allocate funds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sites could use relief funding from LDOE in a number of ways. Did relief funding from LDOE help your site do any of the following? *Mark one response per line.*

	No	Yes	Not applicable or don't know
Make payments towards rent/mortgage, property taxes, utilities, insurance, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make repairs or improvements to site building or grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce costs for families (e.g., create scholarships, lower copays)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide teachers or staff with professional development, training, and/or consultation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide mental health services for teachers, staff, and/or children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchase necessary materials/supplies (e.g., cleaning supplies, classroom or learning materials)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sites could also use relief funding from LDOE to support teacher and/or staff compensation. Did relief funding from LDOE help your site do any of the following? *Mark one response per line.*

	No	Yes	Not applicable or don't know
Pay teachers and/or staff their typical wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay self or other site administrators their typical wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase teacher and/or staff wages (e.g., pay raises)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide teachers and/or staff bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide teachers and/or staff employment benefits (e.g., paid leave, health insurance, retirement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how much you agree with each of the following statements about the funding your site received. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Not applicable or don't know
Without the funding, my site would have permanently closed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Without the funding, my site would have struggled to pay teachers and/or staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Without the funding, my site would have lost more teachers and/or staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am worried about my site's finances once the relief funds run out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving the funding reduced my stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since July, have you spent any of **your own money** on costs related to running your site? *Mark one.*

- No
- Yes

Since July, about how much of **your own money** have you spent on **any** costs related to running your site? *Your best estimate is fine. Please enter a dollar amount in numerals only. If you have not spent any of your own money, please enter 0.*

\$ _____

STAFFING

*The following questions are about your experiences managing staffing at your site (e.g., retaining current teachers, hiring new teachers). Only report on teachers and staff who work with children **age 0-5 but not yet in kindergarten**.*

In the questions below, “**lead teachers**” refers to the primary instructional leaders and care providers for a classroom or group of children.

“**Assistant teachers**” (including aides, paraprofessionals, and floaters) refers to teachers or staff who support the lead teacher in providing teaching and care to young children.

How many teachers are currently employed by this site to teach and care for children age 0-5 but not yet in kindergarten?

Lead teachers _____

Assistant teachers _____

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

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

*The next questions ask about how staffing at your site has changed **since July 2021**. Your best estimate is fine.*

Since July, how many lead teachers left this site (e.g., quit/resigned, were terminated)? _____

Since July, how many new lead teachers were hired to work for this site? _____

Currently, how many unfilled vacancies are there for lead teachers? _____

Since July, how many assistant teachers left this site (e.g., quit/resigned, were terminated)? _____

Since July, how many new assistant teachers were hired to work for this site? _____

Currently, how many unfilled vacancies are there for assistant teachers? _____

Since July, how worried have you been that staffing issues at your site (e.g., teachers leaving, vacancies) are negatively affecting children? *Mark one.*

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

Since July, how worried have you been that staffing issues at your site (e.g., teachers leaving, vacancies) are negatively affecting teachers still working at your site? *Mark one.*

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

The next questions ask about finding and hiring new teachers at your site since July. If you have not hired new teachers since July, please skip to “Teacher Compensation” on the next page.

Trying to find and hire new teachers when there are openings can be challenging. Since July, how challenging has it been to find and hire teachers when there are openings? *Mark one.*

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

Since July, has your site experienced any of the following challenges when trying to find or hire new teachers? *Mark one response per line.*

	No	Yes	Don't know
Site lacked funds to cover the costs associated with hiring (e.g., job postings, background checks).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There were too few or no applicants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants were not qualified for the position (e.g., lacked needed education/training, no experience).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants were not a good fit for the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants did not attend scheduled interview.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applicants turned down the job because pay/benefits were not sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since July, have difficulties finding or hiring new teachers led to any of the following challenges at your site? *Mark one response per line.*

	No	Yes	Not applicable
Serving fewer children and/or turning families away	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reducing the number of classes or classrooms at this site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring an applicant who has less experience and/or qualifications than desired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asking current staff to work more hours and/or take on additional duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please explain): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please describe any strategies or investments your site has made since July to retain teachers, reduce turnover, or recruit new staff.

TEACHER COMPENSATION

The following questions are about this site's **current** lead and assistant teachers who work with **children age 0-5 but not yet in kindergarten**. Please do not include teachers who work only with children who are in kindergarten or higher.

What is the average hourly wage of lead teachers who work for this site? Please respond with a dollar amount per hour. Your best estimate is fine. \$_____ per hour

What is the average hourly wage of assistant teachers who work for this site? Please respond with a dollar amount per hour. Your best estimate is fine. \$_____ per hour

Since July, has your site offered the following to any of the teachers at your site? Mark one response per line.

	No	Yes	Don't know
A raise or increase to teachers' regular pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A bonus, stipend, or other additional lumpsum payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A higher starting wage for new teachers than previously offered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thinking of all the lead and assistant teachers who work at your site, approximately how many of these teachers received a pay raise since July? _____

Did all teachers who received a pay raise get the same amount? Mark one.

- No
- Yes
- Don't know
- Not applicable

Thinking only of the teachers who received a pay raise, what was the typical **increase** that they received? Please enter a dollar amount per hour (e.g., \$0.50 per hour; \$1.00 per hour). Your best estimate is fine. \$_____ per hour

Teachers may receive pay raises for many reasons. Why were teachers at your site given a pay raise? *Mark all that apply.*

- Based on role
- For high performance
- For earning or holding particular degrees or credentials
- For participating in professional development or training opportunities
- For taking on additional responsibilities at the site
- For length of time worked at your site
- To encourage teachers to continue working at the site
- To spend grant/relief funding
- Other (please explain): _____
- Don't know
- Not applicable: Teachers at my site did not receive a raise.

Thinking of all the lead and assistant teachers who work at your site, approximately how many of these teachers received a bonus/stipend since July? _____

Did all teachers who received a bonus/stipend get the same amount? *Mark one.*

- No
- Yes
- Don't know
- Not applicable

Thinking only of the teachers who received a bonus/stipend, what was the typical amount that they received? *Please enter a dollar amount. Your best estimate is fine.* \$ _____

Teachers may receive bonuses and stipends for many reasons. Why were teachers at your site given a bonus/stipend?
Mark all that apply.

- To cover payment or wages lost during site closures (e.g., due to COVID or weather events)
- Based on role
- For high performance
- For earning or holding particular degrees or credentials
- For participating in professional development or training opportunities
- For taking on additional responsibilities at the site
- For length of time worked at your site
- To encourage teachers to continue working at the site
- To spend grant/relief funding
- As a hiring bonus for new teachers
- Other (please explain): _____
- Don't know
- Not applicable: Teachers at my site did not receive a bonus/stipend.

LDOE offered the Teacher Support Grant to Type III child care sites to support increased compensation to teachers and staff. Did your site receive a Teacher Support Grant in July/August? *Mark one.*

- Yes, my site received a Teacher Support Grant.
- No, my site applied for but did not receive a Teacher Support Grant.
- No, my site did not apply for a Teacher Support Grant.
- I don't know.

Please indicate how much you agree with the following statements about the Teacher Support Grant (TSG). *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know or not applicable
The Teacher Support Grant allowed my site to give teachers a raise and/or bonus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving the TSG reduced my stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The TSG helped stabilize finances at my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am worried about my site's ability to pay teachers when the TSG ends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If your site received a Teacher Support Grant, what are the main benefits of receiving this grant for your site?

If your site received a Teacher Support Grant, what challenges or concerns, if any, did this create for your site?

SUPPORTING TEACHING AND LEARNING

This section asks about professional development and other supports for teachers and children.

Some sites are able to provide various supports to their teachers related to professional development. Please indicate whether this site has provided teachers with the following to support their professional development since July. *Mark one response per line.*

	No	Yes	Don't know
On-site professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding to attend professional development sessions (e.g., assistance in paying registration, conference attendance, or workshop fees)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Release time to attend professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information about off-site professional development (e.g., forwarding emails about upcoming events)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional payment for time spent in professional development (e.g., stipend for completing training)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid planning time for teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Some sites find it difficult to support teachers' professional development. Since July, have any of the following made it challenging to support teachers' access to high-quality professional development? *Mark all that apply.*

- Limited budget/funds available for *teacher* expenses (e.g., paying for their time spent on professional development, hiring substitutes for professional development that happens during the workday)
- Limited budget/funds available for hosting a professional development session (e.g., hiring a trainer, reserving a space)
- Difficulty finding coaches/trainers
- Disruptions due to teacher turnover
- Difficulty finding substitutes or other coverage for teachers to attend training
- Other (please explain): _____
- None of the above: My site has not experienced any challenges.

*This section asks about training and onboarding for **newly hired lead teachers** at your site. Please think about lead teachers who have started at your site **in the past year**. If you have not hired in the past year, please skip to the “**Responding to Outside Challenges**” section below.*

Sites handle training and onboarding for newly hired teachers in many ways. Thinking about newly hired lead teachers during the past year, does your site have a set process for on-boarding/training new teachers? *Mark one.*

- No
- Yes
- Don't know
- Not applicable

In the past year, has your site typically required newly hired lead teachers to do any of the following? *Mark all that apply.*

- Complete one-on-one training/meeting with a site leader outside of the classroom
- Complete group training outside of the classroom
- Complete individual, self-paced activities such as reading a manual, watching a video, etc.
- Observe or shadow a current teacher in the classroom
- Receive coaching in the classroom
- Work with an experienced mentor teacher
- Other (please explain): _____
- None of the above

Please describe any other strategies that your site has used to onboard and/or support new teachers in the past year.

RESPONDING TO OUTSIDE CHALLENGES

This set of questions asks about your experiences with the coronavirus pandemic and severe weather events, such as Hurricane Ida. Below, COVID refers to the coronavirus pandemic generally, and COVID-19 refers to the specific illness.

Since July, has your site experienced any temporary closures? *Please do not include typical, planned closures (e.g., summer break, weekends, holidays).* *Mark one.*

- No
- Yes

Which of the following temporary closures has your site experienced since July? *Mark all that apply.*

- A temporary closure due to impacts of COVID (e.g., staff quarantines, large number of cases at site)
- A temporary closure due to severe weather (e.g., closed due to damage or utility interruptions)
- Other (please explain): _____
- Not applicable

Thinking of all of your site's closures since July, for approximately how much time total was your site closed? *Please do not include planned closures that your site typically observes (e.g., summer break). Your best estimate is fine.* _____

Sites have responded to COVID in many ways. Does your site currently have any of the following requirements in place? *Mark one response per line.*

	No	Yes
Teachers must be vaccinated against COVID-19 (unless they have an approved exemption).	<input type="radio"/>	<input type="radio"/>
Teachers who have been exposed to COVID-19 stay home for a set time period <u>or</u> provide a negative COVID-19 test before returning to work.	<input type="radio"/>	<input type="radio"/>
Children ages 3-5 wear masks while indoors.	<input type="radio"/>	<input type="radio"/>
Children who have been exposed to COVID-19 stay home for a set time period <u>or</u> provide a negative COVID-19 test before returning to your site.	<input type="radio"/>	<input type="radio"/>

What is your current vaccination status against COVID-19? *Mark one. Please remember that this survey is completely confidential; your individual responses will not be shared with anyone.*

- I am fully vaccinated.
- I am partially vaccinated.
- I am not vaccinated.
- I prefer not to say.

If you are not vaccinated, why have you not gotten a COVID-19 vaccine? *Mark all that apply.*

- I don't know how or where to get vaccine.
- I don't have time and/or access to transportation.
- I am worried about experiencing short-term side effects.
- I am worried about experiencing long-term side effects.
- I believe I am unlikely to get COVID-19 or become very sick from COVID-19.
- I have a health condition that prevents me from getting the vaccine.
- My religious beliefs prevent me from getting the vaccine .
- Other (please explain): _____
- I prefer not to say.

Since July, has your site experienced any of the following as a result of severe weather (e.g., Hurricane Ida)? *Mark one response per line.*

	No	Yes
Power outage or other utility interruptions (e.g., water, gas) at the site	<input type="radio"/>	<input type="radio"/>
Damage to site building or facilities	<input type="radio"/>	<input type="radio"/>

If your site’s building or facilities sustained weather-related damage, has this damage been repaired? *Mark one.*

- Yes, all weather-related damage has been repaired.
- Some of the weather-related damage has been repaired.
- None of the weather-related damage has been repaired.
- Not applicable

To the best of your knowledge, about how much money will it cost or did it cost to repair weather-related damages to your site or facilities? *If your site did not sustain weather-related damages, please skip this question.* \$_____

Since July, how has your work at your site been impacted by COVID and/or severe weather?

YOUR JOB AND WELLBEING

Working with young children can be both very rewarding and very challenging. These questions ask about your experiences and feelings about your work. There are no right or wrong answers.

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
I will be working at this site in May 2022.	<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"/>

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
My work at this site is important.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I really enjoy my present job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am making a significant difference in the lives of children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could start over, I would choose being an educator again as my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel connected to the families my site serves.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Supporting young children's learning requires supporting educators' wellbeing as well. These questions ask about your mental health. There are no right or wrong answers.

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"/>

Since July, have you talked with, or considered talking with, a professional to discuss any mental health concerns (e.g., counselor, therapist, Tulane's Early Childhood Mental Health Consultation (TIKES), psychiatrist, clergy member)? *Mark one.*

- No, I have not talked with, or considered talking with, a professional to discuss mental health concerns.
- I have considered talking with a professional to discuss mental health concerns, but have not done so.
- Yes, I have talked with a professional to discuss mental health concerns.

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.

Overall, how many hours did you work for your site last week? Please count all hours you worked, including paid and unpaid hours. *Your best guess is fine.* _____ hours

Of the hours you worked last week, about how many hours were unpaid? *Your best guess is fine.* _____ hours

About how much are you paid by this site (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...	<i>OR</i>	My annual salary is...
Less than \$7.50 per hour <input type="radio"/>		Less than \$15,000 per year <input type="radio"/>
Between \$7.50 and \$9.99 per hour <input type="radio"/>		Between \$15,000 and \$24,999 per year <input type="radio"/>
Between \$10.00 and \$12.49 per hour <input type="radio"/>		Between \$25,000 and \$34,999 per year <input type="radio"/>
Between \$12.50 and \$14.99 per hour <input type="radio"/>		Between \$35,000 and \$44,999 per year <input type="radio"/>
Between \$15.00 and \$17.49 per hour <input type="radio"/>		Between \$45,000 and \$54,999 per year <input type="radio"/>
Between \$17.50 and \$19.99 per hour <input type="radio"/>		Between \$55,000 and \$64,999 per year <input type="radio"/>
Between \$20.00 and \$22.49 per hour <input type="radio"/>		Between \$65,000 and \$74,999 per year <input type="radio"/>
Between \$22.50 and \$24.99 per hour <input type="radio"/>		Between \$75,000 and \$99,999 per year <input type="radio"/>
Between \$25.00 and \$27.49 per hour <input type="radio"/>		Between \$100,000 and \$149,999 per year <input type="radio"/>
More than \$27.50 per hour <input type="radio"/>		More than \$150,000 per year <input type="radio"/>

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

How difficult is it for you to live on your household income right now? *Mark one.*

- Not at all difficult
- Somewhat difficult
- Very difficult
- Extremely difficult

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"/>

In the past three months, have you had enough money to pay for each of the following? *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"/>

Do you currently have healthcare benefits from any of the following sources? *Mark all that apply.*

- No
- Yes, through my employer
- Yes, through a family member's employer
- Yes, through Medicare/Medicaid
- Yes, through my parents' insurance
- Yes, through the Affordable Care Act/"Obamacare"
- Other (please explain): _____

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid maternity or family leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Full or partially paid health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development reimbursement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free or reduced-price child care for your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please explain): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ABOUT YOU

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.

In what year were you born? _____

What is your gender? *Mark one.*

- Female
- Male
- Write-in: _____

Which of the following best describes your sexual orientation? *Mark one.*

- Heterosexual/"straight"
- Gay or lesbian
- Bisexual
- Queer
- Write-in: _____

What is the best description of your race/ethnicity? *Mark all that apply.*

- American Indian or Alaskan Native
- Asian
- Black
- Hispanic, regardless of race
- Native Hawaiian or other Pacific Islander
- White
- Other (please specify): _____

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

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

How many people in the following age ranges live in your household? *If none, please enter 0.*

- 5 or younger _____
- Between 6 and 17 _____
- 18 or older (*include yourself*) _____

Are you currently married or living with a partner? *Mark one.*

- No
- Yes

What is the highest level of education you have completed? *Mark one.*

- 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.)

Do you have a degree (e.g., A.A., B.A., M.A., Ph.D.) in early childhood education or a related field? *Mark one. Please do not include a Child Development Associate (CDA) credential.*

- No
- Yes

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.

Thank you for completing the Fall 2021 SEELA Teacher Survey! Please mail your survey back to UVA using the return envelope addressed to EdPolicyWorks. We will email your \$30 Walmart Gift Card within two business days of receipt. If you have any questions, or you cannot locate your return envelope, please contact Kennedy Weisner by email (seela@virginia.edu) or phone (434-297-9383).