

**Study of Early Education in Louisiana
Spring 2022 Leader Survey**

GENERAL INFORMATION

This survey is a part of the Study of Early Education in 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.

Are you currently employed in a leadership position at a child care site in Louisiana?

- No
- Yes

[If no]: Do you currently work at a child care site in Louisiana in a role where you directly teach and care for children who are age 0-5 but not yet enrolled in kindergarten?

- No *[If no, excited from survey]*
- Yes

[If yes]: Is there an administrator or leader at your site who would be able to share insights on your site's enrollment, finances, subsidized care, hiring practices, and teacher supports? If so, please provide their full name, email address, and role so we can invite them to complete this survey.

First Name: _____
Last Name: _____
Email Address: _____
Role: _____

In what parish is your site located?

- Jefferson
- Orleans
- Other *[If other, exited from survey]*

Please enter the full name of your site.

What is your site's address?

Street Address: _____

ZIP Code: _____

Which of these titles best describes your position?

- Owner & Site Director
- Owner
- Site Director
- Assistant Director
- Teacher *[If teacher, directed to teacher survey]*
- Other (please explain): _____

In your role, do you also serve as a teacher on a regular basis, directly teaching and caring for children who are age 0-5 but not yet in kindergarten?

- No
- Yes

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

At this site in any role? _____ [dropdown 0-2 months – 30 or more years]

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

[dropdown 0-2 months – 30 or more years]

Before you became a leader at this site, did you previously work as an early childhood teacher (including as a lead teacher, co-teacher, assistant teacher, aide, paraprofessional, floater, etc.) for children age 0-5 at any site, including this one?

- No
- Yes

Aside from you, is there another administrator or leader at your site who would also be able to share insights on your site’s enrollment, finances, subsidized care, hiring practices, and teacher supports? If so, please provide their full name, email address, and role so we can invite them to complete this survey, too.

First Name: _____

Last Name: _____

Email Address: _____

Role: _____

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? _____ [dropdown 1 – more than 300]

How many of the [number piped in from above] children enrolled at your site 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 at 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 [number piped in from above] 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 [number piped in from above] 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.* _____ [dropdown 0 – more than 300]

As far as you know, how many of the *[number piped in from above]* 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.* _____
 [dropdown 0 – more than 300]

As far as you know, how many of the *[number piped in from above]* 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.* _____
 [dropdown 0 – more than 300]

Since December, how many children has your site asked to leave due to behavioral issues? *If none, please enter 0.* _____ [dropdown 0 – more than 300]

Does your site participate in the Child and Adult Care Food Program (CACFP)? CACFP is a program that provides reimbursements for the cost of meals fed to children.

- No
- Yes
- Don't know

For about how many children at your site do you receive CACFP reimbursement? *If none, please enter 0.* [dropdown 0 – more than 300]

*The next two items ask you specifically about children age 0-5 not yet in kindergarten enrolled at this site who receive **free or reduced-price care through public funds** (e.g., CCAP, Early Head Start, PDG).*

As far as you know, how many of the *[number piped in from above]* 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)? *If none, please enter 0.* _____ [dropdown 0 – more than 300]

[If not 0 children receiving subsidy]: Thinking specifically about the *[number piped in from above]* children whose families receive **free or reduced-price care through public funds** (e.g., CCAP, Early Head Start, PDG), how many 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	_____

*The following items ask about unfilled openings and waitlists at your site for **all** children **age 0-5 but not yet in kindergarten.***

Are there currently unfilled openings for children age 0-5 but not yet in kindergarten at this site?

- No
- Yes
- Don't know

[If yes]: About how many unfilled openings does this site have for the following age groups? *Your best estimate is fine.*

	# of children	
Children under 2 years old	_____	[dropdowns 0- more than 300]
2-year-olds	_____	
3- to 5-year-olds (not yet in kindergarten)	_____	

Does this site currently have a waitlist for children age 0-5 but not yet in kindergarten?

- No
- Yes
- Don't know

[If yes]: About how many children are currently on your site's waitlist? *Your best estimate is fine.*

	# of children [dropdowns 0- more than 300]
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 yes]: Please indicate the reasons why your site is not currently accommodating the children on the waitlist. *Mark all that apply.*

- 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): _____

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

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 _____ [dropdown 0 – more than 100]

Assistant teachers _____ [dropdown 0 – more than 100]

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

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

*The next questions ask about how staffing at your site has changed **since December 1, 2021**. Your best estimate is fine.*

Since December 1, how many lead teachers left this site (e.g., quit/resigned, were terminated)? _____ [dropdown 0 – more than 100]

Since December 1, how many new lead teachers were hired to work for this site? _____ [dropdown 0 – more than 100]

Currently, how many unfilled vacancies are there for lead teachers? _____ [dropdown 0 – more than 100]

Since December 1, how many assistant teachers left this site (e.g., quit/resigned, were terminated)? _____ [dropdown 0 – more than 100]

Since December 1, how many new assistant teachers were hired to work for this site? _____ [dropdown 0 – more than 100]

Currently, how many unfilled vacancies are there for assistant teachers? _____ [dropdown 0 – more than 100]

Since December 1, how worried have you been that staffing issues at your site (e.g., teachers leaving, vacancies) are negatively affecting children?

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

Since December 1, 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?

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

*[if reported any vacancies and/or new hires above] The next questions ask about finding and hiring new teachers at your site **since December 1, 2021.***

Trying to find and hire new teachers when there are openings can be challenging. Since December 1, how challenging has it been to find and hire teachers when there are openings?

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

Since December 1, 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 December 1, 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 December 1 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.*

Approximately how much are lead teachers paid at this site, on average? *Your best estimate is fine.* [dropdown less than \$7.50 per hour – more than \$25.00 per hour; \$0.25 increments]

Approximately how much are assistant teachers paid at this site, on average? *Your best estimate is fine.* [dropdown less than \$7.50 per hour – more than \$25.00 per hour; \$0.25 increments]

Since December, 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"/>

[*If yes, offered raise*]: Thinking of the [*number piped in from above*] lead and assistant teachers who work at your site, approximately how many of these teachers received a pay raise since December? _____ [dropdown 0 – more than 100]

[*If yes, offered raise*]: Did all teachers who received a pay raise get the same amount?

- No
- Yes
- Don't know

[If yes, offered raise]: Thinking only of the teachers who received a pay raise, what was the typical **increase** that they received? *Your best estimate is fine.* _____ [dropdown; 10 cent increments up to \$1.50, then 25 cent increments up to \$5.00 per hour, more than \$5.00 per hour]

[If yes, offered raise]: 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

[If yes, offered bonus/stipend]: Thinking of all the lead and assistant teachers who work at your site, approximately how many of these teachers received a bonus/stipend since December? _____ [dropdown 0 – more than 100]

[If yes, offered bonus/stipend]: Did all teachers who received a bonus/stipend get the same amount?

- No
- Yes
- Don't know

[If yes, offered bonus/stipend]: Thinking only of the teachers who received a bonus/stipend, what was the typical amount that they received? *Please enter a dollar amount in numerals only. Your best estimate is fine.* _____

[If yes, offered bonus/stipend]: 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 unplanned 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

The Louisiana Department of Education (LDOE) offered Teacher Support Grants (TSG) to child care sites in Summer 2021 and again in January/February of this year to help Type III child care sites provide financial support to their teachers.

Did your site receive a Teacher Support Grant in January/February 2022?

- Yes, my site received the Teacher Support Grant in January/February.
- No, my site applied in January for the Teacher Support Grant but did not receive it.
- No, my site did not apply for the Teacher Support Grant in January.
- I don't know.

[If No, my site did not apply for the Teacher Support Grant in January]: Please indicate why your site did not apply for the Teacher Support Grant in January. *Mark all that apply.*

- We did not think our site was eligible for the Teacher Support Grant.
- My site was not aware of the Teacher Support Grant opportunity in January.
- My site did not have enough time to submit the application before the January deadline.
- My site was concerned about the audits or other requirements associated with the Teacher Support Grant.
- Other (please explain): _____

[If Yes, received the TSG, I don't know, or skipped]: Please indicate how much you agree with the following statements about the Teacher Support Grant (TSG) your site received in January/February. *Mark one response per line.*

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree	Don't know
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 Yes, received the TSG, I don't know, or skipped]: What are the main benefits of receiving the Teacher Support Grant for your site?

[If Yes, received the TSG, I don't know, or skipped]: What challenges or concerns, if any, did the Teacher Support Grant create for your site?

LEADING YOUR SITE

This section is about your leadership role at your site.

Site leaders complete a wide variety of tasks. Think about the tasks listed below. Indicate **how challenging** each task is for you. *Mark one response per line.*

	Not at all	A little bit	Moderately	Very	This isn't part of my job
Billing, budgeting, and other financial management tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Securing external funding for your site (e.g., grants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managing external funds after they are awarded (e.g., using funds, reporting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducting classroom observations and providing teachers with feedback and/or coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring your site's staff receive professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing staffing and personnel tasks (e.g., hiring, scheduling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring your site complies with safety requirements (e.g., staff-to-child ratios)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing children's behavioral issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Completing compliance and/or reporting tasks (e.g., licensing, paperwork)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting families/maintaining enrollment at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building a positive work environment for teachers at your site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Juggling the multiple responsibilities of your role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

Think about your position at your site. How satisfied are you with each of the following? *Mark one response per line.*

	Not at all satisfied	A little bit satisfied	Somewhat satisfied	Very satisfied
The job overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with teachers and staff at site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits	<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"/>

How likely is it that you will continue working at your site? 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
Thinking ahead to <u>three months from now</u> , I will be working at this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>one year from now</u> , I will be working at this site.	<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"/>

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"/>

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 estimate is fine.* _____ [dropdown 0 – 80 or more hours]

Of the hours you worked last week, about how many hours were unpaid? *Your best estimate is fine.* _____ [dropdown 0 – 80 or more 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...	<u>OR</u>	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"/>

Since December, have you received any of the following from your site? *Mark one response per line.*

	No	Yes	Don't know
A raise or increase to your 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"/>

Please estimate your total household income per year (before taxes) from all sources.

- 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?

- 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 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? _____ [dropdown 2006 – 1930]

What is your gender?

- Female
- Male
- 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 _____ [dropdown 0 – more than 20]
- Between 6 and 17 _____ [dropdown 0 – more than 20]
- 18 or older (*include yourself*) _____ [dropdown 0 – more than 20]

Are you currently married or living with a partner?

- No
- Yes

What is the highest level of education you have completed?

- 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.)

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

- No
- Yes

The coronavirus pandemic has been an ongoing challenge. Is there anything you would like to share about your site's response to COVID or its impact on your site since December 2021?

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 Spring 2022 SEELA Leader Survey! We will email your \$30 Walmart Gift Card within about two business days. If you have any questions, please contact Kennedy Weisner by email (seela@virginia.edu) or phone (434-297-9383).