

PRESCHOOL DEVELOPMENT GRANT BIRTH THROUGH FIVE: TEACHER SURVEY

SPRING 2022



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**Virginia Preschool Development Grant Birth through Five
Spring 2022 Teacher Survey**

GENERAL INFORMATION

*The following questions ask for your full name and contact information. Please be sure the information you provide is accurate. We will use it to email you a **\$20 Walmart gift card** about 2 business days after we receive your finished survey. Please note, your responses to this survey may be linked to past PDG B-5 surveys and/or to surveys collected by other UVA research teams. Your information will be kept confidential. Your responses will never be released to anyone in your site, community, or elsewhere.*

Please provide your full name, email address, and phone number.

First Name: _____

Last Name: _____

Maiden Name (if applicable): _____

Primary Email Address: _____

Alternative Email Address: _____

Cell Phone or Primary Contact Number: _____

YOU AND YOUR JOB

*This section asks about your current or most recent experiences working in early childhood education. Throughout the survey, we define “site” to be the center, home, or school where an early childhood program is located. When we use the phrase “Since August,” we are referring to any time since **August 1, 2021**.*

Which of these titles best describes your current or most recent position at [site]?

- Teacher / Lead Teacher / Teacher of Record
- Co-Teacher
- Assistant Teacher / Teacher Aide / Paraprofessional
- Floater
- Site Leader (owner, director, principal, etc.)
- Teacher **and** Site Leader
- Other (please specify): _____

Are you currently employed at [site]?

- Yes
- No

In your work at this site, do you regularly teach or care for children age 0-5 who are not yet enrolled in kindergarten?

- No
- Yes

[if no, not currently employed or employed but not teacher or leader]

For about how long did you work [site] in any position? _____ [dropdown: 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

For about how long did you work as an early childhood educator (in any role and at any site, including this one)? _____ [dropdown: 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

In what month did you leave your position at [site]? *Your best guess is fine.*

- August 2021
- September 2021
- October 2021
- November 2021
- December 2021
- January 2022
- February 2022
- March 2022
- April 2022
- May 2022

Which statement best describes your main reason for leaving your position at [site]?

- Personal or family reasons (e.g., new baby, health, relocating, retiring, etc.)
- An exciting new professional opportunity opened up
- Financial reasons (e.g., wages, benefits)
- Location and/or hours
- Too stressful/exhausting
- Issues with my site leader
- Issues with coworkers
- The site's values or goals did not match mine
- No longer wanted to work in early childhood education
- I was asked to leave (e.g., downsized, fired, laid off)
- Site closed
- Other (please specify): _____

How much of a role did low levels of compensation at [site] play in your decision to leave your site?

- None
- A little
- Some
- A lot

Please indicate how much you disagree or agree with the following statement: There were enough teachers and other adults working at [site].

- Strongly disagree
- Disagree

- Agree
- Strongly agree

At [site], how challenging was staffing (e.g., teachers leaving, vacancies)?

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

How worried were you that staffing issues (e.g., teachers leaving, vacancies) at [site] were negatively affecting children?

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

How worried were you that staffing issues (e.g., teachers leaving, vacancies) at [site] were negatively affecting other teachers still working at the site?

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

Think back to when you left your position at [site]. At the time, how did you feel about leaving your position? *Mark all that apply.*

- Nervous
- Relieved
- Sad
- Excited
- At peace
- Angry
- Mixed emotions
- Other (please explain): _____

When you left your position at [site], did you have another job lined up?

- No
- Yes
- Don't know

Have you been employed at any point since leaving your job at [site]?

- No [SKIP next section]
- Yes

Now think about your current or most recent job since leaving [site].

In your current or most recent job, did or do you work with young children (ages 0 to 5)?

- No
- Yes

[if Yes to In that job, did or do you work with young children (ages 0 to 5)?]

In which kind of setting is that job?

- At a public school
- At my own home or someone else's home
- In a building that is NOT a public school or a home (for example, it is in a community center, church, or other building)
- Other (please explain): _____

[if Yes to In that job, did or do you work with young children (ages 0 to 5)?]

Which of these titles best describes that job?

- Teacher / Lead Teacher / Teacher of Record
- Co-Teacher
- Assistant Teacher / Teacher Aide / Paraprofessional
- Floater
- Nanny or Babysitter
- Site Director or Principal
- Assistant Site Director or Principal
- Site Owner
- Other (please specify): _____

[if No to In that job, did or do you work with young children (ages 0 to 5)?]

What is or was your role at your current or most recent job? _____

Think about your current or most recent job. How does it compare to your job at [site]? In your current job are you less satisfied, just as satisfied, or more satisfied with each of the following factors? *Mark one response per line.*

	Less satisfied	Just as satisfied	More satisfied	Not applicable
The job overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions with coworkers	<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"/>
The convenience (e.g., location, hours, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The organization's goals and priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is there anything else you'd like to share about why you left [site]?

[skip to demographics section]

[if yes, currently employed teacher]

What is this site's address?

Street Address: _____

Zip Code: _____ County or City: _____

How many hours do you typically work at [site] each week? Please count all hours you work, including paid and unpaid hours. *Your best guess is fine.* _____ [dropdown; 0 – 80 or more]

Of the hours you typically work at this site each week, about how many hours are unpaid? *Your best guess is fine.* _____ [dropdown; 0 – 80 or more]

For about how long have you worked at this site in any position? _____ [dropdown: 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

For about how long have you worked as an early childhood educator (in any role and at any site, including this one)? _____ [dropdown: 0-2 months, 3-5 months, 6-8 months, 9-11 months, 1 year – 30 or more years]

[if Lead Teacher, Co-Teacher, or Teacher & Site Leader]

CHILDREN SERVED

The following questions are about the group of children you teach or care for on a regular basis at [site].

How many children are in the group you taught and cared for most recently at [site]? [dropdown, 0-30 or more]

Of the children you reported, how many are in each of the following age groups? *Please count each child only once. Your best estimate is fine.*

	# of children
Infants (0-15 months old)	_____
Toddlers (16-35 months old)	_____
3-year-olds	_____
4- or 5-year-olds not yet in kindergarten	_____
School-age children kindergarten and up	_____

*The following items ask for more information about **only** the [XX] children who are **age 0-5 BUT not yet in kindergarten.***

Of the [XX] children age 0-5 (but not yet in kindergarten) you reported, how many are... *Please count each child only once. Your best estimate is fine.*

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

As far as you know, how many of the [XX] children age 0-5 (but not yet in kindergarten) you reported have **diagnosed special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, chronic illness, or medical problem. _____ [dropdown; don't know, 0 – more than 20]

Aside from the children with diagnosed special needs mentioned above, in your opinion, how many of the [XX] children age 0-5 (but not yet in kindergarten) you reported have an **undiagnosed social/emotional/cognitive problem and may benefit from an evaluation**? _____ [dropdown; don't know, 0 – more than 20]

As far as you know, how many of the [XX] children age 0-5 (but not yet in kindergarten) you reported are from families who **speak a language other than English** at home? _____ [dropdown; don't know, 0 – more than 20]

[if 1 or more above] As far as you know, of the children age 0-5 (but not yet in kindergarten) who speak a language other than English at home, how many speak **Spanish** at home? _____ [dropdown; don't know, 0 – more than 20]

As far as you know, how many of the [XX] children age 0-5 (but not yet in kindergarten) you reported 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. _____ [dropdown; don't know, 0 – more than 20]

TEACHER-CHILD INTERACTIONS AND THE CLASS

The next set of questions asks about the interactions you have with the children you teach and care for at your site, as well as your experience with the Classroom Assessment Scoring System, or the CLASS. The CLASS is a tool that measures the quality of teacher-child interactions.

How would you describe the quality of teacher-child interactions for children attending your site?

- Poor
- Fair
- Satisfactory
- Good
- Excellent

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	Don't know
I have a clear understanding of what the CLASS measures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Children learn more in classrooms with higher CLASS scores.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring high quality teacher-child interactions is a priority for my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The CLASS is a good way to measure the quality of teachers' interactions with children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently have conversations with my site leader or other teachers about the CLASS.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the CLASS is improving my teaching practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever attended a training that introduced you to the CLASS observation tool?

- No
- Yes
- Don't know

Since August, how often has someone observed your classroom (either in person or virtually) using the CLASS tool?

- Never
- Once
- Twice
- Three or more times
- Don't know

Since August, has someone provided you with feedback based on a CLASS observation?

- No
- Yes, once
- Yes, two times
- Yes, three or more times

Since August, how would you describe the amount of feedback you have received on your teaching?

- Not enough
- About right
- Too much

To what extent do you feel you know how to improve your CLASS scores?

- Not at all
- A little bit
- Moderately
- Very much

What comments and/or concerns do you have about the use of the CLASS at your site?

YOUR TEACHING, CURRICULA, AND PROFESSIONAL DEVELOPMENT

The next set of questions is about curricula and professional development. Please think of the teaching activities you have done since August with children age 0-5 (but not yet in kindergarten).

At some early childhood sites, teachers use a curriculum to guide their teaching. Since August, how often have you used a curriculum to plan lessons or activities for the children you teach?

- Never *If selected, **SKIP TO** Are there ways that your site could better support the use of curricula at [site]?*
- Rarely
- Occasionally
- Regularly (i.e., every day or every week)

[if not never] How long have you been using your current curriculum?

- Less than 1 year
- Between 1 and 3 years
- 3 years or longer

[if not never] When you use a curriculum, which best describes the way you use it?

- I follow the lesson plans and activities exactly as suggested.
- I follow the lesson plans and activities closely but make small changes.
- I loosely follow the curriculum, picking and choosing components to use.
- I use the curriculum to get new ideas.
- Other (please specify): _____

[if not never] Which best describes the curriculum you have used most since August?

- I use a curriculum developed by an external organization or company (e.g., Creative Curriculum, Frog Street).
- I use a curriculum developed in my district or community.
- I use a curriculum developed by me or others at my site.
- Other (please specify): _____

[if not never] Have you ever received any training on how to use this curriculum?

- No
- Yes
- Don't know

[if not never] Since August, how useful has this curriculum been in helping support children's learning?

- Not useful

- Somewhat useful
- Very useful

How could your site better support the use of curricula?

The following questions ask about professional development. Professional development opportunities are experiences designed to support your teaching practice, including courses, workshops, professional learning communities, and coaching/mentoring experiences.

Since August, have you received any professional development, either in person or virtually?

- No
- Yes
- Don't know

In some sites, teachers have access to a coach or mentor. Since August, have you received any coaching or mentoring?

- No *[If selected, skip next question]*
- Yes

Thinking about all the coaching you have received since August, how useful and relevant was it for your current needs?

- Not at all useful
- A little bit useful
- Moderately useful
- Very useful

How would you describe the amount of professional development you have received on the following topics since August? *Mark one response per line.*

	Too little	The right amount	Too much
Overall (all professional development)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom Assessment Scoring System (CLASS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curricula	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing children's social-emotional skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preventing and addressing children's challenging behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if not no to "Have you received any professional development"] Thinking about **all** the professional development you have received since August, how useful and relevant was it for your current needs?

- Not at all useful
- A little bit useful
- Moderately useful

- Very useful

Thinking ahead to next school year, would you prefer that professional development was offered only virtually, only in person, or a combination of virtually and in person?

- Only virtually
- Only in person
- A combination of virtually and in person

Since August, have any of the following supports for guiding children’s social-emotional development been **available** to you? *Mark one response per line. [if “no” for all, skip to ECMHC item]*

	No	Yes	Don’t know
Social-emotional learning curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training on children’s social-emotional development (e.g., webinar, professional development)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A counselor or behavior specialist who provides services directly to children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from a supervisor or mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family engagement specialist or liaison	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Since August, have you **accessed or** used any of the following supports? *Mark one response per line. [only the items selected as “yes, available” in the table above are carried over to this item]*

	No	Yes	Not applicable
Social-emotional learning curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training on children’s social-emotional development (e.g., webinar, professional development)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A counselor or behavior specialist who provides services directly to children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from a supervisor or mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family engagement specialist or liaison	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Early Childhood Mental Health Consultation (ECMHC) involves partnering with a consultant to support a child’s social-emotional development through activities such as observation, joint problem-solving, use of social-emotional teaching practices, and meeting with families.

If you had significant concerns about a child’s social-emotional development or wellbeing and could access ECMHC, how likely is it that you would do so?

- Not at all likely
- A little bit likely
- Moderately likely
- Very likely

LEADERSHIP AND STAFFING

This next set of questions is about your site's leader (e.g., site director, principal) and the other adults you work with.

Think about your experiences with this site leader since August. 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
I feel respected by the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable raising issues and concerns that are important to me with the site leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader is committed to creating an anti-racist learning environment for the children we serve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports teachers' efforts to manage challenging behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the site leader to do what they say they will do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader supports the professional development of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The site leader communicates a clear vision for this site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if not FDH staff] Please indicate how much you disagree or agree with the following statement: There are enough teachers and other adults working at this site.

- Strongly disagree
- Disagree
- Agree
- Strongly agree

[if not FDH staff] At your site, how challenging is staffing (e.g., teachers leaving, vacancies)?

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

[if not FDH staff] How worried are you that current staffing issues (e.g., teachers leaving, vacancies) at your site are negatively affecting children?

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

[if not FDH staff] How worried are you that staffing issues at your site (e.g., teachers leaving, vacancies) are negatively affecting you and other teachers still working at your site?

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

[if not FDH staff] How have staffing challenges at your site, if any, impacted you and your work?

JOB SATISFACTION AND WELLBEING

Working with young children can be both very rewarding and challenging. Supporting young children's learning requires supporting educators' wellbeing as well. These questions ask about you and your current or past work with young children. There are no right or wrong answers.

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 [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 [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 [site].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent do you agree with the following statement: I view being an early childhood educator (e.g., teacher, leader) as my long-term career.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

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 the site leader(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[if not FDH staff] Interactions with other teachers and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The professional development/training opportunities	<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"/>
The site's goals and priorities	<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
Teaching children in this age group is very satisfying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attending to the many needs of children in my classroom is overwhelming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can generally deal successfully with behavior problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can get through to all children, even the ones with the most challenges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of children I am caring for feels too high.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of the parents of the children respect and support the things I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you feel each of these groups value the importance of early childhood educators like you? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much
My site leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State policymakers (e.g., Virginia Department of Education, Department of Social Services, Governor's Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

[if school] About how much are you paid for teaching at 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...	OR	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"/>

[if center or FDH] About how much are you paid for teaching at this site (before taxes)? Your best estimate is fine.

[dropdown; less than \$7.50 per hour, 25 cent increases, more than \$25.00 per hour]

Please indicate how much you disagree or agree with the following statements. Mark one response per line.

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
The level of compensation I receive from this site feels fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The compensation level is making me consider other jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The compensation level is increasing my stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For some early educators, low compensation levels create professional and personal challenges. What challenges, if any, is your current compensation creating for you?

Do you work for pay in addition to your position at this site?

- No
- Yes

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

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"/>

Please indicate how often you have felt this way during the **past three months**. *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 worry I will run out of money before I am paid again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am unable to sleep well because of financial worries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make purchases on credit cards hoping that I will have the money later.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many of my bills are past due.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the **past three months**, have you had enough money to pay for: *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"/>

In the **past three months**, have you or someone in your household received any of the following forms of assistance? *Mark all that apply. If you have not received any, mark "None."*

- Child care subsidy (CCSP)
- TANF (Temporary Assistance for Needy Families)/VIEW (Virginia Initiative for Employment Not Welfare)
- WIC (Women, Infants & Children nutrition service)
- SNAP (food stamps)
- Children's Health Insurance Program (CHIP)/FAMIS

- Meals from the school lunch or school breakfast program
- Food from a food bank, food pantry, or other community organization
- Medicaid
- Subsidized housing/Section 8 housing
- Unemployment
- Disability, e.g., SSI (Supplemental Security Income) or SSDI (Social Security Disability Insurance)
- EITC (Earned Income Tax Credit)
- Other (please specify): _____
- None: I/we have not received any of these supports.

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

- No
- Yes, through my site
- Yes, through another employer
- Yes, through my spouse's policy
- Yes, through Medicare/Medicaid
- Yes, through my parents' insurance
- Yes, through the Affordable Care Act/"Obamacare"
- Other (please specify): _____

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"/>
Fully 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 children of employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if eligible for TRP]

These next questions are about the Teacher Recognition Program, which distributes payments to teachers working with children age 0-5, not yet in kindergarten.

Some teachers participating in the PDG B-5 received payments as part of the Teacher Recognition Program. Have you heard of the PDG B-5 Teacher Recognition Program?

- No
- Yes
- Don't know

Since December, have you received a payment as part of the Teacher Recognition Program?

- No
- Yes
- Don't know

[if yes or don't know to "Have you heard of the Teacher Recognition Program?" and/or if yes to "Did you receive a payment?"] How clear are the following parts of the Teacher Recognition Program? *Mark one response per line.*

	Not at all clear	A little bit clear	Somewhat clear	Very clear	Don't know
Who is eligible for the Teacher Recognition Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The amount of money the payments would be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When in the year you would receive the payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if yes or don't know to "Have you heard of the Teacher Recognition Program?" and/or if yes to "Did you receive a payment?"] Did you know you need to stay at the specific site where you registered for PDG B-5 in order to remain eligible for the Teacher Recognition Program?

- No
- Yes
- Don't know

What parts of the Teacher Recognition Program are unclear to you, if any?

[if received] Overall, how much does receiving the payment(s) through the Teacher Recognition Program... *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable
Make you feel happy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help you meet your financial needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make you feel like your hard work is valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce some of your stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make you more excited about the work you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if received] Teachers can use the money they received through the Teacher Recognition Program however they wish. Think about the way you used the money you received through the Teacher Recognition Program. Did the payment(s) help with any of the following expenses? *Mark one response per line.*

	Not at all	A little bit	Somewhat	Very much	Not applicable
Personal or family needs (e.g., housing, food, bills, household supplies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paying off debts (e.g., student loans, credit card debt)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing emergency needs (e.g., costs related to the coronavirus pandemic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saving money (e.g., for retirement, for emergencies, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials for your classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your own professional development or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewards or treats (e.g., taking vacation or breaks, movies, concerts)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[if received] How much do you disagree or agree with the following statement? The Teacher Recognition Program led me to stay in my position longer than I might have otherwise.

- Strongly disagree
- Disagree
- Neither disagree nor agree
- Agree
- Strongly agree

Virginia has committed to continuing the Teacher Recognition Program next year. Did you know this?

- No
- Yes

How much does knowing you could be eligible for more funds through the Teacher Recognition Program affect your decision to stay in your position?

- Not at all
- A little bit
- Moderately
- Very much

[if have heard of and/ or did receive] Is there anything you would like to share about what the Teacher Recognition Program has meant to you, or the ways it has been helpful for you and your family?

Some sites have been able to offer teachers increased compensation in addition to or separate from the Teacher Recognition Program. Since December, have you received any of the following from your site? *Please do not include any payments you received from the Virginia Teacher Recognition Program. Mark one response per line.*

	No	Yes	Don't know
A raise or increase to my regular pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A bonus separate from the Teacher Recognition Program (e.g., cash, check, or gift card)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If Yes, pay increase/raise: About how much did your hourly wage **increase** as a result of your pay raise? [dropdown: 10 cents per hour up to 1.50, then incremental increases by 25 cents up to more than \$5 per hour]

If Yes, bonus: About how much have you received in bonuses (e.g., cash, check, or gift card) from your site since December, **not including** the Teacher Recognition Program? *Your best estimate is fine. Please enter a dollar amount in numerals only.* _____

[*If indicated pay raise or bonus*]: What did receiving a pay raise and/or bonus mean to you?

ABOUT YOU (DEMOGRAPHICS)

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; 1930 – 2007]

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
- 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?

- 5 or younger _____ [dropdown; 0 – 10 or more]
- Between 6 and 17 _____
- 18 or older (*include yourself*) _____

Are you currently married or living with a partner?

- No
- Yes

Do you hold a Child Development Associate (CDA) credential?

- No
- No, but I am currently working towards a CDA.
- Yes, I hold a CDA.

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.)

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 Virginia PDG B-5 Teacher Survey! If you have not received your \$20 Walmart gift card after two business days, please check any alternate email addresses you may have provided and

your spam/junk folders. If you cannot find the gift card, or if you have any other questions, please contact Grace Kegley by email (kgk4pu@virginia.edu) or phone (434-297-6882).

[if site was eligible this past year] Registration for the 2022-2023 VQB5 program year will open in early August through LinkB5. Please be sure to register by September 9th, 2022 in order to be eligible to participate in the 2022-2023 teacher recognition program, now called RecognizeB5, which provides payments to teachers. For questions about RecognizeB5, please contact our partners at VECF (pdgb5@vecf.org).

[if site was not eligible this past year] Registration for the 2022-2023 VQB5 program year will open in early August through LinkB5. Please be sure to register by September 9th, 2022 in order to be eligible to participate. For questions, please contact our partners at VECF (pdgb5@vecf.org).