

VIRGINIA CHILD CARE PROVIDER SURVEY

2023



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Virginia Child Care Provider Survey – Subsidized Center

GENERAL INFORMATION

The goal of the Virginia Child Care Provider Survey is to learn from child care leaders about their experiences managing their sites. This survey asks you about your experiences leading the site listed on this envelope. You may skip any questions you do not wish to answer, and you may end the survey at any time.

Our research team, the Study of Early Education through Partnerships (SEE-Partnerships at the University of Virginia), is working with the Virginia Department of Education on this project. If you have any questions, please contact our team at see-partnerships@virginia.edu or (434) 297-6882.

Your information will be kept confidential and your personal information will never be released to anyone in your site, community, or elsewhere.

1. Which of these titles best describes your leadership position at your site?

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

2. Does your role at this site involve any of the following leadership responsibilities? *Mark all that apply.*

- Enrollment
- Family engagement
- Site finances
- Staffing and hiring
- The Child Care Subsidy Program (CCSP)
- None of the above

If you are NOT the owner, site director, or assistant director of this center, and your role does not involve any of the above responsibilities, please give this paper survey to the person at your site who is the owner, site director, or assistant director, or whose role involves responsibilities related to enrollment, family engagement, site finances, staffing and hiring, or the Child Care Subsidy Program (CCSP).

YOU AND YOUR SITE

You are receiving this survey because you have been identified as someone in a leadership role at the site listed on this envelope. The following questions ask you to provide general information about yourself and this site. Throughout the survey, we use the word "site" to refer to your child care center.

The following questions ask for your full name and contact information. Please be sure the information you provide is accurate. Our gift card vendor, Tango, will use it to email you a **\$30 gift card** reward link after you submit your finished survey. You can use the reward link to obtain an electronic Amazon, Target, or Walmart gift card.

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

First Name: _____

Last Name: _____

Maiden Name (if applicable): _____

Primary Email Address: _____

Alternative Email Address: _____

Cell Phone Number: _____

4. Which of the following age groups does this site serve? *Mark all that apply.*

- Infants (0-15 months)
- Toddlers (16-23 months)
- 2-year-olds
- 3-year-olds
- 4- or 5-year-olds not yet enrolled in kindergarten
- School-age children kindergarten and up

This survey is intended for leaders of sites serving children ages 0-5, not yet in kindergarten. If this site serves ONLY school-age children kindergarten and up, please do not complete the rest of the survey. Please let us know by mailing back the incomplete survey using the prepaid envelope or contact our research specialist, Grace Kegley, at see-partnerships@virginia.edu or (434) 297-6882.

5. For about how long have you worked for pay in your current position at this site?

_____ years and _____ months

6. For about how long have you worked for pay as an early childhood educator (in any role and at any site, including this one)?

_____ years and _____ months

7. During which of the following times is your site open to care for children? *Mark all that apply.*

- Weekdays during the day (i.e., anytime between 7 am – 6 pm)
- Weekday early mornings (i.e., anytime between 5 am – 7 am)
- Weekday evenings (i.e., anytime between 6 pm – 10 pm)
- Weekday overnight (i.e., anytime between 10 pm – 5 am)
- Weekends (i.e., anytime on Saturday and/or Sunday)
- Holidays

8. Our records show that your site was an approved Child Care Subsidy Program (CCSP) vendor as of September 2023. The Child Care Subsidy Program (CCSP) is run by the Virginia Departments of Social Services and Education. It pays some or all of eligible families' child care costs directly to approved sites. Is this site currently approved to serve children through the Child Care Subsidy Program (CCSP)?

- No
- Yes
- I don't know

YOUR SITE'S FINANCES

This section asks questions about your site's finances.

9. In the past year, how much of a challenge has it been to do the following? *Mark one response per line.*

	Not at all challenging	A little bit challenging	Moderately challenging	Very challenging	Not applicable
Keep my site open/in operation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay teachers and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay my site's mortgage/rent, property taxes, utilities, insurance, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Many child care sites struggle to make ends meet. Thinking about the past year, has your site lost money, broken even, or made a profit?

- Lost money (took in less than we spent)
- Broke even (took in about as much as we spent)
- Made a profit (took in more than we spent)
- I don't know

11. How likely is it that your site will close? 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> , this site will be closed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>one year from now</u> , this site will be closed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to <u>three years from now</u> , this site will be closed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. What concerns do you have, if any, about your site’s financial health or ability to stay open in the future?

13. This year, Mixed Delivery funding can be combined with Head Start, Early Head Start, or Virginia Preschool Initiative (VPI) to support care for the same child. In addition, children in Mixed Delivery classrooms who are not enrolled in Mixed Delivery can be supported by CCSP, Head Start, Early Head Start, and VPI. Did you know this?

- No
- Yes

14. How do these allowable uses of Mixed Delivery in combination with other funding sources affect the sources your site uses? *Mark one response per line.*

	No	Yes	Don’t know
We started participating in CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We stopped participating in CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We started participating in Mixed Delivery.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We started participating in VPI.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We stopped participating in VPI.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We started participating in Head Start or Early Head Start.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We stopped participating in Head Start or Early Head Start.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. How have the allowable uses of Mixed Delivery in combination with other funding sources affected the number of children your site serves?

- We are able to serve fewer children.
- We are able to serve more children.
- This change did not impact the number of children we serve.
- I don’t know.
- Not applicable: My site does not participate in Mixed Delivery.

16. In what other ways (if any) has your site responded to the change in allowable uses of Mixed Delivery with other sources of funding?

ENROLLMENT & CAPACITY

This section asks questions about enrollment and capacity at your site. Enrollment refers to children who are registered and/or are on your site's roster. Capacity refers to the number of children your site could serve in its existing space.

17. How many children are currently enrolled at this site? *Please write a number. If zero, write "0."* _____

18. Roughly what share of the children enrolled at your site are enrolled only part-time (fewer than 5 hours per day)?

- None
- Some
- Most
- All

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

	Total # enrolled
Infants (0-15 months)	_____
Toddlers (16-23 months)	_____
2-year-olds	_____
3-year-olds	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____
School-age children kindergarten and up	_____

20. Of the total children enrolled, 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	_____

21. As far as you know, how many of the children enrolled at this site have **diagnosed special needs**? By special needs we mean: an IFSP or IEP, a diagnosed disability, chronic illness, or medical problem. *If none, please write 0. If you don't know, write "don't know."* _____

22. As far as you know, how many of the children enrolled at this site are from families who **speak a language other than English** at home? *If none, please write 0. If you don't know, write "don't know."* _____

At some sites, some families cover some or all of their child care costs with funds from the Child Care Subsidy Program (CCSP). Parts of this survey will focus on your site's experiences with the CCSP and the families who participate in the CCSP. **When we refer to children or families who "participate in the CCSP," we mean families who pay for care at your site using any funds from the Child Care Subsidy Program (CCSP), even if they also pay a copayment or some part of the tuition themselves or through other means.**

23. As far as you know, how many of the children enrolled at this site participate in the Child Care Subsidy Program (CCSP)? *If no currently enrolled children participate in the CCSP, please write 0. If you don't know, write "don't know."*

If 0, please skip to question #26 on page 7. Otherwise, continue with #24.

*The following items ask for more information about **only** the children whose families are **participating in the Child Care Subsidy Program (CCSP)**.*

24. How many of the children whose families are participating in the CCSP are in each of the following age groups? *Your best estimate is fine.*

	Total # CCSP
Infants (0-15 months)	_____
Toddlers (16-23 months)	_____
2-year-olds	_____
3-year-olds	_____
4- or 5-year-olds not yet enrolled in kindergarten	_____
School-age children kindergarten and up	_____

25. How many of the children whose families are participating in the CCSP 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	_____

The following questions focus on your site's overall enrollment and capacity.

26. Are there currently unfilled openings for children at this site? *Unfilled openings are spots that are currently available for children.*

- No – If “No,” skip to question #29.
- Yes – If “Yes,” continue with question #27.
- I don't know

27. Currently, how many unfilled openings are there for children at your site? *Your best estimate is fine. Please write a number. If there are no openings, write 0.*

Infants (0-15 months) _____

Toddlers (16-23 months) _____

2-year-olds _____

3-year-olds _____

4- or 5-year-olds not yet enrolled in kindergarten _____

School-age children (kindergarten and above) _____

28. *If you have openings, please indicate the reason(s) why your site currently has openings. Mark all that apply.*

- Not enough families interested in enrolling
- Interested families cannot afford our rates
- Openings do not match interested families' needs (e.g., full-day vs. part-day; different age groups)
- In the process of getting families on the waitlist into the slots
- Don't want to fill openings due to lack of staff or other staffing problems
- Other (please explain): _____

29. Does this site currently have a waitlist?

- No – If “No,” skip to question #33.
- Yes – If “Yes,” continue with question #30.
- I don't know – If “I don't know,” skip to question #33.

30. How many children are currently on your site's waitlist? *Your best estimate is fine. Please write a number. If there are no children on the waitlist, please write 0.*

Infants (0-15 months) _____

Toddlers (16-23 months) _____

2-year-olds _____

3-year-olds _____

4- or 5-year-olds not yet enrolled in kindergarten _____

School-age children (kindergarten and above) _____

31. If you have a waitlist, please indicate the reason(s) why your site is not currently accommodating the children on the waitlist. *Mark all that apply.*

- We are already at our licensed capacity
- We lack physical space for more children
- We lack staff needed to serve more children
- We are already serving the number of children we want to be serving
- Other (please explain): _____

32. If your site has both openings and waitlists for the same age groups, why is that?

33. Attendance at sites can vary considerably throughout the day and week. Think back to last week. What was the largest number of children your site was serving at one time? *Please write a number.* _____

34. At that time last week, could you have served more than that number of children?

- Yes, we could have served more children in that moment. – *If “Yes,” continue with question #35.*
- No, we could not have served more children in that moment. – *If “No,” skip to question #36.*

35. If yes, over and above that number of children, about how many more children could your site have served in that moment? *Please write a number. If zero, write 0.* _____

36. If you were fully staffed, about how many more children could your site serve than the number you were serving at that moment? *Please write a number. If zero, write 0.* _____

37. What barriers, if any, make it challenging for your site to serve more children?

38. Since March, how many children has your site asked to leave (i.e., disenroll) for any reason? *Please write a number. If zero, write 0.* _____

39. Since March, how many children has your site asked to leave (i.e., disenroll) because of behavioral issues? *Please write a number. If zero, write 0.* _____

40. Since March, how many children has your site asked to leave (i.e., disenroll) because their family did not pay tuition, fees, or copayments? *Please write a number. If zero, write 0.* _____

YOUR SITE'S EXPERIENCES WITH CCSP

The next questions are about your site's interactions with Virginia's Child Care Subsidy Program (CCSP).

41. About how long has your site been an approved vendor to serve families through CCSP? Please write a number. If you don't know, write "don't know."

_____ years and _____ months

42. Some sites would prefer to serve a lower or higher share of children participating in CCSP than they do currently. Think about the percentage or share of children your site currently serves that are participating in the CCSP. Which of the following best describes your site's views?

- We would prefer to enroll a lower share of children participating in the CCSP.
- We would prefer to enroll a higher share of children participating in the CCSP.
- We are fine with the current share of children participating in the CCSP.
- I don't know.

43. Please rate how likely the following statements are to be true. Mark one response per line.

	Not likely	A little bit likely	Moderately likely	Very likely
Thinking ahead to three years from now, my site will be serving families participating in the CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinking ahead to three years from now, my site will be serving <u>more</u> families participating in the CCSP than we do now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. Are your site's tuition rates for private-paying families higher than the current CCSP reimbursement rates?

- Yes, our tuition rates are higher than the subsidy reimbursement rates for **all** age groups.
- Yes, our tuition rates are higher than the subsidy reimbursement rates for **some** age groups.
- No, our tuition rates are equal to or lower than the reimbursement rates for all age groups.
- I don't know.

45. Does your site charge families participating in the CCSP some or all of the difference between the current CCSP reimbursement rate and the tuition rate that private-paying families pay?

- No
- Yes, we charge a portion of the difference
- Yes, we charge the full difference
- I don't know
- Not applicable: My site's tuition rate for private-paying families is **not** higher than the current CCSP reimbursement rate.

46. Please indicate which of the following are true for your site. *Mark one response per line.*

	No	Yes	Don't know
I am confident we could fill my site with all private-paying families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Families have asked about using CCSP to cover the cost of care at my site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The CCSP funds my site receives help us offer higher quality care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My site receives a reliable flow of revenue from CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The CCSP reimbursement rate is high enough to make participation in CCSP worth it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. How important have the following factors been in your site's decision to participate or continue participating in the Child Care Subsidy Program (CCSP)?

	Not at all important	A little bit important	Moderately important	Very important
Being able to serve families who would not be able to afford care otherwise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing our site's revenue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing our site's enrollment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please explain: _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. Virginia adjusted the CCSP reimbursement rates to better reflect the true cost of care starting October 1, 2022. Most rates increased. How much have the new reimbursement rates done the following at your site?

	Not at all	A little bit	Moderately	Very much	Don't know
Improved the financial situation at my site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced my stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influenced our decision to become a subsidy vendor with CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Led us to increase the number of children using CCSP that we enroll	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. How did your site's overall revenue or income change as a result of the new subsidy reimbursement rates?

- Our revenue decreased a lot
- Our revenue decreased a little
- No real change
- Our revenue increased a little
- Our revenue increased a lot
- I don't know

50. In what other ways, if any, did the new reimbursement rates affect your site?

TEACHER COMPENSATION

The following questions are about your experiences with managing staffing at your site (e.g., retaining current teachers, teachers leaving, staff vacancies) and with hiring new teachers for your site. Only report on staff who work with children.

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.

51. How many teachers are currently employed by this site to teach and care for children? *Please write a number. Do not include yourself.*

Lead teachers _____
 Assistant teachers/aides _____

52. What are the average wages of **lead teachers** who work for this site? *Your best estimate is fine. Please mark only one.*

<input type="radio"/> Less than \$10.00 per hour	<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$19.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$20.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$20.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$14.25 per hour	<input type="radio"/> \$21.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$21.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$22.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> More than \$25.00 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$18.50 per hour	
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$19.00 per hour	

53. What are the average wages of **assistant teachers** who work for this site? *Your best estimate is fine. Please mark only one.*

<input type="radio"/> Less than \$10.00 per hour	<input type="radio"/> \$13.50 per hour	<input type="radio"/> \$19.50 per hour
<input type="radio"/> \$10.00 per hour	<input type="radio"/> \$13.75 per hour	<input type="radio"/> \$20.00 per hour
<input type="radio"/> \$10.25 per hour	<input type="radio"/> \$14.00 per hour	<input type="radio"/> \$20.50 per hour
<input type="radio"/> \$10.50 per hour	<input type="radio"/> \$14.25 per hour	<input type="radio"/> \$21.00 per hour
<input type="radio"/> \$10.75 per hour	<input type="radio"/> \$14.50 per hour	<input type="radio"/> \$21.50 per hour
<input type="radio"/> \$11.00 per hour	<input type="radio"/> \$14.75 per hour	<input type="radio"/> \$22.00 per hour
<input type="radio"/> \$11.25 per hour	<input type="radio"/> \$15.00 per hour	<input type="radio"/> \$22.50 per hour
<input type="radio"/> \$11.50 per hour	<input type="radio"/> \$15.50 per hour	<input type="radio"/> \$23.00 per hour
<input type="radio"/> \$11.75 per hour	<input type="radio"/> \$16.00 per hour	<input type="radio"/> \$23.50 per hour
<input type="radio"/> \$12.00 per hour	<input type="radio"/> \$16.50 per hour	<input type="radio"/> \$24.00 per hour
<input type="radio"/> \$12.25 per hour	<input type="radio"/> \$17.00 per hour	<input type="radio"/> \$24.50 per hour
<input type="radio"/> \$12.50 per hour	<input type="radio"/> \$17.50 per hour	<input type="radio"/> \$25.00 per hour
<input type="radio"/> \$12.75 per hour	<input type="radio"/> \$18.00 per hour	<input type="radio"/> More than \$25.00 per hour
<input type="radio"/> \$13.00 per hour	<input type="radio"/> \$18.50 per hour	
<input type="radio"/> \$13.25 per hour	<input type="radio"/> \$19.00 per hour	

54. Which of the following benefits are available to all full-time teachers 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"/>
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"/>

55. Which of the following professional supports are available to teachers at this site? *Mark one response per line.*

	No	Yes	Don't know
On-site professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Targeted coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Funding for professional development (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"/>
Paid planning time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. Has your site raised wages for any lead or assistant teachers in the past year (since October 2022)?

- No, we did not raise any teacher wages. – *If no, skip to question #62.*
- Yes, we raised wages for **some** teachers.
- Yes, we raised wages for **all** teachers.
- I don't know.

57. How much did each of the following drive your site’s decision to raise teacher wages?

	Not at all	A little bit	Moderately	Very much	Don’t know
Staffing challenges	○	○	○	○	○
Complying with Virginia’s minimum wage increases (i.e., in January 2023 it increased to \$12/hour)	○	○	○	○	○
New CCSP reimbursement rates	○	○	○	○	○

58. Which of the following has your site done in response to the changes in Virginia’s minimum wage? *Mark all that apply.*

- Increased wages for staff that were earning below \$12/hour
- Increased wages for staff that were earning at or above \$12/hour
- Not applicable: We did not raise teacher wages because of minimum wage increases.

59. How difficult has it been for your site to address the increases in minimum wage?

- Not at all difficult
- A little bit difficult
- Somewhat difficult
- Very difficult
- Not applicable: We did not raise teacher wages because of minimum wage increases.

60. Has your site done any of the following as a result of increasing staff wages? *Mark all that apply.*

- Increased tuition for families
- Reduced the number of teachers or other staff working at your site
- Reduced the number of classrooms or the number of children served
- Other, please explain: _____

61. How has raising staff wages impacted your site, if at all?

STAFFING

The next questions ask about how staffing at your site has changed since March. Please write numbers only. Your best estimate is fine.

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

63. Since March, how many new **lead teachers** were hired to work for this site? _____

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

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

66. Since March, how many new **assistant teachers** were hired to work for this site? _____

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

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

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

69. How worried are you that current teachers will leave because of low compensation levels?

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

70. Many leaders spend a part of their week in the classroom working with children (e.g., teaching, filling in for staff). Thinking back to last week, about how much of your time did you spend working directly with children in the classroom?

- None or less than an hour
- 1-5 hours
- 6-10 hours
- 11-20 hours
- More than 20 hours

71. How much of the time you spent in the classroom working directly with children last week was a result of staffing challenges?

- None
- Some
- Most
- All
- Not applicable: I did not spend time in the classroom last week.

72. Since March, has your site had to do any of the following due to staffing challenges? *Mark one response per line.*

	No	Yes	Don't know
Shorten the hours your site is open	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ask families to pick children up early	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close for one or two days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close for more than two days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

73. Some sites have to make operational changes to address staffing challenges. Since March, have difficulties hiring, paying, or retaining teachers led to any of the following at your site? *Mark one response per line.*

	No	Yes	Don't know
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"/>
Providing hiring bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving bonuses to current teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering staff appreciation gifts or events (e.g., meals, gift cards)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing paid time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improving health benefits (i.e., health insurance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please explain): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

74. Since March, about how many families have you had to turn away because of difficulties hiring, paying, or retaining teachers?

- 1 or 2 families
- 3 to 10 families
- 11 to 20 families
- More than 20 families
- Not applicable: We have not had to turn families away since March.

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

The next questions ask about finding and hiring new teachers at your site since March.

76. Trying to find and hire new teachers when there are openings can be challenging. Since March, 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
- Not applicable: This site has not had to find or hire new teachers since March. – *If not applicable, skip to #78.*

77. Since March, 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
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 a 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"/>

ABOUT YOU

This final section is about you and your work. As a reminder, you may skip any items you do not wish to answer.

78. In what year were you born? _____

79. What is your gender?

- Female
- Male
- Write in: _____

80. 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): _____

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

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

82. About how much are you paid 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 \$10.00 per hour	<input type="radio"/>	Less than \$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"/>

83. 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

84. 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.)

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

- No
- Yes

86. 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 Virginia Child Care Provider Survey! Please mail back your survey in the pre-paid envelope provided in the packet. Your \$30 gift card reward link will be emailed to you after we receive your survey in the mail. If you have any questions, please contact our team at see-partnerships@virginia.edu or (434) 297-6882.