

VIRGINIA CHILD CARE PROVIDER SURVEY

2023



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Virginia Child Care Provider Survey – Unsubsidized 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. 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?

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.

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

14. 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

15. 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	_____

16. 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	_____

17. 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."* _____

18. 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.**

19. 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."*

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

20. 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 #23.*
- Yes – *If "Yes," continue with question #21.*
- I don't know

21. 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) _____

22. *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): _____

23. Does this site currently have a waitlist?

- No – *If "No," skip to question #27.*
- Yes – *If "Yes," continue with question #24.*
- I don't know – *If "I don't know," skip to question #27.*

24. 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) _____

25. 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): _____

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

27. 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.* _____

28. 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 #29.*
- No, we could not have served more children in that moment. – *If "No," skip to question #30.*

29. 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.* _____

30. 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.* _____

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

32. 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.* _____

33. 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.* _____

34. 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 following questions are about your perceptions of the CCSP as a leader of a site that does not currently participate. Policymakers at the Virginia Department of Education hope to help more families access early care and education by increasing the number of sites who are approved vendors for the Child Care Subsidy Program (CCSP).

35. How much do you know about how sites participate in and are paid by CCSP?

- None
- A little bit
- Some
- A lot

36. Has your site ever participated in the CCSP?

- No, my site has never participated in the CCSP.
- Yes, my site has participated in the CCSP in the past.
- I don't know.

37. Please rate how likely it is that your site will begin to serve families participating in the Child Care Subsidy Program (CCSP). *Mark one response per line.*

	Not likely	A little bit likely	Moderately likely	Very likely
Thinking ahead to <u>three years from now</u> , my site will be serving families participating in the CCSP.	0	0	0	0

38. 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"/>
We have thought about participating in CCSP.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have enough information about how CCSP works to know if we might want to participate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. How important have the following concerns been in your site's decision not to participate in the Child Care Subsidy Program (CCSP)?

	Not at all important	A little bit important	Moderately important	Very important
Concerns that CCSP reimbursement rate and co-payments would not sufficiently cover my site's costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that CCSP payments would be too unpredictable in timing and/or amount	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that my site is not well suited to address the academic and/or social-emotional needs of children who participate in the CCSP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns about how private-paying families would react	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that the initial subsidy vendor application process would be too burdensome to be worth it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns that ongoing CCSP administrative duties such as attendance tracking would be too burdensome to be worth it	<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"/>

40. What is your site's main reason for not participating in the CCSP?

41. Virginia adjusted the CCSP reimbursement rates to better reflect the true cost of care starting October 1, 2022. Most rates increased. Did you know this?

- No
- Yes

42. Did the new reimbursement rates lead your site to consider becoming an approved subsidy vendor with CCSP?
- No
 - Yes, we considered it but decided not to
 - Yes, we are considering and may apply
 - Yes, we have applied to become an approved subsidy vendor
 - I don't know
 - Not applicable: I did not know about the new reimbursement rates.

43. 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.

44. 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 _____

45. 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	

46. 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	

47. 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"/>

48. 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"/>

49. 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 #55.*
- Yes, we raised wages for **some** teachers.
- Yes, we raised wages for **all** teachers.
- I don't know.

50. 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complying with Virginia's minimum wage increases (i.e., in January 2023 it increased to \$12/hour)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. 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.

52. 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.

53. 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: _____

54. 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.*

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

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

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

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

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

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

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

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

62. 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

63. 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

64. 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.

65. 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"/>

66. 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"/>

67. 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.

68. 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.

69. 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 #71.*

70. 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.

71. In what year were you born? _____

72. What is your gender?

- Female
- Male
- Write in: _____

73. 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): _____

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

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

75. 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
Between \$10.00 and \$12.49 per hour	<input type="radio"/>	Between \$25,000 and \$34,999 per year
Between \$12.50 and \$14.99 per hour	<input type="radio"/>	Between \$35,000 and \$44,999 per year
Between \$15.00 and \$17.49 per hour	<input type="radio"/>	Between \$45,000 and \$54,999 per year
Between \$17.50 and \$19.99 per hour	<input type="radio"/>	Between \$55,000 and \$64,999 per year
Between \$20.00 and \$22.49 per hour	<input type="radio"/>	Between \$65,000 and \$74,999 per year
Between \$22.50 and \$24.99 per hour	<input type="radio"/>	Between \$75,000 and \$99,999 per year
Between \$25.00 and \$27.49 per hour	<input type="radio"/>	Between \$100,000 and \$149,999 per year
More than \$27.50 per hour	<input type="radio"/>	More than \$150,000 per year

76. 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

77. 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.)

78. 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

79. 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.