

Appendix D: Director's Survey and Data Tables

The information in this appendix is from the Workgroup's final Recommendation Report (included as Appendix A, B, and C in the Recommendations Report) and contains:

- The Full 2022 Texas Child Care Director Survey (Appendix A of the Recommendations Report)
- Multivariate Regression Model Predicting Early Childhood Educator Wage (Appendix B of the Recommendations Report)
- Characteristics of Child Care Directors – Texas Director Survey (Appendix C of the Recommendations Report)

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Appendix A: The Full 2022 Texas Child Care Director Survey

Welcome to the 2022 Child Care Director Survey!

Last year the Texas Legislature passed House Bill 619, which tasks the Texas Workforce Commission (TWC) with developing a strategic plan to support the child care workforce. TWC contracted with the Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin and the Prenatal-to-3 Policy Impact Center led by Dr. Cynthia Osborne at Vanderbilt University to lead the strategic planning process to improve the quality of infant, toddler, preschool, and school-age child care by supporting the child care workforce.

You are invited to contribute to the Texas Child Care Workforce Strategic Plan! We are inviting child care directors like you to participate in a survey about your workforce. We are required by the Texas Legislature to collect specific data about the child care workforce, including their education level, income, and demographic characteristics.

This survey is intended for the director of the child care operation [OPERATION NAME] in [COUNTY] County.

Throughout this survey, we use the term “director” to include the center director or program director of a center-based child care operation and the director, owner, or operator of a home-based child care operation. We sampled directors for this survey from the Texas Child Care Licensing data.

If you are not the director of this operation, please do one of the following:

1. If you know the current director, pass this survey along to them by forwarding the email that contains the link to this page.
2. If you do not know the current director or cannot reach them, please email us at pn3.surveys@vanderbilt.edu to let us know you received this survey in error.

You will receive a \$50 Amazon gift card after completing the survey.

Please complete and submit the survey by June 30, 2022.

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Instructions

As required by the Texas Legislature, we will ask for the following information about **each staff member at your operation** who works directly with children:

- Gender
- Race/Ethnicity
- Pay rate
- Typical number of hours worked per week
- Educational attainment
- Attainment of professional certifications related to child care / early childhood education

Please take your time completing the survey and review your records as needed to provide accurate information. You may leave and return to the survey as many times as needed using the unique link and/or QR code provided. Your answers will not be deleted if you leave and return to the survey.

The survey will take anywhere from 15 to 60 minutes to complete depending on how many teachers work at your organization. **If you prefer to complete the survey by phone or using a spreadsheet rather than an online survey, please call us at 512-522-0477 or email us at pn3.surveys@vanderbilt.edu to set up an alternate administration process.**

Your participation is voluntary, and your decision not to answer the survey will not impact your relationship with TWC, The University of Texas at Austin, or Vanderbilt University. When you take the survey, your responses will not be linked to your name in our report and will only be used together with the other directors' responses we receive.

Thank you for participating in the 2022 Child Care Director Survey!

This survey has three sections:

- Section 1 asks general questions about your child care operation and workforce
- Section 2 asks specific questions about you, the director
- Section 3 asks specific questions about individual teachers in your operation. *If you are a home-based child care provider with no other staff members, you will skip section 3*

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Section 1: Child Care Operation Information

This section will ask general questions about **the child care operation** that you oversee. Please answer these questions based on what is true as of **today**.

Throughout this survey, we use the term "director" to include the center director or program director of a center-based child care operation **and** the director, owner, or operator of a home-based child care operation.

General Operation Information

Question 1.1

Based on Texas Child Care Licensing data, our records indicate that your name is [DIRECTOR NAME OR DIRECTOR NAME UNKNOWN] and you are the Director at [OPERATION NAME]. Is this correct?

- Yes. My name is correct and I am the director at this operation → *Skip to question 1.2*
- No. I am the director of this operation, but that is not my name → *Skip to question 1.1C*
- No. I am not the Director at this operation OR I am not the director anymore
- This operation is permanently closed → *Go to end of survey*

Question 1.1A

What is the name of the current director? *If you do not know, please type "Unsure" as the First Name.*

First Name: _____ Last Name: _____

Question 1.1B

What is the email address for the current director? *If you do not know, please type "Unsure." → Go to end of survey*

Question 1.1C

What is your name?

First Name: _____ Last Name: _____

Question 1.2

What age of children does [OPERATION NAME] serve? Please select all that apply.

- Infants (age birth - 17 months)
- Toddlers (age 18 months - 35 months)
- Preschool (age 3 years - 4 years)
- School age (age 5 years and older)

Question 1.3

Is your operation nationally accredited? Please select all that apply.

- No
- Yes - NAEYC (National Association for the Education of Young Children)

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- Yes- NAFCC (National Association for Family Child Care)
- Yes - Something else: _____

Question 1.4A

The list below contains special types of child care operations. Please select whether your program is any of the following. Please select all that apply.

- My program is a Head Start or Early Head Start program
- My program is a Public PreK program
- My program only provides drop-in care
- My program only provides summer or school vacation care (e.g., summer camp, spring break camps, etc.)
- None of these are true for my program

Question 1.4B

Which of the following describe the times that you offer child care? Please select all that apply.

- We offer full-day care on weekdays
- We offer part-day care on weekdays
- We offer before and/or after school care on weekdays → *Skip to question 1.5*
- We offer care on weekends → *Skip to question 1.5*
- We offer care overnight → *Skip to question 1.5*

Question 1.4C

Which of the following describes the number of weekdays that children enroll in care at your program? Please select all that apply.

- Children enroll in 5 day per week care
- Children enroll in 3 day per week care
- Children enroll in 2 day per week care
- Something else, please describe: _____

Question 1.5

How many teachers/caregivers work at your operation as of today, NOT including yourself?

Please include both full and part time staff. Also, include only teachers/caregivers, assistant teachers/caregivers and aides, teacher-directors, administrative directors, and other staff who work directly with children. Do not include bus drivers, cooks, or other staff who do not work directly with children.

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Section 1.2: Benefits and Pay

Please tell us about the compensation and benefits available to you and any staff at your operation.

Question 1.7

Which of the following benefits do **you** have access to as a result of your job as a child care director?

	YES	NO
Health Insurance	<input type="radio"/>	<input type="radio"/>
Life Insurance	<input type="radio"/>	<input type="radio"/>
Dental Insurance	<input type="radio"/>	<input type="radio"/>
Vision Insurance	<input type="radio"/>	<input type="radio"/>
Flexible Spending Account (FSA)	<input type="radio"/>	<input type="radio"/>
Health Savings Account (HSA)	<input type="radio"/>	<input type="radio"/>
Paid Sick Leave	<input type="radio"/>	<input type="radio"/>
Paid Parental Leave	<input type="radio"/>	<input type="radio"/>
Paid Vacation/Holidays	<input type="radio"/>	<input type="radio"/>
Retirement Account (401k, etc.)	<input type="radio"/>	<input type="radio"/>
Discounted or Free Child Care Slot(s)	<input type="radio"/>	<input type="radio"/>
Complimentary Meals	<input type="radio"/>	<input type="radio"/>

Question 1.7A

Please describe any other benefits that you have access to not included above _____

*If no other teachers/caregivers other than director work at the operation (question 1.5) →
Skip to question 1.10A*

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Question 1.8A

Which of the following benefits do **full-time and/or part-time teaching staff** have access to? Please select all that apply.

	Full-Time Teaching Staff		Part-Time Teaching Staff	
	YES	NO	YES	NO
Health Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Spending Account (FSA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Savings Account (HSA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid Sick Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid Parental Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid Vacation/Holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement Account (401k, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discounted or free Child Care Slot(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complimentary Meals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 1.8B

Please describe any other benefits offered to **full-time teaching staff** not included above.

Question 1.8C

Please describe any other benefits offered to **part-time teaching staff** not included above.

Question 1.9

Are the **teachers** (not including yourself) at your operation paid an hourly wage or paid an annual salary?

- Hourly wage
- Annual salary

Question 1.10A

Does your operation currently offer a one-time signing bonus to newly-hired teachers?

- Yes
- No → *Skip to question 1.10C*
- Not applicable – we are not currently hiring → *Skip to question 1.10C*

Question 1.10B

What is the typical amount of the one-time signing bonus offered to newly hired teachers?

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\$_____

Question 1.10C

Does your operation currently offer a longevity or retention bonus to teachers?

- Yes
- No → *Skip to next section (Professional Development)*
- Not applicable – I have no other staff → *Skip to next section (Professional Development)*

Question 1.10D

How much is the longevity or retention bonus for teachers?

\$_____

Question 1.10E

When do/did teachers receive this bonus? _____

If you direct a LICENCED CENTER → Continue to Professional Development Section A

If you direct a LICENSED HOME OR REGISTERED HOME → Skip to Professional Development Section B

Section 1.3 Professional Development

Professional Development Section A

We would like to learn about the opportunities for professional development that are available in your area, learn which resources you prefer to use, and learn what additional resources could benefit you and any staff at your operation.

Question 1.11

How many teachers at your operation have Texas Early Childhood Professional Development System (TECPDS) Workforce Registry accounts?

- 76% to 100%
- 51% to 75%
- 26% to 50%
- 1 to 25%
- None, or 0%
- I don't know

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Question 1.12

How many teachers at your operation have Children's Learning Institute (CLI) Engage accounts?

- 76% to 100%
- 51% to 75%
- 26% to 50%
- 1 to 25%
- None, or 0%
- I don't know

S1.4 We are interested in learning how staff at your operation obtain their professional development hours.

Question 1.13

Which of the following best describes **the primary way** that teaching staff at your operation obtain their professional development hours?

- Trainings are hosted by my operation (e.g., on a day that the children are not there or after hours)
- On their own (e.g., selecting online or in-person trainings and attending on a day off or after hours)

Question 1.14

Does your operation pay staff for the time they spend on professional development (i.e., count the training time as work hours)? Please select the option that is **most true** for your operation.

- We are unable to pay staff OR we do not pay staff for the time they spend obtaining any of their professional development hours
- We pay staff for some, but not all of the time they spend obtaining their required professional development hours
- We pay staff for all of the time they spend obtaining their required professional development hours **but do not** pay staff for any additional professional development hours
- We pay staff for all of the time they spend obtaining their required professional development **and** additional hours
- Something else, please describe:

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Question 1.15A

We would like to know what topics of professional development are most relevant to you and/or your staff and what is available for you and your staff to access in your area (including what you can access online).

	As of today, would attending a training on this topic be <u>beneficial</u> to you and/or your staff?		As of today, can you <u>access</u> this professional development topic?	
	Yes	No	Yes	No
Child growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting children with special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing challenging behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsive interactions and guidance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning environments, planning framework, curriculum, and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content pedagogy and instructional support (i.e., literacy, math, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting student skill development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Observation and assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Supporting Dual/ Multiple Language Learners	○	○	○	○
Family and community relationships	○	○	○	○
Health, safety, and nutrition	○	○	○	○
Professionalism and ethics	○	○	○	○
Staff mental health and wellbeing	○	○	○	○
Business operations (administration, HR, recruitment and marketing, etc.)	○	○	○	○

*If **access** to professional development topics is not an issue and “yes” is selected for all professional development topics under, “as of today, can you **access** this professional development topic?” (question 1.15A) → Skip to question 1.16*

Question 1.15B

What barrier(s) prevent(s) staff at your operation from accessing professional development on topics that would most benefit them? Select all that apply.

- Cost
- Time of trainings is not convenient. Convenient times would be: _____
- Availability of trainers
- Availability of technology resources
- Lack of administrator support
- Lack of access to substitute teachers
- Location of trainings. Convenient location would be: _____
- Online training is not available
- Level of training content does not match experience level
- Personal barriers, such as lack of child care for own children, lack of transportation, etc.
- Trainings not available in primary language of staff. Languages we need: _____
- Something else, please describe: _____
- None

Question 1.16

Overall, teachers at my operation can access high-quality professional development opportunities to continue developing their skills as an early childhood educator.

- Strongly Agree

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- Agree
- Disagree
- Strongly Disagree

→ *Skip to question 1.18A*

Professional Development Section B

We would like to learn about the opportunities for professional development that are available in your area, learn which resources you prefer to use, and learn what additional resources could benefit you.

Question Q1.17A

We would like to know what topics of professional development are most relevant to you and what is available for you to access in your area (including what you can access online).

	As of today, would attending a training on this topic be <u>beneficial</u> to you?		As of today, can you <u>access</u> this professional development topic?	
	Yes	No	Yes	No
Child growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting children with special needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing challenging behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsive interactions and guidance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning environments, planning framework, curriculum, and standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content pedagogy and instructional support (i.e., literacy, math, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Supporting student skill development	○	○	○	○
Observation and assessment	○	○	○	○
Diversity, equity, and inclusion	○	○	○	○
Supporting Dual/ Multiple Language Learners	○	○	○	○
Family and community relationships	○	○	○	○
Health, safety, and nutrition	○	○	○	○
Professionalism and ethics	○	○	○	○
Staff mental health and wellbeing	○	○	○	○
Business operations (administration, HR, recruitment and marketing, etc.)	○	○	○	○

*If **access** to professional development topics is not an issue and “yes” is selected for all professional development topics under, “as of today, can you **access** this professional development topic?” (question 1.17A) → Skip to question 1.17C*

Question 1.17B

What barrier(s) prevent(s) you from accessing professional development on topics that would most benefit you? Select all that apply.

- Cost
- Time of trainings is not convenient. Convenient times would be: _____
- Availability of trainers
- Availability of technology recourses
- Lack of administrator support
- Lack of access to substitute teachers
- Location of trainings. Convenient location would be: _____
- Online training is not available
- Level of training content does not match experience level
- Trainings not available in primary language of staff. Languages we need: _____
- Personal barriers, such as lack of child care for own children, lack of transportation, etc.
- Something else, please describe: _____

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None

Question 1.17C

Overall, I can access high-quality professional development opportunities to continue developing my skills as an early childhood educator.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Question 1.18A

Please mark how familiar you are with the following tools to search for and schedule professional development opportunities.

	I have never heard of this resource	I have heard of this resource, but I have never used it	I have heard of this resource, but I cannot access them	I have used this resource
AgriLife Extension Courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children’s Learning Institute (CLI) Engage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Early Childhood Intervention (ECI) Online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regional Education Service Centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TECPDS Training Registry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas Education Agency (TEA) Monthly Webinars	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas Workforce Commission (TWC) / WorkSource	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 1.18B

What other types of professional development opportunities do you wish you could access? Please include both your desired topic(s) and training format(s).

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Section 1.6 Workforce Pay & Turnover

We would like to learn about your experiences and opinions on workforce topics, such as compensation and hiring, in the child care industry.

Question 1.19

In your opinion, what would be the ideal starting **hourly wage** to pay a full-time child care lead teacher to pay them fairly for their work (Use decimal points if needed)

\$____.____

Question 1.20

If you provided this wage to your staff, what would the impact on your operation be? Please select all that apply.

- Full-time, lead teachers already make this wage, or more, at my operation
- We could not afford to stay in business
- We would have to raise tuition
- Workers would stay longer / turnover would decrease
- We would attract higher quality staff
- We would have to cut or reduce benefits for staff
- We would have to reduce compensation for non-caregiving staff
- We would have to accept fewer families who pay through subsidies
- We would have to cut back on extra training or professional development opportunities
- Something else, please describe: _____

Question 1.21

When you need to **hire additional caregiving staff**, which of the following are **major challenges** you face in the current market? Select all that apply.

- People do not want to work in child care
- Wages are too low to attract quality staff
- Other job opportunities pay more than we can
- We cannot find qualified candidates
- Something else, please describe: _____
- We do not face any major challenges to hiring
- Not applicable; we do not need to hire additional caregiving staff

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Question 1.22A

To what extent would the following factors help to reduce turnover of high-quality teachers at child care operations in your area?

	A lot	Somewhat	A little	Not at all
Increasing pay, as needed, to ensure teachers make a living wage (e.g., \$15 per hour depending on the area)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering more benefits, such as health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering more paid time off (i.e., paid vacation or sick days)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decreasing the staff to child ratio (i.e., more teachers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the amount of time teachers have for planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing the number of breaks a teacher can take during the day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing opportunities for free or low-cost continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing more career advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Question 1.22B

Please describe any other factors you believe could help reduce turnover of high-quality teachers at child care operations in your area not included above. _____

Question 1.23

In one sentence, what do you see as the biggest challenge currently facing your operation? _____

Question 1.24

What is the **most important** thing that Texas could do to improve the child care system in the state? _____

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Section 2: Director Information

In this section, we ask you to provide information about **yourself** as the operation director.

Director Demographic Characteristics

Question 2.1

Do you consider yourself to be one or more of the following? Select all that apply.

- Native American or Alaska Native
- Arab or Middle Eastern
- Asian
- Black or African American
- Hispanic, Latina/o/x, or Spanish origin
- Native Hawaiian or Other Pacific Islander
- White
- Other (please specify): _____

Question 2.2

With what gender do you identify?

- Woman
- Man
- Nonbinary
- Something else: _____
- Prefer not to disclose

Director Education & Experience

Question 2.3

What is the highest level of education that you have completed?

- Less than a high school diploma or equivalent → *Skip to question 2.5*
- High school diploma or equivalent (GED) → *Skip to question 2.5*
- Some college, but no degree → *Skip to question 2.5*
- Specialized Trade Certification or Vocational Degree, such as a *Child Development Associate's (CDA) credential* → *Skip to question 2.5*
- Associate's degree
- Bachelor's degree (BA, BS, AB, etc.)
- Master's degree
- Doctoral degree

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Question 2.4

Does your degree pertain to child development or early childhood education, or a related field? *Related fields include degrees such as nursing, psychology, elementary education, social work, speech pathology, or special education.*

- Yes
- No

Question 2.5

We want to learn about the additional early childhood education credentials you have.

Please select all of the credentials, certificates, or certifications you have, if any.

- Child and Youth Care (CYC) Certification
- Child Care Director's Credential
- Child Care Health Consultant (CCHC)
- Child Care Professional (CCP)
- Child Development Associate (CDA)
- CIRCLE Foundation Training - I&T
- CIRCLE Foundation Training - PreK
- EC Technical Certificate
- Family Life Educator Certification (CFLE)
- Infant-Toddler Specialist (ITSN) Certification
- Montessori Credential
- Program for Infant/Toddler Care (PITC) Certification
- State Teacher Certification
- First3Years Infant Mental Health Endorsement
- Texas Certification - Art
- Texas Certification - Bilingual Education
- Texas Certification - Computer Science and Technology Applications
- Texas Certification - Core Subjects
- Texas Certification - Counselor
- Texas Certification - Educational Diagnostician
- Texas Certification - English Language Arts and Reading
- Texas Certification - English as a Second Language
- Texas Certification - Generalist
- Texas Certification - Gifted and Talented
- Texas Certification - Health
- Something else, please describe: _____
- None of the above

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Question 2.6

Do you speak more than one language to interact with children in the classroom(s) and/or communicate with parents?

- Yes, I speak two languages
- Yes, I speak more than two languages
- No, I speak one language

Question 2.7

How long have you worked as the director?

Years _____ Months _____

Question 2.8

How many total years of early childhood education / child care experience do you have?

Years _____

Director Compensation and Work Hours

Question 2.9

In a typical week, approximately how many hours do you work?

_____ hours per week

Question 2.10

Are you paid an hourly wage or paid an annual salary?

- Hourly Wage
- Annual Salary → *Skip to question 2.12*

Question 2.11

What is your hourly rate?

\$ _____ → *Skip to question 2.13*

Question 2.12

What is your annual salary?

\$ _____

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Director Online Professional Development Accounts

Question 2.13

Do you have a Texas Workforce Registry Account with Texas Early Childhood Professional Development System (TECPDS) in which you are listed as director and staff can link their account to your operation/center?

- Yes → *Skip to question 2.15*
- No
- I have a Texas Workforce Registry Account, but I have not applied to be the director on my account → *Skip to question 2.15*
- I am not sure → *Skip to question 2.15*

Question 2.14

What are the reason(s) why you do not have a TECPDS Workforce Registry Account?

Question 2.15

Do you have a Children's Learning Institute (CLI) Engage account?

- Yes
- No
- I am not sure

If no other teachers/caregivers other than director work at the operation (question 1.5) → Skip all of Section 3 and go to end of survey

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Section 3: Teacher Information

As required by HB 619, this section will ask you to provide information on **each individual teacher** at your operation.

[Fill out Section 3 for each teacher reported in question 1.5]

Teacher Demographic Characteristics

We ask for the name of each staff member at your operation to allow you to easily track which staff you have shared information about. We will never release the names of any of your staff members or use the data you provide connected to the staff names.

Question 3.1

Enter first name and last initial of teacher _____

First Name and Last Name Initial _____

Question 3.2

What best describes [TEACHER #]'s role at your operation?

- **Lead teacher/caregiver** - Staff responsible for a designated classroom or group of children. Staff may or may not supervise other staff members
- **Assistant teacher/caregiver** - Staff who support the lead teacher/caregiver for a designated classroom or group of children
- **Floater/rotating assistant** - Staff not responsible for one designated classroom or group of children. Staff may offer support in a variety of capacities as needed.

Question 3.3

What age of children does [TEACHER #] work with? Please select all that apply.

- Infants (age birth - 17 months)
- Toddlers (age 18 months - 35 months)
- Preschool (age 3 years - 4 years)
- School age (age 5 years and older)

Question 3.4

Does [TEACHER #] consider themselves to be one or more of the following? Select all that apply.

- Native American or Alaska Native
- Arab or Middle Eastern
- Asian
- Black or African American
- Hispanic, Latina/o/x, or Spanish origin
- Native Hawaiian or Other Pacific Islander
- White
- Other (please specify): _____
- Unsure

Appendix D: Director's Survey and Data Tables

Question 3.5

To the best of your knowledge, with what gender does [TEACHER #] identify?

- Woman
- Man
- Nonbinary
- Something Else: _____
- I don't know with what gender [TEACHER #] identifies with
- Prefer not to disclose

Teacher Education & Experience

Question 3.6

What is the highest level of education that [TEACHER #] has completed?

- Less than a high school diploma or equivalent → *Skip to question 3.8*
- High school diploma or equivalent (GED) → *Skip to question 3.8*
- Some college, but no degree → *Skip to question 3.8*
- Specialized Trade Certification or Vocational Degree, such as a *Child Development Associate® (CDA) credential* → *Skip to question 3.8*
- Associate's degree
- Bachelor's degree (BA, BS, AB, etc.)
- Master's Degree
- Doctoral Degree
- Unsure

Question 3.7

Does [TEACHER #]'s highest level of education pertain to child development or early childhood education, or a related field? *Related fields include nursing, psychology, elementary education, social work, speech pathology, or special education.*

- Yes
- No
- Unsure

Question 3.8

Is [TEACHER #] currently enrolled in a degree or certification program?

- Yes
- No
- Unsure

Appendix D: Director's Survey and Data Tables

S3.6 We ask you to answer the following questions taking into account that [TEACHER #] is: [*First Name and Last Name Initial*]

Question 3.9

We want to learn about the additional early childhood education credentials [TEACHER #] has. Please select all of the credentials, certificates, or certifications [TEACHER #] has, if any.

- Child and Youth Care (CYC) Certification
- Child Care Director's Credential
- Child Care Health Consultant (CCHC)
- Child Care Professional (CCP)
- Child Development Associate (CDA)
- CIRCLE Foundation Training - I&T
- CIRCLE Foundation Training - PreK
- EC Technical Certificate
- Family Life Educator Certification (CFLE)
- Infant-Toddler Specialist (ITSN) Certification
- Montessori Credential
- Program for Infant/Toddler Care (PITC) Certification
- State Teacher Certification
- First3Years Infant Mental Health Endorsement
- Texas Certification - Art
- Texas Certification - Bilingual Education
- Texas Certification - Computer Science and Technology Applications
- Texas Certification - Core Subjects
- Texas Certification - Counselor
- Texas Certification - Educational Diagnostician
- Texas Certification - English Language Arts and Reading
- Texas Certification - English as a Second Language
- Texas Certification - Generalist
- Texas Certification - Gifted and Talented
- Texas Certification - Health
- Something else, please describe: _____
- None of the above
- Unsure

Question 3.10

Does [TEACHER #] speak more than one language to interact with children in the classroom(s) and/or communicate with parents?

- Yes, they speak two languages
- Yes, they speak more than two languages
- No, they speak one language

Appendix D: Director's Survey and Data Tables

Question 3.11

How long has [TEACHER #] worked at your operation in their current role?

Years _____ Months _____

Question 3.12

How many total years of child care experience does [TEACHER #] have?

Years _____

Teacher Compensation and Work Hours

Question 3.13

About how many hours per week does [TEACHER #] work?

_____ hours per week _

If teacher is paid an hourly wage (question 1.9) → Continue to question 3.14

If teacher is paid an annual salary (question 1.9) → Skip to question 3.15

Question 3.14

What is [TEACHER #]'s hourly wage?

\$_.__ → *Skip to 3.1 to complete section for next teacher or, if all teachers have been reported on, end survey*

Question 3.15

What is [TEACHER #]'s annual salary?

\$____ → *Skip to 3.1 to complete section for next teacher or, if all teachers have been reported on, end survey*

Appendix D: Director's Survey and Data Tables

Appendix B: Multivariate Regression Model Predicting Early Childhood Educator Wage

Table B1: Results of Linear Regression Models for Variation in Early Childhood Educator Compensation

	Model 1	Model 2
	<i>Est. (SE)</i>	<i>Est. (SE)</i>
Intercept	12.77*** (0.21)	11.51*** (0.35)
Race		
White (<i>Reference Group</i>)	0	0
Black	0.04 (0.23)	-0.04 (0.21)
Hispanic	-0.51* (0.22)	-0.40*(0.18)
Other	1.01 (0.31)	0.26 (0.31)
Education Level		
High School (<i>Reference Group</i>)		0
Some College		0.29 (0.18)
CDA or Specialized Certification		0.71**(0.22)
Associates Degree		1.28***(0.24)
Bachelor's Degree or Higher		2.03***(0.25)
Early Educator's Teacher Role		
Lead Educator (<i>Reference Group</i>)		0
Assistant Educator		-0.97***(0.16)
Floater/Rotating Educator		-0.36*(0.18)
Years of Experience		0.08***(0.01)
Urbanicity		
Rural (<i>Reference Group</i>)		0
Urban-Metropolitan County		1.49***(0.26)
Program Size		
11 or More Staff (<i>Reference Group</i>)		0
10 or fewer staff members		-1.13***(0.25)
Program Type		
Center-Based Program (<i>Reference Group</i>)		0
Home-Based Programs (licensed/registered)		-0.19 (0.38)
Program Accepts Subsidies		
No (<i>Reference Group</i>)		0
Yes		-0.62*(0.27)
A Public Pre-K or Head Start Program		
No (<i>Reference Group</i>)		0
Yes		0.49 (0.41)
Educator Works with Infants		
No		0
Yes		-0.28*(0.13)
Observations	3585	3226

Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$, Models clustered at operation-level. Reference group in these analyses are White educators, with a high school education or less, who are lead educators, in rural counties, in operations with 11 or more staff.

Appendix D: Director’s Survey and Data Tables

Appendix C: Characteristics of Child Care Directors – Texas Director Survey

The following section presents key workforce data for center-based and home-based directors who responded to the Texas Director Survey and meet the criteria to be in our Workforce Sample (n=529). Chapter 5 presents the same data for the early childhood educator workforce (n=3,848), including early childhood educators who work in center-based and home-based programs. This section and Chapter 5 both include home-based directors, who we refer to as home-based owner-educators in Chapter 5. We include home-based directors / home-based owner-educators in both sections for efficient comparison, given that they are a unique group who typically play multiple roles as business owner, director, and educator.

Table C1: The Demographic Composition of the ECE Director Workforce

	All Directors (n=529)	Center-Based Directors (n=379)	Home-Based Directors (n=150)
Hispanic	28.5%	30.6%	23.3%
White, non-Hispanic	41.8%	41.2%	43.3%
Black, non-Hispanic	22.1%	20.3%	26.7%
Asian	3.2%	3.2%	3.3%
Middle Eastern	0.2%	0.3%	--
Pacific Islander	--	--	--
Native American	--	--	--
Other	1.0%	1.1%	0.7%
Multiracial	3.2%	3.4%	2.7%
Woman	97.0%	96.8%	97.3%

Note: Early childhood educators identified as White-Hispanic were recoded as Hispanic in these analyses

Appendix D: Director's Survey and Data Tables

Table C2: The Educational Attainment of the ECE Director Workforce

	All Directors (n=529)	Center-Based Directors (n=379)	Home-Based Directors (n=150)
HS Diploma or GED	9.5%	5.8%	18.7%
Some College	18.7%	17.9%	20.7%
CDA or Specialized Trade Certification	20.4%	18.7%	24.7%
Associate's Degree	14.6%	14.8%	14.0%
Bachelor's Degree	23.8%	27.2%	15.3%
Master's Degree	11.3%	13.5%	6.0%
Doctoral Degree	1.7%	2.1%	0.7%

Note: Those who were reported as having a CDA but reported either a high school diploma, less than a high school diploma, or some college were recoded to the higher education category of CDA or Specialized Trade Certificate.

Table C3: ECE Director Workforce Years of Experience

	All Directors (n=529)	Center-Based Directors (n=379)	Home-Based Directors (n=150)
5 years or less	6.2%	6.9%	4.7%
6-10 years	14.2%	14.5%	13.3%
11-15 years	16.5%	17.9%	12.7%
16-20 years	17.2%	15.0%	22.7%
20 years or more	45.8%	45.7%	46.0%
Unsure/Missing	0.2%	--	0.7%

Appendix D: Director's Survey and Data Tables

Table C4: Differences in Median Hourly Pay for Directors by Child Care Program Characteristics

	n	All Directors (n=483)	Center-Based Directors (n=347)	Home-Based Directors (n=136)
Location				
Rural Child Care Program	57	\$14.67	\$15.00	\$10.91
Urban-Metropolitan Child Care Program	426	\$16.67	\$18.22	\$15.00
Subsidy Acceptance				
Child Care Program Accepts Subsidies	278	\$16.00	\$17.00	\$13.00
Child Care Program Does Not Accept Subsidies	205	\$16.00	\$18.00	\$15.00
Number of Staff				
No Staff	71	\$15.00	--	\$15.00
1-10 Staff	290	\$15.00	\$15.43	\$14.00
11+ Staff	122	\$21.35	\$21.35	--

Table C5: ECE Workforce Median Hourly Wage, by Director Characteristic

Child Care Program Characteristics	n	All Directors (n=483)	Center-Based Directors (n=347)	Home-Based Directors (n=136)
Highest Level of Education				
High School Education Only	133	\$15.00	\$15.00	\$13.09
CDA or Higher	350	\$16.86	\$18.00	\$15.00
Years of Experience				
5 Years or Less	30	\$15.00	\$15.00	\$13.33
Between 6 and 15 Years	151	\$16.00	\$17.75	\$15.00
More than 16 Years	302	\$16.10	\$17.60	\$14.88
Race				
White, NH	206	\$17.03	\$18.45	\$15.00
Black, NH	105	\$16.07	\$19.00	\$15.00
Hispanic, NH	136	\$15.00	\$16.00	\$12.00

Appendix D: Director's Survey and Data Tables

Table C6: Access to Employment Benefits Across the ECE Director Workforce

	All Directors (n=431)	Center-Based Directors (n=309)	Home-Based Directors (n=122)
Health Insurance	24.5%	31.9%	6.0%
Dental Insurance	23.8%	31.7%	3.5%
Vision Insurance	22.6%	30.4%	3.5%
Flexible Spending Account (FSA)	8.4%	11.5%	0.9%
Paid Sick Leave	47.7%	56.6%	25.8%
Paid Vacation/Holiday Time	71.2%	82.2%	43.4%
Retirement Account	20.9%	28.4%	2.7%

Note: Directors reported in the table are not employed at a child care program reported as a Head Start operation or public pre-K operation. For all directors, n range from 383-431; for center-based directors, n range from 270-309; for home-based directors, n range from 112-122. Ranges differ by item because some directors skipped items.