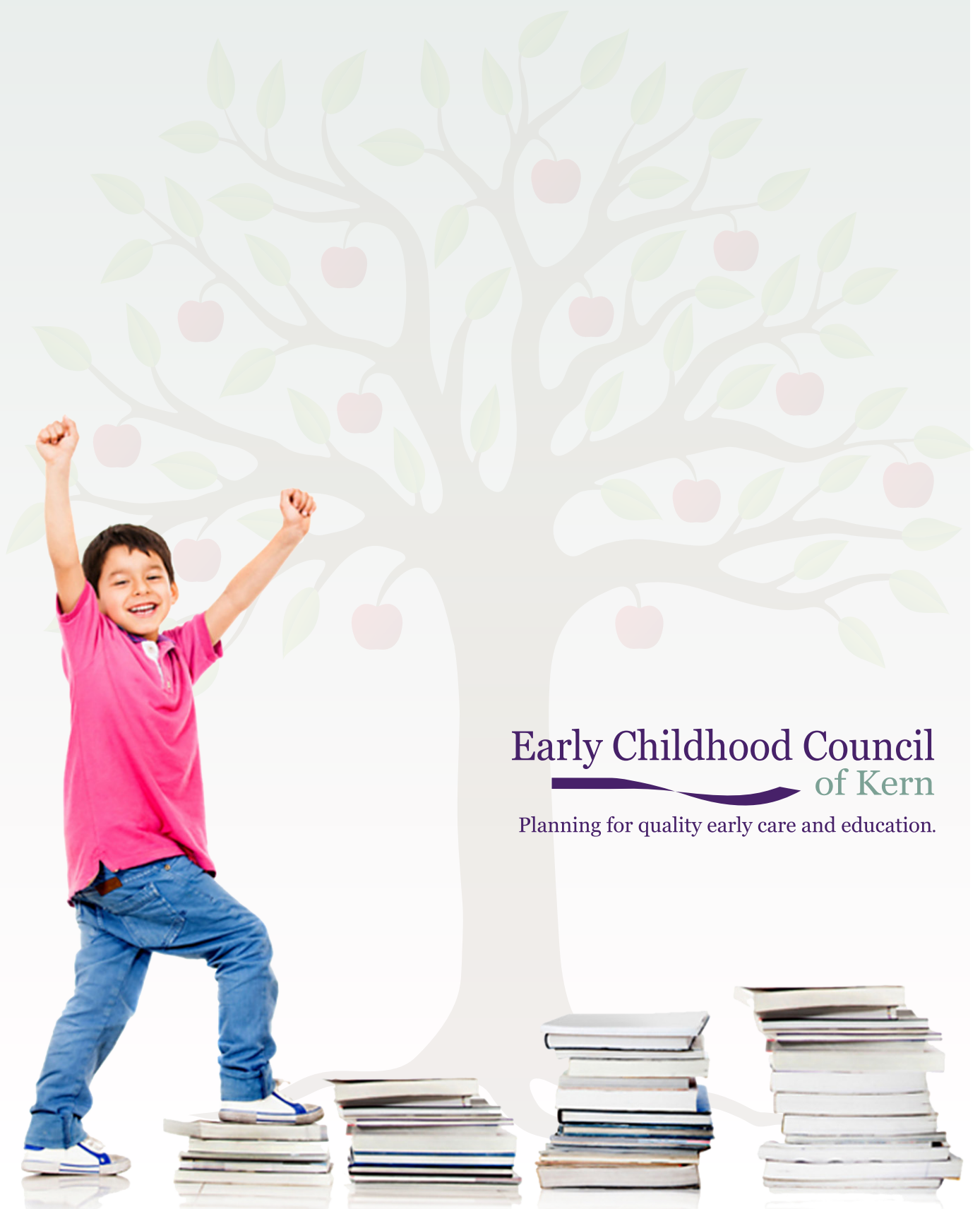


2014 Child Development Center Survey



Early Childhood Council
of Kern

Planning for quality early care and education.

A report compiled by

Early Childhood Council
 **of Kern**

Planning for quality early care and education.

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Introduction

Every two years, the Early Childhood Council of Kern (the Council) conducts a county-wide, child development center survey. The intent of this survey is to obtain current data on the working conditions within the early care and education (ECE) field and to collect critical information that could be used in a variety of ways such as future funding for retention and educational activities. The most recent survey was distributed in fall of 2014 and collected information on salaries, turnover rates, benefits, educational levels of staff, as well as general demographic information about ECE staff. This data allows the Council to monitor progress towards improved working conditions, and help determine strategies to address issues within the early childhood field. This survey is the fifth conducted by the Council with one also being completed in 2005, 2008, 2010 and 2012; therefore, the following report contains comparison data in some areas. The prior year report is located on the Council's website.

2014 Methodology

The survey was mailed to child development centers in Kern County listed in the database with Community Connection for Child Care, which is Kern County's Resource and Referral Agency. All programs represented are licensed by the California Department of Social Services, Community Care Licensing. This survey does not include family child care, the After School Education & Safety (ASES) programs or licensed exempt programs. Surveys were mailed to:

- State and Federally funded programs – 20 agencies representing 110 centers including federal and state funded programs and included both full day/full year and part day/part year programs.
- For-profit and non-profit centers– 69 programs, including faith based, representing both full day/full year and part day/part year programs.

Special Note: Subsidized vs. Non-Subsidized

In relation to this survey, programs referred to as “subsidized” are those that hold contracts with state and/or federal agencies to provide funds to operate their programs. Families must meet income eligibility requirements in order to enroll their children in these programs. These programs contract with the California Department of Education, Early Education and Support Division, or the U.S. Department of Health and Human Services. Programs referred to as “non-subsidized” are those which operate with funds collected via parent fees, and can be non-profit (which includes programs operated by faith based organizations) or for-profit.

Staffing Descriptors

Since teaching and administrative staff are referred to by many different titles depending on the type of child development program, the Council designated the following title definitions for this survey:

Aide: an entry-level person working under the supervision of a teacher

Assistant: a person working under the supervision of a teacher

Associate: a person working under the supervision of a teacher

Teacher: a person in charge of a group or classroom of children, often with supervisory responsibilities

Master Teacher: a person with both teaching and curriculum specialization

Teacher Director/ Site Supervisor: a person with both teaching and administrative duties plus supervision of staff

Administrative Director: a person with primarily administrative and supervisory duties

2014 Survey Response

Of the 89 surveys mailed, a total of 42 completed surveys were returned representing 112 separate centers. This is a slightly reduced response rate than the 2012 survey. Responding programs were from many areas of Kern County as well as a variety of program types. Communities represented in this report include Arvin, Bakersfield, Buttonwillow, California City, Delano, Inyokern, Kernville, Lamont, Lost Hills, McFarland, Mojave, Shafter, Ridgecrest, Rosamond, Tehachapi, and Wasco. Respondents represented the following program type:

- State and/or Federally funded – 14 agencies representing 84 separate sites
- Faith based – 14
- Non faith based private for/non-profit – 14

About the Data

Responding centers were placed into one of two categories, Subsidized or Non-Subsidized (see Methodology for definition). The data contained in this report is based solely on the number of participants responding to each particular question. Respondents provided a total number of staff by position, however some centers did not provide data for each question therefore the number of staff represented in the specific data areas may differ slightly.

In the areas where adequate data was submitted, statistical comparisons have been provided between the subsidized and non-subsidized sectors. The reader should keep in mind that the programs that responded to the 2014 survey may not necessarily be the same programs that responded in previous surveys, therefore, data comparisons are general rather than specific from one year to the next. However, consistencies and trends can still be identified. For each area of data, the corresponding survey question number is noted to allow the reader to refer to the survey tool in the appendix for clarification regarding how the data was requested.

In many categories, comparison data is made available from the prior year report. The full 2012 report can be found at: <http://wwwstatic.kern.org/gems/eccouncil/2012ChildDevelopmentCenterSu.pdf>.

SURVEY REPORT

Number of Staff by Position

Overall, the following number of staff positions are represented throughout this report. It is important to note that some centers do not have all categories of staff positions.

	2014 Non-Subsidized	2014 Subsidized	2012 Non-Subsidized	2012 Subsidized
Aide	42	199	25	145
Assistant	17	55	7	52
Associate Teacher	31	146	22	159
Teacher	134	204	85	239
Master Teacher	33	5	11	3
Teacher/Director	9	50	22	2
Site Supervisor	7	36	6	75
Administrative Director	25	19	12	20
Totals	298	714	190	695
* Non-Teaching Positions				
Cook/Food Service	23	78	11	57
Secretary	8	23	7	27
Bookkeeper/Accountant	7	8	7	23
Education Coordinator	3	10	2	1
Bus Driver	2	3	2	9
Social Worker/Family Advocate	0	75	0	78
Health Services Provider	0	2	0	7
Other (Custodian/Maintenance)	16	14	8	228
Totals	59	213	37	228

Data retrieved from survey question #4.

*Additional non-teaching positions are only included in this section

Part Time vs. Full Time

Centers were asked if they employed part time staff. The responses were as follows:

Non-subsidized	Subsidized
Part time staff – 61%	Part time staff – 64%
Full time staff – 36%	Full time staff – 36%
1 no response	

Data retrieved from survey question #5.

Data does not include administrative staff.

General Staff Characteristics

In an effort to gain a better understanding of the “look” of the current early childhood field, the survey included questions regarding the age, gender, tenure and educational levels of staff working in Kern County’s programs.

Employee Age	2014 Non-subsidized Administrative Staff	2014 Non-subsidized Teaching Staff	2014 Subsidized Administrative Staff	2014 Subsidized Teaching Staff	Total Combined
Under 21 years	0	9	0	8	17 – 2%
21 to 30 years	0	89	1	101	191 – 21%
31 to 40 years	7	56	15	173	251 – 28%
41 to 50 years	10	52	7	172	241 – 26%
51 years and over	12	31	7	158	208 – 26%
Total	29	237	30	612	908

Data retrieved from survey question #11.

Gender: Amongst the responding programs, both subsidized and non-subsidized, the total male employee population fell from 3% in 2012 to 2% in 2014. This data represents administrative and teaching staff combined. Data retrieved from survey question #11.

Tenure

The chart below reflects the length of time teaching staff have been with their current agency compared to 2012.

Tenure	2014 Non-Subsidized	2014 Subsidized	2014 Overall	2012 Non-Subsidized	2012 Subsidized	2012 Overall
Less than 1 year	22%	9%	13%	16%	11%	11%
1 to 2 years	22%	14%	16%	30%	9%	12%
3 to 5 years	25%	11%	14%	21%	16%	17%
6 to 10 years	15%	25%	22%	20%	28%	27%
More than 10 years	15%	41%	35%	13%	36%	33%

Data retrieved from survey question #11.

Staff Education/Training

There continue to be many efforts to increase the educational level of the early childhood field at the federal, state and local levels. While some funding is available for educational stipends and scholarships, a significant portion of this funding is only available to those working in state or federally funded programs (subsidized) leaving the non-subsidized sector with very limited resources. This survey collected information on the formal education that staff have obtained. The first chart provides information on teaching staff with the second chart including data on administrators.

Formal Early Childhood Education - Teaching Staff

	2014 Non-Subsidized	2014 Subsidized	2012 Non-Subsidized	2012 Subsidized
0 ECE Units	9%	3%	9%	2%
1 - 5 ECE units	2%	<1%	6%	1%
6 ECE units	5%	5%	4%	1%
7 - 11 ECE units	3%	2%	1%	<1
12 ECE units	21%	4%	36%	17%
13 - 24 ECE units	32%	16%	19%	21%
More than 24 ECE units	13%	23%	6%	10%
AA in ECE degree	6%	28%	10%	38%
ECE courses at 4-yr. college	<1%	<1%	2%	<1%
BA/BS ECE degree	7%	16%	6%	8%
Grad. Level ECE courses	<1%	<1%	2%	<1%
Grad. Degree in ECE	0%	<1%	NA	<1%
Other	1%	<1%	NA	<1%

Data retrieved from survey question #11.

Formal Early Childhood Education - Administrators

	2014 Non-Subsidized	2014 Subsidized
13 - 24 ECE units	21%	7%
More than 24 ECE units	14%	7%
AA in ECE degree	25%	17%
ECE courses at 4-yr. college	4%	0%
BA/BS ECE degree	14%	37%
Grad. Level ECE courses	4%	0%
Grad. Degree in ECE	7%	13%
Other	11%	17%

Data retrieved from survey question #12.

Comparison data unavailable.

Non-subsidized administrators represented – 21 of 28.

Subsidized administrators represented – 13 of 14.

Child Development Permit

Although most non-subsidized programs do not require their staff to be on the Child Development Permit Matrix, a small number of programs now do require or encourage staff to obtain a permit. Typically subsidized programs do require staff to be on the Permit Matrix. The California Commission on Teacher Credentialing (CCTC) offers six levels of the Child Development Permit, each with its own set of issuance requirements and each authorizing the holder to perform different levels of service in child development programs. In addition, other types of certificates are available to the early childhood field. The percentage of type of permit held is based solely on those teaching staff who do hold a permit, not total staff.

Permit Level	2014 Non-Subsidized	2014 Subsidized	2012 Non-Subsidized	2012 Subsidized
Child Development Permit				
Assistant	11%	6%	7%	3%
Associate Teacher	15%	22%	22%	23%
Teacher	38%	29%	24%	23%
Master Teacher	11%	5%	2%	6%
Site Supervisor	8%	35%	5%	39%
Program Director	2%	3%	14%	5%
Other Certificate/Permit	15%	<1%	12%	1%

Data retrieved from survey question #11.
 Non-subsidized staff represented - 82.
 Subsidized staff represented - 535

Administrative Staff Permit Levels

Within both the non-subsidized and subsidized sectors, the majority of the administrative staff holding a permit were at either the Site Supervisor or Program Director level.

Turnover

The early care and education field has historically experienced a relatively high annual turnover rate among teaching staff, often reaching as high as 40% statewide. The reasons staff leave their positions vary however it is clear from those centers responding to the survey that many staff are leaving the field completely rather than moving to another child development program. It should also be noted that in some instances, an individual may have been promoted to a higher position which results in a vacated position. This is often viewed as turnover when in fact the individual has not left the agency. The 2014 data collected on staff turnover reflects the number of staff who left their positions between July 2013 and July 2014. Please note that this data reflects only those programs which responded to this year's survey.

Category	2014 Non-Subsidized # left - %	2014 Subsidized # left - %	2014 Overall Percent	2012 Non-Subsidized # left - %	2012 Subsidized # left - %	2012 Overall Percent
Aide	7 - 17%	15 - 7%	9%	11 - 44%	51 - 35%	36%
Assistant Teacher	2 - 12%	3 - 5%	7%	3 - 43%	10 - 19%	22%
Associate	3 - 10%	2 - 8%	8%	1 - 5%	15 - 9%	9%
Teacher	34 - 25%	24 - 12%	17%	14 - 16%	20 - 8%	10%
Master Teacher	6 - 18%	1 - 20%	18%	2 - 18%	0 - 0%	14%
Teacher/Director	2 - 22%	3 - 6%	8%	2 - 9%	1 - 50%	13%
Site Supervisor	0 - 0%	2 - 5%	5%	0 - 0%	6 - 8%	7%
Administrator/Director	2 - 8%	1 - 5%	7%	1 - 8%	1 - 5%	6%
Total Staff Leaving # - %	56 - 19%	61 - 8%	11%	34 - 18%	104 - 15%	138 - 16%

Data retrieved from survey question #4.

Why Are They Leaving?

The survey asked programs to indicate the reasons for staff turnover in their programs from the previous year.

Reason for leaving	2014 Non-Subsidized	2014 Subsidized	2012 Non-Subsidized	2012 Subsidized
Total staff reported leaving:	56	61	34	104
Dismissed	27%	15%	29%	14%
Laid off due to low enrollment/lack of funding	16%	10%	0%	23%
Left Voluntarily	45%	66%	NA	NA
Changed positions within same agency	12%	10%	NA	NA
Reasons for those leaving voluntarily:				
Accepted a job in another ECE program	15%	8%	15%	23%
Accepted a job in an elementary school	28%	10%	12%	5%
Accepted a job in an unrelated field	10%	10%	9%	3%
Dissatisfied with the pay	5%	11%	0%	4%
Dissatisfied with the benefits	NA	NA	0%	0%
Problem with child care/family arrangements	5%	10%	17%	7%
Returned to school in ECE field	3%	1%	3%	2%
Returned to school in non ECE field	5%	17%	6%	2%
Retired	8%	7%	0%	10%
Other (predominantly medical or having moved)	21%	25%	9%	7%

Data retrieved from survey question #6 and 7.

Reasons for those leaving the program were not provided for all positions having left.

Benefits

The survey collected information on a variety of benefits including the availability of reduced child care, paid vacation, sick days or holidays for full time staff in addition to the availability of health insurance.

Non-Subsidized Programs 2014 vs. 2012

Position	Reduced Child Care Fees 2014 vs. 2012		Paid Vacation 2014 vs. 2012		Paid Sick Days 2014 vs. 2012		Paid Holidays 2014 vs. 2012	
Aide	73%	44%	36%	25%	55%	31%	55%	25%
Assistant	75%	38%	50%	25%	50%	31%	25%	31%
Associate Teacher	83%	31%	83%	31%	83%	31%	83%	31%
Teacher	79%	75%	75%	69%	79%	69%	71%	69%
Master Teacher	71%	19%	43%	6%	29%	12%	57%	13%
Teacher/Director	38%	69%	38%	50%	38%	56%	50%	63%
Site Supervisor	67%	31%	50%	19%	50%	25%	33%	25%
Administrator/Director	87%	63%	83%	56%	83%	56%	78%	56%

Data retrieved from survey question #8.

All 28 non-subsidized programs responded.

Subsidized Programs 2014 vs. 2012

Position	Reduced Child Care Fees 2014 vs. 2012		Paid Vacation 2014 vs. 2012		Paid Sick Days 2014 vs. 2012		Paid Holidays 2014 vs. 2012	
	2014	2012	2014	2012	2014	2012	2014	2012
Aide	10%	11%	50%	50%	50%	50%	60%	50%
Assistant	17%	6%	100%	33%	83%	33%	100%	39%
Associate Teacher	20%	6%	80%	33%	90%	28%	100%	33%
Teacher	14%	11%	71%	67%	93%	89%	93%	83%
Master Teacher	33%	NA	67%	NA	100%	NA%	100%	NA%
Teacher/Director	0%	6%	50%	6%	100%	6%	100%	6%
Site Supervisor	15%	6%	77%	61%	92%	67%	92%	67%
Administrator/Director	17%	11%	75%	50%	92%	61%	92%	56%

Data retrieved from survey question #8.
All 14 subsidized agencies responded.

Health Insurance

There remains a large disparity between the availability of health insurance for full time staff in non-subsidized vs. subsidized programs.

	2014	2014	2012	2012
	Non-Subsidized	Subsidized	Non-Subsidized	Subsidized
Fully paid for employee	11%	21%	11%	39%
Partially paid for employee	14%	14%	26%	17%
Partially paid for employee & dependents	4%	14%	0%	28%
Fully paid for employee & dependents	7%	43%	0%	11%
Available but unpaid	18%	0%	5%	0%
No plan available	46%	7%	58%	6%

Data retrieved from survey question #9.

Wages

Please note: wage data is based solely on those programs responding to the 2014 survey which may not be the same programs that responded in 2012. In most cases, wages are based on both education attained and years of service.

2014 Wage Data

Educational level	Non-Subsidized			Subsidized		
	Low	High	Average	Low	High	Average
0 ECE Units	\$9.00	\$10.67	\$9.51	\$10.00	\$10.16	\$10.18
1 - 5 ECE units	\$9.00	\$10.75	\$9.93	\$10.16	\$13.95	\$11.84
6 ECE units	\$9.00	\$10.75	\$9.85	\$9.00	\$13.00	\$10.15
7 - 11 ECE units	\$9.00	\$11.00	\$9.62	\$9.50	\$13.95	\$11.78
12 ECE units	\$9.00	\$13.76	\$10.36	\$9.00	\$18.83	\$12.10
13 - 24 ECE units	\$9.00	\$14.00	\$10.86	\$9.00	\$18.83	\$12.10
> 24 ECE units	\$9.00	\$13.00	\$10.89	\$9.50	\$21.65	\$12.33
AA in ECE degree	\$9.88	\$13.00	\$11.24	\$10.00	\$19.96	\$13.54
ECE courses at 4-yr. college	\$9.25	\$9.62	\$9.43	\$9.50	\$22.68	\$16.59
BA/BS ECE degree	\$9.00	\$14.23	\$12.31	\$9.75	\$16.27	\$12.89
Grad. Level ECE courses	\$12.00	\$12.00	\$12.00	\$10.00	\$39.87	\$17.46
Grad. Degree in ECE	NA	NA	NA	\$18.09	\$19.77	\$18.99
Other	NA	NA	NA	\$16.50	\$16.50	\$16.50
*Administrative Staff Salaries	\$1,250 Per month	\$7,083 Per month	\$3,100 Per month	\$3,000 Per month	\$9,000 Per month	\$5,378 Per month

Data retrieved from survey question #11 and 12.

Twenty-five of 28 non-subsidized programs reporting teacher wages

All 14 subsidized programs reporting

Administrative staff salaries only includes data from full time positions.

2012 Wage Data for Comparison

Educational level	Non-Subsidized			Subsidized		
	Low	High	Average	Low	High	Average
0 ECE Units	\$8.25	\$8.90	\$8.33	\$8.00	\$16.40	\$11.22
1 - 5 ECE units	\$8.50	\$10.00	\$8.90	\$8.00	\$12.66	\$11.72
6 ECE units	\$8.25	\$9.50	\$8.71	\$8.25	\$15.28	\$11.60
7 - 11 ECE units	\$10.00	\$10.00	\$10.00	\$8.55	\$8.55	\$8.55
12 ECE units	\$8.00	\$16.00	\$9.78	\$8.55	\$26.11	\$12.42
13 - 24 ECE units	\$8.00	\$11.25	\$10.09	\$8.00	\$18.35	\$14.33
> 24 ECE units	\$9.00	\$9.70	\$9.35	\$8.00	\$20.56	\$15.32
AA in ECE degree	\$9.50	\$18.00	\$12.03	\$10.76	\$31.41	\$16.92
ECE courses at 4-yr. college	\$10.00	\$10.00	\$10.00	NA	NA	NA
BA/BS ECE degree	\$10.00	\$11.25	\$10.56	\$9.81	\$28.64	\$19.56
Grad. Level ECE courses	\$13.00	\$13.00	\$13.00	\$10.95	\$20.95	\$20.95
Grad. Degree in ECE	NA	NA	NA	\$14.00	\$14.00	\$14.00
Other	NA	NA	NA	\$17.48	\$12.48	\$17.48
Administrative Staff Salaries	\$1,920 Per month	\$3,000 Per month	\$2,469 Per month	\$1,760 Per month	\$9,014 Per month	\$4,712 Per month

Center Tuition Rates

The cost for child development services varies greatly across Kern County. The data below represents only the non-subsidized programs responding to the survey. In addition, only those programs offering full day, full year services were included in this portion of the report. Twenty-three programs provided information regarding their rates. Rate data was retrieved from survey question #3.

Infants (birth to 2 years)

There were 9 centers serving infants that responded with monthly rate information. The average rate was \$822 with rates ranging from \$695 to \$1,100 per month (increase of 2.75% from the 2012 report).

Toddlers (2-3 years)

There were 22 centers serving children 2 to 3 years that responded with monthly rate information. The average rate was \$618 per month with rates ranging from \$377 to \$795 per month (increase of 4.6% from the 2012 report).

Preschool (4-5 years)

There were 23 centers serving children 4 to 5 years that responded with monthly rate information. The average rate was \$605 per month with rates ranging from \$377 to \$865 per month (increase of 5.8% from the 2012 report).

About the Council

The Early Childhood Council of Kern was originally established as the Kern County Commission on Child Care by the Kern County Board of Supervisors in January, 1988. It was created to advise the Board of Supervisors on all matters relating to child care with a major focus on identifying service gaps and providing recommended solutions.

The Council is a 30-member, appointed advisory board working together to increase and enhance the quality of early childhood programs in Kern County. It is comprised of parents, early childhood professionals, educators public agencies, advocates – all with a common interest – increasing the availability of high quality early childhood programs for young children birth to 12 years of age.

What does the Council do?

- Conducts child care needs assessments which are then used to determine local priorities and for the development of strategic plans;
- Provides information to the community regarding the importance of high quality early learning experiences for all young children;
- Oversees the development and implementation of the Kern Early Stars Program (Quality Rating and Improvement System – QRIS);
- Distributes educational stipends through the Early Care and Education Retention Project and the California Transitional Kindergarten/State Preschool Reimbursement Project;
- Coordinates trainings for the early childhood field;
- Works with the County and its 11 incorporated cities to bring more high quality early childhood services to local communities;
- Collaborates with groups such as the business and faith based communities to address local early childhood needs;
- Advocates for children and the early childhood profession.

High quality early childhood services are of the utmost importance to the Council, therefore many training opportunities are offered throughout the year for both center based and family child care providers. More information about the Council and the early childhood field in general is located on their web site at www.earlychildhoodkern.org

The Council meets on the first Wednesday of each month from 5:30 to 7:30 p.m. with the public welcome to attend. Please see the Council's web site for all meeting information.



Facebook.com/EarlyChildhoodCouncilKern



@EarlyChildKern

2014 Center Survey

September 2014

The Early Childhood Council of Kern is currently conducting its bi-annual center survey to gain a better understanding of the current working conditions within the early care and education field including data that may be used to apply for future early care and education funding. We appreciate your participation with this critical project.

What we're asking you to do:

- Read and follow all directions carefully. Do not check more than one answer to a question unless the instructions tell you to do so.
- Try to answer every question. If you're not sure of the answer, give us your best estimate or call us to clarify the question. If you think an answer might be misleading, feel free to add explanatory notes. Please base all information using your staffing at the current time (September 2014) unless instructed otherwise.
- If you represent more than one site, please include information on all staff on one survey.
- Mail the completed survey in the enclosed self-addressed envelope by Friday, November 21, 2014.
- All information you provide will be held in strict confidence – data from all respondents will be compiled with no one center's answers or name being singled out. Center names are being requested only to enable us to make follow up contact if needed.

The time to complete this survey will vary depending upon the number of employees you have however your investment of time will contribute to a greater knowledge of the conditions and needs of the early care and education teaching and administrative staff in Kern County. If any questions arise, please contact Tammy Burns at 661/861-5274 or taburns@kern.org. If you would like an electronic version of this survey please contact Tammy.

Early care and education teaching and administrative staff are referred to by many different titles typically depending on the program type. Please use the titles below to describe your staff for the purpose of this survey (non-funded centers - please refer to the licensing equivalent for each position).

Aide: refers to an entry-level person working under supervision of teacher

Assistant: refers to a person working under the supervision of a teacher

Associate: refers to a person working under the supervision of a teacher

Teacher: refers to a person in charge of a group or classroom of children, often with supervisory responsibilities

Master Teacher: refers to a person with both teaching and curriculum specialization

Teacher Director/Site Supervisor: refers to a person with both teaching and administrative duties plus supervision of staff

Administrative/Center Director: refers to person with primarily administrative and supervisory duties

CENTER DESCRIPTION

1. Please circle the description that best describes your program. Circle only one.

- | | |
|-----------------------------------|--|
| 1. Independently owned & operated | 6. Federal Head Start/Early Head Start |
| 2. Church/religious organization | 7. University or college |
| 3. National chain | 8. City/County Parks & Recreation Department |
| 4. Corporate/business/hospital | 9. Non-Government/community organization |
| 5. State funded | |

2. Name of Center/Agency _____

3. Please indicate rates charged for each category of care. If a category does not apply please indicate with a N/A. If you do not charge for services indicate with a zero.

	Infants under 2 years	Toddlers 2 to 3 years	Preschool 4 to 5 years
	Rates	Rates	Rates
Monthly			
Weekly full day over 5 hours			
Daily over 5 hours			
Hourly/part time rate			

4. Teaching Staff Characteristics

	Aide	Assistant	Assoc. Teacher	Teacher	Master Teacher	Teacher/ Director	Site Supv.	Admin. Director
Number of current staff by position								

5. Do you have part-time employees (20 hours or less per week)?

Yes _____ No _____

6. Of the teaching staff that left your center in the last 12 months, how many fell into each of the following categories?

	Aide	Assistant	Assoc. Teacher	Teacher	Master Teacher	Teacher/Director	Site Supv.	Admin. Director
Fired or dismissed for inadequate performance								
Laid off because of low Enrollment/lack of funding								
Left the program voluntarily								
Still with center but changed positions due to advancement or demotion								

7. There are many reasons why staff leave a center voluntarily. For each reason, please indicate the number of staff who have left in the past 12 months if known.

	Aide	Assistant	Assoc. Teacher	Teacher	Master Teacher	Teacher/Director	Site Supv.	Admin. Director
Accepted a job in another early childhood program								
Accepted a job in an elementary school								
Accepted a job unrelated to early childhood								
Dissatisfied with the pay								
Dissatisfied with the benefits								
Problem with own family's child care arrangements, transportation, etc.								
Returned to school in early childhood								
Return to school in field unrelated to early childhood								
Retired								
Other-please specify if known								

8. Indicate which benefits are provided for full time staff: (please circle yes or no)

	Aide	Assistant	Assoc. Teacher	Teacher	Master Teacher	Teacher/Director	Site Supv.	Admin. Director
Reduced child care fees for parent employee	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No
Paid vacation days	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No
Paid sick days	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No
Paid holidays	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No	Yes No

9. Indicate the following type of health coverage offered to full-time staff

- _____ Not available
- _____ Fully paid for employee
- _____ Partially paid for employee only
- _____ Partially paid for employee and dependents
- _____ Available but unpaid
- _____ Fully paid for employee and dependents

10. Indicate the following type of health coverage offered to part-time staff

- _____ Not available
- _____ Fully paid for employee
- _____ Partially paid for employee only
- _____ Partially paid for employee and dependents
- _____ Available but unpaid
- _____ Fully paid for employee and dependents

Teaching Staff Demographics and Educational Characteristics

Please review the following codes as they will be used for Section 11.

Approximate age of staff member For column #1	Highest Level of ECE Education For column #2	Level of Permit For column #3	Length of Employment For column #4
A. Under 21 years	A. 0 units of ECE or child development	A. Child Development Permit	A. Less than 1 year
B. 21 to 30 years	B. 1 to 5 units of ECE or child development	B.1 Assistant	B. 1 to 2 years
C. 31 to 40 years	C. 6 units of ECE or child development	B.2 Associate Teacher	C. 3 to 5 years
D. 41 to 50 years	D. 7 to 11 units of ECE or child development	B.3 Teacher	D. 6 to 9 years
E. Over 51 years	E. 12 units of ECE or child development	B.4 Master Teacher	E. 10 to 12 years
	F. 13 to 24 units of ECE or child development	B.5 Site Supervisor	F. 13 to 15 years
	G. More than 24 units of ECE or child development, no degree	B.6 Program Director Permit	G. 16 to 18 years
	H. AA in ECE or child development	B. Other (i.e. CDA, teaching credential, etc.)	H. 19 + years
	I. ECE or related courses in a four year college		
	J. BA/BS in ECE or child development		
	K. Graduate level courses in ECE or child development		
	L. Graduate degree in ECE or child development		
	M. Other		

11. Please provide the information below for each staff member working *directly with children*.

	#1		#2	#3			#4
	Approx. age of staff member see above	Gender M/F	Highest Level of ECE education see above	Level of Permit see above	Amount of wage or salary Hourly = H Weekly = W or Monthly = M	Part Time - PT or Full Time - FT	Length of Employment see above
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							

Please use extra sheet if needed for additional staff.

12. Please provide the information below for each *administrative staff member* not included in #12.

	#1	#2	#3	#4	#5	#6		
	Approx. age of staff member see p. 4	Gender M/F	Highest Level of education (see above) A. High school diploma GED B. Some college courses C. Two year degree D. Four year degree E. Some graduate school F. Graduate degree	Highest Level of ECE education see above	Level of Permit see p. 4	Amount of wage or salary Hourly = H Weekly = W or Monthly = M	Part Time (PT) or Full Time (FT)	Length of Employment see above
1								
2								
3								
4								
5								

Please use extra sheet if needed for additional staff

ADDITIONAL STAFFING INFORMATION:

13. How many "non-teaching" positions do you employ?

	Cook/ Food Service	Secretary	Bookkeeper	Education Coordinator	Bus Driver	Social Worker/ Family Advocate	Health Services Provider	Other
Number of current staff by position								

Would you like to be placed on an e-mail list to receive information about upcoming training opportunities and resources? Please provide e-mail address: _____

Feel free to provide any additional comments:

Please return by October 17, 2014 to:

**Early Childhood Council of Kern
2000 K Street, Bakersfield, CA 93001**

Any questions can be directed to Tammy Burns at 661/861-5274 or taburns@kern.org

Thank you!

Early Childhood Council of Kern

Planning for quality early care and education.

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