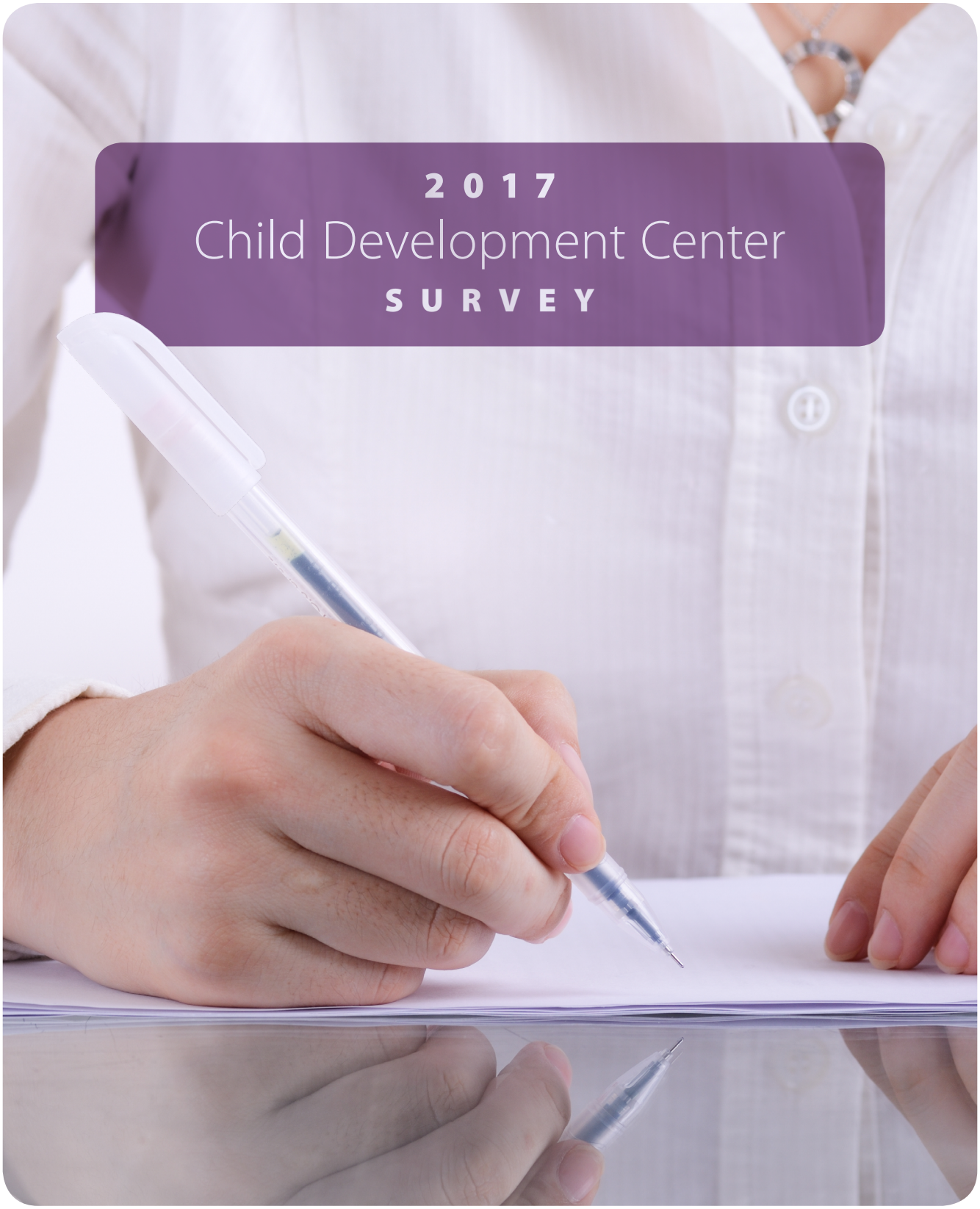

2017 Child Development Center SURVEY

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

Typically, the Early Childhood Council of Kern (the Council) conducts a county-wide, child development center survey every other year. 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. Due to increased Council activities, the recent survey was distributed in fall of 2017 rather than 2016. This survey collected information on salaries, turnover rates, benefits, educational levels of staff, as well as general demographic information about ECE staff such as age and ethnicity. The data collected with these surveys allows the Council to monitor progress towards improved working conditions, and help determine strategies to address issues within the early care and education field. This survey is the sixth conducted by the Council with one also being completed in 2005, 2008, 2010, 2012 and 2014; therefore, the following report contains comparison data in some areas. These prior year reports are located on the Council's website at www.earlychildhoodkern.org

2017 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 111 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 programs – 75 centers including faith based programs 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 agencies 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 program, the Council designated the following title definitions for this survey:

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

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

Associate Teacher: 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 Director: refers to a person with primarily administrative and supervisory duties

2017 Survey Response

Of the 95 surveys mailed, a total of 34 completed surveys were returned representing 119 separate centers. This is a reduced response rate from the 2014 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, California City, Delano, Inyokern, Kernville, Lamont, Lost Hills, McFarland, Mojave, Shafter, Ridgecrest, Rosamond, Taft, Tehachapi, and Wasco. Respondents represented the following program type:

- State and/or Federally funded – 18 agencies representing 103 separate sites
- Faith based – 10
- Non faith based private for/non-profit – 6

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 2017 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. All reports from earlier years can also be found on the Council's website at: www.earlychildhoodkern.org.

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.

	2017 Non-Subsidized	2017 Subsidized	2014 Non-Subsidized	2014 Subsidized
Aide	26	**186**	42	**199**
Assistant	0	**154**	17	**55**
Associate Teacher	8	**163**	31	**146**
Teacher	90	**220**	134	**204**
Master Teacher	13	**4**	33	**5**
Teacher/Director	8	**31**	9	**50**
Site Supervisor	7	**47**	7	**36**
Administrative Director	13	**19**	25	**19**
Totals	**165**	**824**	**298**	**714**
** Non-Teaching Positions*				
Cook/Food Service	12	**39**	23	**78**
Secretary/Eligibility Technician	3	**42**	8	**23**
Bookkeeper	4	**5**	7	**8**
Education or IEP Coordinator	0	**7**	3	**10**
Driver	2	**1**	2	**3**
Social Worker/Family Advocate	0	**69**	0	**75**
Health Services Provider	0	**9**	0	**2**
Custodian	6	**33**	16	**14**
Totals	**27**	**205**	**59**	**213**

Data retrieved from survey question #5 and 13.
**Additional non-teaching positions are only included in this section*

Part Time vs. Full Time

Centers were asked if they employed part time staff. Sixty-seven percent of the non-subsidized centers employ part time staff while 78% of the subsidized centers reported employing part time staff (less than 29.5 hours per week).

Data retrieved from survey question #6 and did 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, ethnicity, tenure and educational levels of staff working in Kern County's programs.

Teaching Staff Employee Age	2017 Non-subsidized Teaching Staff	2017 Subsidized Teaching Staff	2014 Non-Subsidized Teaching Staff	2014 Subsidized Teaching Staff
Under 21 years	5%	**1%**	4%	**1%**
21 to 30 years	36%	**19%**	38%	**17%**
31 to 40 years	19%	**27%**	24%	**28%**
41 to 50 years	28%	**27%**	22%	**28%**
51 years and over	13%	**26%**	13%	**26%**
Total Staff	**152**	**730**	**237**	**612**

Data retrieved from survey question #11.

Administrative Staff Employee Age	2017 Non-subsidized Administrative Staff	2017 Subsidized Administrative Staff	2014 Non-subsidized Administrative Staff	2014 Subsidized Administrative Staff
Under 21 years	0	**0**	0	**0**
21 to 30 years	28%	**6%**	0	**3%**
31 to 40 years	17%	**32%**	24%	**50%**
41 to 50 years	22%	**26%**	34%	**23%**
51 years and over	33%	**37%**	41%	**23%**
Total	**18**	**90**	**29**	**30**

Data retrieved from survey question #12

Tenure

The chart below reflects the length of time teaching staff have been with their current agency. The age ranges differed from the 2014 survey therefore a direct comparison is not available.

Tenure Teaching Staff	2017 Non-Subsidized	2017 Subsidized	Tenure Administrators	2017 Non-Subsidized	2017 Subsidized
Less than 1 year	28%	**13%**	Less than 1 year	5%	**3%**
1 to 2 years	22%	**17%**	1 to 2 years	0%	**4%**
3 to 5 years	18%	**12%**	3 to 5 years	21%	**16%**
6 to 9 years	13%	**10%**	6 to 9 years	32%	**16%**
10 to 12 years	5%	**12%**	10 to 12 years	11%	**18%**
13 to 15 years	3%	**14%**	13 to 15 years	5%	**9%**
16 to 18 years	5%	**9%**	16 to 18 years	11%	**8%**
19 years or more	6%	**13%**	19 years or more	16%	**25%**

Data retrieved from survey question #11 and 12.

2014 Survey Data

Tenure	2014 Non-Subsidized	2014 Subsidized
Less than 1 year	22%	**9%**
1 to 2 years	22%	**14%**
3 to 5 years	25%	**11%**
6 to 10 years	15%	**25%**
More than 10 years	15%	**41%**

Staff Education/Training

There continues to be many efforts to increase the educational level of the early care and education 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 teaching staff and administrators have obtained.

Formal Early Childhood Education - Teaching Staff

	2017 Non-Subsidized	2017 Subsidized	2014 Non-Subsidized	2014 Subsidized
0 ECE Units	6%	**5%**	9%	**3%**
1 - 5 ECE units	6%	**2%**	2%	**<1%**
6 ECE units	3%	**10%**	5%	**5%**
7 - 11 ECE units	3%	**1%**	3%	**2%**
12 ECE units	23%	**3%**	21%	**4%**
13 - 24 ECE units	25%	**13%**	32%	**16%**
More than 24 ECE units	11%	**17%**	13%	**23%**
AA in ECE degree	14%	**26%**	6%	**28%**
ECE courses at 4-yr. college	2%	**2%**	<1%	**<1%**
BA/BS ECE degree	7%	**19%**	7%	**16%**
Grad. Level ECE courses	1%	**1%**	<1%	**<1%**
Grad. Degree in ECE	0%	**1%**	0%	**<1%**
Other	1%	**1%**	1%	**<1%**

Data retrieved from survey question #11.

Formal Early Childhood Education - Administrators

	2017 Non-Subsidized	2017 Subsidized	2014 Non-Subsidized	2014 Subsidized
13 - 24 ECE units	22%	**3%**	21%	**7%**
More than 24 ECE units	11%	**7%**	14%	**7%**
AA in ECE degree	33%	**3%**	25%	**17%**
ECE courses at 4-yr. college	0%	**1%**	4%	**0%**
BA/BS ECE degree	16%	**44%**	14%	**37%**
Grad. Level ECE courses	6%	**0%**	4%	**0%**
Grad. Degree in ECE	0%	**6%**	7%	**13%**
Other	0%	**1%**	11%	**17%**

Data retrieved from survey question #12.

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 – noted in the grid below. In addition, other types of certificates are available to the early care and education 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	2017 Non-Subsidized	2017 Subsidized	2014 Non-Subsidized	2014 Subsidized
Child Development Permit				
Assistant	**3%**	3%	**11%**	6%
Associate Teacher	**30%**	19%	**15%**	22%
Teacher	**21%**	36%	**38%**	29%
Master Teacher	**15%**	4%	**11%**	5%
Site Supervisor	**9%**	31%	**8%**	35%
Program Director	**12**	5%	**2%**	3%
Other Certificate/Permit	**9%**	2%	**15%**	<1%

Data retrieved from survey question #11.
Non-subsidized staff represented - 33
Subsidized staff represented - 556

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. Five of 8 Directors in Non-Subsidized programs with permits were at the Program Director level whereas 44 percent of the 59 Directors in Subsidized programs held a Site Supervisor permit and 46 percent held a Program Director permit.

Turnover

The early care and education field has historically experienced a relatively high annual turnover rate among teaching staff. 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 2017 data collected on staff turnover reflects the number of staff who voluntarily left their positions between July 2016 and July 2017. Please note that this data reflects only those programs which responded to this year's survey.

Category	2017 Non-Subsidized # left - %	2017 Subsidized # left - %	2017 Overall Percent	2014 Non-Subsidized # left - %	2014 Subsidized # left - %	2014 Overall Percent
Aide	**9 – 21%**	22 – 32%	**27%**	7 -17%	**15 - 7%**	9%
Assistant Teacher	**1 – 2%**	7 – 10%	**7%**	2 - 12%	**3 - 5%**	7%
Associate	**7 – 16%**	12 – 18%	**17%**	3 - 10%	**12 - 8%**	8%
Teacher	**22 – 51%**	12 – 18%	**30%**	34 - 25%	**24 - 12%**	17%
Master Teacher	**0 – 0%**	0 – 0%	**0%**	6 - 18%	**1 - 20%**	18%
Teacher/Director	**1 – 2%**	5 – 7%	**5%**	2 - 22%	**3 - 6%**	8%
Site Supervisor	**1 – 2%**	10 – 15%	**10%**	0 - 0%	**2 - 5%**	5%
Administrator/ Director	**2 – 7%**	0 – 0%	**2%**	2 - 8%	**1 - 5%**	7%
Total Staff Leaving # - %	**45 – 27%**	68 – 8%	**11%**	56 - 19%	**61 - 8%**	11%

Data retrieved from survey question #7.

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	2017 Non-Subsidized	2017 Subsidized	2014 Non-Subsidized	2014 Subsidized
Total staff reported leaving:	74	**85**	56	**61**
Dismissed	23%	**14%**	27%	**15%**
Laid off due to low enrollment/lack of funding	12%	**1%**	16%	**10%**
Left Voluntarily	60%	**71%**	45%	**66%**
Changed positions within same agency	4%	**14%**	12%	**10%**
Reasons for those leaving voluntarily:				
Accepted a job in another ECE program	24%	**28%**	15%	**8%**
Accepted a job in an elementary school	17%	**15%**	28%	**10%**
Accepted a job in an unrelated field	14%	**15%**	10%	**10%**
Dissatisfied with the pay	7%	**9%**	5%	**11%**
Dissatisfied with the benefits	2%	**9%**	NA	**NA**
Problem with child care/family arrangements	7%	**4%**	5%	**10%**
Returned to school in ECE field	2%	**3%**	3%	**1%**
Returned to school in non ECE field	10%	**0%**	5%	**17%**
Retired	5%	**7%**	8%	**7%**
Other (predominantly medical or having moved)	12%	**10%**	21%	**25%**

Data retrieved from survey question #8.

Benefits

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

Non-Subsidized Programs 2017 vs. 2014

Position	Reduced Child Care Fees 2017 vs. 2014		Paid Vacation 2017 vs. 2014		Paid Holidays 2017 vs. 2014	
Aide	89%	73%	**44%**	**36%**	33%	55%
Assistant	0%	75%	**0%**	**50%**	0%	25%
Associate Teacher	67%	83%	**100%**	**83%**	100%	83%
Teacher	85%	79%	**69%**	**75%**	77%	71%
Master Teacher	50%	71%	**50%**	**43%**	50%	57%
Teacher/Director	75%	38%	**75%**	**38%**	75%	50%
Site Supervisor	83%	67%	**67%**	**50%**	67%	33%
Administrator/Director	80%	87%	**78%**	**83%**	89%	78%

Data retrieved from survey question #9.

Subsidized Programs 2017 vs. 2014

Position	Reduced Child Care Fees 2017 vs. 2014		Paid Vacation 2017 vs. 2014		Paid Holidays 2017 vs. 2014	
Aide	13%	10%	**12%**	**50%**	12%	60%
Assistant	8%	17%	**8%**	**100%**	7%	100%
Associate Teacher	14%	20%	**14%**	**80%**	14%	100%
Teacher	20%	14%	**21%**	**71%**	22%	93%
Master Teacher	4%	33%	**4%**	**67%**	5%	100%
Teacher/Director	5%	0%	**4%**	**50%**	4%	100%
Site Supervisor	18%	15%	**19%**	**77%**	19%	92%
Administrator/Director	18%	17%	**18%**	**75%**	18%	92%

Data retrieved from survey question #9.

Health Insurance

There remains a large disparity between the availability of health insurance for full time staff in non-subsidized vs. subsidized programs. Within Non-Subsidized programs 46% of those responding indicated that they provided some type of health benefits whereas 94% of the Subsidized programs offer health benefits of some kind.

Data retrieved from survey question #10.

Wages

Please note: wage data is based solely on those programs responding to the 2017 survey which may not be the same programs that responded in 2014. In most cases, wages are based on both education attained and years of service. Please also note that not all programs reported salaries for all categories of staff.

2017 Wage Data

	Non-Subsidized			Subsidized		
Educational level	Low	**High**	Average	Low	**High**	Average
0 ECE Units	$10.00	**$10.00**	$10.00	$11.20	**$12.32**	$11.46
1 - 5 ECE units	$10.00	**$17.75**	$11.39			
6 ECE units	$10.50	**$12.50**	$11.33	$12.02	**$12.02**	$12.02
7 - 11 ECE units	$10.50	**$10.50**	$10.50	$11.29	**$11.29**	$11.29
12 ECE units	$10.00	**$22.25**	$11.97	$11.20	**$14.25**	$11.63
13 - 24 ECE units	$10.50	**$18.60**	$13.28	$11.20	**$15.75**	$13.54
> 24 ECE units	$11.00	**$14.94**	$12.18	$12.00	**$20.05**	$15.53
AA in ECE degree	$15.00	**$22.20**	$15.98	$12.02	**$25.59**	$17.02
ECE courses at 4-yr. college	$11.00	**$11.00**	$11.00	$3,513*	**$2,744***	$3,257*
BA/BS ECE degree	$2,080*	**$2,199***	$2,139*	$14.00	**$23.87**	$19.84
Grad. Level ECE courses	None reported	**-**	-	$4,180*	**$4,180***	$4,180*
Grad. Degree in ECE	None reported	**-**	-	$18.75	**$58.05**	$28.73
Other	None reported	**-**	-	None Reported	**-**	-
Administrative Staff Salaries	$2,000 Per month	**$2,773 Per month**	$2,385 Per month	$2,496 Per month	**$6,333 Per month**	$4,786 Per month

Data retrieved from survey question #11 and 12.
** majority of salaries in this category were provided as monthly wages*

2014 Wage Data for Comparison

	Non-Subsidized			Subsidized		
Educational level	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

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. Thirteen programs provided information regarding their rates.

Rate data was retrieved from survey question #4.

Infants (birth to 2 years)

There were 7 centers serving infants that responded with monthly rate information.

The average rate was $888 with rates ranging from $599 to $1,100 per month (increase of 8% from the 2014 report).

Toddlers (2-3 years)

There were 13 centers serving children 2 to 3 years that responded with monthly rate information.

The average rate was $685 per month with rates ranging from $400 to $920 per month (increase of 11% from the 2014 report).

Preschool (4-5 years)

There were 14 centers serving children 4 to 5 years that responded with monthly rate information.

The average rate was $661 per month with rates ranging from $400 to $870 per month (increase of 9% from the 2014 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 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 care and education field;
- Works with the County and its 11 incorporated cities to increase the number of high quality early childhood services in 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 care and education 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.

Early Childhood Council of Kern

Planning for quality early care and education.

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