



2012

*Child Development Center Survey*



Early Childhood Council  
of Kern

Planning for quality early care and education.

# 2012 *Child Development Center Survey*



A report compiled by the  
Early Childhood Council of Kern

[www.earlychildhoodkern.org](http://www.earlychildhoodkern.org)

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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 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 late summer 2012 and collected information on salaries, turnover rates, benefits, educational levels of staff, as well as, general demographic information about staff members. This information 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 fourth conducted by the Council with one also being completed in 2005, 2008 and 2010; therefore, the following report contains comparison data in several areas.

## 2012 Methodology



The survey was mailed to child development programs in Kern County listed in the database at 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 the After School Education & Safety (ASES) programs or licensed exempt programs. Surveys were mailed to:

- State and Federally funded programs – 114 programs including federal Head Start and state funded programs, and representing both full day/full year and part day/part year programs.
- For-profit and non-profit – 71 programs including faith based programs and 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 either the California Department of Education, Child Development 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 it has been found that 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:

<b>Aide</b>	refers to an entry-level person working under the supervision of a teacher
<b>Assistant Associate</b>	refers to a person working under the supervision of a teacher
<b>Teacher</b>	refers to a person in charge of a group or classroom of children, often with supervisory responsibilities
<b>Master Teacher</b>	refers to a person with both teaching and curriculum specialization
<b>Teacher Director/ Site Supervisor</b>	refers to a person with both teaching and administrative duties plus supervision of staff
<b>Administrative Director</b>	refers to person with primarily administrative and supervisory duties

# 2012 Survey Response



Of the 185 surveys mailed, a total of 60 completed surveys were returned. The data from 49 of the returned surveys have been included in this report representing 124 sites. Unfortunately due to a number of incomplete surveys, and an insufficient number of surveys received from school age programs, 11 surveys were not included with this report. Responding programs represented many areas of Kern County as well as program types. Surveys received represent the communities of Ridgecrest, Lake Isabella, California City, Lost Hills, Maricopa, Mojave, Rosamond, Inyokern, Delano, Arvin, Shafter, Tehachapi, Buttonwillow, Lamont, McFarland, Wasco and Bakersfield. Respondents represented the following program type:

- State and/or Federally funded – 19 agencies / 105 sites
- Faith based – 11
- Non faith based private for/non profit – 8

## About the Data



The data contained in this report is based solely on the number of participants responding to each particular question. Not all respondents answered all of the survey questions; therefore, each chart will have a notation indicating the number of staff or programs that are represented in that particular category. Responding centers were placed into one of two categories, Subsidized or Non-Subsidized (see Methodology for definition). Please also note that both categories of centers provided a total number of staff by position, however, the number of staff represented in the specific data areas differs slightly. Unfortunately, the data received from School Age only programs was too low to provide statistically valid information.

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 2012 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 at the end of this report for clarification regarding how the data was requested.

In most categories comparison data is made available from prior year reports. The full 2010 report can be found at: [wwwstatic.kern.org/gems/eccouncil/2010CDCSurvey.pdf](http://wwwstatic.kern.org/gems/eccouncil/2010CDCSurvey.pdf). Earlier reports are also contained on the Council's website at: [www.earlychildhoodkern.org](http://www.earlychildhoodkern.org).

# Survey Report

## Number of Staff by Position

Overall the following number of staff are represented throughout this report. It is important to note that some centers do not have all categories of staff positions. Although it would appear that the total number of staff in the early childhood field has greatly reduced since the last report it should be noted that the number of positions is based solely on the number and size of the programs that responded to the survey. In addition, surveys from the Non-Subsidized sector indicated more positions in response to question #4 than data was provided on in question #12. However, in the Subsidized sector, data on more employees was provided in response to question #12 than was provided to question #4. (Please see the Appendix for the full survey tool).

	2012 Non-Subsidized	2012 Subsidized	2010 Non-Subsidized	2010 Subsidized
Aide	25	145	45	244
Assistant	7	52	30	122
Associate Teacher	22	159	12	172
Teacher	85	239	155	258
Master Teacher	11	3	16	9
Teacher/Director	22	2	19	12
Site Supervisor	6	75	10	94
Administrative Director	12	20	19	19
<b>Totals</b>	<b>190</b>	<b>695</b>	<b>306</b>	<b>930</b>
<b>* Non-Teaching Positions</b>				
Cook/Food Service	11	57	17	59
Secretary	7	27	7	35
Bookkeeper/Accountant	7	23	7	30
Education Coordinator	2	1	1	5
Bus Driver	2	9	1	3
Social Worker/Family Advocate	0	78	0	16
Health Services Provider	0	7	0	3
Other (Custodian/Maintenance)	8	26	1	122
<b>Totals</b>	<b>37</b>	<b>228</b>	<b>34</b>	<b>273</b>

Data retrieved from survey question #4.

\*Additional Non-Teaching Positions are only included in this section

# Part Time vs. Full Time

Data was collected differently this year therefore comparative data is not available.

Employ Part Time Staff?	2012 Non-Subsidized	2012 Subsidized
Up to 19 hours per week	15%	16%
20 to 34 hours per week	32%	6%
35 to 40 hours per week	53%	78%

Data retrieved from survey question #5.

Non-Subsidized programs reported on 88% of their total staff and Subsidized programs reported on 100% of their total staff. 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 ethnicity, age, and gender of staff working in Kern County’s programs.

<u>Ethnicity</u>	2012 Non-Subsidized	2012 Subsidized	2012 Overall	2010 Non-Subsidized	2010 Subsidized	2010 Overall
African-American	4%	7%	7%	4%	6%	6%
Caucasian/White	60%	25%	31%	61%	22%	33%
Asian/Pacific Islander	2%	3%	3%	1%	3%	2%
Spanish/Latino/Hispanic	30%	63%	57%	32%	68%	59%
American Indian/Alaskan Native	2%	<1%	<1%	0%	0%	0%
Bi-racial/Multi-racial & Other	2%	2%	2%	1%	1%	1%

Data retrieved from survey question #12.

Non-Subsidized programs reported on 76% and Subsidized programs reported on 73% of their total staff.

<u>Employee Age</u>	2012 Non-Subsidized Administrative Staff	2012 Non-Subsidized Teaching Staff	2012 Subsidized Administrative Staff	2012 Subsidized Teaching Staff	Total Combined
Under 21 years	0%	9%	0%	1%	2%
21 to 30 years	7%	42%	14%	17%	21%
31 to 40 years	33%	25%	23%	27%	27%
41 to 50 years	33%	17%	36%	26%	25%
51 years and over	27%	7%	27%	29%	25%

Data retrieved from survey question #12.

Non-Subsidized programs reported on 80% of their total staff and Subsidized programs reported on 73% of their total staff.

**Gender:** Amongst the responding programs both subsidized and non-subsidized, the total male employee population increased from 2% in 2010 to 3% in 2012. This data represents administrative and teaching staff combined. Data retrieved from survey question #12.

# Tenure

Continuity of care for young children is of the utmost importance. Consistent, loving and trained early childhood education staff provide children with the learning rich environments needed to be successful in school and life. The chart below reflects the length of time Teaching Staff have been with their current agency compared to 2010.

Tenure	2012 Non-Subsidized	2012 Subsidized	2012 Overall	2010 Non-Subsidized	2010 Subsidized	2010 Overall
Less than 1 year	16%	11%	11%	23%	17%	19%
1 to 2 years	30%	9%	12%	27%	18%	21%
3 to 5 years	21%	16%	17%	20%	21%	21%
6 to 10 years	20%	28%	27%	13%	17%	15%
More than 10 years	13%	36%	33%	17%	28%	24%

Data retrieved from survey question #12.

Non-Subsidized programs reported on 48% of their total staff and Subsidized programs reported on 68% of their total staff.

Data for the category of Administrative Staff was too low to be statistically valid.

# Staff Education/Training

Efforts to increase the educational levels of the early childhood field continue at the federal, state and local levels. Research confirms the early childhood field's belief that a highly trained and educated workforce will result in children being better prepared for school and life. Some funding is available for educational stipends and scholarships, however, a significant amount of this funding is only available to those working in State or Federally funded programs (Subsidized) leaving the Non-Subsidized sector with little or no resources. The "Improving Head Start for School Readiness Act of 2007" contains staff educational requirements for Head Start Teachers, Teaching Assistants and Education Coordinators which continues to increase the number of early childhood students at local colleges and universities. The survey obtained information on the formal education (college level courses) that staff have obtained. The first chart provides information on all staff levels combined with the second chart indicating Administrative Staff only.



# Formal Education Specific to the Early Childhood Field

	2012 Non-Subsidized	2012 Subsidized	2012 Overall	2010 Non-Subsidized	2010 Subsidized	2010 Overall
0 ECE Units	9%	2%	3%	4%	1%	2%
1 - 5 ECE units	6%	1%	2%	3%	1%	1%
6 ECE units	4%	1%	2%	7%	2%	4%
7 - 11 ECE units	1%	<1%	<1%	4%	4%	4%
12 ECE units	36%	17%	20%	14%	6%	8%
13 - 24 ECE units	19%	21%	21%	30%	19%	22%
More than 24 ECE units	6%	10%	10%	15%	30%	26%
AA in ECE degree	10%	38%	33%	13%	24%	21%
ECE courses at 4-yr. college	2%	<1%	<1%	2%	1%	1%
BA/BS ECE degree	6%	8%	8%	5%	9%	8%
Grad. Level ECE courses	2%	<1%	<1%	1%	1%	1%
Grad. Degree in ECE	NA	<1%	<1%	1%	1%	1%
Other	NA	<1%	<1%	3%	1%	2%

Data retrieved from survey question #12.

Non-Subsidized programs reported on 86% and Subsidized programs reported on 75% of their total staff.

## Administrative Staff Education Levels

Within the Non-Subsidized sector, the majority of Administrative Staff education levels fell between having 24 ECE units and having a BA in early childhood whereas within the Subsidized sector, the majority of the education levels fell between having an AA degree and a graduate degree in early childhood.

## 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 all 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 childhood field. Percentage of type of permit held is based solely on those Teaching Staff who hold a permit not total staff.

Permit Level	2012 Non-Subsidized	2012 Subsidized	2010 Non-Subsidized	2010 Subsidized
Child Development Permit				
Assistant	7%	3%	4%	2%
Associate Teacher	22%	23%	19%	27%
Teacher	24%	23%	24%	34%
Master Teacher	2%	6%	10%	5%
Site Supervisor	5%	39%	4%	28%
Program Director	14%	5%	2%	1%
Child Development Associate (CDA)	0%	<1%	7%	<1%
Children's Center Permit	0%	<1%	4%	1%
Montessori	2%	0%	NA	NA
College ECE Certificate	12%	<1%	8%	1%
Other	12%	1%	19%	2%

Data retrieved from survey question #12.

Non-Subsidized programs reported on 30% of their total staff and Subsidized programs reported on 61% of their total staff.

(Note: the surveys received included an additional 7 individuals within the Non-Subsidized sector that held a permit but did not indicate at what level; therefore, that data was not included with the above).

## Administrative Staff Permit Levels

Within the Non-Subsidized sector, the majority of Administrative Staff holding a permit were at the Program Director level, whereas within the Subsidized sector, the majority of Administrative Staff holding a permit, were at the Site Supervisor level.

## Turnover

Historically, the early care and education field experiences a relatively high annual turnover rate among teaching staff, often reaching as high as 40% annually statewide. The reasons often cited as the cause have been low wages and lack of benefits. It should also be noted that in some instances, an individual may be promoted to a higher position which results in a vacated position thereby being interpreted as turnover when in fact the individual has not left the agency. The 2012 data collected on staff turnover reflects the number of staff that left their position between July 2011 and July 2012. Again, please note that this data reflects only those programs which responded to this year's survey.

Category	2012 Non-Subsidized # left / %	2012 Subsidized # left / %	2012 Overall Percent	2010 Non-Subsidized # left / %	2010 Subsidized # left / %	2010 Overall Percent
Aide	11 / 44%	51 / 35%	36%	5 / 11%	54 / 22%	20%
Assistant Teacher	3 / 43%	10 / 19%	22%	10 / 33%	58 / 48%	45%
Associate	1 / 5%	15 / 9%	9%	6 / 50%	41 / 24%	26%
Teacher	14 / 16%	20 / 8%	10%	27 / 17%	22 / 9%	12%
Master Teacher	2 / 18%	0 / 0%	14%	0 / 0%	3 / 22%	8%
Teacher/Director	2 / 9%	1 / 50%	13%	1 / 5%	0 / 0%	3%
Site Supervisor	0 / 0%	6 / 8%	7%	1 / 10%	11 / 12%	12%
Administrator/ Director	1 / 8%	1 / 5%	6%	1 / 5%	6 / 37%	21%
<b>Total Staff Leaving / %</b>	<b>34 Staff / 18%</b>	<b>104 Staff / 15%</b>	<b>138 Staff / 16%</b>	<b>51 Staff / 17%</b>	<b>195 Staff / 21%</b>	<b>248 Staff / 20%</b>

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. According to survey data, the ECE field is stabilizing. Evidence shows a reduction in staff layoffs in both center categories, due to low enrollment or lack of funding. It should be noted that in some instances, an individual was promoted which will show as a position being vacated, when in fact the individual remained at that same agency.

Reason for leaving	2012 Non-Subsidized	2012 Subsidized	2010 Non-Subsidized	2010 Subsidized
Total staff reported leaving	34	104	NA	NA
Dismissed	29%	14%	16%	13%
Laid off due to low enrollment/lack of funding	0%	23%	21%	56%
Accepted a job in another ECE program	15%	23%	11%	6%
Accepted a job in an elementary school	12%	5%	9%	5%
Accepted a job in an unrelated field	9%	3%	9%	1%
Dissatisfied with the pay	0%	4%	4%	<1%
Dissatisfied with the benefits	0%	0%	2%	0%
Problem with own child care/family arrangements	17%	7%	7%	4%
Returned to school in ECE field	3%	2%	2%	<1%
Returned to school in non ECE field	6%	2%	4%	3%
Retired	0%	10%	0%	5%
Other (predominantly medical or having moved)	9%	7%	16%	7%

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, sick days or holidays for full time staff in addition to the availability of health insurance for full or part time staff. Survey data indicates that the provision of benefits are considerably lower than in previous years.

## *Non-Subsidized Programs 2012 vs. 2010*

Position	Reduced Child Care Fees - 2012 vs. 2010		Paid Vacation 2012 vs. 2010		Paid Sick Days 2012 vs. 2010		Paid Holidays 2012 vs. 2010	
Aide	44%	35%	25%	31%	31%	31%	25%	31%
Assistant	38%	23%	25%	27%	31%	31%	31%	27%
Associate Teacher	31%	27%	31%	23%	31%	27%	31%	23%
Teacher	75%	65%	69%	65%	69%	62%	69%	69%
Master Teacher	19%	31%	6%	23%	12%	27%	13%	23%
Teacher/Director	69%	50%	50%	42%	56%	35%	63%	46%
Site Supervisor	31%	35%	19%	38%	25%	46%	25%	42%
Administrator/Director	63%	46%	56%	54%	56%	58%	56%	54%

Data retrieved from survey question #9.

Sixteen of 19 Non-Subsidized programs reporting

## *Subsidized Programs 2012 vs. 2010*

Position	Reduced Child Care Fees - 2012 vs. 2010		Paid Vacation 2012 vs. 2010		Paid Sick Days 2012 vs. 2010		Paid Holidays 2012 vs. 2010	
Aide	11%	0%	50%	74%	50%	79%	50%	79%
Assistant	6%	0%	33%	72%	33%	72%	39%	85%
Associate Teacher	6%	0%	33%	95%	28%	89%	33%	95%
Teacher	11%	0%	67%	92%	89%	96%	83%	100%
Master Teacher	NA	0%	NA	100%	NA%	90%	NA%	100%
Teacher/Director	6%	0%	6%	91%	6%	91%	6%	100%
Site Supervisor	6%	0%	61%	91%	67%	95%	67%	100%
Administrator/Director	11%	0%	50%	91%	61%	96%	56%	100%

Eighteen of 19 Subsidized programs reporting

### Health Insurance

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

	2012 Non-Subsidized		2012 Subsidized		2010 Non-Subsidized		2010 Subsidized	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Fully paid for employee	11%	0%	39%	6%	8%	0%	26%	0%
Partially paid for employee	26%	11%	17%	0%	15%	0%	16%	11%
Partially paid for employee & dependents	0%	0%	28%	28%	15%	4%	21%	11%
Fully paid for employee & dependents	0%	0%	11%	0%	4%	4%	26%	0%
Available but unpaid	5%	5%	0%	6%	12%	15%	0%	11%
No plan available	58%	84%	6%	61%	46%	77%	5%	68%

Data retrieved from survey question #10 & 11.

All Non-Subsidized programs as well as all of the Subsidized programs provided data in this category

## Wages



Although the data listed below would indicate that the wages have decreased since 2010, the reader should be reminded that the wage data is based solely on those programs responding to the 2012 survey which may not be the same programs that responded in 2010. Four of the 19 responding Non-Subsidized programs did not provide wage data and 3 of the 19 responding Subsidized agencies did not provide wage data. In most cases, wages are based on both education attained and years of service.

# 2012 Wage Data

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
<b>*Administrative Staff Salaries</b>	<b>\$1,920</b> Per month	<b>\$3,000</b> Per month	<b>\$2,469</b> Per month	<b>\$1,760</b> Per month	<b>\$9,014</b> Per month	<b>\$4,712</b> Per month

Data retrieved from survey question #12.

Eight of 19 Non-Subsidized programs reporting

Eleven of 19 Subsidized programs reporting

Administrative Staff Salaries only includes data from full time positions.

# 2010 Wage Data for Comparison

Educational level	Non-Subsidized			Subsidized		
	Low	High	Average	Low	High	Average
0 ECE Units	\$8.00	\$10.13	\$8.81	\$9.00	\$11.31	\$10.01
1 - 5 ECE units	\$8.00	\$14.00	\$10.87	\$10.88	\$13.56	\$12.16
6 ECE units	\$8.00	\$12.16	\$9.73	\$8.00	\$13.56	\$10.73
7 - 11 ECE units	\$8.50	\$12.00	\$10.16	\$8.00	\$18.94	\$11.32
12 ECE units	\$8.50	\$16.00	\$9.90	\$8.40	\$17.84	\$11.76
13 - 24 ECE units	\$8.00	\$14.06	\$10.04	\$8.39	\$20.92	\$13.15
> 24 ECE units	\$8.49	\$16.26	\$10.82	\$9.77	\$23.13	\$15.36
AA in ECE degree	\$8.41	\$16.26	\$11.15	\$10.53	\$31.00	\$17.92
ECE courses at 4-yr. college	\$8.84	\$10.00	\$9.44	\$18.80	\$19.12	\$18.96
BA/BS ECE degree	\$9.25	\$15.00	\$11.48	\$8.00	\$28.50	\$19.00
Grad. Level ECE courses	NA	NA	\$10.25	\$13.93	\$19.69	\$15.85
Grad. Degree in ECE	NA		\$11.50	\$28.85	\$38.75	\$33.80
Other	NA	NA	\$10.25	\$15.55	\$19.80	\$17.48
<b>Administrative Staff Salaries</b>	<b>\$960.00</b> Per month	<b>\$3,833.00</b> Per month	<b>\$2,479.00</b> Per month	<b>\$2,540.00</b> Per month	<b>\$8,500.00</b> Per month	<b>\$4,232.00</b> Per month

## Center Tuition Rates

Historically, the cost for child development services varies greatly across the county. The data reported below represents only the non-subsidized programs, as subsidized programs do not have the same parent fee structure as they serve income eligible families only. In addition, only those programs offering full day, full year services were included in this portion of the report. Sixteen programs provided rate information. The rates noted in this report reflect an increase over the 2010 report by less than 1%. Data retrieved from survey question #3.

### Infants

There were 5 programs responding with monthly rates.

The average rate was \$800 with rates ranging from \$600 to \$980 per month.

### Toddlers (2-3 years)

There were 15 programs responding with monthly rates.

The average rate was \$591 per month with rates ranging from \$420 to \$720 per month.

### Preschool (3-5 years)

There were 16 programs responding with monthly rates.

The average rate was \$572 per month with rates ranging from \$420 to \$720 per month.

# 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. The Council is continually seeking individuals interested in participating as an appointed member. Membership information is available on the Council's website as well as from the Council office.

## 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
- Distributes educational stipends through the Early Care and Education Retention 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 website at [www.earlychildhoodkern.org](http://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 website for all meeting information.



# 2012 Center Survey

July 30, 2012

The Early Childhood Council of Kern is currently updating its center survey data to gain a better understanding of the current working conditions within the early care and education field, including afterschool programs, in addition to critical data that may be used to apply for future funding for educational stipends. We appreciate your cooperation in this important project.

## What we're asking you to do:

- Please read and follow all directions carefully. Never check more than one answer to a question unless the instructions tell you to do so.
- Please try to answer every question (except those that we ask you to skip) 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 circumstances as of July 1, 2012 unless instructed otherwise.
- Please fill out the questionnaire and mail it back in the enclosed self-addressed, stamped envelope by Friday, September 21, 2012.
- All information you provide will be held in strict confidence – data from all respondents will be compiled with no one center's answers being singled out. Center/School names are being requested only to enable us to make follow up contact if needed.
- If you would like to have this survey sent to you electronically, please contact Tammy Burns at [taburns@kern.org](mailto:taburns@kern.org)

The time to complete this survey will vary depending upon the number of employees however your investment of time will contribute to a greater knowledge of the conditions and needs of the early care and education and afterschool teaching and administrative staff in Kern County. If any questions arise, please contact Tammy Burns at (661) 861-5274.

Early care and education and afterschool 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).

<b>Aide</b>	refers to an entry-level person working under supervision of teacher
<b>Assistant</b>	refers to a person working under the supervision of a teacher
<b>Associate Teacher</b>	refers to a person working under the supervision of a teacher
<b>Teacher</b>	refers to a person in charge of a group or classroom of children, often with supervisory responsibilities
<b>Master Teacher</b>	refers to a person with both teaching and curriculum specialization
<b>Teacher Director/ Site Supervisor</b>	refers to a person with both teaching and administrative duties plus supervision of staff
<b>Administrative/ Center Director</b>	refers to person with primarily administrative and supervisory duties

## Center/School Description

**1. Please circle the descriptions that best describes your program.**

- |  |   |
|--|---|
| 1. Independently owned & operated                                | 7. Parent cooperative                         |
| 2. Church/religious organization                                 | 8. Federal Head Start/Early Head Start        |
| 3. National chain  | 9. University or college                      |
| 4. Corporate/business/hospital                                   | 10. State funded afterschool program          |
| 5. State funded  | 11. City/County Parks & Recreation Department |
| 6. Non state funded afterschool program<br>(charges parent fees) | 12. Non-Government/community organization     |

**2. Name of Center/School \_\_\_\_\_**

**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	School Age 6 to 12 years
	Rates	Rates	Rates	Rates
Monthly				
Weekly full day over 5 hours				
Daily over 5 hours				
Hourly/ part time rate				

**4. Teaching Staff Characteristics**

	Aide	Assistant	Associate Teacher	Teacher	Master Teacher	Teacher/ Director	Site Supervisor	Administrative Director
Number of current staff by position								
Number of staff that have left employment in the past 12 months by position.								

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

Yes (how many?) \_\_\_\_\_ No \_\_\_\_\_

**6. Has the lack of available, qualified staff made you unable to operate at your full capacity?**

Yes \_\_\_\_\_ No \_\_\_\_\_

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

	Aide	Assistant	Associate Teacher	Teacher	Master Teacher	Teacher/ Director	Site Supervisor	Administrative Director
Fired or dismissed for inadequate performance								
Laid off because of low Enrollment/lack of funding								
Left the program voluntarily								



**Teaching Staff Demographics and Educational Characteristics**  
**Please review the following codes as they will be used for Section 12.**

<b>Age Group Staff works with For column #1</b>	<b>Approximate age of staff member For column #2</b>	<b>Ethnicity/Race For column #3</b>	<b>Highest Level of Education For column #4</b>	<b>Highest Level of ECE Training For column #5</b>	<b>Credential/Permit For column #6</b>
A. Infants (birth to 2 years) B. Toddlers (2 to 3 years) C. Preschool (3 to 5 years) D. School Age (kindergarten and older)	A. Under 21 years B. 21 to 30 years C. 31 to 40 years D. 41 to 50 years E. Over 51 years	A. Spanish/Latino/Hispanic B. White, Caucasian C. Black, African American D. Asian/Pacific Islander E. American Indian or Alaskan Native F. Other	A. Some high school B. High school graduate or GED C. Some college courses D. Two year college degree E. Four year college degree F. Some graduate school G. Graduate school degree	A. 0 units of ECE or child development B. 1 to 5 units of ECE or child development C. 6 units of ECE or child development D. 7 to 11 units of ECE or child development E. 12 units of ECE or child development F. 13 to 24 units of ECE or child development G. More than 24 units of ECE or child development, no degree H. AA in ECE or child development 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	A. Child Development Associate (CDA) B. Child Development Permit B.1 Assistant Teacher B.2 Associate Teacher B.3 Teacher B.4 Master Teacher B.5 Site Supervisor B.6 Program Director Permit C. Children's Center Permit D. Montessori E. College ECE Certificate F. Other

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

	#1	#2		#3	#4	#5	#6				
	Age group staff works with (see previous page)	Approximate age of staff member (see previous page)	Gender M/F	Ethnicity or Race (see previous page)	Highest Level of Education (see previous page)	Highest Level of Training (see previous page)	Credential or Permit (see previous page)	Wage or Salary	By Hour, Week or Month	Hours worked per week	Staff's start date month and year
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.											

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

	#2	#3	#4	#5	#6					
	Approximate age of staff member (see page 4)	Gender M/F	Ethnicity or Race	Highest Level of Education (see page 4)	Highest Level of Training (see page 4)	Credential or Permit (see page 4)	Wage or Salary	By Hour, Week or Month?	Hours worked per week	Employee's starting date Month and year
1.										
2.										
3.										
4.										
5.										
6.										

**General Information:**

14. 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 September 21, 2012 to:

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