

**2010**  
**Child Development Center Survey**

**Early Childhood Council**  
 **of Kern**

Planning for quality early care and education.

A report compiled by the

**Early Childhood Council  
of Kern**



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The Early Childhood Council of Kern is funded with a planning council grant through the California Department of Education, Child Development Division.

## ***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 2010 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 third conducted by the Council with one also being completed in 2005 and 2008 therefore the following report contains comparison data in several areas.

## ***2010 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 (a copy of the survey tool is provided in the Appendix). 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 – approximately 117 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 – 86 programs including approximately 36 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</b>	refers to a person working under the supervision of a teacher
<b>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

- 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 person with primarily administrative and supervisory duties

## *2010 Survey Response*

Of the 203 surveys mailed, a total of 55 surveys were returned representing 130 sites 64%. 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 – 104 sites / 18 agencies
- Faith based – 13
- Non faith based private for/non profit – 13

### **Capacities of Responding Non-Subsidized Programs**

Programs were asked to report on the capacities of their centers. In the Non-Subsidized category, the licensed capacity for programs fell into the following ranges:

Under 50 spaces – 7 programs

51 to 100 spaces – 10 programs

101 to 200 spaces – 7 programs

Over 200 spaces – 2 programs

Due to the manner in which many of the subsidized centers reported their capacities, it was not possible to separate out individual center capacities. Those programs with multiple sites reported their total capacity rather than by individual site. A very small number of programs indicated that the lack of qualified staff resulted in their not being able to maintain enrollment to their full capacity.

## *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 that are represented in that particular category. Responding centers were placed into one of two categories, Subsidized or Non-Subsidized (see Methodology for definition).

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 2010 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.

Additionally, at the time the survey was released, California was entering a state of fiscal crisis. Many contracts and payments from the California Department of Education were delayed which resulted in some temporary site closures and many staff were laid off. The data reflects the initial impacts of this crisis.

In most categories comparison data is made available from prior year reports. The full 2008 report can be found at: <http://wwwstatic.kern.org/gems/eccouncil/CenterSurvey2008.pdf>

## *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.

	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2008 Non-Subsidized</b>	<b>2008 Subsidized</b>
Aide	45	244	40	171
Assistant	30	122	19	151
Associate Teacher	12	172	8	169
Teacher	155	258	164	186
Master Teacher	16	9	23	13
Teacher/Director	19	12	8	49
Site Supervisor	10	94	9	32
Administrative Director	19	19	16	12
<b>Totals</b>	<b>306</b>	<b>930</b>	<b>287</b>	<b>783</b>
<i>*Non-Teaching Positions</i>				
Cook/Food Service	17	59	17	41
Secretary	7	35	10	25
Bookkeeper/Accountant	7	30	7	29
Education Coordinator	1	5	0	5
Bus Driver	1	3	1	2
Social Worker/Family Advocate	0	16	0	66
Health Services Provider	0	3	0	1
Other (Custodian/Maintenance)	1	122	2	128
<b>Totals</b>	<b>34</b>	<b>273</b>	<b>37</b>	<b>297</b>

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

### *Part Time vs. Full Time*

<b>Employ Part Time Staff?</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2008 Non-Subsidized</b>	<b>2008 Subsidized</b>
Yes	77%	80%	62%	90%
No	23%	20%	38%	10%

## *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.

### *Ethnicity*

<b>Ethnicity</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2010 Overall</b>	<b>2008 Non-Subsidized</b>	<b>2008 Subsidized</b>	<b>2008 Overall</b>
African-American	4%	6%	6%	8%	8%	8%
Caucasian/White	61%	22%	33%	62%	24%	33%
Asian/Pacific Islander	1%	3%	2%	2%	3%	3%
Spanish/Latino/Hispanic	32%	68%	59%	25%	64%	55%
American Indian/Alaskan Native	0%	0%	0%	0%	>1%	>1%
Bi-racial/Multi-racial & Other	1%	1%	1%	3%	>1%	>1%

\*Non-Subsidized programs reported on 88% and Subsidized programs reported on 77% of their total staff.

### *Employee Age*

The age of employees in the 18-25 category is more than twice as high in the Non-Subsidized sector as in Subsidized programs however the overall percentage is lower than the 2008 survey.

<b>Employee Age</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2010 Overall</b>	<b>2008 Overall</b>
18 to 25 years	27%	11%	17%	22%
26 to 35 years	33%	31%	32%	26%
36 to 45 years	17%	27%	23%	26%
46 to 55 years	16%	20%	18%	16%
56 years and over	6%	11%	9%	10%

\*Non-Subsidized programs reported on 86% and Subsidized programs reported on 46% of their total staff.

### *Gender*

Amongst the responding programs both subsidized and non-subsidized, the total male employee population increased from 1% to 2% in 2010 with 19 of the total 1,236 staff represented being male.

### *Tenure*

Continuity of care for young children is of the utmost importance. Consistent, loving and trained ECE staff provide children with the learning rich environments needed to be successful in school and life. The chart below reflects the length of time staff have been with their current agency compared to 2008.

<b>Tenure</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2010 Overall</b>	<b>2008 Overall</b>
Less than 1 year	23%	17%	19%	17%
1 to 2 years	27%	18%	21%	30%
3 to 5 years	20%	21%	21%	18%
6 to 10 years	13%	17%	15%	17%
More than 10 years	17%	28%	24%	18%

\*Non-Subsidized programs reported on 84% and Subsidized programs reported on 45% of their total staff.

## ***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.

## ***Formal Education Specific to the Early Childhood Field***

	<b>2010 Overall</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2008 Overall</b>	<b>2008 Non-Subsidized</b>	<b>2008 Subsidized</b>
0 ECE Units	2%	4%	1%	6%	4%	6%
1 - 5 ECE units	1%	3%	1%	2%	2%	2%
6 ECE units	4%	7%	2%	6%	5%	7%
7 - 11 ECE units	4%	4%	4%	3%	1%	3%
12 ECE units	8%	14%	6%	10%	18%	7%
13 - 24 ECE units	22%	30%	19%	26%	30%	24%
More than 24 ECE units	26%	15%	30%	18%	14%	19%
AA in ECE degree	21%	13%	24%	20%	12%	22%
ECE courses at 4-yr. college	1%	2%	1%	2%	3%	2%
BA/BS ECE degree	8%	5%	9%	5%	5%	5%
Grad. Level ECE courses	1%	>1%	1%	>1%	1%	>1%
Grad. Degree in ECE	1%	1%	1%	1%	2%	1%
Other	2%	3%	1%	>1%	1%	>1%

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

## ***Child Development Permit***

Although many Non-Subsidized programs do not require their staff to be on the Child Development Permit Matrix there is an increase in the number of programs that now do require or encourage staff to hold 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.

Permit Level	2010 Overall	2010 Non-Subsidized	2010 Subsidized	2008 Overall	2008 Non-Subsidized	2008 Subsidized
Child Development Permit						
<i>Assistant</i>	2%	4%	2%	2%	0%	2%
<i>Associate Teacher</i>	26%	19%	27%	33%	38%	33%
<i>Teacher</i>	33%	24%	34%	25%	18%	26%
<i>Master Teacher</i>	6%	10%	5%	5%	22%	3%
<i>Site Supervisor</i>	24%	4%	28%	30%	13%	32%
<i>Program Director</i>	1%	2%	1%	5%	8%	5%
Child Development Associate (CDA)	1%	7%	>1%	N/A	N/A	N/A
Children's Center Permit	1%	4%	1%	N/A	N/A	N/A
College ECE Certificate	2%	8%	1%	N/A	N/A	N/A
Other	4%	19%	2%	N/A	N/A	N/A

\*37% of the Non-Subsidized staff held permits (16% increase from 2008) and 66% of the Subsidized staff held permits which is consistent with the percentage in 2008.

## *Turnover*

Historically, the early care and education field has been plagued with high turnover rates 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 2010 data collected on staff turnover reflects the number of staff that left their position between July 2009 and July 2010.

Category	2010 Overall Percent	2010 Non-Subsidized # left and %	2010 Subsidized # left and %	2008 Overall Percent	2008 Non-Subsidized # left and %	2008 Subsidized # left and %
Aide	20%	5 / 11%	54 / 22%	19%	3 / 8%	33 / 19%
Assistant Teacher	45%	10 / 33%	58 / 48%	22%	11 / 58%	32 / 21%
Associate	26%	6 / 50%	41 / 24%	20%	6 / 75%	33 / 20%
Teacher	12%	27 / 17%	22 / 9%	27%	19 / 11%	34 / 18%
Master Teacher	8%	0 / 0%	3 / 22%	2%	3 / 13%	0 / 0%
Teacher/Director	3%	1 / 5%	0 / 0%	5%	0 / 0%	10 / 20%
Site Supervisor	12%	1 / 10%	11 / 12%	3%	0 / 0%	6 / 19%
Administrator/Director	21%	1 / 5%	6 / 37%	2%	0 / 0%	3 / 25%
Total Staff Leaving	248 staff 20%	51 staff 17%	195 Staff 21%	193 Staff 18%	42 Staff 15%	151 Staff 19%

## *Why Are They Leaving?*

The survey asked programs to indicate the reasons for staff turnover in their programs over the previous year. Due to California's economic struggles at the time of this report, the highest turnover was due to decreased funding and enrollment for many programs both Subsidized and Non-Subsidized. It should be noted that one site indicated that 17 staff had left however no reason was provided. 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.

<b>Reason for leaving</b>	<b>2010 Non-Subsidized</b>	<b>2010 Subsidized</b>	<b>2008 Non-Subsidized</b>	<b>2008 Subsidized</b>
Dismissed	16%	13%	18%	13%
Laid off due to low enrollment/lack of funding	21%	56%	2%	0%
Accepted a job in another ECE program	11%	6%	13%	18%
Accepted a job in an elementary school	9%	5%	11%	6%
Accepted a job in an unrelated field	9%	1%	13%	13%
Dissatisfied with the pay	4%	>1%	9%	0%
Dissatisfied with the benefits	2%	0%	4%	0%
Problem with own child care/family arrangements	7%	4%	7%	20%
Returned to school in ECE field	2%	>1%	2%	2%
Returned to school in non ECE field	4%	3%	2%	1%
Retired	0%	5%	7%	7%
Other (predominantly medical or having moved)	16%	7%	11%	20%

## ***Benefits***

The survey collected information on a variety of benefits including the availability of reduced child care, vacation, sick days or paid holidays in addition to the availability of health insurance. All programs in both the Non-Subsidized and Subsidized sectors responded with benefit data.

### **Non-Subsidized Programs 2010**

<b>Position</b>	<b>Reduced Child Care Fees</b>	<b>Paid Vacation</b>	<b>Paid Sick Days</b>	<b>Paid Holidays</b>
Aide	35%	31%	31%	31%
Assistant	23%	27%	31%	27%
Associate Teacher	27%	23%	27%	23%
Teacher	65%	65%	62%	69%
Master Teacher	31%	23%	27%	23%
Teacher/Director	50%	42%	35%	46%
Site Supervisor	35%	38%	46%	42%
Administrator/Director	46%	54%	58%	54%

### **Subsidized Programs 2010**

<b>Position</b>	<b>Reduced Child Care Fees</b>	<b>Paid Vacation</b>	<b>Paid Sick Days</b>	<b>Paid Holidays</b>
Aide	0%	74%	79%	79%
Assistant	0%	72%	72%	85%
Associate Teacher	0%	95%	89%	95%
Teacher	0%	92%	96%	100%
Master Teacher	0%	100%	90%	100%
Teacher/Director	0%	91%	91%	100%
Site Supervisor	0%	91%	95%	100%
Administrator/Director	0%	91%	96%	100%

## Health Insurance with 2008 Comparison

	2010 Non-Subsidized		2010 Subsidized		2008 Non-Subsidized		2008 Subsidized	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Fully paid for employee	8%	0%	26%	0%	15%	0%	25%	0%
Partially paid for employee	15%	0%	16%	11%	20%	5%	7%	0%
Partially paid for employee and dependents	15%	4%	21%	11%	10%	5%	63%	65%
Fully paid for employee & dependents	4%	4%	26%	0%	NA	NA	NA	NA
Available but unpaid	12%	15%	0%	11%	5%	10%	0%	19%
No plan available	46%	77%	5%	68%	50%	80%	5%	16%

## Wages

Wages rose slightly in most categories in 2010. The reader should be reminded that the wage data is based solely on those programs responding to the survey. Four of the 26 responding Non-Subsidized programs did not provide wage data and three 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.

## 2010 Wage Data

Educational level	Non-Subsidized			Subsidized		
	Low	High	Average	Low	High	Average
0 ECE Units	\$8.00	\$10.13	<b>\$8.81</b>	\$9.00	\$11.31	<b>\$10.01</b>
1 - 5 ECE units	\$8.00	\$14.00	<b>\$10.87</b>	\$10.88	\$13.56	<b>\$12.16</b>
6 ECE units	\$8.00	\$12.16	<b>\$9.73</b>	\$8.00	\$13.56	<b>\$10.73</b>
7 - 11 ECE units	\$8.50	\$12.00	<b>\$10.16</b>	\$8.00	\$18.94	<b>\$11.32</b>
12 ECE units	\$8.50	\$16.00	<b>\$9.90</b>	\$8.40	\$17.84	<b>\$11.76</b>
13 - 24 ECE units	\$8.00	\$14.06	<b>\$10.04</b>	\$8.39	\$20.92	<b>\$13.15</b>
> 24 ECE units	\$8.49	\$16.26	<b>\$10.82</b>	\$9.77	\$23.13	<b>\$15.36</b>
AA in ECE degree	\$8.41	\$16.26	<b>\$11.15</b>	\$10.53	\$31.00	<b>\$17.92</b>
ECE courses at 4-yr. college	\$8.84	\$10.00	<b>\$9.44</b>	\$18.80	\$19.12	<b>\$18.96</b>
BA/BS ECE degree	\$9.25	\$15.00	<b>\$11.48</b>	\$8.00	\$28.50	<b>\$19.00</b>
Grad. Level ECE courses	NA	NA	<b>\$10.25</b>	\$13.93	\$19.69	<b>\$15.85</b>
Grad. Degree in ECE	NA	NA	<b>\$11.50</b>	\$28.85	\$38.75	<b>\$33.80</b>
Other	NA	NA	<b>\$10.25</b>	\$15.55	\$19.80	<b>\$17.48</b>
<b>Administrative Staff Salaries</b>	<b>\$960.00</b> Per month	<b>\$3833.00</b> Per month	<b>\$2479.00</b> Per month	<b>\$4166.00</b> Per month	<b>\$9000.00</b> Per month	<b>\$5964.00</b> Per month

## 2008 Wage Data for Comparison

Educational level	Non-Subsidized			Subsidized		
	Low	High	Average	Low	High	Average
0 ECE Units	\$8.00	\$8.25	<b>\$8.15</b>	\$9.35	\$14.69	<b>\$11.33</b>
1 - 5 ECE units	\$8.00	\$10.00	<b>\$8.66</b>	\$8.00	\$17.00	<b>\$11.42</b>
6 ECE units	\$8.00	\$10.00	<b>\$9.21</b>	\$8.38	\$23.21	<b>\$12.09</b>
7 - 11 ECE units	\$8.00	\$8.00	<b>\$8.00</b>	\$9.00	\$19.91	<b>\$12.58</b>
12 ECE units	\$8.00	\$12.38	<b>\$8.98</b>	\$8.00	\$23.21	<b>\$13.21</b>
13 - 24 ECE units	\$8.00	\$15.50	<b>\$9.54</b>	\$8.83	\$23.56	<b>\$12.43</b>
> 24 ECE units	\$8.00	\$20.00	<b>\$11.90</b>	\$10.10	\$23.21	<b>\$14.88</b>
AA in ECE degree	\$8.75	\$15.31	<b>\$10.63</b>	\$9.80	\$33.11	<b>\$17.33</b>
ECE courses at 4-yr. college	\$8.66	\$10.00	<b>\$9.33</b>	\$15.88	\$22.50	<b>\$18.80</b>
BA/BS ECE degree	\$8.00	\$15.00	<b>\$10.79</b>	\$11.12	\$23.21	<b>\$18.31</b>
Grad. Level ECE courses	\$12.00	\$12.00	<b>\$12.00</b>	NA	NA	<b>NA</b>
Grad. Degree in ECE	NA	NA	<b>NA</b>	\$10.93	\$10.93	<b>\$10.93</b>
<b>Administrative Staff Salaries</b>	<b>Lowest salary \$1,402.00</b>	<b>Highest salary \$4,371.00</b>	<b>Average salary \$2,538.00</b>	<b>Lowest salary \$2,540.00</b>	<b>Highest salary \$8,500.00</b>	<b>Average salary \$4,232.00</b>

## *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.

### **Infants**

There were 6 programs responding with monthly rates.

The average rate was \$797 with rates ranging from \$789 to \$944 per month.

Based upon the 2010 respondents, rates in this category increased almost 10% over 2008 rates.

### **Toddlers (2-3 years)**

There were 15 programs responding with monthly rates.

The average rate was \$595 per month with rates ranging from \$388 to \$770 per month.

Based upon the 2010 respondents, rates in this category increased almost 9% over 2008 rates.

### **Preschool (3-5 years)**

There were 15 programs responding with monthly rates.

The average rate was \$575 per month with rates ranging from \$388 to \$770 per month.

Based upon the 2010 respondents, rates in this category increased 11% over 2008 rates.

## **School Age**

There were 7 programs responding with monthly rates.

The average rate was \$319 with rates ranging from \$135 to \$480 per month.

Based upon the 2010 respondents, rates in this category decreased by 13% over 2008 rates however these figures are based solely on those 7 programs providing tuition information.

## ***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,
- 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 web site at [www.earlychildhoodkern.org](http://www.earlychildhoodkern.org).

## **Mission Statement**

The Early Childhood Council of Kern is dedicated to promoting and supporting a community-wide effort that results in a high quality child care system that meets the needs of all Kern County children and families.

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.

## *Appendix*

### *2010 Center Survey*

July 9, 2010

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 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, 2010 unless instructed otherwise.
- Please fill out the questionnaire and mail it back in the enclosed envelope by Friday, September 24, 2010.
- 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 names are being requested only to enable us to make follow up contact.

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 teaching and administrative staff in Kern County. If any questions arise, please contact Tammy Burns at 661/636-4444.

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      | 8. Parent cooperative                     |
| 2. Local chain                         | 9. Church/religious organizations         |
| 3. National chain                      | 10. University or college                 |
| 4. Corporate/business/hospital         | 11. Subsidized after school program       |
| 5. Worker cooperative                  | 12. State funded                          |
| 6. Private after school program        | 13. Non-Government/community organization |
| 7. Federal Head Start/Early Head Start |   |

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

**3. Does your center operate as a “for profit” or “non profit” organization?**

- For-Profit       Non-Profit

**4. Please indicate rates charged and number of spaces 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	
	# of slots	Rates	# of slots	Rates	# of slots	Rates	# of slots	Rates
Monthly								
Weekly full day over 5 hours								
Daily over 5 hours								
Hourly/ part time rate								
Do you have a waiting list for this age group?	<input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input type="checkbox"/> No		<input type="checkbox"/> Yes <input type="checkbox"/> No	

5. What are your daily hours of operation? From \_\_\_\_\_ to \_\_\_\_\_

6. How many months per year are you open? \_\_\_\_\_

**7. 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 Center in the past 12 months by position								

8. Of the teaching staff that left your center 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								

9. 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.

	Aide	Assistant	Associate Teacher	Teacher	Master Teacher	Teacher/Director	Site Supervisor	Administrative Director
Accepted a job in another early childhood education program								
Accepted a job in an elementary school								
Accepted a job unrelated to early childhood education								
Dissatisfied with the pay								



## Teaching Staff Demographics and Educational Characteristics

Please review the following codes as they will be used for Sections 14-18.

Ethnicity/Race	Highest Level of Education	Highest Level of ECE Training	Credential/Permit
A. Spanish/Latino/Hispanic B. White, Caucasian C. Black, African American D. Asian/Pacific Islander E. American Indian or Alaskan Native F. Other (please specify)	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 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

### 15. Please provide the information below for each staff member working in the Infant/Toddler Room (0 – 2 years)

	Approximate age?	Gender	Ethnicity/Race	Highest Level of Education (A-G see above)	Highest Level of Training (A-M see above)	Credential/Permit (A-F see above)	Wage or Salary	By Hour, Week or Month?	# hours worked per week	Employee's starting date
1.										
2.										
3.										
4.										
5.										
6.										

**16. Please provide the information below for each staff member working in the Preschool Room (2 to 3 years)**

	Approximate age?	Gender	Ethnicity/Race	Highest Level of Education (A-G see above)	Highest Level of Training (A-M see above)	Credential/Permit (A-F see above)	Wage or Salary	By Hour, Week or Month?	# hours worked per week	Employee's starting date
1.										
2.										
3.										
4.										
5.										
6.										

**17. Please provide the information below for each staff member working in the Preschool Room (3 to 5 years)**

	Approximate age?	Gender	Ethnicity/Race	Highest Level of Education (A-G see above)	Highest Level of Training (A-M see above)	Credential/Permit (A-F see above)	Wage or Salary	By Hour, Week or Month?	# hours worked per week	Employee's starting date
1.										
2.										
3.										
4.										
5.										
6.										

**18. Please provide the information below for each staff member working in the School Age Room (5 to 12 years)**

	Approximate age?	Gender	Ethnicity/Race	Highest Level of Education (A-G see above)	Highest Level of Training (A-M see above)	Credential/Permit (A-F see above)	Wage or Salary	By Hour, Week or Month?	# hours worked per week	Employee's starting date
1.										
2.										
3.										
4.										
5.										
6.										

**19. Please provide the information below for each administrative staff member not included in the above categories.**

	Approximate age?	Gender	Ethnicity/Race	Highest Level of Education (A-G see above)	Highest Level of Training (A-M see above)	Credential/Permit (A-F see above)	Wage or Salary	By Hour, Week or Month?	# hours worked per week	Employee's starting date
1.										
2.										
3.										
4.										
5.										
6.										

**General Information:**

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

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

**21. Educational Attainment**

What would make it easier for your staff to attend college and/or local conferences?

- On-line     
  Off-campus location     
  Saturdays     
  TV  
 Other \_\_\_\_\_

**22. Community Efforts**

Are you familiar with:

- Early Childhood Council of Kern?       Yes     No     need information
- Kern Association for the Education of Young Children?       Yes     No     need information

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

If requesting more information, please provide name and mailing address:

\_\_\_\_\_

Feel free to provide any additional comments on a separate sheet of paper.

Please return to: Early Childhood Council of Kern  
 1300 17th Street, Bakersfield, CA 93001