



2008
***Child Development
Center Survey***

Early Childhood Council
of Kern

Planning for quality early care and education.

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2008 *Child Development Center Survey*

*A report compiled by the
Early Childhood Council of Kern
(Formerly the Kern County Child Care Council)*

<http://kcsos.kern.org/kcccc>

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Introduction

In the summer of 2008 the Early Childhood Council of Kern (the Council) conducted a county-wide, child development center survey. The intent of this survey was to gain a better understanding of 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. Information collected included salaries, turnover rates, benefits, educational levels of staff as well as general demographic information about staff members and will allow the Council to monitor progress towards improved working conditions and help determine strategies to address the issues. A similar survey was conducted in 2005 therefore comparison data is provided in many areas.

2008 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. The programs receiving surveys were:

- State and Federally funded programs – 119 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 – 78 programs including approximately 35 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 are contracted 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:

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	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 person with primarily administrative and supervisory duties

2008 Survey Response

Of the 197 surveys mailed, a total of 41 surveys were returned representing 108 sites (55%). 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 – 87
- Faith based – 9
- Non faith based private for/non profit – 12

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 – 9 programs
- 101 to 200 spaces – 2 programs
- Over 200 spaces – 3 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.

About the Data

The Early Childhood Council of Kern experienced two primary challenges with the collection of the 2008 data. One being the low response rate from the early childhood field, with only 55% of centers responding, and the second being the inconsistency in which questions were answered. Although these factors do not allow this report to be fully representative of all programs in Kern County, the Council believes that a general cross-section of programs did respond providing a good sense of the climate of the early childhood field in Kern County.

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 charts 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 2008 survey may not necessarily be the same programs that responded in 2005, therefore some challenges surfaced in making comparisons and identifying trends. However in more general areas such as gender and age of staffing, the data was combined.

2008 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.

	Non-Subsidized	Subsidized
Aide	40	171
Assistant	19	151
Associate Teacher	8	169
Teacher	164	186
Master Teacher	23	13
Teacher/Director	8	49
Site Supervisor	9	32
Administrative Director	16	12
Totals	287	783
* Additional Non-Teaching Positions		
Cook/Food Service	17	41
Secretary	10	25
Bookkeeper/Accountant	7	29
Education Coordinator	0	5
Bus Driver	1	2
Social Worker/Family Advocate	0	66
Health Services Provider	0	1
Other (Custodian/Maintenance)	2	128

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

Part Time vs. Full Time

Employ Part Time Staff?	Non-Subsidized n=21	Subsidized n=87
Yes	13	78
No	8	9

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

Ethnicity	2008 Overall	2005 Overall	2008 Non-Subsidized	2005 Non-Subsidized	2008 Subsidized	2005 Subsidized
African-American	8%	4%	8%	3%	8%	6%
Caucasian/White	33%	55%	62%	81%	24%	28%
Asian/Pacific Islander	3%	1%	2%	1%	3%	1%
Spanish/Latino/Hispanic	55%	38%	25%	13%	64%	64%
American Indian/Alaskan Native	0.4%	1%	0%	1%	0.5%	0.5%
Bi-racial/Multi-racial & Other	0.7%	1%	3%	1%	0.1%	0.5%

* Non-Subsidized programs reported on 74% and Subsidized programs reported on 96% of their total staff.

Employee Age

The age of employees by category in the 2008 survey remained very consistent with the 2005 survey.

Employee Age	All programs
18 to 25 years	22%
26 to 35 years	26%
36 to 45 years	26%
46 to 55 years	16%
56 years and over	10%

* Non-Subsidized programs reported on 73% and Subsidized programs reported on 44% of their total staff.

Gender

Amongst the responding programs both subsidized and non-subsidized, the total male employee population remained at 1% leaving 99% female which is consistent with the 2005 survey.

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 2005.

Tenure	2008 Overall	2005 Overall	2008 Non-Subsidized	2005 Non-Subsidized	2008 Subsidized	2005 Subsidized
Less than 1 year	17%	22%	21%	31%	14%	15%
1 to 2 years	30%	16%	29%	20%	30%	14%
3 to 5 years	18%	12%	18%	17%	18%	8%
6 to 10 years	17%	35%	13%	19%	20%	47%
More than 10 years	18%	15%	19%	13%	18%	16%

* Non-Subsidized programs reported on 73% and Subsidized programs reported on 41% of their total staff.

Staff Education/Training

For the last several years, there has been a focus on increasing the educational levels of the early childhood field. Research supports the field's belief that a highly trained and educated workforce will result in children

being better prepared for school and life. Funding has become more available for educational stipends and scholarships in recent years 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 new staff educational requirements for Head Start teachers, teaching assistants and Education Coordinators which has caused an increase in the number of early childhood students at local colleges and universities.

Formal Education Specific to the Early Childhood Field

	% 2008 Overall	% 2008 Non-Subsidized	% 2008 Subsidized
0 ECE Units	6%	4%	6%
1 - 5 ECE units	2%	2%	2%
6 ECE units	6%	5%	7%
7 - 11 ECE units	3%	1%	3%
12 ECE units	10%	18%	7%
13 - 24 ECE units	26%	30%	24%
More than 24 ECE units	18%	14%	19%
AA in ECE degree	20%	12%	22%
ECE courses at 4-yr. college	2%	3%	2%
BA/BS ECE degree	5%	5%	5%
Grad. Level ECE courses	0.6%	1%	0.4%
Grad. Degree in ECE	1%	2%	1%
Other	0.4%	1%	0.3%

* Non-Subsidized programs reported on 75% and Subsidized programs reported on 96% of their total staff.

** Due to inconsistencies in how this data was reported in the 2005 survey, comparison data is not available.

Child Development Permit

Although most Non-Subsidized programs do not require their staff to be on the Child Development Permit Matrix, most Subsidized programs do have this requirement. 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. The levels are: Assistant, Associate Teacher, Teacher, Master Teacher, Site Supervisor and Program Director.

Permit Level	Overall	Non-Subsidized	Subsidized
Assistant	2%	0%	2%
Associate Teacher	33%	38%	33%
Teacher	25%	18%	26%
Master Teacher	5%	22%	3%
Site Supervisor	30%	13%	32%
Program Director	5%	8%	5%

* 21% of the Non-Subsidized staff held permits and 65% of the Subsidized staff held permits.

Turnover

In the past, 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 in the past 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 may be reflected as a vacated position thereby being interpreted as turnover when in fact the individual has not left the agency. The 2008 data collected on staff turnover reflects the number of staff that left their position between July 2007 and July 2008.

2008 Data

Category	Non-Subsidized Total Staff / Total Left	% Turnover Non- Subsidized	Subsidized Total Staff / Total Left	% Turnover Subsidized
Aide	40 / 3	8%	171 / 33	19%
Assistant Teacher	19 / 11	58%	151 / 32	21%
Associate	8 / 6	75%	169 / 33	20%
Teacher	164 / 19	11%	186 / 34	18%
Master Teacher	23 / 3	13%	13 / 0	0%
Teacher/Director	8 / 0	0%	49 / 10	20%
Site Supervisor	9 / 0	0%	32 / 6	19%
Administrator/ Director	16 / 0	0%	12 / 3	25%
Total Staff Leaving	42	Overall 15%	151	19%

2005 Data for Comparison

Category	Non-Subsidized Total Staff / Total Left	% Turnover Non- Subsidized	Subsidized Total Staff / Total Left	% Turnover Subsidized
Aide	71 / 21	30%	42/10	24%
Assistant Teacher	22 / 5	23%	147/26	18%
Associate	9 / 5	56%	72/10	14%
Teacher	148 / 44	30%	76/15	20%
Master Teacher	22 / 6	27%	10/0	0%
Teacher/Director	21 / 1	5%	40/6	15%
Administrator/ Director	23 / 2	9%	12/0	0%
Total Staff Leaving	316 / 84	27%	399 / 67	17%

Why Are They Leaving?

The survey asked directors to cite the reasons for the turnover in their programs over the previous year. Although these reasons varied, the dissatisfaction with pay was not noted as the primary reason as had been anticipated. It should be noted that some surveys indicated multiple reasons an individual left their position.

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

Benefits

Historically, the lack of benefits has been cited as a primary contributor to the high turnover rates within the early childhood education field. As the reader will note, the number of employers offering some type of benefits dropped significantly from 2005.

Type of Benefit	2008 Non-subsidized	2005 Non-Subsidized	2008 Subsidized	2005 Subsidized
Reduced Child Care	73%	100%	19%	N/A
Paid Vacation	61%	75%	81%	100%
Paid Sick Days	63%	75%	81%	100%
Paid Holidays	68%	75%	81%	100%

Health Insurance	2008 Non-Subsidized		2005 Non-Subsidized		2008 Subsidized		2005 Subsidized	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Fully paid for employee	15%	0%	30%	0%	25%	0%	49%	0%
Partially paid for employee	20%	5%	8%	5%	7%	0%	47%	0%
Partially paid for employee and dependents	10%	5%	N/A	N/A	63%	65%	N/A	N/A
Available but unpaid	5%	10%	8%	11%	0%	19%	0%	4%
No plan available	50%	80%	43%	73%	5%	16%	4%	80%

Wages

The 2008 data on wages was collected in a different manner than in the 2005 survey therefore a direct comparison cannot be made. However correlations can be made between education levels and staffing positions that can give the reader very similar information. The wage information from the 2008 survey is provided first with the data from 2005 following.

2008 Wage Data

	Non-Subsidized			Subsidized		
Educational level	Low	High	Average	Low	High	Average
0 ECE Units	\$8.00	\$8.25	\$8.15	\$9.35	\$14.69	\$11.33
1 - 5 ECE units	\$8.00	\$10.00	\$8.66	\$8.00	\$17.00	\$11.42
6 ECE units	\$8.00	\$10.00	\$9.21	\$8.38	\$23.21	\$12.09
7 - 11 ECE units	\$8.00	\$8.00	\$8.00	\$9.00	\$19.91	\$12.58
12 ECE units	\$8.00	\$12.38	\$8.98	\$8.00	\$23.21	\$13.21
13 - 24 ECE units	\$8.00	\$15.50	\$9.54	\$8.83	\$23.56	\$12.43
> 24 ECE units	\$8.00	\$20.00	\$11.90	\$10.10	\$23.21	\$14.88
AA in ECE degree	\$8.75	\$15.31	\$10.63	\$9.80	\$33.11	\$17.33
ECE courses at 4-yr. college	\$8.66	\$10.00	\$9.33	\$15.88	\$22.50	\$18.80
BA/BS ECE degree	\$8.00	\$15.00	\$10.79	\$11.12	\$23.21	\$18.31
Grad. Level ECE courses	\$12.00	\$12.00	\$12.00	none	none	none
Grad. Degree in ECE	none	none	none	\$10.93	\$10.93	\$10.93
Administrative Staff Salaries	Lowest salary	Highest salary	Average salary	Lowest salary	Highest salary	Average salary
	\$1,402.00	\$4,371.00	\$2,538.00	\$2,540.00	\$8,500.00	\$4,232.00

2005 Wage Data

Non-subsidized Programs

Position	Lowest or starting rate	Average starting rate	Highest or maximum rate	Average high rate
Aide	\$6.75	\$7.11	\$13.33	\$7.91
Assistant Teacher	\$6.75	\$7.24	\$11.00	\$8.05
Associate Teacher	\$6.75	\$7.32	\$11.00	\$8.20
Teacher	\$7.00	\$8.48	\$14.00	\$10.07
Master Teacher	\$7.50	\$9.38	\$17.50	\$10.91
Teacher Director or Site Supervisor	\$7.00	\$11.40	\$17.50	\$13.41

Non-subsidized Administrator Staff	Lowest monthly salary	Highest monthly salary	Average monthly salary
	\$1,500.00	\$3,750.00	\$2,460.00

Subsidized Programs

Position	Lowest or starting rate	Average starting rate	Highest or maximum rate	Average high rate
Aide	\$6.00	\$7.50	\$9.15	\$7.99
Assistant Teacher	\$6.75	\$9.11	\$16.50	\$11.13
Associate Teacher	\$7.25	\$9.76	\$16.53	\$10.94
Teacher	\$9.50	\$12.57	\$19.95	\$14.08
Master Teacher	\$12.50	\$14.55	\$22.72	\$15.13
Teacher Director or Site Supervisor	\$12.50	\$16.81	\$25.42	\$18.63

Subsidized Administrators	Lowest monthly salary	Highest monthly salary	Average monthly salary
	\$970	\$7002	\$4365

Center Tuition Rates

As anticipated, the cost for child development services varies greatly across the county with rates being considerably higher in the southwest areas of Bakersfield. The data reported below represents only the non-subsidized programs as the subsidized sector does 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 7 programs responding with monthly rates. The average rate was \$728 with rates ranging from \$500 to \$880 per month. Based upon the 2008 respondents, rates in this category increased 13% over 2005 rates.

Toddlers (2-3 years)

There were 16 programs responding with monthly rates. The average rate was \$548 per month with rates ranging from \$403 to \$729 per month. Five programs had rates below \$500 per month leaving 11 programs with rates more than \$500 per month. Based upon the 2008 respondents, rates in this category increased 19% over 2005 rates.

Preschool (3-5 years)

There were 17 programs responding with monthly rates. The average rate was \$516 per month with rates ranging from \$403 to \$665 per month. Six programs had rates less than \$500 per month leaving 11 programs with rates more than \$500 per month. Based upon the 2008 respondents, rates in this category increased 22% over 2005 rates.

School Age

There were 10 programs responding with monthly rates.

Two programs noted that their rates differed slightly between kindergartners and grades 1st through 6th.

The average rate was \$367 with rates ranging from \$270 to \$500 per month.

Based upon the 2008 respondents, rates in this category increased 43% over 2005 rates.

Interesting note: Compared to the survey of 2005, more centers are opening before 7:00 a.m. indicating an effort to meet the varying schedules of parents. Half of the private sector responded that they open before 7:00 a.m.

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.

In 1992, as a result of enacted legislation, the Board and the Kern County Superintendent of Schools jointly appointed the Commission as the Local Child Care and Development Planning Council. This appointment further enhanced the Council's ability to facilitate the development of a more comprehensive child care delivery system for Kern County. In April 1998, the Commission's name was changed to the Kern County Child Care Council. This 30-member Board is charged by legislation with the identification of local child care priorities and the development of policies to meet high priority needs within the population. In addition, the Council is responsible for conducting an on-going assessment of the child care delivery system; educating the county at large regarding child care issues; continuing its strategic planning in order to be responsive to changing child care trends and; expanding the availability of and access to quality child care services for Kern County families.

In January 2009 the Kern County Child Care Council changed its name to the Early Childhood Council of Kern. This new name more accurately describes the population the Council is vested in. 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.kern.org/kcccc.

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 A

Survey tool

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

- For-Profit Non-Profit

3. 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								
full day 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	

4. What are your daily hours of operation? From _____ to _____

5. How many months per year are you open? _____

6. 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.								

7. 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								

8. 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								
Dissatisfied with the benefits								
Problem with own family's child care arrangements, transportation, etc.								
Returned to school in early Childhood education								
Return to school in field unrelated to early childhood education								
Retired								
Other-please specify if known								

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

Yes (number) _____ No

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

Yes No

11. Indicate which benefits are provided for full time staff

Type of Benefit	Aide	Assistant Teacher	Associate Teacher	Teacher	Master Teacher	Teacher/Director	Site Supervisor	Administrative Director
Reduced child care fees for parent employee	<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	<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
Paid vacation days	<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	<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
Paid sick days	<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	<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
Paid holidays	<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	<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

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

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

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

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

Teaching Staff Demographics and Educational Characteristics

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

<u>Ethnicity/Race</u>	<u>Highest Level of Education</u>	<u>Highest Level of ECE Training</u>	<u>Credential/Permit</u>
A. Spanish/Latino/Hispanic	A. some high school	A. 0 units of ECE or child development	A. Child Development Associate (CDA)
B. White, Caucasian	B. high school graduate or GED	B. 1 to 5 units of ECE or child development	B. Child Development Permit
C. Black, African American	C. some college courses	C. 6 units of ECE or child development	B.1 Assistant
D. Asian/Pacific Islander	D. two year college degree	D. 7 to 11 units of ECE or child development	B.2 Associate Teacher
E. American Indian or Alaskan Native	E. four year college degree	E. 12 units of ECE or child development	B.3 Teacher
F. Other (please specify)	F. some graduate school	F. 13 to 24 units of ECE or child development	B.4 Master Teacher
	G. graduate school degree	G. More than 24 units of ECE or child development, no degree	B.5 Site Supervisor
		H. AA in ECE or child development	B.6 Program Director Permit
		I. ECE or related courses in a four year college	C. Children's Center Permit
		J. BA/BS in ECE or child development	D. Montessori
		K. graduate level courses in ECE or child development	E. College ECE Certificate
		L. graduate degree in ECE or child development	F. Other
		M. Other	

14. 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.										

15. 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.										

16. 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.										

17. 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.										

18. 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

19. 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								

20. 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 _____

21. Community Efforts

Are you familiar with:

Kern County Child Care Council? 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?

Yes – Please provide e-mail address: _____

No

*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: Kern County Child Care Council
1300 17th Street
Bakersfield, CA 93001**