

## Early Childhood Educator Recruitment and Retention Survey 202

1. What type of early childhood environment do you work in?
  - General Education Classroom (Head Start, Regular Early Childhood Setting, Kinder classroom)
  - Special Education Classroom (More than 50% of the children identified with a special education need)
  - Related service provider in various locations
  - Home Visitor
  - Early Intervention
  - Administrator
  - Inclusive setting (Make up to class is more typical peers than students with disabilities)
  - Other
  
2. What level of education or equivalent do you have? Let's ask Camille about combining CDA and Certificate from IHE
  - GED (Should this be written out? - General Education Development)
  - High School Diploma
  - CDA (Should this be written out? - Child Development Associate)
  - Certificate issued by Institute of Higher Education (Should we specify Early Childhood Certificate?)
  - Associate's degree
  - Bachelor's degree
  - Master's degree
  - Doctoral degree
  
3. What current certifications do you have?
  - Early Childhood and Special Education State Certification
  - Early Childhood Education State Certification
  - Certification issued by an institute of higher education within Arizona
  - CDA certificate
  - Related service provider licensure/certificate (examples include but not limited to: SLP, OT, PT)
  - Certificate related to a certain tool (examples include but not limited to: ASQ3, ASQ-SE2, ITERS, ECERS, CLASS, TSG)
  - ECE, ECSE, or EI state certification from a state outside of Arizona
  - No current certification
  
4. How many years of professional experience do you have as an early childhood educator?
  - Under a year
  - 1 full year-3 full years
  - 4 full years-10 full years
  - 10 full years-20 full years

- More than 20 years
  - Not in a professional capacity (Volunteer)
  - None
5. What is your role in the early childhood field?
- Assistant teacher/Paraprofessional
  - Lead Teacher
  - Service Provider of Special Education Services
  - Early Interventionist
  - Administrator
  - Teaching at Institute of Higher Education
  - State/County Level Support of Early Childhood Professionals
  - Family Support/Advocate
  - Home Visitor
  - Home Provider
  - Other
6. Do you work, or have you ever worked, with students with IFSPs or IEPs? Yes/No
7. If you have a bachelors, or masters in a special education field, or are certified in a special education, do you feel prepared to work with children with disabilities? Yes/No
8. If yes to question #7, What has helped you feel prepared (click all that apply)
- Collaboration with peers
  - Formal education
  - Professional development
  - CEU hours
  - Other
9. If you do not have a bachelor, or master degree in a special education field, or are certified in special education, do you feel prepared to work with children with disabilities? Yes/No
10. If no to question #9, Which of the following would help you feel prepared (click all that apply)
- Collaboration with peers
  - Formal education
  - Professional development
  - CEU hours
  - Other
11. How long have you been in your current position?
- Less than a full year
  - 1 full year-3 full years
  - 4 full years-10 full years

- 11 full years to 20 full years
  - More than 20 years
  - Not currently in a position
12. Where do you see yourself in 5 years?
- I like where I am at, I'll be here
  - Graduating and moving into a higher paid position
  - I would love to be here, but with a promotion
  - In the same professional field, but at a different location
  - Moving into elementary education position
  - Own my own child care
  - In a new professional field
  - Retired
  - Other
13. What is your age range?
- Under 18
  - 18-24
  - 25-34
  - 35-44
  - 45-54
  - 55-64
  - 65+
14. Rate what is more important for you to remain in your current position? On a scale of 1-10, 1 being the most important and 10 being the least important.  
Health benefits, work-life balance, staff/colleague comradery, salary/compensation, retirement plan available, advancement opportunity, no-cost professional development for staff, support from leadership to do the job, easy commute, given plenty of resources, feelings of appreciation and value, professional recognition by leadership, job satisfaction, tuition reimbursement, loan forgiveness, passion for working with children, personal reasons, family business, call to public service,
15. For what reasons have you left an ECE position? Please check all that apply.  
No health benefits available, no work life balance, adversarial staff/colleagues, low salary, no retirement plan available, little to no advancement opportunities, no professional development for staff provided, moved, retired, profession wasn't a good fit, leadership wasn't supportive, too long of a commute, burned out, better opportunity outside of the ECE field, life-changing event (married, child), health related reasons, family reasons,
- "I have never left a position"
16. Admin only: How many ECE teaching positions (including DSI) do you have open right now?  
Write the answer in, a numerical value

17. Admin only: How many ECE teaching positions (Including DSI) have been open for longer than 30 days? Write the answer in, a numerical value
18. Admin only: How many related service provider positions do you have open right now that would serve children from birth thru Kinder age? Write the answer in, a numerical value
19. Admin only: How many related service provider positions do you have open right now that have been open for longer than 30 days? Write the answer in, a numerical value
20. Admin only: Does the program or agency currently have any positions filled with a candidate missing credentials or qualifications? Yes/No
21. Admin only: How many positions do the program have filled with staff on education attainment plans? Write the answer in, a numerical value
22. Admin only: This question is asking about turnover. Turn-over is defined as a position that constantly has employees leaving and hiring. Select 1-5, which positions have the highest turnover rate, with 1 being the position with the most turnover and 10 being the position with the least turnover. (Related service providers, lead teachers, administration, family advocates, service coordinators, coaches, teacher assistants (IAs, aides, paraprofessionals), DSIs, behavioral health staff, other)
23. Admin only: Do you have in practice to conduct exit interviews when staff leaves your program? Exit interviews could be in the form of a survey or an interaction inquiring why employees leave the program and where they might be going after their last day of employment. Yes/No
24. Which county do you currently work in? Listed out counties in Arizona
25. Option to share contact information if they feel comfortable so that we can reach out to them for clarification or further research. Participants could write in their name and phone number and email address