

Attachment 6a

2019 NSECE Classroom Staff (Workforce) Questionnaire

August 2018



NATIONAL SURVEY OF **EARLY CARE & EDUCATION** | **2019**

Classroom Staff (Workforce) Questionnaire

(revised August 2018)

Classroom Staff (Workforce) Questionnaire

QUEXLANG

PLEASE SELECT THE LANGUAGE IN WHICH YOU WOULD LIKE TO CONDUCT THE INTERVIEW

ENGLISH
SPANISH

Thank you for taking part in this study, which is about the experiences of people who work in early care and education programs for children not yet in kindergarten. It is funded by the U.S. Department of Health and Human Services, and conducted by NORC at the University of Chicago. Your participation in this study will help the government better support the people who care for our nation's children.

This interview takes about 20 minutes, and your participation is voluntary. You may choose not to answer any questions you don't wish to answer, or end the interview at any time. All personnel associated with this study must sign a legal document in which they pledge to protect the privacy of the information collected in the survey. We have systems in place to protect your identity and keep your responses private. There is only a small chance that your information could be accidentally disclosed. For that reason we avoid questions that could cause difficulty for you. This study also has a Federal Certificate of Confidentiality from the government which protects researchers and other staff from being forced to release information that could be used to identify participants in court proceedings.

Data collected for this study will be used for statistical purposes only, so that no individuals or organizations can be identified directly or indirectly in research findings. Identifiers such as your name, your organization's name or addresses will be considered private and can only be accessed for the study's research purposes by authorized personnel associated with this study.

An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. The OMB number for this information collection is 0970-0391 and the expiration date is MM/DD/YEAR. Please send comments regarding the time required for this survey or any other aspect of this information collection to: [Name and address to be added.]

Please enter your login ID and password below and then click the "Continue" button.

You can click on the 'PREVIOUS' button to go back and change your answers if needed. Clicking 'STOP' will save your responses and allow you to return to the last question you answered the next time you access the survey.

Please enter your login ID and password below.

This questionnaire asks about your work at [PROGRAM].

Section A. Qualifications and Experience

A1.

The first questions are about your experiences providing early or school-age care and education and your training to do this work.

How long have you worked in your program?

Years Months

A2.

How many years of paid experience do you have working with children other than your own, who are under age 13? Please include any paid experience in a home or center-based setting, including relatives, or paid experience you may have from another country.

Years Months

A2a.

Since you turned 18, have you done paid work with children under age 13 in a home-based setting?

- 1 YES
- 2 NO

A3.

What is the highest grade or level of schooling that you have ever completed?
[INTERVIEWER: READ IF NECESSARY]

- 1 8th GRADE OR LESS (SKIP TO A6A_M)
- 2 9th-12th GRADE NO DIPLOMA (SKIP TO A6A_M)
- 3 GED OR HIGH SCHOOL EQUIVALENCY (SKIP TO A6A_M)
- 4 HIGH SCHOOL GRADUATE (SKIP TO A6A_M)
- 5 SOME COLLEGE CREDIT BUT NO DEGREE
- 6 ASSOCIATE DEGREE (AA, AS)
- 7 BACHELOR'S DEGREE (BA, BS, AB)
- 8 GRADUATE OR PROFESSIONAL DEGREE

[Programmer: only ask A5_M if response to A3 = 5-8. Otherwise skip to A6A_M.]

A5_M.

What was your major for the highest degree you have or have studied for?

- 1 ELEMENTARY EDUCATION
- 2 SPECIAL EDUCATION
- 3 CHILD DEVELOPMENT, PSYCHOLOGY, OR FAMILY STUDIES
- 4 EARLY CHILDHOOD EDUCATION OR EARLY OR SCHOOL-AGE CARE

5 OTHER _____

A6A_M.

Do you have a Child Development Associate (CDA) certificate?

- 1 YES
2 NO

A6B_M.

Do you have a state certification or endorsement for early care and education?

- 1 YES
2 NO

A7.

In the past 12 months, have you done any of the following to improve your skills or gain new skills in working with children?

a. Participated in any workshops, for example, those offered by professional associations, resource and referral networks, etc.?

- 1 YES 2 NO

b. (In the past 12 months, have you done any of the following to improve your skills or gain new skills in working with children?) Participated in coaching, mentoring or ongoing consultation with a specialist?

- 1 YES 2 NO

d. (In the past 12 months, have you done any of the following to improve your skills or gain new skills in working with children?) Attended a meeting of a professional organization (such as Zero-to-Three, Association for Education of Young Children; Association for Family Child Care, National After School Association, or another group)?

- 1 YES 2 NO

e. (In the past 12 months, have you done any of the following to improve your skills or gain new skills in working with children?) Enrolled in a course at a community college or four-year college or university relevant to your work with children under age 13?

- 1 YES 2 NO

[IF 'NO' TO A7a - A7e ASK A20, ELSE SKIP TO A12]

A20.

Have you ever taken a college or university course, participated in training, or received a credential where you had to demonstrate skills related to working with children and were observed?

- 1 YES
- 2 NO

A12.

Are you currently enrolled in a degree program at a college or university?

- 1 YES
- 2 NO

[IF A7e=1, ask A13. Else go to instruction before A7a_1_M]

A13.

Did you take a college or university course in the past 12 months where you were asked to demonstrate skills related to working with children while being observed?

- 1 YES
- 2 NO

[If A7a=1, ask A7a_1_M. Else go to instruction before A8a_M]

A7a_1_M.

Did you attend a series of two or more workshops?

- 1 YES
- 2 NO

[IF YES TO ANY ITEM FROM A7A TO A7E, ASK A8a_M. ELSE GO TO A9]

A8a_M.

Did you participate in any of these activities with other staff from your classroom?

- 1 YES
- 2 NO

A14.

The last time you participated in an activity to improve your skills working with children, did you do so to fulfill a requirement? Requirements might include needing continuing education credits for a

certificate/credential, licensing, your local quality rating program, or a training required by your program.

- 1 YES
- 2 NO

A15.

In the past 12 months, have you participated in a health or safety training?

- 1 YES
- 2 NO →SKIP TO A8c_M

A16.

Did you participate in any on-line health or safety trainings in the past year?

- 1 YES
- 2 NO

A8c_M.

Please think about the **topics** addressed in your activities to improve or gain skills in working with children. **Aside from health and safety in the classroom, what topic was most recently addressed in an activity you participated in?** For example, working with families, preparing children to do well in school, techniques for discipline and classroom management, or some other topic?

[READ IF NECESSARY] [IF SELF-ADMINISTERED, RECORD VERBATIM/DO NOT SHOW CODES]

- 1 NO TOPICS OTHER THAN HEALTH AND SAFETY
- 2 COGNITIVE DEVELOPMENT, INCLUDING EARLY READING OR MATH
- 4 HELPING CHILDREN'S SOCIAL OR EMOTIONAL GROWTH, INCLUDING HOW TO BEHAVE WELL.
- 5 PHYSICAL DEVELOPMENT AND HEALTH
- 6 HOW TO WORK WITH FAMILIES
- 7 SERVING CHILDREN WITH SPECIAL PHYSICAL, EMOTIONAL OR BEHAVIORAL NEEDS.
- 8 WORKING WITH CHILDREN WHO SPEAK MORE THAN ONE LANGUAGE
- 9 PLANNING ACTIVITIES THAT MEET THE NEEDS OF THE WHOLE CLASS
- 11 WORKING WITH CHILDREN FROM DIFFERENT RACES, ETHNICITIES AND CULTURES
- 10 OTHER _____ Please specify what the main topic of the most recent activity you participated in to improve or gain skills in working with children was.

A17.

Have you received any training in the past 12 months on strategies for working with children and families of different races, ethnicities or cultures?

- 1 YES
- 2 NO

A18.

In the past 12 months, did a supervisor or advisor help you develop or update a plan for your professional development?

- 1 YES
- 2 NO

A19.

On average, how many hours a month do you spend on activities to improve or gain skills in working with children?

- 1 0 hours per month
- 2 1-2 hours per month
- 3 More than 2 hours but less than a day per month
- 4 1 day per month
- 5 More than 1 day per month

A8b.

During the past 12 months, did you receive any of the following types of assistance with the costs of improving your skills, either from your employer or from a local or state agency, college or university?

1. Assistance with direct costs such as tuition or registration fees

- 1 YES
- 2 NO

2. (During the past 12 months, did you receive) Help with other costs of participation such as travel or child care for your own children

- 1 YES
- 2 NO

3. (During the past 12 months, did you receive) Release time to participate in the activity

- 1 YES
- 2 NO

A9.

Are you a member of a professional association focused on caring for children (such as the National Association for the Education of Young Children, the National Family Child Care Association, the National Institute on Out of School Time, a religiously identified child care organization, or a similar organization)?

- 1 YES
- 2 NO

A10.

Are you a member of a union (such as Service Employees International Union, American Federation of Teachers, American Federation of State, County and Municipal Employees (AFSCME) or the Teamsters)?

- 1 YES
- 2 NO

A11.

Which one of the following best describes the main reason that you work with young children?
[CODE ONE ONLY.]

- 1 It is my career or profession
- 2 It is a step towards a related career
- 3 It is my personal calling
- 4 It is a job with a paycheck
- 5 It is work I can do while my own children are young
- 6 It is a way to help children
- 7 It is a way to help parents
- 8 None of these reasons apply

Section B. Employment Schedule and Compensation

These next questions are about your work hours and compensation.

B1.

Approximately how many hours per week do you usually work at this program?

NUMBER OF HOURS

B1a.

How many different classrooms or groups do you work with during a usual week?

_____ Number of classrooms or groups

B2.

How many months out of the last twelve have you worked at this or another child care program?

_____ NUMBER (RANGE: 0 TO 12)

B4_M.

How much are you paid before taxes and deductions? Is it per....

[PROBE FOR BEST ESTIMATE IF NEEDED.]

- \$ _____ per
- 1 hour
 - 2 day
 - 3 week
 - 8 every 2 weeks
 - 4 month
 - 5 year
 - 6 other _____

B5.

In this job, do you work mostly with children who have mental, physical or other disabilities or delays?

- 1 YES
- 2 NO

B6.

What is your title at this program?

- 1 Director and Teacher

- 2 Program Coordinator
- 3 Lead Teacher or Lead Instructor
- 4 Teacher or Instructor
- 5 Assistant Teacher or Instructor
- 6 Aide
- 7 or Something else (please specify: _____)

B7_M.

What kind of health insurance or health care coverage do you have for yourself?
[CODE ALL MENTIONS, USE CATEGORIES TO PROBE AS NEEDED]

- 1 PRIVATE HEALTH INSURANCE PLAN FROM YOUR EMPLOYER OR WORKPLACE
- 2 PRIVATE HEALTH INSURANCE PLAN THROUGH YOUR SPOUSE OR PARTNER'S EMPLOYMENT
- 3 PRIVATE HEALTH INSURANCE PLAN PURCHASED DIRECTLY
- 4 PRIVATE HEALTH INSURANCE PLAN THROUGH A STATE OR LOCAL GOVERNMENT, A HEALTH INSURANCE EXCHANGE, OR COMMUNITY PROGRAM
- 10 PRIVATE HEALTH INSURANCE PLAN THROUGH PARENTS
- 5 MEDICAID
- 6 MEDICARE
- 7 MILITARY HEALTH CARE/VA OR CHAMPUS/TRICARE/CHAMP-VA
- 8 NO COVERAGE OF ANY TYPE
- 9 OTHER (SPECIFY)

B7_Other.

Please specify the kind of health insurance or health care coverage you have for yourself.

B9.

In the past 3 months, have you done anything to look for a new job or an additional job?

- 1 YES (ASK B9A_M)
- 2 NO (SKIP TO B10)

B9a_M.

What is the main reason you have looked for work?
[IF INTERVIEWER ADMINISTERED, USE CATEGORIES ONLY TO PROBE. IF SELF-ADMINISTERED, RECORD VERBATIM WITH NO FRAME PRESENT.]

- 1 TO FIND A SECOND JOB
- 2 TO FIND A JOB THAT PAYS MORE
- 3 WORRIED THAT THIS JOB MAY END
- 4 HOPE TO REDUCE COMMUTE OR IMPROVE SCHEDULE
- 5 TO FIND IMPROVED WORK CONDITIONS IN PROGRAM
- 6 WANT TO LEAVE THIS FIELD
- 7 TO SEE WHAT ELSE IS AVAILABLE

8 TO FIND SUMMER EMPLOYMENT

13 TO FIND A JOB FOR PROFESSIONAL GROWTH AND/OR ADVANCEMENT WITHIN FIELD OF CHILD CARE

14 TO FIND A JOB THAT IS A BETTER FIT WITH TRAINING/EXPERIENCE

9 OTHER _____

B9_reason_other

What is the main reason you have looked for work?

B10.

What is your home ZIP code?

_____ [5-digit only]

Section C. Activities in the Classroom

C1_1_M.

This section is about the [CLASSROOM NAME] classroom for children aged {xx} to {yy} where you were working during the week of [DATE] at {PROGRAM}. Is that the age group that you work with most often?

- 1 YES (GO TO C1A)
- 2 NO (ASK C1_2_M)

C1_2_M.

If you are not very familiar with the [CLASSROOM] classroom, please tell us about the classroom where you spend the most time. What age children does that classroom mostly serve?

- 1 Infant and Toddler (birth to age 3)
- 2 Pre-school (age 3 years to kindergarten)
- 3 Other

C1A.

Do you use a curriculum or prepared set of learning and play activities?

- 1 YES
- 2 NO

[IF C1A=1, ASK C1B_M. ELSE GO TO C3.]

C1B_M.

What is the name of the curriculum or approach used?

0. A curriculum we developed ourselves
[drop down of common curricula]
6. Other (specify _____)
7. None

Curriculum List

Infants and Toddlers

- 2 - Creative Curriculum
- 3 - Funshine Express
- 4 - High Reach
- 5 - High Scope Infant-Toddler Curriculum
- 6 - Mother Goose Time: Experience Baby
- 7 - Little Goose without full Mother Goose Time curriculum system
- 8 - Little Goose with full Mother Goose Time curriculum system
- 9 - Baby Doll Circle Time
- 10 - Beyond Cribs & Rattles
- 11 - Edu 1st VESS Curriculum
- 12 - FLEX Goddard Pre-K
- 13 - Frog Street Toddler
- 14 - Kiddie Academy Life Essentials
- 15 - Kids R Kids
- 16 - Knowledge Universe Early Foundations
- 17 - Learn Every Day
- 18 - Learn from the Start
- 22 - Learning Experience Academic Program (LEAP)
- 23 - O2B Kids

- 24 - World at their Fingertips
- 25 - Montessori
- 26 - Active Learning Series
- 27 - Foundations for Success
- 28 - Innovations: Infant/Toddler Development
- 29 - Wee Learn
- 30 - Bank Street Developmental Interaction Approach
- 31 - The Ounce Scale
- 32 - Waldorf
- 33 - The Project Approach
- 34 - Reggio Emilia
- 35 - The Program for Infant and Toddler Care (PITC)
- 36 - 1-2-3 Learn Curriculum
- 37 - Carol's Affordable Curriculum
- 38 - Early Learning Success
- 39 - Gee Whiz Education
- 40 - HELP at Home
- 41 - Learn from the Start (Curriculum of the Learning Care Group preschool programs)
- 42 - Learn As We Grow (Curriculum of the La Petite

- programs)
- 43 - World at their Fingertips (Curriculum in Bright Horizons programs)
- 44 - Alpha Skills
- 45 - Pinnacle Early Childhood
- 46 - WINGS

Preschool

- 47 - We Can Voyager
- 48 - Creative Curriculum for Preschoolers
- 49 - High Scope Preschool Curriculum
- 50 - Montessori
- 51 - Investigator Club
- 52 - DLM Early Childhood Express (McGraw-Hill)
- 53 - Opening the World of Learning (OWL)
- 54 - Houghton Mifflin Pre-K
- 55 - Core Knowledge Sequence
- 56 - Funshine Express
- 57 - High Reach
- 58 - Mother Goose Time
- 59 - Scholastic: Big Day for Pre-K

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60 - DIG: Develop, Inspire, Grow	82 - Starfall Pre-K Curriculum	105 - Early Learning Success
61 - Beyond Centers & Circle Time	83 - Tools of the Mind	106 - Gee Whiz Education
62 - Early Literacy and Learning Model Plus (ELLM) or ELLM Plus	84 - We Can	107 - Houghton Mifflin Pre-K
63 - Edu 1st VESS Curriculum	85 - Wee Learn	108 - Learn Every Day: The Preschool Curriculum
64 - Empowered Child	86 - World at their Fingertips	109 - Journey (Curriculum in Learning Care Group preschool programs)
65 - FLEX Goddard Pre-K	87 - Active Learning Series	110 - Learn As We Grow (Curriculum in La Petite programs)
66 - Frog Street Pre-K	88 - All About Preschoolers	111 - World at their Fingertips (Curriculum in Bright Horizons programs)
67 - Frog Street Summer	89 - Innovations	112 - Connect4Learning
68 - Galileo	90 - Links to Literacy	113 - ExCell (Exceptional Coaching for Early Language and Literacy)
69 - Get Set for School	91 - Promoting Preschool Friendships	114 - Building Blocks (Clements, early math)
70 - Kiddie Academy Life Essentials	92 - Saxon	115 - Big Math for Little Kids (Ginsburg, early math)
71 - Kids R Kids	93 - Bank Street Developmental Interaction Approach	116 - The Incredible Years (Webster-Stratton)
72 - Knowledge Universe Early Foundations	94 - Little Treasures (MacMillan/McGraw Hill)	117 - Head Start REDI (Research-based, Developmentally Informed; Penn State)
73 - Learn Every Day	95 - Curiosity Corner (Success for All)	118 - EPIC (Evidence-based Program for Integrated Curricula, John Fantuzzo)
74 - Learn Every Day & Nemours BrightStart! Superset	96 - Teaching Strategies	119 - Abeka
75 - Learning Experience Academic Program (LEAP)	97 - Waldorf	120 - Alpha Skills
76 - Let's Begin with the Letter People	98 - The Project Approach	121 - Pinnacle Early Childhood
77 - LifeSmart	99 - Reggio Emilia	
78 - Literacy Express	100 - Everyday Math	
79 - Little Treasures	101 - Project Early Kindergarten	
80 - O2B Kids	102 - Scholastic Early Childhood Program	
81 - Splash into Pre-K	103 - 1-2-3 Learn Curriculum	
	104 - Carol's Affordable Curriculum	

122 - WINGS

C5.

Have you received 4 or more hours of training on how to use this curriculum?

- 1 YES
- 2 NO

C3.

Do you plan or help plan the daily activities of the children in this classroom or group?

- 1 YES → (ASK C3A_M)
- 2 NO → (SKIP TO C4_M)

C3a_M.

When do you plan daily activities?

- 1 While caring for children
- 2 Time while at work, but not caring for children
- 3 I don't make specific plans
- 4 Personal time when I am not at work

C4_M.

In this classroom, on most days, how much time do children spend doing something with a screen, such as watching TV or a movie, or working or playing a game on a computer or tablet?

- 1 1 ½ hours or more
- 2 30 minutes to 1 ½ hours
- 3 Less than 30 minutes
- 4 Children do not use screens while in this classroom

C2a_M.

We would like you to tell us about a typical day in your classroom. Not including lunch or nap breaks, how much time do the children spend in the following kinds of activities? How about [READ ITEM]? Would you say the children spend no time, half an hour or less, about one hour, about two hours, or three hours or more in [READ ITEM AGAIN]?

	1 No time	2 Half an hour or less	3 About one hour	4 About two hours	5 Three hours or more
A. Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

activities done with the whole class					
B. Learning activities done with small groups or individuals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Free time for children to play, read, or explore	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Vigorous activity either indoors or outdoors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Singing and movement planned in advance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section CL: About the People in the Classroom

CL1.

Please think about the teachers, assistant teachers and aides who usually work in this classroom. How many people are there, including yourself? _____

Range 1 - 99

CL2.

Are any of these [CL1] people:

- A. Black or African American
1 Yes 2 No
- B. Hispanic or Latino
1 Yes 2 No

C. White

1 Yes

2 No

D. Asian

1 Yes

2 No

CL3.

Do any of the staff in this classroom speak Spanish well enough to communicate with Spanish-speaking parents about their children's experiences?

1 YES

2 NO

CL4.

Do any of the staff in this classroom regularly speak a language other than English in the classroom?

1 YES → ASK CL4a

2 NO → SKIP to CL5

CL4a.

What language(s) are regularly spoken in the classroom?

CL4b.

How often is a language other than English spoken in the classroom?

1 Other languages rarely spoken

2 Other languages spoken throughout the day, but main language is English

3 English and other language(s) spoken almost equally

4 English is not the main language

CL5.

How many children are enrolled in this classroom?

Number of children: _____

Range 1 - 999

CL6.

How many of these [CL5] children are Hispanic or Latino? _____

Range 0 - CL5

CL6a.

As far as you know, how many of the children who are not Hispanic or Latino are....

Category	Number of Children
a. White	
b. Black or African-American	
c. Asian	
d. Mixed race, another race, or you are not certain	

Range 0 - CL5

CL7.

How many of the children in this classroom have parents or guardians who would not be able to speak with a teacher, in English, about their children's experiences?

Number of children: _____

Range 0 - CL5

CL8a.

As far as you know, how many children in this classroom sometimes don't have enough food to eat at home because there is not enough money to buy it?

Number of children: _____

Range 0 - CL5

Section D. Staff Attitudes and Orientation to Caregiving

Attitudes toward education and caregiving are important parts of how people do their work.

D1.

Please indicate how much you personally agree or disagree with the following statements.

		STRONGLY DISAGREE 1	DISAGREE 2	NEITHER AGREE NOR DISAGREE 3	AGREE 4	STRONGLY AGREE 5
A	In my opinion, children should always obey their parents.					
B	In my opinion, children will not do the right thing unless they must.					
C	In my opinion, the most important thing to teach children is absolute obedience to whomever is the authority.					
D	In my opinion, a child's ideas should be considered in family decisions.					
E	In my opinion, children have a right to their own point of view and should be allowed to express it.					
F	In my opinion, children should be allowed to disagree with their parents if they feel their own ideas are better.					
G	In my opinion, children will be bad unless they are taught what is right.					
H	In my opinion, children should always obey the teacher.					
I	In my opinion, it is alright for a child to disagree with his or her own parents.					
J	In my opinion, parents should go along with the game when their child is pretending something.					

D3.

How often did the following things happen to you last week at this program?

D3a.

Parents came late to pick up their children. Would you say never, once, or more than once in the last week?

- 1 Never
- 2 Once
- 3 More than once

D3b.

Parents blamed their child's bad behavior on the program. (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once
- 3 More than once

D3c.

There were children with behavior problems that were hard to deal with. (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once
- 3 More than once

D3d_M.

I knew the children were happy with me. (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once
- 3 More than once

D3e.

There were major sources of stress in the children's lives that I couldn't do anything about (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once

3 More than once

D3f.

I knew that I was appreciated by the parents. (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once
- 3 More than once

D3h_M.

In the last week, I was moved from my normal classroom(s) or group(s) of children to one I don't normally work with. (Would you say never, once, or more than once in the last week?)

- 1 Never
- 2 Once
- 3 More than once

D4.

How often last week did you talk with a parent about something happening in the child's family (for example child-parent relationships, stresses like parent's finances and employment; family tensions)? (Would you say not at all, once or twice, or three or more times in the last week?)

- 1 Not at all
- 2 Once or twice
- 3 Three or more times

D7.

How often have you and your supervisor (such as a center director, program director, or lead teacher) discussed each of the following in the last 12 months?

a. How you can improve your skills helping children learn? Would you say...

- 1 Once a year
- 2 Several times a year
- 3 Once a month
- 4 A few times a month
- 5 Once a week or more
- 6 Never

b. How you can improve your skills working with children's behavior? Would you say...

- 1 Once a year
- 2 Several times a year
- 3 Once a month
- 4 A few times a month
- 5 Once a week or more
- 6 Never

D8.

Do you receive a formal review and feedback on your performance at least once a year?

- 1 Yes
- 2 No

D9.

How much do you agree or disagree with the following statements about working in this program?

D9A.

My co-workers and I are treated with respect on a day-to-day basis. (Would you say you strongly agree, agree, neither agree or disagree, disagree or strong disagree with this statement?)

- 1 Strongly agree
- 2 Agree
- 3 Neither agree nor disagree
- 4 Disagree
- 5 Strongly disagree

D9B.

Team work is encouraged. (Would you say you strongly agree, agree, neither agree or disagree, disagree or strong disagree with this statement?)

- 1 Strongly agree
- 2 Agree
- 3 Neither agree nor disagree
- 4 Disagree
- 5 Strongly disagree

D9C.

I have help dealing with difficult children or parents. (Would you say you strongly agree, agree, neither agree or disagree, disagree or strong disagree with this statement?)

- 1 Strongly agree
- 2 Agree
- 3 Neither agree nor disagree
- 4 Disagree

5 Strongly disagree

D11.

Below is a list of some of the ways you may have felt or behaved.

Please indicate how often you have felt this way during the past week by checking the appropriate box for each question.

	Rarely or none of the time (less than 1 day)	Some or a little of the time (1-2 days)	Occasionally or a moderate amount of time (3-4 days)	All of the time (5-7 days)
1. I did not feel like eating; my appetite was poor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I had trouble keeping my mind on what I was doing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I felt depressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I felt that everything I did was an effort.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. My sleep was restless.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I was sad.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I could not "get going."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The following questions are about your beliefs about education and caregiving.

D12.

A small group of children is painting on paper at a table. One child asks if they can paint some rocks they collected earlier in the day. The best thing to do is:

- 1 Get the rocks and let the child paint them.
- 2 Tell them rocks aren't for painting.
- 3 Tell them it would make too much of a mess.
- 4 Tell the child that is something they can do at home, not at school.

D13.

A child is crying at drop-off because she misses her mom. Which of the following is most likely to help the child in that moment:

- 1 Let the child sit alone for a while until she calms down
- 2 Talk with the parent to figure out what happened
- 3 Encourage the child's friends to try to distract her
- 4 Spend time with her until the child feels better

D14.

A child hits another child. The most effective response is to:

- 1 Separate the children by moving the child who was hit into another center
- 2 Remind the child that hands are not for hitting, then help re-engage him in an activity
- 3 Ignore the behavior
- 4 Tell the child's parents about the misbehavior

D15.

A child is trying to put together a puzzle that is too difficult for her. The best thing to do is:

- 1 Sit with her and give her hints that help her complete the puzzle.
- 2 Provide her a puzzle that is easier for her to complete.
- 3 Encourage her to keep trying it on her own.
- 4 Complete the puzzle for her as a demonstration.

Section E. Demographics

We finish the interview with some questions about your personal characteristics.

E1.

[IF INTERVIEWER ADMINISTERED: I am required to ask if you] Are you male or female?

- 1 Male
- 2 Female

E2.

In what year were you born? _____
[RANGE = 1900...2006]

E3_M.

What is your ethnicity?

- 1 Hispanic or Latino
- 2 Not Hispanic or Latino

E4_M.

What is your race? (Select one or more.)

- 5 American Indian or Alaska Native
- 3 Asian
- 2 Black or African American
- 4 Native Hawaiian or Other Pacific Islander
- 1 White

E19.

What language(s) do you speak with children or parents as part of your job at this center?

E9.

In what country were you born?

[DROP DOWN]

Country List:

- | | | |
|------------------|-------------------------|-------------------------------|
| 1. Please select | 6. American Samoa | 13. Armenia |
| 2. Afghanistan | 7. Andorra | 14. Aruba |
| 3. Akrotiri | 8. Angola | 15. Ashmore & Cartier Islands |
| 4. Albania | 9. Anguilla | 16. Australia |
| 5. Algeria | 10. Antarctica | 17. Austria |
| | 11. Antigua and Barbuda | 18. Azerbaijan |
| | 12. Argentina | 19. Bahamas |

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- | | | |
|---------------------------------------|---------------------------------------|--------------------------------------|
| 20. Bahrain | 84. French Polynesia | 148. Malta |
| 21. Bangladesh | 85. French Southern & Antarctic Lands | 149. Marshall Islands |
| 22. Barbados | 86. Gabon | 150. Martinique |
| 23. Bassas da India | 87. Gambia | 151. Mauritania |
| 24. Belarus | 88. Gaza Strip | 152. Mauritius |
| 25. Belgium | 89. Georgia | 153. Mayotte |
| 26. Belize | 90. Germany | 154. Mexico |
| 27. Benin | 91. Ghana | 155. Micronesia, Federated States of |
| 28. Bermuda | 92. Gibraltar | 156. Moldova |
| 29. Bhutan | 93. Glorioso Islands | 157. Monaco |
| 30. Bolivia | 94. Greece | 158. Mongolia |
| 31. Bosnia and Herzegovina | 95. Greenland | 159. Montserrat |
| 32. Botswana | 96. Grenada | 160. Morocco |
| 33. Bouvet Island | 97. Guadeloupe | 161. Mozambique |
| 34. Brazil | 98. Guam | 162. Namibia |
| 35. British Indian Ocean Territory | 99. Guatemala | 163. Nauru |
| 36. British Virgin Islands | 100. Guernsey | 164. Navassa Island |
| 37. Brunei | 101. Guinea | 165. Nepal |
| 38. Bulgaria | 102. Guinea-Bissau | 166. Netherlands |
| 39. Burkina Faso | 103. Guyana | 167. Netherlands Antilles |
| 40. Burma | 104. Haiti | 168. New Caledonia |
| 41. Burundi | 105. Heard Isl. & McDonald Islands | 169. New Zealand |
| 42. Cambodia | 106. Holy See (Vatican City) | 170. Nicaragua |
| 43. Cameroon | 107. Honduras | 171. Niger |
| 44. Canada | 108. Hong Kong | 172. Nigeria |
| 45. Cape Verde | 109. Hungary | 173. Niue |
| 46. Cayman Islands | 110. Iceland | 174. Norfolk Island |
| 47. Central African Republic | 111. India | 175. Northern Mariana Islands |
| 48. Chad | 112. Indonesia | 176. Norway |
| 49. Chile | 113. Iran | 177. Oman |
| 50. China | 114. Iraq | 178. Pakistan |
| 51. Christmas Island | 115. Ireland | 179. Palau |
| 52. Clipperton Island | 116. Isle of Man | 180. Panama |
| 53. Cocos (Keeling) Islands | 117. Israel | 181. Papua New Guinea |
| 54. Colombia | 118. Italy | 182. Paracel Islands |
| 55. Comoros | 119. Jamaica | 183. Paraguay |
| 56. Congo | 120. Jan Mayen | 184. Peru |
| 57. Cook Islands | 121. Japan | 185. Philippines |
| 58. Coral Sea Islands | 122. Jersey | 186. Pitcairn Islands |
| 59. Costa Rica | 123. Jordan | 187. Poland |
| 60. Cote d'Ivoire | 124. Juan de Nova Island | 188. Portugal |
| 61. Croatia | 125. Kazakhstan | 189. Puerto Rico |
| 62. Cuba | 126. Kenya | 190. Qatar |
| 63. Cyprus | 127. Kiribati | 191. Reunion |
| 64. Czech Republic | 128. North Korea | 192. Romania |
| 65. Denmark | 129. South Korea | 193. Russia |
| 66. Dhekelia | 130. Kuwait | 194. Rwanda |
| 67. Djibouti | 131. Kyrgyzstan | 195. Saint Helena |
| 68. Dominica | 132. Laos | 196. Saint Kitts and Nevis |
| 69. Dominican Republic | 133. Latvia | 197. Saint Lucia |
| 70. Ecuador | 134. Lebanon | 198. St Pierre & Miquelon |
| 71. Egypt | 135. Lesotho | 199. St Vincent & the Grenadines |
| 72. El Salvador | 136. Liberia | 200. Samoa |
| 73. Equatorial Guinea | 137. Libya | 201. San Marino |
| 74. Eritrea | 138. Liechtenstein | 202. Sao Tome and Principe |
| 75. Estonia | 139. Lithuania | 203. Saudi Arabia |
| 76. Ethiopia | 140. Luxembourg | 204. Senegal |
| 77. Europa Island | 141. Macau | 205. Serbia and Montenegro |
| 78. Falkland Islands (Islas Malvinas) | 142. Macedonia | 206. Seychelles |
| 79. Faroe Islands | 143. Madagascar | 207. Sierra Leone |
| 80. Fiji | 144. Malawi | 208. Singapore |
| 81. Finland | 145. Malaysia | 209. Slovakia |
| 82. France | 146. Maldives | 210. Slovenia |
| 83. French Guiana | 147. Mali | |

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- 211. Solomon Islands
- 212. Somalia
- 213. South Africa
- 214. S. Georgia & S Sandwich Islands
- 215. Spain
- 216. Spratly Islands
- 217. Sri Lanka
- 218. Sudan
- 219. Suriname
- 220. Svalbard
- 221. Swaziland
- 222. Sweden
- 223. Switzerland
- 224. Syria
- 225. Taiwan
- 226. Tajikistan
- 227. Tanzania
- 228. Thailand
- 229. Timor-Leste
- 230. Togo
- 231. Tokelau
- 232. Tonga
- 233. Trinidad and Tobago
- 234. Tromelin Island
- 235. Tunisia
- 236. Turkey
- 237. Turkmenistan
- 238. Turks & Caicos Islands
- 239. Tuvalu
- 240. Uganda
- 241. Ukraine
- 242. United Arab Emirates
- 243. United Kingdom
- 244. United States
- 245. Uruguay
- 246. Uzbekistan
- 247. Vanuatu
- 248. Venezuela
- 249. Vietnam
- 250. Virgin Islands
- 251. Wake Island
- 252. Wallis and Futuna
- 253. West Bank
- 254. Western Sahara
- 255. Yemen
- 256. Zambia
- 257. Zimbabwe
- 258. DON'T KNOW/REFUSED/NO ANSWER

E10.

[IF BORN OUTSIDE OF THE U.S.] In what year did you move to the U.S. to stay?

Range: [E2] to 2019.

E11.

What is your current marital status?

- 1 Never married, not living with a partner
- 2 Married or living with a partner
- 3 Separated
- 4 Divorced
- 5 Widowed

E20.

Overall, would you say your health is excellent, very good, fair, or poor?

- 1 EXCELLENT
- 2 VERY GOOD
- 3 FAIR
- 4 POOR

E14.

Approximately what was your total household income in 2018, before taxes or deductions? Please include income from wages and salaries earned by you or other adults in your household. Also include government assistance, gifts, or other income you may have had.

Dollars → GO TO E17

[IF DK/REF, GO TO E15_M, ELSE GO TO E17]

E15_M.

It can be difficult to remember or report these numbers and an approximate range is fine. What was your total household income in 2018 before taxes or deductions...

- 1 Less than \$15,000
- 2 \$15,001 to \$30,000
- 3 \$30,001 to \$45,000
- 4 \$45,001 to \$60,000
- 5 \$60,001 or more

E17.

Approximately how much of your household income in 2018 came from your work with children under age 13?

- 1 All
- 2 Almost all
- 3 More than half
- 4 About half
- 5 Less than half
- 6 Very little
- 7 None

E18.

Do you currently receive financial or in-kind assistance from any government programs for needy families, such as cash assistance for disabilities, housing assistance, free-reduced lunch for your children or food stamps?

- 1 YES
- 2 NO

E12.

How many children age 5 or less are living in your household?

_____Number

E13.

How many children between 6 and 12 are living in your household?

_____Number

Thank you for taking the time to complete this survey. CLICK NEXT TO END THE SURVEY.