

ATTACHMENT 3
CENTER DIRECTOR SURVEY

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OMB No.: XXXX-XXXX
Expiration Date: XX/XX/20XX

Study of Coaching Practices in Early Care and Education Settings

Director Survey
Fall 2018



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This survey is part of the Study of Coaching Practices in Early Care and Education Settings (SCOPE), a study being conducted for the Administration for Children and Families (ACF) at the U.S. Department of Health and Human Services (HHS) by Mathematica Policy Research.

This survey asks about your center and your experiences with the coaching provided for teachers or assistant teachers who care for preschool-aged children in your center. When we refer to coaching or coaches in this survey, we mean individuals who meet regularly with teachers one-on-one or with their teaching team to provide feedback and guidance to help them improve their teaching. Other terms may be used for these types of staff, such as mentors, mentor-coaches, or consultants. When we refer to teaching staff in this survey, we mean staff who work directly with preschool-age children in classrooms in your center.

When responding to questions in this survey, please think only about coaching provided directly to teaching staff in one-on-one or teaching team settings, and not about any coaching that happens at the center level.

If

you prefer to complete this survey by telephone, please call [STUDY TOLL FREE NUMBER]. If you have any questions about the study or your participation, please email us at [STUDY EMAIL]@mathematica-mpr.com.

We would like you to know that:

- The survey takes about 30 minutes to complete. All eligible study participants who complete this survey will receive \$20 as a thank you.
- ***Your answers will be private; no information that identifies you will be reported.*** Mathematica Policy Research will not associate responses with any of the individuals or centers who participate. We will not provide information that identifies you or your center to anyone outside the study team, except as required by law. Your responses will be used only for statistical purposes.
- This survey is voluntary, but your response is critical for producing valid and reliable data. You may skip any questions you do not wish to answer; however, we hope that you answer as many questions as you can. Participation in the study will not impose any risks to you as a respondent. If you have any questions about your rights as a research volunteer, contact Timothy Bruursema at (202) 484-3097.

I have read and I understand the above statements and agree to participate in the survey.

If you would like a copy of this disclosure statement, please email us at tbuursema@mathematica-mpr.com or by phone at (202) 484-3097.

Thank you very much for your participation in this survey!

SC. Screener

First, we have a question about coaching in your center.

Are teachers of preschool-aged children in your center still receiving coaching from:

SELECT ONE FOR EACH
ROW

| | YES | NO |
|---------------------------------------|------------------------------------|------------------------------------|
| a. [FILL 1 from ECE setting screener] | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| b. [FILL 2 from ECE setting screener] | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| c. [FILL 3 from ECE setting screener] | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| d. [FILL 4 from ECE setting screener] | <input type="radio"/> ₁ | <input type="radio"/> ₀ |

[IF SC1a, SC1b, SC1c, AND SC1d = 0, respondent will be routed out of the survey.]

A. Center Funding and Enrollment

Next, we have some questions about your center funding and enrollment.

How many years has [CENTER NAME] been in existence?

Please round your response to the nearest whole year. If this is your center's first year in existence, please enter 1.

| | | | |
|----------------------|----------------------|----------------------|-------|
| <input type="text"/> | <input type="text"/> | <input type="text"/> | YEARS |
|----------------------|----------------------|----------------------|-------|

Source: Adapted from LA Advance Administrative Survey

Does your center serve any children or families who speak a language other than English at home?

- ₁ Yes
₀ No

Source: LA Advance Administrative Survey

[IF A2 = 1] Approximately what percentage of children in your center speak a language other than English at home?

SELECT ONE ONLY

| | | |
|------------------------------------|----------------|--|
| <input type="radio"/> ₁ | 0 percent | |
| <input type="radio"/> ₂ | 1-24 percent | |
| <input type="radio"/> ₃ | 25-49 percent | |
| <input type="radio"/> ₄ | 50-74 percent | |
| <input type="radio"/> ₅ | 75-100 percent | |

Source: Adapted from LA Advance Administrative Survey

The next question is about sources of revenue for your center. Please indicate if you receive funding or payment from any of the following sources.

SELECT ALL THAT APPLY

- | | | | |
|-----|--|--------------------------|----|
| 1. | Head Start or Early Head Start | <input type="checkbox"/> | 1 |
| 2. | Child Care and Development Fund child care subsidy program (including vouchers/certificates, state contracts) | <input type="checkbox"/> | 2 |
| 3. | State pre-kindergartens | <input type="checkbox"/> | 3 |
| 4. | Other state government sources (e.g. transportation, grants from state agencies) | <input type="checkbox"/> | 4 |
| 5. | Local government (e.g., Pre-K paid by local school board or other local agency, grants from city or county government) | <input type="checkbox"/> | 5 |
| 6. | Other federal government sources (e.g., Title I, IDEA, Child and Adult Care Food Program) | <input type="checkbox"/> | 6 |
| 7. | Tuition and fees paid by parents – including parent fees and additional fees paid by parents such as registration fees, transportation fees from parents, late pick up/late payment fees | <input type="checkbox"/> | 7 |
| 8. | Revenues from community organizations or other grants (e.g. United Way, local charities, or other service organizations, not including anything you've mentioned earlier) | <input type="checkbox"/> | 8 |
| 9. | Revenues from fund raising activities, cash contributions, gifts, bequests, special events | <input type="checkbox"/> | 9 |
| 10. | Other (please specify) | <input type="checkbox"/> | 99 |

Is your center:

SELECT ONE ONLY

- ₁ A for-profit organization?
- ₂ A not for profit organization?
- ₃ Run by a government agency?
- ₉₉ Other (*specify*)

Source: Newly developed item

[IF A4 = 1 or 2]: Is your center:

SELECT ONE ONLY

- ₁ Independently owned and operated?
- ₂ A franchise?
- ₃ Part of a chain?
- _d Don't know

Source: Adapted from NSECE Center-Based Provider Questionnaire

B. Curriculum, Accreditation and QRIS Participati

The next questions ask about your center's use of curriculum and assessment tools. We also ask about your center's accreditation and participation in a Quality Rating Improvement System (QRIS).

Is a specific curriculum or combination of curricula used with preschool-aged children in your center?

SELECT ONE ONLY

- ₁ Yes, specific curriculum
- ₂ Yes, combination
- ₃ No curriculum
- ₄ Don't know

Source: Adapted from FACES 2017 Teacher Core Web Survey

[IF B1a =1 or 2] What is the main curriculum you use with preschool-age children?

SELECT ONE ONLY

- ₁₁ Creative Curriculum
- ₁₂ High/Scope
- ₁₃ High Reach
- ₁₄ Let's Begin with the Letter People
- ₁₅ Montessori
- ₁₆ Bank Street
- ₁₇ Creating Child Centered Classrooms- Step by Step
- ₁₈ Scholastic Curriculum
- ₁₉ Locally Designed Curriculum
- ₂₀ Curiosity Corner
- ₉₉ Something else (*please specify*)

- ₂₃ Use more than one equally
- ₄ Don't know

Source: FACES Center Director Survey

Is a specific assessment tool or combination of assessment tools used with preschool-aged children in your center?

SELECT ONE ONLY

- ₁ Yes, specific assessment tool
- ₂ Yes, combination
- ₃ No assessment tool
- ₄ Don't know

Source: Adapted from FACES 2017 Teacher Core Web Survey

What is the main child assessment tool you use with preschool-aged children?

SELECT ONE ONLY

- ₁₁ Teaching Strategies GOLD assessment (formerly known as The Creative Curriculum Developmental Continuum Assessment Toolkit for ages 3-5)
- ₁₂ High/Scope Child Observation Record (COR)
- ₁₃ Galileo
- ₁₄ Ages and Stages Questionnaires: A Parent Completed, Child-Monitoring System
- ₁₅ Desired Results Developmental Profile (DRDP)
- ₁₆ Work Sampling System for Head Start
- ₁₇ Learning Accomplishment Profile Screening (LAP including E-LAP, LAP-R and LAP-D)
- ₁₈ Hawaii Early Learning Profile (HELP)
- ₁₉ Brigance Preschool Screen for three and four year old children
- ₂₀ Assessment designed for this center or program
- ₉₉ Something else (*please specify*)
- ₂₁ Use more than one equally
- ₆ Don't know

Source: FACES Teacher Survey

Is your center accredited by any of the following:

SELECT ONE OR MORE (RESPONDENTS SELECTING OPTIONS 5 OR 6 MAY NOT SELECT OTHER OPTIONS)

- ₁ National Association for the Education of Young Children (NAEYC)
- ₂ Council on Accreditation
- ₃ National Early Childhood Program Accreditation
- ₉₉ Other (*please specify*)

₅ My center has started the accreditation process, but the accreditation process is not yet done

₆ My center is not accredited by any accrediting body

Source: Newly developed item

Does your organization participate in [your state or locality's Quality Rating and Improvement System (QRIS)]?

SELECT ONE ONLY

- ₁ Yes
- ₀ No
- _d Don't know

Source: National Survey of Early Care and Education Center-Based Provider Questionnaire

[IF B4 = 1] What is your organization's QRIS rating?

₁ My center is not yet rated

Source: Newly developed item

C. Recruitment, Staffing, and Participation in Coaching

Next we have some questions about recruitment, staffing, and who provides and receives services in your center.

In the first column, please tell us the number of lead teachers who are currently working with preschool-aged children at this center.

In the second column, please tell us the number of lead teachers of preschool-aged children who have left this center in the past 12 months.

(**Hover text:** In your center, you might refer to the lead teachers in the classroom as lead, head, or main teachers, or you may simply call them teachers. Please include all of these staff in your count of lead teachers. Please do NOT include assistant teachers or aides in your count.)

C1a. Lead teachers

| LEAD TEACHERS CURRENTLY WORKING | LEAD TEACHERS LEFT CENTER IN PAST 12 MONTHS |
|--|---|
| | |

Source: Newly developed item

Please tell us how many lead teachers who work with preschool-aged children in your center have the following education levels. Record the highest level for each teacher – for example if a teacher has both an Associate’s and a Bachelor’s degree, count them under Bachelor’s degree.

| | LEAD TEACHERS WHO WORK WITH PRESCHOOL AGED CHILDREN |
|---|---|
| C2a. No high school diploma / No GED | |
| C2b. High school diploma / GED / Equivalent | |
| C2c. Some college (no degree) | |
| C2d. Associate’s degree | |
| C2e. Bachelor’s degree | |
| C2f. Master’s degree | |
| C2g. Doctoral degree | |
| C2h. Don’t know degree for teachers | |

Source: Adapted from LA Advance Administrative Survey

Please tell us how many lead teachers who work with preschool-aged children in your center have the following years of experience teaching preschool.

| | LEAD TEACHERS WHO WORK WITH PRESCHOOL AGED CHILDREN |
|--|---|
| C3a. Less than 1 year | |
| C3b. 1 to 2.5 years | |
| C3c. 2.5 to 5 years | |
| C3d. 5 to 10 years | |
| C3e. 10+ years | |
| C3f. Don't know years of experience for teachers | |

Source: Newly developed item

Please tell us how many lead teachers who work with preschool-aged children in your center have a Child Development Associate (CDA) credential, state-awarded preschool certificate, or teaching certificate or license.

| | LEAD TEACHERS WHO WORK WITH PRESCHOOL AGED CHILDREN |
|--|---|
| C4a. Child Development Associate (CDA) | |
| C4b. State-awarded preschool certificate | |
| C4c. Teaching certificate or license | |

Source: Newly developed item

What is the total number of assistant teachers currently working with preschool-aged children in your center?

| | | | |
|----------------------|----------------------|--------------------|--|
| <input type="text"/> | <input type="text"/> | ASSISTANT TEACHERS | |
|----------------------|----------------------|--------------------|--|

Source: Newly developed item

Our next questions are about the coaches and coaching that takes place in your center. As a reminder, when we refer to coaches in this survey, we mean individuals who meet regularly with teachers one-on-one or with their teaching team to provide feedback and guidance to help them improve their teaching. Coaches may be referred to by other names or titles, such as mentors, mentor-coaches, or consultants. In this survey, we want to learn about coaching that aims to help teachers improve their teaching practice.

How many of the lead and assistant teachers currently working with preschool-aged children in your center have received coaching to help them improve their teaching practices in the past 12 months?

| | | |
|----------------------|----------------------|--------------------|
| <input type="text"/> | <input type="text"/> | LEAD TEACHERS |
| <input type="text"/> | <input type="text"/> | ASSISTANT TEACHERS |

Source: Newly developed item

IF only one row in SC1 = yes, GO TO C7. DISPLAY BANNER HERE THROUGH C10: Please focus on coaching provided by [FILL row from SC1 that = yes].

IF more than one row in SC1 = yes, go to C6b. DISPLAY BANNER HERE THROUGH C10: [Please focus on the coaching you consider primary./Please focus on FILL COACHING TYPE FROM SCREENER.]

[If more than one row in SC1 = yes] How many of the lead and assistant teachers currently working with preschool-aged children in your center have received coaching in the past 12 months?

| | | |
|----------------------|----------------------|--------------------|
| <input type="text"/> | <input type="text"/> | LEAD TEACHERS |
| <input type="text"/> | <input type="text"/> | ASSISTANT TEACHERS |

Source: Newly developed item

Next, we would like to learn more about the staff in your program who are involved in supporting teachers who work in classrooms that serve preschool-age children and who are involved in the coaching those teachers receive (for example, by making decisions about coaching or supervising coaches). For the next several questions, please think only about the staff that support teachers who are providing services to preschool-age children.

Does your center (or larger organization or franchise your center is part of) have the following staff positions that support teachers of preschool-age children?

**SELECT ONE FOR EACH
ROW**

YES

NO

a. Education or child development coordinator or manager

b. Specialists or other types of managers/coordinators other than center director

Who is involved in making decisions about hiring, selecting, or approving who provides coaching to teachers of preschool-age children in your center? [For c and d, display only if corresponding response in C7 = 1.]

(Hover text on c and d: This person may be employed by your center or by the larger organization or franchise your center is part of.)

| | SELECT ONE FOR EACH ROW | |
|---|------------------------------------|------------------------------------|
| | YES | NO |
| a. Center director (I am) | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| b. Teaching staff in my organization | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| c. Education or child development coordinator or manager | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| d. Specialists or other types of managers/coordinators | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| e. If part of a larger organization based on A5: Program director or administrator of a larger organization or franchise my center is part of | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| f. If part of a larger organization based on A5: Directors of other centers that are part of a larger organization or franchise my center is part of | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| g. Someone outside my organization | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| h. Other type of staff – <i>Print staff title</i> <input type="text"/> | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| i. Other type of staff – <i>Print staff title</i> <input type="text"/> | <input type="radio"/> ₁ | <input type="radio"/> ₀ |

Does anyone supervise the coaches who work with teachers of preschool-age children in your center? This could be someone from your center, or someone from outside your center.

SELECT ONE ONLY

- ₁ Yes
- ₀ No
- _d Don't know

New item

[IF C9a = 1] Who supervises the coaches who work with teachers of preschool-age children in your center? [For c and d, display only if corresponding response in C7 = 1.]

(Hover text on c and d: This person may be employed by your center or by the larger organization or franchise your center is part of.)

| | SELECT ONE FOR EACH ROW | |
|---|------------------------------------|------------------------------------|
| | YES | NO |
| a. Center director (I do) | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| b. Teaching staff in my organization | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| c. Education or child development coordinator or manager | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| d. Specialists or other types of managers/coordinators | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| e. If part of a larger organization based on A5: Program director or administrator of a larger organization or franchise my center is part of | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| f. If part of a larger organization based on A5: Directors of other centers that are part of a larger organization or franchise my center is part of | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| g. Someone outside my organization | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| h. Other type of staff – <i>Print staff title</i> | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| <input type="text"/> | | |
| i. Other type of staff – <i>Print staff title</i> | <input type="radio"/> ₁ | <input type="radio"/> ₀ |
| <input type="text"/> | | |

Source: Newly developed item

Do any of these types of staff monitor the progress of individual teachers in the areas they are working on in coaching? [For c and d, display only if corresponding response in C7 = 1.]

(Hover text on c and d: This person may be employed by your center or by the larger organization or franchise your center is part of.)

| | SELECT ONE FOR EACH ROW | | |
|---|-------------------------|-----------------------|-----------------------|
| | YES | NO | DON'T KNOW |
| a. Center director (I do) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Teaching staff in my organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Education or child development coordinator or manager | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Specialists or other types of managers/coordinators | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. If part of a larger organization based on A5: Program director or administrator of a larger organization or franchise my center is part of | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. If part of a larger organization based on A5: Directors of other centers that are part of a larger organization or franchise my center is part of | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Someone outside my organization | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Other type of staff – <i>Print staff title</i> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="text"/> | | | |
| i. Other type of staff – <i>Print staff title</i> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="text"/> | | | |

D. Support for Coaching

The next questions ask about supports for coaching and professional development for staff in your center. As a reminder, when we refer to coaching or coaches in this survey, we mean individuals who meet regularly with teachers one-on-one or with their teaching team to provide feedback and guidance to help them improve their teaching.

DISPLAY BANNER HERE FOR EACH ITEM IN SECTION D: [Please focus on the coaching for teachers of preschool aged children that is focused on improving their classroom practice. If more than one, please pick the one you consider primary. Please focus on FILL COACHING TYPE FROM SCREENER.]

Do coaches receive an overview of the center's organization and approach for providing services to children?

SELECT ONE OR MORE [WILL BE PROGRAMMED SO IF RESPONDENT SELECTS "NO" OR "DON'T KNOW," MAY NOT SELECT OTHER RESPONSES]

- ₁ Yes, coaches receive an overview in an initial meeting or informal training with you or someone else in a management or supervisory role
- ₂ Yes, coaches receive a formal training from someone on the center or larger organization or franchise's staff
- ₃ Yes, coaches receive written information
- ₀ No, coaches do not receive an overview
- ₀ Don't know

Does your center provide information or guidance on the following topics to coaches?

SELECT ALL THAT APPLY

- a. Overall center structure and organization 1
- b. Overall goals for coaching 2
- c. Preferences for goals for individual teachers 3
- d. Staff roles and training needs in this center 4
- e. Center approach to providing services to children and families 5
- f. Curriculum and/or assessment tools used in the center 6
- g. Coaching structure and logistics (for example, how frequently or when to meet with staff) 7
- h. Coaching strategies to use (for example, observation, modeling, providing feedback, setting goals) 8
- i. How to coach in specific content area domains (for example, literacy development) 9
- j. Building relationships with teachers 10
- k. Building relationships with ECE program management 11
- l. Adult learning strategies 12
- m. Other (*specify*) 99

Next, we have a few questions about supervision the coaches receive. If you are the supervisor for the coaches in your center, please think of yourself when answering the following questions.

[IF C9a = 1 and the director is not also the coach] How often do coaches in your center meet with their supervisors?

NOTE: If we are asking the director to focus on coaching they provide, the banner for this section will be filled such that it will read *Please focus on coaching you provide directly yourself*. The same information from the screener that informs that fill (“coaching you provide directly yourself”) will be used to tell the survey program which questions a director should receive, and which question wording (see following items).

SELECT ONE ONLY

- ₁ Less than one time per month
- ₂ One time per month
- ₃ Every other week, or two times per month
- ₄ Weekly
- ₅ Multiple times per week
- ₆ Coaches in my center do not meet with their supervisors
- ₀ Don't know

Source: Adapted from ELMC Grantee Survey

[Wording if director is not the coach/wording if director is the coach]: [Do you or the coaches' supervisors ever conduct observations of coaches' interactions with teachers in your center?/ Does your supervisor (or someone else in a managerial role for your program) ever conduct observations of your interactions with teachers in your center in your role as a coach?]

SELECT ONE OR MORE [will be programmed so If RESPONDENT selects “no,” :I do not have a supervisor,” or “don't know,” they may not select other responses]

- ₁ Yes, in-person observations are conducted
- ₂ Yes, video observations are conducted
- ₀ No
- ₃ [If director is coach]: I do not have a supervisor
- ₀ Don't know

IF D4 = 1 or 2:

[Wording if director is not the coach/wording if director is the coach]: [About how often do you and/or the coaches' supervisors observe coaches' interactions with teachers?/About how often does your supervisor (or someone else in a managerial role for your program) observe your interactions with teachers in your center in your role as a coach?]

SELECT ONE ONLY

- ₁ More than once a week
- ₂ Once a week
- ₃ Once a month
- ₄ Every other month
- ₅ Twice a year
- ₆ Once a year
- _d Don't know

Source: Newly developed item

What factors influence the focus of a teacher's coaching goal(s)?

SELECT ONE OR MORE

- ₁ Overall program goals
- ₂ The curriculum being used in the teacher's classroom
- ₃ Information from classroom observations
- ₄ Child assessment information
- ₅ Performance reviews or evaluations of teachers
- ₆ Factors external to the center, like QRIS or accreditation requirements
- _d Don't know

Source: Newly developed item

[Wording if director is not the coach/wording if director is the coach]: [Do you or the coaches' supervisor direct coaches about the topics they should work on with teachers in your center?/ Does your supervisor (or someone else in a managerial role for your program) direct you on the topics to work on with teachers?]

- ₁ Yes
- ₀ No **GO TO D9**
- _d Don't know **→ GO TO D9**

[IF D7=1]:

[Wording if director is not the coach/wording if director is the coach and center is part of a larger organization/wording if director is coach and center is not part of a larger organization]: [Which of the following topics have you directed coaches to work on with your teachers?/ What topics have you been directed to work on with teachers?/What topics do you need to work on with teachers?]

SELECT ONE OR MORE

- ₁ Developmentally appropriate practice
- ₂ Child development and learning
- ₃ Culture, diversity and equity
- ₄ Relationships, interactions, or behavior management/guidance
- ₅ Teacher-child interactions (individual or small group)
- ₆ Family engagement
- ₇ Community engagement
- ₈ Dual-language development and learning
- ₉ Observation, screening, assessment, or documentation
- ₁₀ Special needs and inclusion
- ₁₁ Learning environments
- ₁₂ Curriculum
- ₁₃ Teaching content areas (e.g., math, science, literacy)
- ₁₄ Health, safety, and nutrition
- ₉₉ Other (*please specify*)

[Wording if director is not the coach/wording if director is the coach]: [Do you or someone else in a management or supervisory role do the following with coaches?/ Does your supervisor (or someone else in a managerial role in your program) do the following with you?]

Please provide a response for each activity listed.

NOTE: Instrument will show only a single yes option if there is only one coach in the center using the selected approach, or if the director is the coach.

| | | SELECT ONE FOR EACH ROW | | | |
|----|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| | | YES, FOR ALL COACHES | YES, FOR SOME COACHES | NO | DON'T KNOW |
| a. | Observe [coach/me]/give [coach/me] feedback | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| b. | Meet regularly with [coach/me] | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| c. | Discuss strategies for specific teachers with [coach/me] | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| d. | Discuss strategies/process for coaching | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| e. | Discuss coaching progress generally (not specific to one teacher) | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| f. | Discuss progress of specific teachers | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| g. | Review coaching paperwork, documentation, or assessment data | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| h. | Train [the coach/me] | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| i. | Other (<i>specify</i>) | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₀ | <input type="radio"/> _d |
| | <input style="width: 400px; height: 20px;" type="text"/> | | | | |

Is coaching ongoing for most teachers in your center? Or is there a set time limit for the coaching or a limit on the amount of coaching each teacher receives?

SELECT ONE ONLY

- ₁ Coaching is ongoing for most teachers (there is no preset limit)
- ₂ Coaching ends when the focus of the coaching ends (for example, the goal that was set is met or the performance issue identified is addressed)
- ₃ Teachers typically receive coaching for a set number of sessions or a set period of time
- ₉₉ Other (*specify*)

Source: Newly developed item

Typically, how long do teachers in your center receive coaching?

SELECT ONE ONLY

- ₁ Less than 6 months
- ₂ 6 months to 1 year
- ₃ 1 to 1 1/2 years
- ₄ 1 1/2 to 2 years
- ₅ 2 years or more

Source: Newly developed item

E. Supports for Coaching and Professional Development

DISPLAY BANNER HERE FOR EACH ITEM IN SECTION E: [Please focus on the coaching for teachers of preschool aged children that is focused on improving their classroom practice. If more than one, please pick the one you consider primary./Please focus on FILL COACHING TYPE FROM SCREENER.]

Teachers can receive coaching for a lot of different reasons. From the following list, please select the main reasons teachers of preschool-age children in your center received coaching during the last 12 months.

SELECT ONE OR MORE

- ₁ Monitoring or licensing requirement
- ₂ Improving QRIS rating [DISPLAY ONLY IF B4 = 1]
- ₃ Supporting teacher or classroom practice
- ₄ Concerns about teacher performance
- ₅ Requirement related to center or program funding
- ₉₉ Other (*please specify*)

Source: Newly developed item

What information is used to determine which teaching staff in your center will receive coaching?

SELECT ONE OR MORE

- ₁ All teachers receive coaching
- ₂ Classroom observation
- ₃ Regular performance reviews or evaluations
- ₄ Number of years of experience
- ₅ Directly ask the staff if they need or want coaching/teachers volunteer
- ₆ Child assessment data for classrooms
- ₇ QRIS requirements
- ₈ Direct assessment of teachers' needs
- ₉₉ Other (*please specify*)

Source: Adapted from FACES 2014 Program Director Survey

IF E2 does not only = “All teachers receive coaching”: Who is involved in deciding which teaching staff will receive coaching?

SELECT ONE OR MORE

- ₁ Center director (I am)
- ₂ Education or child development coordinator or manager in my organization
- ₃ Specialists or other types of managers in my organization
- ₄ **If part of a larger organization based on screener/A5:** Program director or administrator of a larger organization or franchise my center is part of
- ₅ The coach(es)
- ₆ Center policy decides who will receive coaching

Source: Newly developed item

If selected for coaching, are teachers required to participate?

- ₁ Yes, all teachers selected for coaching are required to participate
- ₂ Yes, some (but not all) teachers selected for coaching are required to participate
- ₀ No, teachers are never required to participate in coaching (they can opt out)

Source: Newly developed item

Do some teachers receive more intensive coaching than others?

- ₁ Yes
- ₀ No, all teachers receive the same intensity of coaching → **GO TO E7**

Source: Newly developed item

IF E5 = 1: What makes coaching more intensive?

SELECT ONE OR MORE

- ₁ Coaching meetings are longer
- ₂ Coaching meetings are more frequent
- ₃ Coaching is planned to take place over a longer period of time (e.g., more months)
- ₄ Teacher progress is assessed more frequently
- ₅ There is more director or administrator involvement in monitoring coaching
- ₆ Teachers are asked to do more work between coaching sessions
- ₇ Coaching is done individually with teachers
- ₉₉ Other (*specify*)

Source: Newly developed item

IF E5 = 1: Why do some teachers receive more intensive coaching?

SELECT ONE OR MORE

- ₁ Center management determines intensity of coaching
- ₂ Teacher requests more intensive coaching
- ₃ Coach recommends more intensive coaching
- ₄ Assessment identifies teacher level of need
- ₅ Teacher is new to the center
- ₉₉ Other (*specify*)

Source: Newly developed item

How often do coaches in your center coach teaching teams together (such as a teacher with an assistant teacher)?

SELECT ONE ONLY

- ₁ Always
- ₂ Frequently
- ₃ Sometimes
- ₄ Seldom
- ₅ Never

Source: Adapted from ELMC Coach Survey

Thinking about the coaching currently happening in your center, please tell me whether you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree with the following statements.

SELECT ONE FOR EACH ROW

| | STRONGLY DISAGREE | DISAGREE | SLIGHTLY DISAGREE | SLIGHTLY AGREE | AGREE | STRONGLY AGREE |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| a. The coaching in my center is improving teacher practice. | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> ₅ | <input type="radio"/> ₆ |
| b. The coaching in my center is helping us meet our goals for this center. | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> ₅ | <input type="radio"/> ₆ |
| c. Coaching at my center could be more effective at supporting teachers' professional development | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> ₅ | <input type="radio"/> ₆ |

New item



In the past 12 months, has the center used any formal observation measures to inform the coach and your program about a teacher's strengths and needs? Please select all measures that have been used in your center in the past year for these purposes.

SELECT ONE OR MORE

- ₁ Early Childhood Rating Scale-Revised (ECERS-R)
- ₂ Early Childhood Rating Scale, Third Edition (ECERS-3)
- ₃ Infant/Toddler Environmental Rating Scale-Revised (ITERS-R)
- ₄ Classroom Assessment Scoring System (CLASS)
- ₅ Observational Record of the Caregiving Environment
- ₆ Preschool Program Quality Assessment
- ₇ Assessment Profile for Early Childhood Programs
- ₈ Emerging Academics Snapshot
- ₉₉ Other (*please specify*)

- ₉ None of these tools have been used for coaching purposes

Are the following types of data available to you or other management or supervisory staff?

SELECT ONE OR MORE

- ₁ Data from classroom observations conducted by coaches
- ₂ Data from classroom observations related to monitoring program or teacher performance conducted by someone else (not the coach)
- ₃ Child assessment data
- ₄ Number of completed coaching sessions
- ₅ Coach assessments of teachers
- ₆ Coach logs on activities and action steps for particular teachers
- ₇ Coach logs on teacher progress
- ₈ Teacher evaluations of coaching
- ₉ Coach reports of teacher engagement in coaching
- ₉₉ Other (*please specify*)

Source: Newly developed item



How often do you or someone in a management or supervisory role review the following types of data with coaches? [DISPLAY ONLY THOSE SELECTED IN E10]

- | | NEVER |
|--|------------------------------------|
| a. Data from classroom observations | <input type="radio"/> ₁ |
| b. Child assessment data | <input type="radio"/> ₁ |
| c. Number of completed coaching sessions | <input type="radio"/> ₁ |
| d. Coach assessments of teachers | <input type="radio"/> ₁ |
| e. Coach logs on activities and action steps for particular teachers | <input type="radio"/> ₀ |
| f. Coach logs on teacher progress | <input type="radio"/> ₀ |
| g. Teacher evaluations of coaching | <input type="radio"/> ₀ |
| h. Coach reports of teacher engagement in coaching | <input type="radio"/> ₀ |
| i. Other [Fill from E10] | <input type="radio"/> ₀ |
| <input type="text"/> | |

F. Challenges and Supports for Coaching and Professional Development

Do teaching staff in your center receive coaching from the same person/people responsible for supervising them?

SELECT ONE ONLY

- ₁ Yes, all teachers are coached by their own supervisor
- ₂ Yes, some of the teachers are coached by their own supervisor
- ₀ No, none of the teachers are coached by their own supervisor

Source: Adapted from FACES 2014 Program Director Survey, Spring 2017

IF F1 = 1 or 2: In your center, what are some reasons supervisory staff coach the teachers they supervise?

SELECT ONE OR MORE

- ₁ Supervisors know teachers and their needs best
- ₂ This is the only way we can afford to provide coaching
- ₃ Supervisors in my center wanted to provide coaching
- ₄ There is no one else on the center/program staff who is able to provide coaching
- ₅ In my local area there are no or too few outside consultants, contractors, or organizations who can provide coaching
- ₆ Teachers prefer to have their supervisor coach them
- ₉₉ Other (*specify*)
- _d Don't know

Source: Newly developed item

IF C8a=1: When your center needs a coach, how challenging is it to find someone qualified for that role?

SELECT ONE ONLY

- ₁ Never challenging
- ₂ Occasionally challenging
- ₃ Often challenging
- ₄ Always challenging

Source: Newly developed item

[IF C9b_a=1] Have you ever been formally trained on how to supervise coaches?

SELECT ONE OR MORE (May not select other options if "No" is checked)

- ₁ No
- ₂ Yes, a full, multi-session course or class
- ₃ Yes, a professional development training or workshop
- ₄ Yes, by a supervisor or coach
- ₉₉ Other (*specify*)

Source: Newly developed item

[IF C9b_a=1] Have you ever been formally trained on adult learning strategies?

- | | |
|------------------------------------|-----|
| <input type="radio"/> ₁ | Yes |
| <input type="radio"/> ₀ | No |

Source: Newly developed item

[IF C9b_a=1] Have you ever worked in any of the following roles?

SELECT ONE OR MORE [IF RESPONDENT SELECTS OPTION 6, NO OTHER RESPONSES MAY BE SELECTED]

- ₁ Lead Teacher in an ECE program
- ₂ Assistant Teacher in an ECE program
- ₃ Coach
- ₄ Coach supervisor
- ₅ Teacher or trainer of adults
- ₆ None of the above

Source: Newly developed item

In the past 12 months, to what extent were any of the following factors a challenge to coaching?

SELECT ONE FOR EACH ROW

| | | NEVER OR HARDLY EVER CHALLENGING | SOMETIMES CHALLENGING | OFTEN CHALLENGING | ALWAYS CHALLENGING | DON'T KNOW |
|-----|--|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 1. | Qualifications, skills, and abilities of coaches | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 2. | Qualifications, skills, and abilities of teachers being coached | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 3. | Teachers' level of openness to coaching | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 4. | Number of teaching staff per coach | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 5. | Lack of coach time for coach-teacher meetings | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 6. | Lack of teacher time for coach-teacher meetings | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 7. | Availability of additional training for coach | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 8. | Teacher turnover | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 9. | Technology problems (such as internet access, availability of technology) | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 10. | Difficulty finding space for coach-teacher meetings | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 11. | Teacher resistance to the coaching process | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 12. | Teacher-coach communication challenges | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 13. | Availability of teacher substitutes or floater teachers | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 14. | Teachers cancelling sessions or not completing homework/planned action steps | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 15. | Teacher personal crises, stress or mental health issues | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 16. | Coaches cancelling sessions or not showing up | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| 17. | Cost or available funding | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| | 18. Other (please specify) | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |
| | <input type="text"/> | | | | | |
| | 19. Other (please specify) | <input type="radio"/> ₁ | <input type="radio"/> ₂ | <input type="radio"/> ₃ | <input type="radio"/> ₄ | <input type="radio"/> _d |

Has your center consistently encountered the following challenges during the past 12 months? In other words, are these challenges something you have to deal with on a regular basis? Please check all that apply.

SELECT ONE OR MORE

- ₁ Lack of qualified teachers and/or assistant teachers
- ₂ Substitute shortages
- ₃ Teacher-assistant teacher discord/conflict
- ₅ Insufficient resources to support professional development
- ₆ Low staff morale
- ₇ Teachers leaving the center
- ₈ Teachers needing to be moved to different classrooms
- ₉ N/A or My center has never or seldom encountered these challenges
- ₉₉ Other (*please specify*)

Source: Adapted from Head Start CARES End-of-Year Reflections

Thank you for your participation in this survey. Please provide the mailing address to where we should send your \$20 thank-you gift card. You will receive it in about 2 weeks.

First Name:

Last Name:

Street Address Line 1:

Street Address Line 2:

City:

State:

Zip Code:

_R I do not wish to receive the honorarium.

Thank you for completing the SCOPE Director Survey!

End