

***CO TEACHER SALARY INCREASE PILOT
TEACHER FOLLOW-UP SURVEY***

**Building and Sustaining the Child Care and Early Education
Workforce**

IMPACT STUDY

Follow-up Lead and Assistant Teacher Survey

CO TEACHER SALARY INCREASE PILOT TEACHER FOLLOW-UP SURVEY

Terms used in this survey

<u>Term</u>	<u>Refers to...</u>
Pilot initiative	The livable wage pilot being conducted by the Colorado Department of Early Childhood (CDEC) for teachers in center-based settings serving children birth through five. Also referred to as the pilot or the Colorado Teacher Salary Increase Pilot.
Director	A person who serves as the director of the early care and education center with staff supervisory responsibilities. May be referred to as a center administrator.
Lead teacher	A person who is regularly in charge of a group or classroom of children. People in these positions are allowed to be alone with children without additional support or supervision.
Assistant teacher	A person who is regularly assigned to a particular room who works under the supervision of a lead teacher; may lead certain activities (such as art projects or story time) but does not have sole responsibility for the classroom. May be referred to as an assistant, paraprofessional, or aide that works under the supervision of a lead teacher.
Family child care home provider	A person or people who own a family child care home; provides direct care, supervision, and education to child(ren) in their care at least 60% of the daily hours of operation of the family child care home; and is legally liable for the business.
Assistant/Assistant family child care home provider	A person other than the provider whose primary day-to-day responsibilities include taking care of children in a family child care home.
Parent	A child's parent or guardian.

CO TEACHER SALARY INCREASE PILOT TEACHER FOLLOW-UP SURVEY

About Your Experiences with the CO Teacher Salary Increase Pilot.

The Colorado Department of Early Childhood (CDEC) has invested CCDF funds to conduct a livable wage pilot for teachers serving children birth through five. Funding was limited so eligible ECE centers were selected through a lottery to receive the additional funding to increase teacher salaries. This section of questions asks about your knowledge and experiences with the pilot initiative, called the Colorado Teacher Salary Increase Pilot.

A1. This pilot has been referred to as the Colorado Teacher Salary Increase Pilot. Are you aware that this pilot is happening?

- 01. Yes **(GO TO A2)**
- 02. No **(GO TO A3)**
- 99. I prefer not to answer **(GO TO A3)**

A2. How did you first learn about the pilot initiative?

- 01. Email
- 02. Advertisement/Flyer
- 03. Coworker
- 04. Center administrator or director
- 05. Friend
- 06. Other: _____
- 98. I am not sure
- 99. I prefer not to answer

[PROGRAMMER: A3-A10 are for teachers in intervention centers only]

A3. The following questions ask about your experience working in a center that was selected through the lottery to receive the teacher salary increase.

Were you offered the choice to opt out of the pilot initiative?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

A4. To help teachers decide whether to take the salary increase, a handout was created showing example tables of how receipt of governmental benefits (like the earned income credit, child care assistance, or health insurance) might be affected as teachers' salaries go up. A short video was also shared showing how to use the example tables.

Did you watch the short video for the pilot initiative?

- 01. Yes **(GO TO A5)**
- 02. No **(GO TO A6)**
- 98. I don't know **(GO TO A6)**
- 99. I prefer not to answer **(GO TO A6)**

A5. How helpful was the video in helping you make an informed decision about whether to receive the salary increase? Would you say...

- 01. Not at all helpful
- 02. Slightly helpful

- 03. Moderately helpful
- 04. Very helpful
- 05. Extremely helpful
- 99. I prefer not to answer

A6. Did you use the handout and benefits tables for the pilot initiative?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

(GO TO A7)
(GO TO A8)
(GO TO A8)
(GO TO A8)

A7. How helpful were the handout and benefits tables in helping you make an informed decision about whether to receive the salary increase? Would you say...

- 01. Not at all helpful
- 02. Slightly helpful
- 03. Moderately helpful
- 04. Very helpful
- 05. Extremely helpful
- 99. I prefer not to answer

A8. Did you receive enough information to make an informed decision about whether or not to receive the salary increase?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

A9. Did you receive guidance from administration/your supervisor about whether or not to receive the salary increase?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

A10. Did you make an appointment with your Workforce Center to use their CLIFF (Career Ladder Identifier and Financial Forecaster) calculator to decide whether or not to receive the salary increase?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

(GO TO A11)
(GO TO A12)
(GO TO A12)
(GO TO A12)

A11. How helpful was the Workforce Center in helping you make an informed decision about whether to receive the salary increase?

- 01. Not at all helpful
- 02. Slightly helpful
- 03. Moderately helpful
- 04. Very helpful
- 05. Extremely helpful
- 99. I prefer not to answer

A12. Did you decide to receive the salary increase?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

About Your Financial Situation and Job.

Now I'd like to ask a few questions about any jobs you may have, your wages and benefits. **Remember, all individual responses on this survey will remain private.**

- B1. Our records show you worked at **[INSERT PROVIDER]** in December 2022. Are you still there?
- 01. Yes **(GO TO B6)**
 - 02. No **(GO TO B2)**
 - 99. I prefer not to answer **(GO TO B4)**

- B2. When did you leave? Please provide the month (MM) and year (YYYY)
- 01. _____ MM **(RANGE = 1-12)** /YYYY **(RANGE = 2015 - CURRENT YEAR)**
 - 98. I don't know
 - 99. I prefer not to answer

- B3. Why did you leave **[INSERT PROVIDER]**? Select up to **3** reasons.
- 01. Issues with my supervisor/administration
 - 02. Issues with my colleagues
 - 03. Not enough staff
 - 04. Hassles with system requirements like too much paperwork, administrative burden, etc.
 - 05. To find a job that is a better fit with my training/experience
 - 06. For professional growth and/or advancement within the field of child care
 - 07. To find a job with better pay
 - 08. To reduce commute or improve schedule
 - 09. To find improved working conditions
 - 010.To find a less stressful job
 - 011.To find a job with fewer health risks
 - 012.To find a job in a field that is not child care
 - 013.To go back to school
 - 014.Other reason (please specify: _____)
 - 99. I prefer not to answer

- B4. Last week, did you do any work for pay at all? Please **include** any part-time or full-time jobs as well as self-employment or your own business. Please **do not** include any unpaid jobs.
- 01. Yes **(GO TO B6)**
 - 02. No **(GO TO B5)**
 - 98. I don't know **(GO TO B6)**
 - 99. I prefer not to answer **(GO TO B6)**

- B5. What is the **main** reason that you did not work for pay last week?
- 01. Retired **(GO TO B42)**
 - 02. Disabled **(GO TO B42)**
 - 03. Unable to work **(GO TO B42)**
 - 04. Have a job but am temporarily absent from it **(GO TO B6)**
 - 05. Could not find any work **(GO TO B42)**
 - 06. Child care problems **(GO TO B42)**

- 07. Family responsibilities (GO TO B42)
- 08. In school or other training (GO TO B42)
- 09. Waiting for a new job to begin (GO TO B42)
- 010. Other reason (Please specify: _____) (GO TO B42)
- 98. I don't know (GO TO B42)
- 99. I prefer not to answer (GO TO B42)

B6. Last week, did you have more than one job, including part-time and weekend work?

- 01. Yes (GO TO B7)
- 02. No (GO TO B8)
- 98. I don't know (GO TO B8)
- 99. I prefer not to answer (GO TO B8)

B7. How many jobs did you have last week?

Self-employment or temporary or "temp" work in the same field count as one job.

- 01. _____ number of jobs [RANGE 2-10]
- 98. I don't know
- 99. I prefer not to answer

B8. Thinking about all your current jobs, how many hours per week do you work?

- 01. _____ number of hours [RANGE 0-80]
- 02. My work hours vary each week
- 98. I don't know
- 99. I prefer not to answer

[PROGRAMMER: ITEMS B9-B16 ARE FOR RESPONDENTS WHO ARE STILL AT ORIGINAL PROVIDER [B1=YES]. SKIP TO B17 IF RESPONDENTS ARE NO LONGER AT ORIGINAL PROVIDER [B1=NO OR I PREFER NOT TO ANSWER].]

B9. Thinking about your job at [INSERT PROVIDER], what is your role?

- 01. Lead teacher, head teacher, co-lead teacher, or caregiver
- 02. Assistant teacher or classroom aide
- 03. Center owner
- 04. Center director, administrator, or executive director
- 05. Assistant director
- 06. Family child care home provider
- 07. Assistant family child care home provider
- 08. Curriculum coordinator or education coordinator
- 09. Other administrative or managerial staff
- 010. Other (please specify: _____)
- 99. I prefer not to answer

B10. When did your job with [INSERT PROVIDER] start?

- 01. _____ MM (RANGE = 1-12) /YYYY (RANGE = 1980 or earlier - CURRENT YEAR)
- 98. I don't know
- 99. I prefer not to answer

B11. Which of the following best describes your usual weekly work schedule at your job? Do you work a:

- 01. Regular daytime shift
- 02. Regular evening shift
- 03. Regular night shift
- 04. Rotating shift (one that changes regularly from days to evenings to nights)

- 05. Split shift (one consisting of two distinct periods each day)
- 06. An irregular schedule (one that changes from day to day)
- 07. Something else (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B12. Including overtime, how many hours per week do you work at **[INSERT PROVIDER]**?

If your schedule is irregular or varies, how many hours did you work in the last week you worked at this job?

- 01. _____ Number of hours **[RANGE: 1 to 80]**
- 02. Over 80 hours per week
- 98. I don't know
- 99. I prefer not to answer

B13. What is your wage at **[INSERT PROVIDER]**, before taxes? Please include tips, commissions, and regular overtime pay.

If your job is on an irregular schedule or a commission basis, how much do you make?

- 01. \$ _____ , _____ . _____ Amount **[RANGE: .01 to 50,000.00]**
- 02. More than \$50,000
- 98. I don't know
- 99. I prefer not to answer

[PROGRAMMER: SHOW B13 ON SAME PAGE AS B14]

B14. Is that:

- 01. Hourly
- 02. Daily
- 03. Weekly
- 04. Every two weeks
- 05. Twice monthly
- 06. Monthly
- 07. Annually
- 08. Per task
- 09. Other (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B15. Just to confirm, was that...

- 01. Before taxes
- 02. After taxes
- 98. I don't know
- 99. I prefer not to answer

B16. Which of the following benefits are available to you at **[INSERT PROVIDER]** and which ones do you participate in or use?

	Available & I use this	Available but I do NOT use this	Not available at my job	I don't know	I prefer not to answer
B16a. Health insurance?	01	02	03	08	99
B16b. Sick days with full pay?	01	02	03	08	99
B16c. Paid vacation?	01	02	03	08	99
B16d. Paid holidays?	01	02	03	08	99
B16e. Paid COVID leave?	01	02	03	08	99
B16f. Dental benefits, including any offered at a cost to you?	01	02	03	08	99
B16g. Vision insurance?	01	02	03	08	99
B16f. A retirement or 401K plan?	01	02	03	08	99
B16g. Discounted/free child care	01	02	03	08	99
B16h. Other insurance (e.g., life insurance, disability insurance)	01	02	03	08	99
B16i. Investment in flexible spending accounts or health savings accounts	01	02	03	08	99
B16j. Employee wellness and mental health resources (e.g., gym memberships, counseling, and telehealth services)	01	02	03	08	99
B16k. Professional development (e.g., paid training time, paid planning time, coaches)	01	02	03	08	99
B16l. Education stipend	01	02	03	08	99
B16m. Career advancement opportunity if I earn new degree/credential	01	02	03	08	99
B16n. Other/miscellaneous expense reimbursement (e.g., mileage, supplies, snacks)	01	02	03	08	99
B16o. Bonus (e.g., hiring bonuses or retention bonuses)	01	02	03	08	99
B16p. Other. Please specify: _____)	01	02	03	08	99

B17. **[IF B1=2 AND B6=2 SHOW:]** “Who is your current employer, or where do you currently work?”]

[IF B1=2 AND B6=1 SHOW:] “We would like to ask you a few questions about your jobs. Let’s start with the one you consider to be your **main job**.

For our purposes, your **main job** is the one where you work the most hours.

What is the name of your employer for your main job?”]

[IF B1=1 AND B6=2 SKIP TO B42]

[IF B1=1 AND B6=1 SHOW: “We would like to ask you a few questions about your other jobs(s), not at **[INSERT PROVIDER]**. What is the name of your employer for your other job?”]

01. _____

02. Self-employed (please specify: _____)

99. I prefer not to answer

B18. What kind of business or industry is this job? What do they make or do where you work?

- 01. Administrative (GO TO B21)
- 02. Customer service (GO TO B21)
- 03. Retail (GO TO B21)
- 04. Education (GO TO B19)
- 05. Child care (GO TO B19)
- 06. Home visiting (GO TO B21)
- 07. Health care (GO TO B21)
- 08. Another type of job (specify: _____) (GO TO B21)
- 98. I don't know (GO TO B21)
- 99. I prefer not to answer (GO TO B21)

B19. What kind of job in education or child care is this?

- 01. A child care center
- 02. A Head Start program
- 03. A school-based PreK program
- 04. A home-based child care provider
- 05. A school teaching elementary-aged children
- 06. Home visiting
- 07. Other care-related job (e.g., babysitting, nannying, elder care)
- 08. Early childhood coach
- 09. Early childhood specialist
- 010. Self-employed for this job at a home-base child care setting
- 98. I don't know
- 99. I prefer not to answer

B20. What is your role?

- 01. Lead teacher, head teacher, co-lead teacher, or caregiver
- 02. Assistant teacher or classroom aide
- 03. Center owner
- 04. Center director, administrator, or executive director
- 05. Assistant director
- 06. Family child care home provider
- 07. Assistant family child care home provider
- 08. Curriculum coordinator or education coordinator
- 09. Other administrative or managerial staff
- 010. Other (please specify: _____)
- 99. I prefer not to answer

B21. **[IF B17<>9 SHOW: "When did your job with <B17> start?"]**

[IF B17=9 SHOW: "When did your current job start?"]

- 01. _____ MM (RANGE = 1-12) /YYYY (RANGE = 1980 or earlier - CURRENT YEAR)
- 98. I don't know
- 99. I prefer not to answer

B22. Which of the following best describes your usual weekly work schedule at your job? Did you work a:

- 01. Regular daytime shift
- 02. Regular evening shift
- 03. Regular night shift

- 04. Rotating shift (one that changes regularly from days to evenings to nights)
- 05. Split shift (one consisting of two distinct periods each day)
- 06. An irregular schedule (one that changes from day to day)
- 07. Something else (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B23. Including overtime, how many hours per week do you work at **[IF B17<>9 SHOW <B17>. IF B17=99 SHOW “your current job”]**?

If your schedule is irregular or varies, how many hours did you work in the last week you worked at this job?

- 01. _____ Number of hours **(RANGE: 1 to 80)**
- 02. Over 80 hours per week
- 98. I don't know
- 99. I prefer not to answer

B24. What is your wage at **[IF B17<>9 SHOW <B17>. IF B17=99 SHOW “your current job”]**, before taxes?
Please include tips, commissions, and regular overtime pay.

If your job is on an irregular schedule or a commission basis, how much do you make?

- 01. \$ _____ , _____ . _____ Amount **(RANGE: .01 to 50,000.00)**
- 02. More than \$50,000
- 98. I don't know
- 99. I prefer not to answer

[PROGRAMMER: SHOW B25 ON SAME PAGE AS B24]

B25. Is that:

- 01. Hourly
- 02. Daily
- 03. Weekly
- 04. Every two weeks
- 05. Twice monthly
- 06. Monthly
- 07. Annually
- 08. Per task
- 09. Other (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B26. Just to confirm, was that...

- 01. Before taxes
- 02. After taxes
- 98. I don't know
- 99. I prefer not to answer

B27. Which of the following benefits are available to you on this job and which ones do you participate in or use?

	Available & I use this	Available but I do NOT use this	Not available at my job	I don't know	I prefer not to answer
B27a. Health insurance?	01	02	03	98	99
B27b. Sick days with full pay?	01	02	03	98	99
B27c. Paid vacation?	01	02	03	98	99
B27d. Paid holidays?	01	02	03	98	99
B27e. Paid COVID leave?	01	02	03	98	99
B27f. Dental benefits, including any offered at a cost to you?	01	02	03	98	99
B27g. Vision insurance?	01	02	03	98	99
B27f. A retirement or 401K plan?	01	02	03	98	99
B27g. Discounted/free child care	01	02	03	98	99
B27h. Other insurance (e.g., life insurance, disability insurance)	01	02	03	98	99
B27i. Investment in flexible spending accounts or health savings accounts	01	02	03	98	99
B27j. Employee wellness and mental health resources (e.g., gym memberships, counseling, and telehealth services)	01	02	03	98	99
B27k. Professional development (e.g., paid training time, paid planning time, coaches)	01	02	03	98	99
B27l. Education stipend	01	02	03	98	99
B27m. Career advancement opportunity if I earn new degree/credential	01	02	03	98	99
B27n. Other/miscellaneous expense reimbursement (e.g., mileage, supplies, snacks)	01	02	03	98	99
B27o. Bonus (e.g., hiring bonuses or retention bonuses)	01	02	03	98	99
B27p. Other. Please specify: (_____)	01	02	03	98	99

[PROGRAMMER: IF B7=1 OR >10 GOTO B41]

B28. **[IF B7 = 2 SHOW: “You mentioned you have 2 jobs. What other job or self-employment do you have?”]**

[IF B7 >= 3 SHOW: “You mentioned you have 3 or more jobs. What second job or self-employment do you have? (You will be asked about a third job in a little bit.)”]

- 01. _____
- 02. Self-employed (please specify: _____)
- 99. I prefer not to answer

B29. When did **[IF B28<>9 SHOW “your job with <B28>” IF B28=99 SHOW “this job”]** start?

- 01. _____ MM (**RANGE = 1-12**) /YYYY (**RANGE = 1980 or earlier - CURRENT YEAR**)
- 98. I don't know
- 99. I prefer not to answer

B30. Which of the following best describes your usual weekly work schedule at your job? Did you work a:

- 01. Regular daytime shift
- 02. Regular evening shift

- 03. Regular night shift
- 04. Rotating shift (one that changes regularly from days to evenings to nights)
- 05. Split shift (one consisting of two distinct periods each day)
- 06. An irregular schedule (one that changes from day to day)
- 07. Something else (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B31. Including overtime, how many hours per week do you work with **[IF B28<>9 SHOW “with <B28>” IF B28=99 SHOW “at this job”]**?

If your schedule is irregular or varies, how many hours did you work in the last week you worked at this job?

- 01. _____ Number of hours **(RANGE: 1 to 80)**
- 02. Over 80 hours per week
- 98. I don't know
- 99. I prefer not to answer

B32. What is your wage at **[IF B28<>9 SHOW “<B28>” IF B28=99 SHOW “this job”]**, before taxes? Please include tips, commissions, and regular overtime pay.

If your job is on an irregular schedule or a commission basis, how much do you make in a typical week?

- 01. \$ _____ , _____ . _____ amount **(RANGE: .01 to 50,000.00)**
- 02. More than \$50,000
- 98. I don't know
- 99. I prefer not to answer

[PROGRAMMER: SHOW B33 ON SAME PAGE AS B32]

B33. Is that:

- 01. Hourly
- 02. Daily
- 03. Weekly
- 04. Every two weeks
- 05. Twice monthly
- 06. Monthly
- 07. Annually
- 08. Per task
- 09. Other (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B34. Just to confirm, was that...

- 01. Before taxes
- 02. After taxes
- 98. I don't know
- 99. I prefer not to answer

[PROGRAMMER: IF B7=1 OR 2 OR >10 GOTO B41]

B35. You mentioned you have 3 or more jobs. What third job or self-employment do you have?

01. _____
02. Self-employed for this job (please specify: _____)
99. I prefer not to answer

B36. When did **[IF B35<>9 SHOW “your job with <B35>” IF B35=99 SHOW “this job”]** start?

01. _____ MM **(RANGE = 1-12) /YYYY (RANGE = 1980 or earlier - CURRENT YEAR)**
98. I don't know
99. I prefer not to answer

B37. Which of the following best describes your usual weekly work schedule at your job? Did you work a:

01. Regular daytime shift
02. Regular evening shift
03. Regular night shift
04. Rotating shift (one that changes regularly from days to evenings to nights)
05. Split shift (one consisting of two distinct periods each day)
06. An irregular schedule (one that changes from day to day)
07. Something else (please specify: _____)
98. I don't know
99. I prefer not to answer

B38. Including overtime, how many hours per week do you work **[IF B35<>9 SHOW “with <B35>” IF B35=99 SHOW “at this job”]**?

If your schedule is irregular or varies, how many hours did you work in the last week you worked at this job?

01. _____ number of hours **(RANGE: 1 to 80)**
02. Over 80 hours per week
98. I don't know
99. I prefer not to answer

B39. What is your wage at **[IF B35<>9 SHOW “<B35>” IF B35=99 SHOW “this job”]**, before taxes? Please include tips, commissions, and regular overtime pay.

If your job is on an irregular schedule or a commission basis, how much do you make in a typical week?

01. \$ _____ , _____ . _____ amount **(RANGE: .01 to 50,000.00)**
02. More than \$50,000
98. I don't know
99. I prefer not to answer

[PROGRAMMER: SHOW B40 ON SAME PAGE AS B39]

B40. Is that:

01. Hourly
02. Daily
03. Weekly
04. Every two weeks
05. Twice monthly
06. Monthly

- 07. Annually
- 08. Per task
- 09. Other (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

B41. Just to confirm, was that...

- 01. Before taxes
- 02. After taxes
- 98. I don't know
- 99. I prefer not to answer

B42. We are also interested in other paid jobs you may have had since January 2023.

How many other jobs have you had or self-employment have you had since January 2023?

- 01. _____ Number of jobs
- 99. I prefer not to answer

Future Job Plans.

[PROGRAMMER: IF B1<>1 AND B18<4 OR >5 GOTO D1]

In this section, we would like to learn more about your future job plans. **Remember, all individual responses on this survey will remain private and will not be shared with your employer.**

C1. Since January 2023, have you done anything to look for a new job or an additional job?

- 01. Yes
- 02. No
- 99. I prefer not to answer

C2. What is the **main** reason you have looked for work?

- 01. To find a job
- 02. To find a second job
- 03. To find a job that is a better fit with my training/experience
- 04. To find a job with better pay
- 05. To reduce commute or improve schedule
- 06. To find improved working conditions
- 07. To find a less stressful job
- 08. To leave this field
- 09. To find a job with fewer health risks
- 010. To see what else is available
- 011. To find summer employment
- 012. To find a job for professional growth and/or advancement within the field of child care
- 013. Worried that this job may end
- 014. Other (Please specify: _____)
- 99. I prefer not to answer

C3. Thinking ahead to one year from now, I am very likely to be working at **[INSERT PROVIDER IF B1=1 OR IF B18<4 OR >5, SHOW "my child care or education-related job"]**. Would you say...

- 01. Strongly Disagree
- 02. Disagree

- 03. Neither Agree nor Disagree
- 04. Agree
- 05. Strongly Agree
- 99. I prefer not to answer

C4. Thinking ahead to TWO years from now, I am very likely to be working at [**INSERT PROVIDER IF B1=1 OR IF B18<4 OR >5, SHOW “my child care or education-related job”**]. Would you say you...

- 01. Strongly Disagree
- 02. Disagree
- 03. Neither Agree nor Disagree
- 04. Agree
- 05. Strongly Agree
- 99. I prefer not to answer

C5. Thinking ahead to one year from now, I am very likely to be working in the child care and early education **field**. Would you say you...

- 01. Strongly Disagree
- 02. Disagree
- 03. Neither Agree nor Disagree
- 04. Agree
- 05. Strongly Agree
- 99. I prefer not to answer

C6. Thinking ahead to TWO years from now, I am very likely to be working in the child care and early education **field**. Would you say you...

- 01. Strongly Disagree
- 02. Disagree
- 03. Neither Agree nor Disagree
- 04. Agree
- 05. Strongly Agree
- 99. I prefer not to answer

About Your Job Demands and Supports.

[PROGRAMMER: IF B1<>1 AND B18<>5 GO TO E1]

Now we would like to ask you some questions about your current job and about different job responsibilities that you may have or share with other program staff.

D1. In your current classroom, do you care for and educate children:

	Yes	No	I prefer not to answer
D1a. Who speak languages other than English?	01	02	99
D1b. Who are experiencing poverty?	01	02	99
D1c. Who have experienced trauma?	01	02	99
D1d. Who have challenging behaviors?	01	02	99
D1e. With disabilities?	01	02	99
D1f. Who are from historically marginalized groups (e.g., Black, Indigenous, immigrants of color)?	01	02	99
D1g. Who are from families with mixed immigration status?	01	02	99

D2. How often does the following occur in your job?

Never Sometimes Frequently I prefer not to

					answer
D2a.	I get moved in and out of different classrooms due to staff shortages	01	02	03	99
D2b.	Children get moved in and out of different classrooms due to staff shortages	01	02	03	99
D2c.	I get sent home without pay due to child absences	01	02	03	99
D2d.	I get paid planning time, away from children, during work hours	01	02	03	99
D2e.	I am required to attend professional development during off work hours (e.g., nights and weekends)	01	02	03	99
D2f.	I work overtime	01	02	03	99
D2g.	I work nights and/or weekends to keep up	01	02	03	99
D2h.	I have had to change my personal time off plans because of lack of substitute coverage/lack of staff	01	02	03	99

D3. On your job, how often do you...

		None of the time	A little of the time	Some of the time	Most of the time	All of the time	I prefer not to answer
D3a.	Have to initiate things - such as coming up with your own ideas, or figuring out on your own what needs to be done?	01	02	03	04	05	99
D3b.	Have a choice in deciding how you do your tasks at work?	01	02	03	04	05	99
D3c.	Have a choice in deciding what tasks you do at work?	01	02	03	04	05	99
D3d.	Have a say in decisions about your work?	01	02	03	04	05	99
D3e.	Have a say in planning your work environment - that is, how your workplace is arranged or how things are organized?	01	02	03	04	05	99
D3f.	Control the amount of time you spend on tasks?	01	02	03	04	05	99

D4. Rate the following statements about the **person who oversees daily operations** in your program on a scale of 1-6, with 1 indicating “strongly disagree” and 6 indicating “strongly agree.”

		Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	I prefer not to answer
D4a.	The leader understands the challenges teaching staff face in their classrooms	01	02	03	04	05	06	99
D4b.	The leader is familiar with how all staff teach	01	02	03	04	05	06	99
D4c.	The leader is respectful of teaching	01	02	03	04	05	06	99

	staff roles and expertise								
D4d.	The leader encourages teaching staff to learn from each other	01	02	03	04	05	06	99	
D4e.	The leader encourages all teaching staff to develop their skills	01	02	03	04	05	06	99	
D4f.	The leader informs teaching staff about professional development resources, such as scholarships, grants, and training opportunities	01	02	03	04	05	06	99	
D4g.	The leader encourages teaching staff to take initiative to solve problems	01	02	03	04	05	06	99	
D4h.	The leader considers teaching staff input about classroom and program policies	01	02	03	04	05	06	99	
D4i.	The leader treats all teaching staff fairly	01	02	03	04	05	06	99	
D4j.	The leader considers the impact of decisions on teaching staff	01	02	03	04	05	06	99	
D4k.	The leader assists in fair and timely resolution of conflicts among staff	01	02	03	04	05	06	99	

D5. Rate the following statements about support services available to help you meet the needs of the CHILDREN OR THEIR FAMILIES in your classroom on a scale of 1-6, with 1 indicating "strongly disagree" and 6 indicating "strongly agree."

		Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	N/A	I prefer not to answer
D5a.	If I have a problem with a CHILD, I can rely on my supervisors or other coworkers for help	01	02	03	04	05	06	07	99
D5b.	If I have a problem with a CHILD, sufficient resources are available to find outside help (e.g., consultant or referral agency)	01	02	03	04	05	06	07	99

D5c.	If I have a problem with a FAMILY, I can rely on my supervisors or other coworkers for help	01	02	03	04	05	06	07	99
D5d.	If I have a problem with a FAMILY, sufficient resources are available to find outside help (e.g., consultant or referral agency)	01	02	03	04	05	06	07	99
D5e.	If I have a problem communicating with CHILDREN OR THEIR FAMILIES because of a language barrier I can rely on my supervisors or coworkers for help	01	02	03	04	05	06	07	99
D5f.	There is sufficient training available for me about teaching CHILDREN with challenging behaviors	01	02	03	04	05	06	07	99
D5g.	There is sufficient training available for me about supporting FAMILY needs	01	02	03	04	05	06	07	99
D5h.	There is sufficient training available for me about teaching CHILDREN who are dual language learners	01	02	03	04	05	06	07	99

D6. Rate the following statements about staffing on a scale of 1-6, with 1 indicating "strongly disagree" and 6 indicating "strongly agree."

		Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	N/A	I prefer not to answer
D6a.	There are enough trained staff to	01	02	03	04	05	06	07	99

	help with children during staff breaks								
D6b.	During the past week, there were enough teaching staff for me to give each child in my classroom individual attention	01	02	03	04	05	06	07	99
D6c.	There are trained substitute teachers or floaters available when staff are absent	01	02	03	04	05	06	07	99
D6d.	If turnover occurs in my program, I know that new staff will be hired quickly	01	02	03	04	05	06	07	99
D6e.	If turnover occurs in my program, I know that everything possible will be done to hire qualified new staff	01	02	03	04	05	06	07	99

D7. Listed below are several tasks or activities you may have to do as part of your current job. Please indicate the extent to which each of these tasks or activities is frustrating for you. If you do not do this task or activity as part of your job, select N/A.

		Not at all frustrating	Slightly frustrating	Moderately frustrating	Very frustrating	Extremely frustrating	N/A	I prefer not to answer
D7a.	Creating an emotionally responsive and supportive classroom environment	01	02	03	04	05	06	99
D7b.	Preparing and providing meals, feedings and snacks for children	01	02	03	04	05	06	99
D7c.	Planning activities or implementing curriculum	01	02	03	04	05	06	99
D7d.	Conducting child assessments to help target and individualize curriculum	01	02	03	04	05	06	99
D7e.	Conducting home visits	01	02	03	04	05	06	99
D7f.	Communicating with individual families in writing at least	01	02	03	04	05	06	99

	weekly (e.g., notes, texts, or software/online platforms such as Brightwheel or ClassDojo)							
D7g.	Communicating with all families in writing at least weekly (e.g., notes, texts, or software/online platforms such as Brightwheel or ClassDojo)	01	02	03	04	05	06	99
D7h.	Not having dedicated time to plan (while not also caring for children)	01	02	03	04	05	06	99
D7i.	Getting pulled out of your assigned classroom to work in other classrooms	01	02	03	04	05	06	99
D7j.	Cleaning your own classroom	01	02	03	04	05	06	99
D7k.	Meeting and planning for individual children with early interventionists and/or early childhood mental health specialists	01	02	03	04	05	06	99
D7l.	Serving on committees in your program	01	02	03	04	05	06	99
D7m.	Having to meet multiple different program or licensing standards	01	02	03	04	05	06	99
D7n.	Having weekly paperwork or reporting requirements	01	02	03	04	05	06	99
D7o.	Participating in Professional Development Information System (PDIS) trainings	01	02	03	04	05	06	99
D7p.	Participating in the Quality Rating and Improvement System (QRIS), or Colorado Shines	01	02	03	04	05	06	99
D7q.	Attending trainings on weekends or evenings	01	02	03	04	05	06	99
D7r.	Having unpredictable work hours	01	02	03	04	05	06	99
D7s.	Working weekends	01	02	03	04	05	06	99

	(paid)							
D7t.	Working weekends (unpaid)	01	02	03	04	05	06	99
D7u.	Working overtime	01	02	03	04	05	06	99

Feelings About Your Job.

[PROGRAMMER: IF B1<>1 AND B18<>5 GOTO F1]

The following questions relate to how you feel about your current job.

E1. Overall, how satisfied would you say you are with your job? Would you say...

01. Dissatisfied
02. Somewhat dissatisfied
03. Neither satisfied nor dissatisfied
04. Somewhat satisfied
05. Satisfied
99. I prefer not to answer

Please answer how you feel about the following.

E2. How satisfied are you with the benefits provided by your employer? Would you say you are...

01. Dissatisfied
02. Somewhat dissatisfied
03. Neither satisfied nor dissatisfied
04. Somewhat satisfied
05. Satisfied
99. I prefer not to answer

E3. How satisfied are you with your wages? Would you say you are...

01. Dissatisfied
02. Somewhat dissatisfied
03. Neither satisfied nor dissatisfied
04. Somewhat satisfied
05. Satisfied
99. I prefer not to answer

E4. How satisfied are you with your chances for advancement on the job? Would you say you are...

01. Dissatisfied
02. Somewhat dissatisfied
03. Neither satisfied nor dissatisfied
04. Somewhat satisfied
05. Satisfied
99. I prefer not to answer

E5. How strongly do you agree or disagree with the phrase "I feel like I am an early learning professional"?

01. Strongly disagree
02. Disagree
03. Neither agree nor disagree
04. Agree
05. Strongly agree

99. I prefer not to answer

E6. Overall, how stressed would you say you are in relation to your job?

- 01. Very stressed
- 02. Moderately stressed
- 03. Neutral
- 04. Not very stressed
- 05. Not at all stressed
- 99. I prefer not to answer

E7. Which one of the following best describes the **main** reason that you work with young children?

- 01. It is my career or profession
- 02. It is a step towards a related career
- 03. It is my personal calling
- 04. It is a job with a paycheck
- 05. It is work I can do while my own children are young
- 06. It is a way to help children
- 07. It is a way to help parents
- 08. None of these reasons apply
- 99. I prefer not to answer

E8. Please rate the following questions about your work with young children.

		Not very much	Very little	Some	Quite a bit	A great deal	I prefer not to answer
E8a.	To what extent do you feel successful at managing disruptive behavior in the classroom to ensure all children, including the child exhibiting challenging behaviors, have positive experiences in your classroom?	01	02	03	04	05	99
E8b.	To what extent are you able to excite children to engage in learning activities during the day?	01	02	03	04	05	99
E8c.	To what extent do you believe that you can get all children to believe they can do well in school?	01	02	03	04	05	99
E8d.	How much can you do to help children in your classroom value and engage in learning?	01	02	03	04	05	99
E8e.	To what extent do you feel successful in your abilities to craft good questions and create engaging classroom activities to stimulate children's learning and critical thinking skills?	01	02	03	04	05	99
E8f.	To what extent do you feel able to get children to follow classroom rules and routines?	01	02	03	04	05	99
E8g.	How successful do you feel in your abilities to be able to calm a child who is exhibiting challenging behaviors?	01	02	03	04	05	99
E8h.	How well can you establish effective classroom routines that support children's positive behaviors and peer relationships?	01	02	03	04	05	99
E8i.	To what extent do you feel successful in being able to use a variety of assessment strategies to support children's growth and learning?	01	02	03	04	05	99
E8j.	To what extent do you feel able to provide alternative explanations, examples, or activities to extend children's learning?	01	02	03	04	05	99

E8k.	How much can you do to support families in helping their children do well in your classroom?	01	02	03	04	05	99
E8l.	To what extent do you feel effective at implementing new and developmentally supportive learning activities in your classroom?	01	02	03	04	05	99

E9. Here are some more situations that can arise at work. Please tell me how often you have experienced them during the past 12 months.

		Never	Less than once a year	A few times a year	A few times a month	Once a week or more	I prefer not to answer
E9a.	How often are you UNFAIRLY given the jobs that no one else wants to do?	01	02	03	04	05	99
E9b.	At work, when different opinions would be helpful, how often is your opinion not asked for?	01	02	03	04	05	99
E9c.	How often are you watched more closely than others?	01	02	03	04	05	99
E9d.	How often does your supervisor or boss use racial or ethnic slurs or jokes?	01	02	03	04	05	99
E9e.	How often does your supervisor or boss direct racial or ethnic slurs or jokes at you?	01	02	03	04	05	99
E9f.	How often do your coworkers use racial or ethnic slurs or jokes?	01	02	03	04	05	99
E9g.	How often do your coworkers direct racial or ethnic slurs or jokes at you?	01	02	03	04	05	99
E9h.	How often do you feel that you have to work twice as hard as others work?	01	02	03	04	05	99
E9i.	How often do you feel that you are ignored or not taken seriously by your boss?	01	02	03	04	05	99
E9j.	How often do others assume that you work in a lower status job than you do and treat you as such?	01	02	03	04	05	99
E9k.	How often has a coworker with less experience and fewer qualifications gotten promoted before you?	01	02	03	04	05	99
E9l.	How often have you been unfairly humiliated in front of others at work?	01	02	03	04	05	99

E10. The next questions are about professional development. Programs can support teachers' professional development in a lot of different ways. In the past year, have you participated in or received the following professional development supports?

		Yes	No	I don't know	I prefer not to answer
E10a.	Regular meetings with supervisors to talk with them about my work and progress	01	02	98	99
E10b.	In-person or virtual attendance at regional, state, or national conferences	01	02	98	99
E10c.	Paid substitutes to allow you time to prepare, train, and/or plan	01	02	98	99

E10d.	Mentoring or coaching	01	02	98	99
E10e.	Workshops/trainings sponsored by the center	01	02	98	99
E10f.	Workshops/trainings provided by other organizations	01	02	98	99
E10g.	Visits to other classrooms or centers	01	02	98	99
E10h.	A community of learners, also called a peer learning group (PLG) or professional learning community (PLC), facilitated by an expert	01	02	98	99
E10i.	Tuition assistance	01	02	98	99
E10j.	Onsite Associate or Bachelor's courses	01	02	98	99
E10k.	Other (specify: _____)	01	02	98	99

E11. During the past year, 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?

		Yes	No	I don't know	I prefer not to answer
E11a.	Assistance with direct costs such as tuition or registration fees	01	02	98	99
E11b.	Help with other costs of participation such as travel or child care for your own children	01	02	98	99
E11c.	Release time to participate in the activity	01	02	98	99

E12. In the past year, have you requested a raise?

- 01. Yes **(GO TO E13)**
- 02. No **(GO TO E14)**
- 98. I don't know **(GO TO E14)**
- 99. I prefer not to answer **(GO TO E14)**

E13. What was the response from your employer?

- 01. I did not receive a raise
- 02. I received a raise but not in the amount I requested
- 03. I received a raise in the amount I requested
- 99. I prefer not to answer

E14. At any time since your hiring, have you received a raise?

- 01. Yes **(GO TO E15)**
- 02. No **(GO TO F1)**
- 98. I don't know **(GO TO F1)**
- 99. I prefer not to answer **(GO TO F1)**

E15. How many raises have you received while employed at **[INSERT PROVIDER]**?

- 01. _____ Number of raises
- 98. I don't know
- 99. I prefer not to answer

About Your Financial Situation.

We know that wages and benefits are a major issue affecting the child care and early education workforce. The following questions about aspects of your financial well-being are being asked to better understand this issue and inform efforts to support economic well-being of teachers. **Remember, all individual responses on this survey will remain private.**

F1. Including yourself, how many adults, aged 18 and older currently live with you? Include everyone aged 18 and older who usually lives there, meaning stays with you at least two nights a week, even if they are away from home right now.

- 01. _____ Number of adults (including yourself)
- 99. I prefer not to answer

F2. How many children, under the age of 18, usually live with you? Please include your biological, adoptive, foster, step, or other children that you are responsible for.

- 01. _____ Number of children
- 99. I prefer not to answer

Now, we are going to ask you some questions about the income that came into your household for **everyone** who lived together in **[PRIOR MONTH]**. Please include **all** income from all the people who lived together in your household at least two nights a week last month. Again, none of your answers will be discussed with anyone.

F3. Did any other adults or children who lived in your household work for pay or were self-employed?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

F4. **[IF F1 = 1 SHOW “In the past month, did you receive income or assistance from any of the following sources?”]**

[If F1>1 SHOW “In the past month, did you or anyone in your household receive income or assistance form any of the following sources?”]

		Yes	No	I prefer not to answer
F4b.	Supplemental Security Income (SSI or Social Security Disability Insurance (SSDI))	01	02	99
F4c.	Cash assistance or welfare, such as Colorado Works or general relief, not including WIC or food stamps	01	02	99
F4d.	Colorado Child Care Assistance Program (CCCAP)	01	02	99
F4e.	Unemployment Insurance	01	02	99
F4f.	Worker’s Compensation	01	02	99
F4g.	Disability	01	02	99
F4h.	Food stamps/ Supplemental Nutrition Assistance Program (SNAP)/ Commodity Supplemental Food Program (CSFP) / The Emergency Food Assistance Program (TEFAP)	01	02	99
F4i.	Women, Infants, Children (WIC)	01	02	99
F4j.	Energy Assistance	01	02	99
F4k.	Housing Choice voucher, also known as Section 8 or Public Housing	01	02	99
F4l.	Veteran’s Benefits	01	02	99
F4l.	Child Support	01	02	99
F4l.	Medicaid	01	02	99
F4l.	Other government source (please specify: _____)	01	02	99

F5. What type of health insurance do you currently have? Please respond even if your health insurance is not provided by your employer.

- 01. Private Health Insurance through your employer
- 02. Private Health Insurance through the Health Insurance Exchange
- 03. None/Uninsured
- 04. Other (please specify: _____)
- 98. I don't know
- 99. I prefer not to answer

F6. In **[PRIOR MONTH]** did you **[IF F1 + F2 > 1, INSERT "or anyone else in your household"]** receive money from any other source, such as rent from boarders, a pension, other government benefits, or any other income we have not already talked about?

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

F7. What was the total monthly income for you **[IF F1 + F2 > 1, INSERT: "and everyone else living together in your household"]** in **[PRIOR MONTH]**? Please include income from all of the sources that you just mentioned, plus any other income. Your best estimate is fine.

- 01. Amount: \$ ____ ____, ____ ____. **[RANGE = 0 – 999996]** **(GOTO F9)**
- 98. I don't know **(GOTO F8)**
- 99. I prefer not to answer **(GOTO F8)**

F8. It can be difficult to remember or report these numbers and an approximate range is fine. What was the total monthly income for you **[IF F1 + F2 > 1, INSERT: "and everyone else living together in your household"]** in **[PRIOR MONTH]**? Would you say it was...

Please include income from all of the sources that you just mentioned, plus any other income.

- 01. \$799 or less
- 02. \$800 to \$1,249
- 03. \$1,250 to \$1,699
- 04. \$1,700 to \$2,499
- 05. \$2,500 to \$3,499
- 06. \$3,500 to \$3,999
- 07. \$4,000 to \$4,999
- 08. \$5,000 or more
- 98. I don't know
- 99. I prefer not to answer

F9. Suppose that you have an emergency expense that costs \$400. Could you pay for this expense right now using cash or money in a checking/savings account, or with a credit card that you could pay off at the next statement?

- 01. Yes
- 02. No
- 99. I prefer not to answer

F10. Do you currently have outstanding student loans related to pursuing higher education or credentialing in the early childhood education field?

- 01. Yes
- 02. No
- 98. I don't know
- 99. Refused

F11. In the past 12 months, has there been a time when you:

		Yes	No	I prefer not to answer
F11a.	Did not pay the full amount of the rent or mortgage?	01	02	99
F11b.	Were evicted from your home or apartment for not paying the rent or mortgage?	01	02	99
F11c.	Did not pay the full amount of the gas, oil, or electricity bills?	01	02	99
F11d.	Had service turned off by the gas or electric company, or oil company would not deliver oil?	01	02	99
F11e.	Had cellular or land service disconnected because payments were not made?	01	02	99
F11f.	Did not fill or postponed filling a prescription for drugs when they were needed because you could not afford it?	01	02	99
F11g.	Did not pay the full amount of other bills?	01	02	99

F12. Think again over the past 3 months. Generally, at the end of each month did you end up...

- 01. with more than enough money left over
- 02. with some money left over
- 03. somewhat short of money
- 04. very short of money
- 99. I prefer not to answer

F13. How much do you agree or disagree with each of the following statements?

		Strongly Agree	Agree Somewhat	Disagree Somewhat	Strongly Disagree	I prefer not to answer
F13a.	My financial situation is better than it was last year at this time.	01	02	03	04	99
F13b.	I worry about having enough money in the future.	01	02	03	04	99
F13c.	These days I can generally afford to buy the things (I/we) need.	01	02	03	04	99
F13d.	There never seems to be enough money to buy something or go somewhere just for fun.	01	02	03	04	99

F14. In the last 12 months ...

		Yes	No	I prefer not to answer
F14a.	Did (you/you or other adults in your household) ever cut the size of your meals or skip meals because there wasn't enough money for food?	01	02	99
F14b.	Did you ever eat less than you felt you should because there wasn't enough money to buy food?	01	02	99
F14c.	Were you ever hungry but didn't eat because you couldn't afford enough	01	02	99

food?

F15. For each statement below, indicate if it was often true, sometimes true, or never true for **[you/your household]**. In the last 12 months...

		Often True	Sometimes True	Never True	I prefer not to answer
F15a.	The food that (I/we) bought just didn't last, and (I/we) didn't have money to get more	01	02	03	99
F15b.	(I/We) couldn't afford to eat balanced meals	01	02	03	99

F16. I'd like to ask a few questions about taxes. Did you file a tax return for the 2022 tax year?

Most people filed their returns between January and April 2023.

- 01. Yes
 - 02. No
 - 98. I don't know
 - 99. I prefer not to answer
- (GO TO G1)**
(GO TO G1)
(GO TO G1)

F17. Where did you have your taxes prepared?

- 01. A free tax preparation site
- 02. A paid preparer like H&R Block, Liberty, or Jackson Hewitt
- 03. Paid accountant or CPA
- 04. Did taxes myself
- 05. Friend/family member
- 06. Other
- 98. I don't know
- 99. I prefer not to answer

F18. When you filed your taxes earlier this year, did you **apply** for the Colorado Tax Credit for Early Childhood Educators?

The credit is a refundable tax credit for credentialed early childhood educators, and the amount of the credit depends on the educator's credential level. It is available to educators who have worked at a licensed provider for at least six months of the tax year and who make less than about \$75,000 if filing as single or \$150,000 if filing jointly. Refundable means that the credit first pays whatever taxes are owed and then any extra is given to the taxpayer.

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

F19. Did you **receive** a tax refund from your State tax returns?

If you are still waiting to receive your refund payment (direct deposit, check, loan, or other payment), select 'no.'

- 01. Yes
- 02. No
- 98. I don't know
- 99. I prefer not to answer

The next few questions ask about your health and well-being, including your physical and emotional well-being to better understand how your work may affect you. All individual responses will remain private.

G1. Overall, would you say your health is excellent, very good, good, fair, or poor?

- 01. Poor
- 02. Fair
- 03. Good
- 04. Very Good
- 05. Excellent
- 99. I prefer not to answer

G2. During the past 30 days, for about how many days did poor physical or mental health keep you from doing your usual activities, such as self-care, work, or recreation?

- 01. ____ days
- 99. I prefer not to answer

G3. Below is a list of the ways you might have felt or behaved. Please check the boxes to indicate how often you have felt this way **in the past week or so**.

		Rarely or none of the time (<1 day)	Some or a little of the time (1-2 days)	Occasionally or a moderate amount of the time (3-4 days)	Most of the time (5-7 days)	I prefer not to answer
G3a.	I felt that I could not shake off the blues even with help from my family or friends.	01	02	03	04	99
G3b.	I had trouble keeping my mind on what I was doing.	01	02	03	04	99
G3c.	I felt that everything I did was an effort.	01	02	03	04	99
G3d.	My sleep was restless.	01	02	03	04	99
G3e.	I felt lonely.	01	02	03	04	99
G3f.	I felt sad.	01	02	03	04	99
G3g.	I could not get "going."	01	02	03	04	99

G4. During **the past 30 days**, how often did you feel...

		None of the time	A little of the time	Some of the time	Most of the time	All of the time	I prefer not to answer
G4a.	nervous?	01	02	03	04	05	99
G4b.	hopeless?	01	02	03	04	05	99
G4c.	restless or fidgety?	01	02	03	04	05	99
G4d.	so depressed that nothing could cheer you up?	01	02	03	04	05	99
G4e.	that everything was an effort?	01	02	03	04	05	99
G4f.	worthless?	01	02	03	04	05	99

G5. This next set of questions is used to assess how staff members feel about their job and their reactions to work. Please read each statement carefully and decide if you ever feel this way about your job.

- Never
- A few times a
- Once a month
- A few times a
- Once a
- A few times
- Every day
- I prefer not to

			year or less	or less	month	week	a week		answer
G5a.	I feel emotionally drained from my work.	01	02	03	04	05	06	07	99
G5b.	I feel used up at the end of the workday.	01	02	03	04	05	06	07	99
G5c.	I feel fatigued when I get up in the morning and have to face another day on the job.	01	02	03	04	05	06	07	99
G5d.	Working with people all day is really a strain for me.	01	02	03	04	05	06	07	99
G5e.	I feel burned out from my work.	01	02	03	04	05	06	07	99
G5f.	I feel frustrated by my job.	01	02	03	04	05	06	07	99
G5g.	I feel I'm working too hard on my job.	01	02	03	04	05	06	07	99
G5h.	Working with people directly puts too much stress on me.	01	02	03	04	05	06	07	99
G5i.	I feel like I'm at the end of my rope.	01	02	03	04	05	06	07	99

Professional Development

The following questions are about professional development opportunities you may have.

H1. How many hours of professional development have you taken since January 2023? This includes activities like participating in workshops, in-service training, or professional learning communities.

01. _____ hours

99. I prefer not to answer

H2. Since January 2023, how often did you participate in coaching, mentoring or consultation with a coach, mentor, or specialist/consultant?

By coach/mentor/specialist, we mean a professional who provides you with feedback and support to help improve your skills in working with children. Do NOT include observations completed by an administrator at your center or any observations/ratings for Colorado Shines.

01. Did not happen

02. Once or twice

03. Three to five times

04. Once a month

05. Twice a month

06. Three or more times a month

99. I prefer not to answer

H3. Are you currently enrolled in college/university coursework or a credentialing program in Early Childhood Education or Early Childhood Special Education?

01. Yes

- 02. No
- 99. I prefer not to answer

About Your Professional Background and Characteristics.

[This section may be asked only for new teachers or teachers that did not submit a baseline survey]

The next set of questions is focused on your professional background.

- 11. How many years of paid experience do you have working with children other than your own, who are under age 6? Please include any paid experience in a center-based setting or home-based setting (licensed or unlicensed care), work for relatives, including nannying or babysitting, or paid experience you may have from another country.
 - 01. _____ years of experience
 - 99. I prefer not to answer

- 12. In your current job, how many hours per week do you work at your center?
 - 01. _____ number of hours per week
 - 99. I prefer not to answer

- 13. What age groups of children are in your classroom(s) in **[insert provider]**? (Check all that apply)
 - 01. Preschool-age (36 months to 60 months +)
 - 02. Toddlers (13 months to 35 months)
 - 03. Infants (birth to 12 months)
 - 99. I prefer not to answer

- 14. How many different sessions of children do you teach in your classroom? (An example of two sessions would be a part-time am program from 8am-12pm and a part-time pm program from 1-5pm.)
 - 01. 1
 - 02. 2
 - 03. 3
 - 04. 4
 - 05. 5
 - 99. I prefer not to answer

- 15. **[IF 14 = 1 SHOW “Of the children in your classroom, how many children attend part-time and full-time?”]**
[IF 14 <2 SHOW “Across all sessions, how many children are enrolled in your classroom?”]
 - 01. _____ Part-time (less than 30 hours a week)
 - 02. _____ Full-time (30 hours or more a week)
 - 99. I prefer not to answer

- 16. What is the highest level of education that you have completed? Please select one.
 - 01. Grade 8 or less
 - 02. Some high school, but did not receive a GED or high school diploma
 - 03. High School Diploma or equivalent (GED)
 - 04. Some college or Advanced Training Certificate (CDA, etc.)
 - 05. Associate’s or Two-Year Degree
 - 06. Bachelor’s or Four-Year Degree
 - 07. Master’s Degree

- 08. Doctorate or professional degree (PhD, MD, JD, DDS, etc.)
- 09. Other (not listed) [Please specify]: _____
- 99. I prefer not to answer

17. Do you have a degree in any of the following fields? Please select all that apply.

- 01. Early Childhood Education
- 02. Early Childhood Special Education
- 03. Child Development & Family Studies/Human Development & Family Relations/Studies
- 04. Elementary Education
- 05. Elementary Special Education
- 06. Other related field [Please specify]: _____
- 07. None of my degrees are related to the above criteria
- 99. I prefer not to answer

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

- 01. Yes
- 02. No
- 99. I prefer not to answer

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

- 01. Yes
- 02. No
- 99. I prefer not to answer

The final section includes questions about your personal identities and characteristics.

110. In what year were you born?

- 01. _____ YYYY
- 99. I prefer not to answer

111. Are you...?

- 01. Single, never married
- 02. Married
- 03. Separated
- 04. Divorced
- 05. Widowed
- 99. I prefer not to answer

112. Are you:

Select all that apply.

- 01. Female
- 02. Male
- 03. Transgender, non-binary, or another gender
- 99. I prefer not to answer

113. Are you of Hispanic, Latino/a, or Spanish origin? Select all that apply.

- 01. No, not of Hispanic, Latino/a, or Spanish origin
- 02. Yes, Mexican, Mexican American, Chicano/a
- 03. Yes, Puerto Rican
- 04. Yes, Cuban
- 05. Yes, Another Hispanic, Latino, or Spanish origin
- 98. I don't know
- 99. I prefer not to answer

- I14. What is your Race? Select one or more.
01. American Indian or Alaska Native
 02. Asian
 03. Black or African American
 04. Native Hawaiian or Other Pacific Islander
 05. White
 99. I prefer not to answer
- I15. In what languages are you fluent, meaning you are able to speak or write easily and accurately? Please select all that apply.
01. English
 02. Spanish
 03. Chinese, including Mandarin, Cantonese
 04. Vietnamese
 05. German
 06. French
 07. Russian
 08. Korean
 09. Afro-Asiatic, including Amharic and Somali
 010. Arabic
 011. Not listed (Please specify) _____
 99. I prefer not to answer

[SUBMIT SURVEY]

HONORARIUM SCREENS.

Those are all the questions we have for you today!

Thank you very much for participating in the pilot initiative follow-up survey! Please reach out to **[add contact information]** if you have any questions.

You will receive a \$40 honorarium for your participation in this survey. Please let us know your preference for your honorarium.

- Email gift code for **[Amazon/Walmart/Target]**.
- I would prefer not to receive an honorarium.

[if Email gift code selected:]

Please provide an email address so that we can send you the \$40 honorarium. We will only use this email address to send you the gift card. We will not share this email with anyone outside of the research team.

Please enter your email: _____

Please confirm your email: _____

[for all respondents]

Teachers who have completed the survey can receive 1 hour toward their annual training hours required by child care licensing. Please provide your PDIS User ID and the email you use for PDIS below. Your ID and email will be forwarded to PDIS within **[30 days]** of completing this survey and your PDIS training hours will be updated. Please

note, completing this survey will not count towards Ongoing Professional Development hours for the Early Childhood Professional Credential (ECPC).

Please enter PDIS User ID: _____

Please enter email used for PDIS: _____

[SUBMIT]

Thanks again for participating. If you have any questions, please feel free to contact us at [add email and/or phone].