

## Appendix I. 2024 NSECE Workforce (Classroom Staff) Questionnaire Items - Overview and Comparison

| 2019 Category                                    | 2019 Construct                                               | 2024 Construct                                                  | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                                             |
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| <b>Section A: Qualifications and Experiences</b> | Years worked at program                                      | Years worked at program                                         | A1                           |                                                                                                                                                                                                                                                                           |
|                                                  | Years of paid early care and education (ECE) work experience | Years of paid early care and education (ECE) work experience    | A2                           |                                                                                                                                                                                                                                                                           |
|                                                  | Any home-based ECE work since turning 18                     | Any home-based ECE work since turning 18                        | A2a_a                        |                                                                                                                                                                                                                                                                           |
|                                                  | N/A                                                          | Any center-based ECE work at different program since turning 18 | A2a_b                        | Career Trajectories (prior ECE work experience): Added items to learn more about caregivers' career trajectories within the ECE field, including: prior paid work at a different ECE center-based program, and setting of most recent prior ECE job at different program. |
|                                                  | N/A                                                          | Setting of most recent prior job in ECE at different program    | WF22_New1_A                  |                                                                                                                                                                                                                                                                           |
|                                                  | Educational attainment of caregiver                          | Educational attainment of caregiver                             | A3                           |                                                                                                                                                                                                                                                                           |
|                                                  | Educational field of study of caregiver                      | Educational field of study of caregiver                         | A5_M                         |                                                                                                                                                                                                                                                                           |
| <b>Section A:</b>                                | N/A                                                          | Debt owed by caregiver related to education and/or training     | WF22_New16_A                 | New items added about caregivers' student loan debt associated with education and career advancement.                                                                                                                                                                     |
|                                                  | ECE credentials                                              | ECE credentials                                                 | A6A_M                        |                                                                                                                                                                                                                                                                           |

| 2019 Category                         | 2019 Construct                                                                                  | 2024 Construct                                                                                  | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| <b>Qualifications and Experiences</b> |                                                                                                 |                                                                                                 |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                       | Caregiver professional development (PD)                                                         | Caregiver professional development (PD)                                                         | A7                           | Replaced professional development (PD) items to make room for items that better align with research on effective PD; 2019 had four PD sub-constructs: PD activities in last 12 months, PD done with other staff, caregiver attended series of 2+ workshops, and caregiver enrolled in a college course with observations; 2024 maintains one 2019 construct (PD activities in last 12 months), removes the other three 2019 constructs, and adds one new 2024 construct – delivery mode of PD (virtual, in-person or mixed). |
|                                       | Caregiver health and safety training                                                            | Caregiver health and safety training                                                            | A15                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                       | Caregiver training in working with children of diverse racial, ethnic, and cultural backgrounds | Caregiver training in working with children of diverse racial, ethnic, and cultural backgrounds | A17                          | Note: In 2019, this construct was included under the broader 'caregiver PD' construct. For 2024, separated out as own construct.                                                                                                                                                                                                                                                                                                                                                                                             |
|                                       | N/A                                                                                             | Caregiver experiences getting training or education to advance career in ECE                    | A6C                          | Career advancement: Added items to ask about whether caregiver faced difficulties                                                                                                                                                                                                                                                                                                                                                                                                                                            |

| 2019 Category                                        | 2019 Construct                                                   | 2024 Construct                                                                       | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                         |
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| <b>Section A:<br/>Qualifications and Experiences</b> |                                                                  |                                                                                      |                              | trying to get training or education to advance career in ECE, and about caregiver's access to affordable and conveniently located training/education opportunities.                                   |
|                                                      | PD assistance                                                    | PD assistance*                                                                       | A8b1                         | Item level change: One of the 2019 items associated with this construct was dropped in 2024 related to whether employer provided assistance with transportation and child care costs.                 |
|                                                      | PD plan                                                          | PD plan                                                                              | A18                          |                                                                                                                                                                                                       |
|                                                      | Whether caregiver was required to demonstrate skills/be observed | Whether caregiver was required to demonstrate skills/be observed                     | A20                          | Note: In 2019, this construct was included under the broader 'caregiver PD' construct. For 2024, the item associated with this construct was moved and is now listed as separate construct.           |
|                                                      | N/A                                                              | Time spent last week reflecting on practice with other staff                         | A7F_NEW_A                    | Professional learning/improvement as part of ongoing caregiver and center practice: Added items related to effective professional learning and improvement practices—i.e., those that are part of the |
|                                                      | N/A                                                              | Whether reflection time is paid and done while caregiver is responsible for children | A7F_A_NEW                    |                                                                                                                                                                                                       |

| 2019 Category                                        | 2019 Construct                                              | 2024 Construct                                   | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                       |
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| <b>Section A:<br/>Qualifications and Experiences</b> |                                                             |                                                  |                              | ongoing practice of the center, including whether center staff meets for reflection time, and whether                                               |
|                                                      | Topic of most recent PD activity, besides health and safety | Dropped                                          |                              | Removed items not aligned to research on effective PD practices to make space for items aligned with updated evidence on effective/high-quality PD. |
|                                                      | Time spent on PD                                            | Dropped                                          |                              |                                                                                                                                                     |
|                                                      | Professional organization membership                        | Dropped                                          |                              |                                                                                                                                                     |
|                                                      | Union membership                                            | Union membership                                 | A10                          |                                                                                                                                                     |
|                                                      | Main reason for working with children                       | Main reason for working with children            | A11                          |                                                                                                                                                     |
|                                                      | N/A                                                         | Intent to stay in ECE field for next three years | WF22_New99_B                 | Career Trajectories (aspirations, plans): Added item to ask about caregivers' intent to stay in the ECE field for the next 3 years.                 |

| 2019 Category                                                      | 2019 Construct                                                         | 2024 Construct                                                         | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                       |
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|                                                                    |                                                                        |                                                                        |                              |                                                                                                                                                                                                                     |
| <b>Section B.<br/>Employment<br/>Schedule and<br/>Compensation</b> | Number of hours worked per week                                        | Number of hours worked per week                                        | B1                           |                                                                                                                                                                                                                     |
|                                                                    | Number of different classrooms or groups respondent usually works with | Number of different classrooms or groups respondent usually works with | B1a                          |                                                                                                                                                                                                                     |
|                                                                    | Number of months worked in program during last year                    | Number of months worked in program during last year                    | B2                           |                                                                                                                                                                                                                     |
|                                                                    | Current wage                                                           | Current wage                                                           | B4_M                         |                                                                                                                                                                                                                     |
|                                                                    | N/A                                                                    | Receipt of additional payments for ECE workers in last 12 months       | B4a                          | Additional compensation: Added items related to caregivers' receipt of compensation over and above wages to support advancement, retention and wellbeing, e.g., bonus payments or special payments for ECE workers. |
|                                                                    | Whether most of the work involve children with disabilities            | Whether most of the work involve children with disabilities            | B5                           |                                                                                                                                                                                                                     |
|                                                                    | Current title at program                                               | Current title at program                                               | B6                           |                                                                                                                                                                                                                     |

| 2019 Category     | 2019 Construct                                                 | 2024 Construct                                                             | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                             |
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| <b>Section B.</b> | N/A                                                            | Whether caregiver previously had a different role/title at current program | B6a                          | Career trajectories: Added items about prior roles and titles at current program to learn more about career pathways and progression.                     |
|                   | N/A                                                            | Previous title at current program                                          | B6b                          |                                                                                                                                                           |
|                   | Health insurance coverage                                      | Health insurance coverage                                                  | B7_M                         |                                                                                                                                                           |
|                   | N/A                                                            | Paid time off or vacation time accrual                                     | WF14                         | Benefits: Added items about critical benefits to support worker well-being.                                                                               |
|                   | N/A                                                            | Employer offers pay raises for new degree or ECE credential                | WF22_New_8                   | Career ladders: Added items about “on-the-job” career ladders, i.e., whether employer offers opportunities to advance by earning new degrees/credentials. |
|                   | Caregiver has looked for another job in past three months      | Caregiver has looked for another job in past three months                  | B9                           |                                                                                                                                                           |
|                   | Reason caregiver has looked for another job                    | Reason caregiver has looked for another job                                | B9a_M                        |                                                                                                                                                           |
|                   | Caregiver home zip code                                        | Caregiver home zip code                                                    | B10                          |                                                                                                                                                           |
|                   | Confirmation respondent works most often in selected classroom | Confirmation respondent works most often in selected classroom             | C1_1_M                       |                                                                                                                                                           |
|                   | Age of children respondent works most often                    | Age of children respondent works most often                                | C1_2_M                       |                                                                                                                                                           |
| <b>Section C.</b> | Any curriculum used                                            | Any curriculum used                                                        | C1A                          |                                                                                                                                                           |
|                   | Name of curriculum used                                        | Name of curriculum used                                                    | C1B_M                        |                                                                                                                                                           |
|                   | Received training to use curriculum                            | Received training to use curriculum                                        | C5                           |                                                                                                                                                           |
|                   |                                                                |                                                                            |                              |                                                                                                                                                           |

| 2019 Category                                        | 2019 Construct                                                     | 2024 Construct                                                                                             | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                     |
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|                                                      | Activity planning for children                                     | Activity planning for children                                                                             | C3                           |                                                                                                                                                                                                                                                   |
|                                                      | When activity planning occurs                                      | When activity planning occurs                                                                              | C3a_M                        |                                                                                                                                                                                                                                                   |
|                                                      | Children's time spent with screens                                 | Children's time spent with screens                                                                         | C4_M                         |                                                                                                                                                                                                                                                   |
|                                                      | Time spent on children's activities                                | Time spent on children's activities*                                                                       | G_ACTIVITY_a                 | Activities in classroom: Items related to time spent on activities streamlined so that they do not require filtering by infant/toddler vs. preschool classrooms, while preserving the same information about activities from prior NSECE surveys. |
| <b>Section CL: About the People in the Classroom</b> | Number of usual staff in classroom                                 | Number of usual staff in classroom                                                                         | CL1                          |                                                                                                                                                                                                                                                   |
|                                                      | Race/Ethnicity of classroom staff                                  | Race/Ethnicity of classroom staff*                                                                         | CL2                          | Item updated to align with item on race/ethnicity of children in the classroom below.                                                                                                                                                             |
|                                                      | Number of children enrolled in the classroom                       | Number of children enrolled in the classroom                                                               | CL5                          |                                                                                                                                                                                                                                                   |
|                                                      | Race/Ethnicity of children in classroom                            | Race/Ethnicity of children in classroom*                                                                   | CL6_1                        | Item revised to align with item on race/ethnicity of staff in the classroom above.                                                                                                                                                                |
|                                                      | Number of children who speak a language other than English at home | Number of children who speak a language other than English at home                                         | CL9                          |                                                                                                                                                                                                                                                   |
|                                                      | N/A                                                                | Adult in classroom that can provide instruction/caregiving in children's home languages other than English | WF21_1                       |                                                                                                                                                                                                                                                   |

| 2019 Category                                                   | 2019 Construct                                                             | 2024 Construct                                                    | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                                                                                                                                                    |
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|                                                                 | Number of children whose parents have limited English proficiency          | Number of children whose parents have limited English proficiency | CL11                         |                                                                                                                                                                                                                                                                                                                                                                                  |
|                                                                 | Number of children experiencing food insecurity                            | Number of children experiencing food insecurity                   | CL8a                         |                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Section D. Staff Attitudes and Orientation to Caregiving</b> | Parental Modernity Scales – Traditional Belief Subscale                    | Dropped                                                           | N/A                          | Attitudes towards caregiving: Removed two Parental Modernity Subscales (Traditional and Progress Belief Scales)                                                                                                                                                                                                                                                                  |
|                                                                 | Parental Modernity Scales – Progressive Belief Subscale                    | Dropped                                                           | N/A                          |                                                                                                                                                                                                                                                                                                                                                                                  |
|                                                                 | Curbow job stress inventory's "job demands" subscale                       | Dropped                                                           | N/A                          | Work stressors: Removed items related to on-the-job daily stressors, including measures included from the Curbow jobs stress inventory's "job demands" subscale to make room for additional work-related stressors related to compensation/wages, benefits, and supports in the workplace for worker well-being linked to turnover, retention and wellbeing in updated research. |
|                                                                 | Curbow job stress inventory's "job resources" subscale                     | Dropped                                                           | N/A                          |                                                                                                                                                                                                                                                                                                                                                                                  |
|                                                                 | Other job-stress related indicators: Caregiver moved from normal classroom | Dropped                                                           | N/A                          |                                                                                                                                                                                                                                                                                                                                                                                  |
|                                                                 | N/A                                                                        | Multicultural teaching/caregiving competencies                    | WF8_1                        | Multicultural teaching/caregiving: Added                                                                                                                                                                                                                                                                                                                                         |



| 2019 Category                                                   | 2019 Construct                                                                                                                   | 2024 Construct                                                                                        | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                       |
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| <b>Section D. Staff Attitudes and Orientation to Caregiving</b> |                                                                                                                                  |                                                                                                       |                              | item from a Multicultural Teaching Competencies Scale related to caregiving and teaching attitudes and skills.                                                                                                      |
|                                                                 | Frequency of speaking with parent's about child's family                                                                         | Dropped                                                                                               | N/A                          | Dropped item and added new communication items below.                                                                                                                                                               |
|                                                                 | N/A                                                                                                                              | Frequency of speaking with parents about children's learning/development and problems in care         | WF11_3                       | Family-caregiver communication: Added items related to communication about different topics. New items from the Family Respect Subscale from the Family and Provider/Teacher Relationship Quality (FPTRQ) Measures. |
|                                                                 | Frequency of discussion with supervisor about skills to help children learn                                                      | Frequency of discussion with supervisor about skills to help children learn                           | D7_a_REVISED                 |                                                                                                                                                                                                                     |
|                                                                 | Frequency of discussion with supervisor about skills to help children's behavior                                                 | Dropped                                                                                               | N/A                          | Item dropped and new items added about supervisor support below.                                                                                                                                                    |
|                                                                 | N/A                                                                                                                              | Supervisor knows caregiver's teaching well                                                            | WF_D7_SEQUAL                 |                                                                                                                                                                                                                     |
|                                                                 | Any annual formal performance review                                                                                             | Any annual formal performance review                                                                  | D8                           |                                                                                                                                                                                                                     |
|                                                                 | Perceived work environment: Center has respect for staff; Center encourages teamwork; Center helps staff with difficult children | Perceived work environment: Center has respect for staff; Center helps staff with difficult children* | D9A                          | One of the three items on perceived work environment included in 2019 was removed in 2024 (Center encourages teamwork).                                                                                             |
|                                                                 | N/A                                                                                                                              | Wellness supports in work                                                                             | WF12_1                       | Workplace supports for                                                                                                                                                                                              |

| 2019 Category | 2019 Construct                                            | 2024 Construct                                                                                                                      | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                   |
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|               |                                                           | environment; Center has space to relax (away from children), adult-sized furniture, and designated daily breaks for staff           |                              | worker wellbeing: Added items related to presence of conditions for caregivers linked to worker wellbeing and reduced turnover, including factors like access to break facilities away from children, and designated daily breaks, for example. |
|               | N/A                                                       | Perceptions and experiences of unfair treatment at work (adapted from David Williams' Major Experiences of Discrimination Measures) | WF12                         | Added items about caregiver's perceptions and experiences of unfair treatment at work on the basis of aspects of a their identity.                                                                                                              |
|               | Opinions about background checks for childcare staff      | Dropped                                                                                                                             | N/A                          | Background checks: Items about opinions of background check policies removed and replaced with items asking whether program covers the cost of required background checks for staff.                                                            |
|               | N/A                                                       | Experiences with background checks for childcare staff                                                                              | D_BKGD_EXP_E1                |                                                                                                                                                                                                                                                 |
|               | N/A                                                       | Staff experiences with distributed leadership: Staff has input into matters that affect everyone in program                         | WF23_DL_1_A                  |                                                                                                                                                                                                                                                 |
|               | N/A                                                       | Staff experiences with distributed leadership: Staff input is taking seriously.                                                     | WF23_DL_1_B                  |                                                                                                                                                                                                                                                 |
|               | Center for Epidemiological Studies Depression Scale (CES- | Center for Epidemiological Studies Depression Scale (CES-D7)                                                                        | D11                          |                                                                                                                                                                                                                                                 |

| 2019 Category                                                   | 2019 Construct                                   | 2024 Construct                                                                                                                           | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                            |
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| <b>Section D. Staff Attitudes and Orientation to Caregiving</b> | D7)                                              |                                                                                                                                          |                              |                                                                                                          |
|                                                                 | N/A                                              | Job-related worker burnout (Maslach)                                                                                                     | WF13_1                       | Worker burnout: Added measure related to work-related burnout.                                           |
|                                                                 | Bridget Hamre's instructional approach/knowledge | Bridget Hamre's instructional approach/knowledge*                                                                                        | D14                          | Hamre Items about instructional approach/knowledge reduced from four items in 2019 to two items in 2024. |
|                                                                 | N/A                                              | Caregiver's knowledge about family support for children's learning (from Family and Provider/Teacher Relationship Quality (FPTRQ) Scale) | WF11_1                       | Added new item about caregiver-family connection                                                         |

| 2019 Category                      | 2019 Construct                                               | 2024 Construct                                               | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                              |
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|                                    |                                                              |                                                              |                              |                                                                                                            |
| <b>Section E.<br/>Demographics</b> | Sex                                                          | Dropped                                                      | N/A                          | Demographics: Removed previous sex/gender question and moved revised gender question to later in section E |
|                                    | Year of birth                                                | Year of birth                                                | E2                           |                                                                                                            |
|                                    | Ethnicity                                                    | Ethnicity                                                    | E3_M                         |                                                                                                            |
|                                    | Race                                                         | Race                                                         | E4_M                         |                                                                                                            |
|                                    | Respondent speaks any language other than English            | Respondent speaks any language other than English            | E5                           |                                                                                                            |
|                                    | Frequency of English use in work with children               | Frequency of English use in work with children               | E6                           |                                                                                                            |
|                                    | Languages other than English spoken with children or parents | Languages other than English spoken with children or parents | E19                          |                                                                                                            |
|                                    | Country of birth                                             | Country of birth                                             | E9                           |                                                                                                            |
|                                    | Year moved to United States                                  | Year moved to United States                                  | E10                          |                                                                                                            |
|                                    | N/A                                                          | Gender Identity                                              | E1                           | Added item on gender identity of respondent aligned with guidance set out                                  |

| 2019 Category                      | 2019 Construct                                              | 2024 Construct                                              | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                                                                                                                                                                           |
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| <b>Section E.<br/>Demographics</b> |                                                             |                                                             |                              | in: <a href="#">OMB (Jan 2023) Recommendations on the Best Practices for the Collection of Sexual Orientation and Gender Identity Data on Federal Statistical Surveys (whitehouse.gov)</a>                                                                              |
|                                    | N/A                                                         | Sexual Orientation                                          | E_SO                         | Added item on sexual orientation of respondent aligned with guidance set out in: <a href="#">OMB (Jan 2023) Recommendations on the Best Practices for the Collection of Sexual Orientation and Gender Identity Data on Federal Statistical Surveys (whitehouse.gov)</a> |
|                                    | Current marital status                                      | Current marital status                                      | E11                          |                                                                                                                                                                                                                                                                         |
|                                    | Self-rated health                                           | Self-rated health                                           | E20                          |                                                                                                                                                                                                                                                                         |
|                                    | Annual household income: Exact dollar amount                | Annual household income: Exact dollar amount                | E14                          |                                                                                                                                                                                                                                                                         |
|                                    | Annual household income: Ranges                             | Annual household income: Ranges                             | E15                          |                                                                                                                                                                                                                                                                         |
|                                    | Percentage of household income stemming from childcare work | Percentage of household income stemming from childcare work | E17                          |                                                                                                                                                                                                                                                                         |
|                                    | N/A                                                         | Household Size                                              | WF16_1                       | Added detail to collect caregiver's household size.                                                                                                                                                                                                                     |
|                                    | N/A                                                         | Receipt of child care assistance                            | WF15_4                       |                                                                                                                                                                                                                                                                         |
|                                    | N/A                                                         | Receipt of food assistance:                                 | WF15_2_A                     | Public assistance: Added                                                                                                                                                                                                                                                |

| 2019 Category | 2019 Construct                                               | 2024 Construct                                                                               | First Item of 2024 Construct | Key Changes from 2019 to 2024                                                                                   |
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|               |                                                              | Supplemental Nutrition Assistance Program (SNAP)                                             |                              | questions about receipt of child care and food assistance.                                                      |
|               | N/A                                                          | Receipt of food assistance: Women, Infants and Children Supplemental Nutrition Program (WIC) | WF15_2_B                     |                                                                                                                 |
|               | N/A                                                          | Financial resources to cover emergency expense                                               | WF16_2                       | Financial circumstances: Added items about financial security (financial resources to cover emergency expense). |
|               | Receipt of any financial assistance from government programs | Dropped                                                                                      | N/A                          |                                                                                                                 |
|               | Number of children under 5 in household                      | Dropped                                                                                      | N/A                          |                                                                                                                 |
|               | Number of children ages 6-12 in household                    | Dropped                                                                                      | N/A                          |                                                                                                                 |